



Trinity Church, Aberdeen is a congregation of the International Presbyterian Church. Currently meeting in the Northern Hotel, we will soon be moving into an expansive and exciting new home in Queen Street, in our city centre, from which we will seek to preach the good news of Jesus Christ to the people of Aberdeen, our nation and beyond. We are a church family, not a families church; we aim to see all ages and stages of life flourishing together in church as part of one family. We prioritise the Bible and preaching, we seek to grow in love for Christ and his gospel, and we give ourselves in sacrificial ways to deepening our relationships with each other.

Training the next generation of Christian leaders has been a part of the ministry that God has called us to since we began as a church in 2011. We are now actively seeking to develop this ministry as we grow into our new premises. Our Ministry Training Scheme invites young men and women to join us as they consider their gifts, and potential calling in life, and to receive an experience of the realities of gospel ministry.

Interested candidates will need to complete an application form and attend for interview. Successful candidates will need to commit to two years with us and can expect an annual bursary of £8400 for their living expenses. Accommodation (or an allowance of up to £6000 per year towards it) will also be provided.

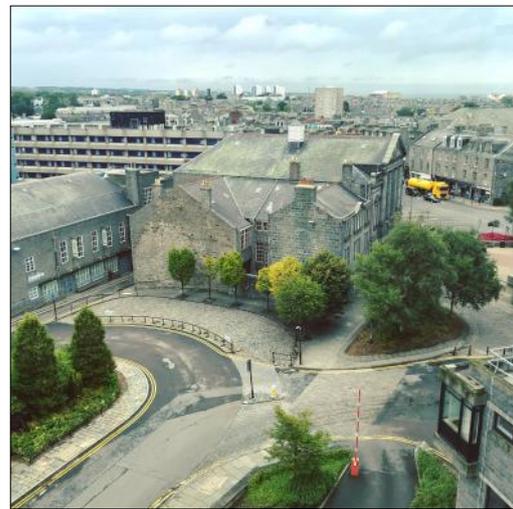
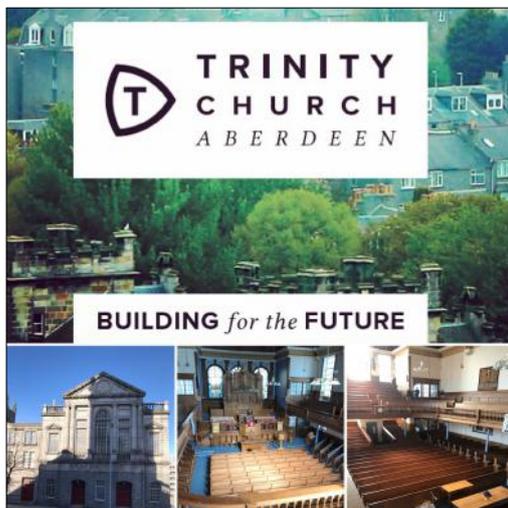


Two years of service and training

The Trinity Ministry Training Scheme intends to prepare young men and women for a life of faithful and effective gospel ministry in the local church. Our Ministry Training Scheme is part of our desire to see further gospel growth both in Aberdeen and in the wider world by raising up gospel minded men and women for our own work, and growing and sending out more gospel workers elsewhere.

Ministry Apprentices volunteering with us can expect a busy and stretching experience serving the church family in practical ways, taking part in a formal curriculum of theological training, and growing in gifts of leadership. They will have plenty of access to the staff team: David Gibson (Minister); Drew Tulloch (Music Co-ordinator); Nicola Fitch (Administrator). For September 2019 we plan to appoint an Assistant Minister as well. Trainees will also be able to observe first hand the working of the church eldership (Session) and its finance body (The Cruden Trust). Apprentices will be full members of the staff team and be expected to attend and take part in its weekly meetings.

Other training will consist of ministry experience in a variety of settings, such as leading small group Bible studies, one-to-one Bible studies, involvement in the church's student work and children's work, a wide variety of practical service and thorough involvement in the life of the church family.



The Trinity Ministry Training Ethos

The Bible tells us that training is basic to the Christian life. It is really another word for *discipleship* – the business of growing in Christian maturity – and *disciple-making* which aims to ‘present everyone perfect in Christ’ (Colossians 1:28). We also believe that training should happen in the local church. The Bible expects every believer to express their membership of the heavenly church of Christ through active, servant-like and committed membership of a local congregation. It is also part of our responsibility to the wider kingdom to train and send out workers for the harvest field.

Therefore our Ministry Training Scheme is simply one expression of what we do as a local church to grow God's kingdom for the glory of Christ. As such it aims to provide training and nurture in three key areas:

1. Conviction

This area involves understanding the Bible and doctrine (biblical and systematic theology). The Bible is God's word to mankind and our final authority for the knowledge of God. All Christian growth begins here and all other aspects of training involve working out and expressing the implications of the Bible for life and ministry. Doctrine or theology is the business of expressing the salvation history revealed in the Bible thematically, creating a biblical world view which speaks to our situation now, and protecting these truths against error and attack.

The Trinity Ministry Training Scheme includes at least two full days a week of study in a programme tailored to each individual. Apprentices will either be enrolled on courses like The Cornhill Training Course, Glasgow, or take suitable online courses; all theological study will be supplemented by regular sessions with our Minister which will consolidate the learning and further explore practical ministry dimensions to the classroom material. The aim of the study programmes—as well as preparation for Bible studies, Sunday School lessons, talks, one-to-ones and other teaching opportunities—is to sharpen exegetical skills and grasp of biblical doctrine.



2. Character

It will always be tempting to measure spiritual growth in individuals by quantifiable indicators such as skills, attendance at meetings etc. The more important elements of growth such as a grasp of the truth and godliness of life can be overlooked in our keenness to equip people for the practicalities of ministry. But godliness is always more important than giftedness.

God calls us to a life of service which conforms to the truth of the gospel. We aim to help Apprentices to integrate their Christian worldview into their everyday lives and to grow in the godly obedience that flows from faith.

Each Ministry Apprentice will meet at least fortnightly with a mentor to read the Bible, pray and discuss life and ministry. Apprentices are encouraged to be 'feedback hungry' and to develop self-awareness. This extends to all three of these areas of growth, including character and godliness, not just ministry skills.

The very practical hands-on nature of some of the Trainees' ministry also fosters character. Getting hands dirty with manual tasks like cleaning, setting up rooms for meetings, printing, helping run a crèche, etc. all encourage humility and the slave-mentality that is expected of all Jesus' followers, (Mark 10:44). For those who are full-time staff team members the working week is like that of any full time job, with Mondays to Fridays being worked as 'office hours' plus some evenings. Sundays in particular will be full, exhausting days, with almost every waking minute accounted for!



3. Competency

Although godliness is more important than giftedness, the gospel also calls us to a life time of fruitful active service for the growth of Jesus' kingdom. The Ministry Training Scheme aims to enable Apprentices to develop God-given gifts and to learn the practical skills of ministry.



There will be many opportunities for Apprentices to experience and grow in ministry skills. As the student ministry at Trinity grows, Apprentices will be encouraged to meet one-to-one with students during the course of each week. Trainees are given freedom and flexibility to enable them to major on this sort of personal work.

There will also normally be opportunities to be involved in one or more other ministry area of church, such as children's and youth ministry, or music. Because

being a 'self-starter' is such an important asset for all future church work, each Apprentice is expected to be able to pioneer or initiate ministry tasks during the course of the year.

Who are we looking for?

Apprentices will not be seeking a comfortable 'gap year' experience in an established institution, but will be servants of Christ who want to lay down their lives in service to him and his people.

You will be a people person, excited about being involved in ministry, teachable and willing to get your hands dirty and to take risks. You may not have made up your mind about what next, but will be keen to 'test the waters' of gospel work to see how you can be most useful to the kingdom in years to come. You will not be taking this option because of a lack of alternative ideas!

You will not need to be a super competent and proven Bible teacher but you will have shown some ability to handle the Bible well and a desire to teach it to others.

In particular, you are likely to be:

1. Flexible

Ministry is challenging and unpredictable. Ministry Apprentices will find themselves out of their comfort zones regularly and will need to have the maturity to cope with all sorts of challenges and rise to all kinds of opportunities. It will never feel like a normal 'nine-to-five' job.

2. A self-starter

You will be treated as part of the staff team and have plenty of access to the permanent staff for their advice and experience, but you will also be thrown into the deep end in terms of initiating friendships and ministry opportunities. You will not be spoon-fed. This is important for future ministry because a self-starter is someone who can turn up to a new church and just get going, finding things to do to grow God's work, without being told.

3. Disciplined

Just as in any graduate training scheme in the world of industry you will be treated as a mature adult and expected to use your time well—conscious that others in the church family have to fit ministry around paid work. You will need to be highly organised so that you can get everything done and not be a burden to others.

4. Humble

Your security will be found in Christ, not in your work. You will be teachable and able to receive feedback. You will be willing to roll up your sleeves and get stuck in wherever needed. You will be a good team player. Secure enough to ask for help,

caring enough to offer it, able to take direction and correction, more interested in the outcome than personal recognition.

Practicalities

Finance

The church will award a grant to help you with your expenses in connection with your participation in this programme. We offer a subsistence grant of £700 per month, which is expected to cover basic living expenses. As you are a volunteer, these payments will be made free of tax and National Insurance.



In addition to this grant the church will pay:

- Your fees for the Trinity church weekend away (when held).
- Your reasonable travel costs to events beyond Aberdeen when required by the church
- Other reasonable ministry expenses (which should be cleared in advance with David Gibson)

The church will provide you with accommodation in a single room in the church flat with others of the same gender. Where you cannot be accommodated in the flat, the church will provide additional accommodation expenses to a maximum of £6000 (paid in monthly installments) against receipted expenditure for this purpose. These payments are only made whilst you are in the Scheme.

Holidays and Time off

You will be expected to take one full day off each week, as well as 5-6 weeks off in holidays. All holidays must be taken during the university vacation period. Sundays away will only be granted in university term time in exceptional circumstances. All the staff team are encouraged to take an additional two full days off in each calendar month.

Term

The scheme is initially conceived as two years in duration, beginning 1 September and ending 31 August two years later.

Application

Having discussed your possible interest with David Gibson you will be invited to complete an application form. Email: nicola@trinityaberdeen.org.uk to request an application form.