



City Church Birmingham

Ministry Training Scheme 2024-25

Who are we?

City Church is committed to the task of glorifying God and taking the good news of Jesus Christ to the world. We believe that God's word changes lives and we want to **sow** God's word, **grow** together in God's word, and **go** with the gospel as we seek to fill our city with the good news of Jesus.

We have been meeting in Edgbaston, about a mile from the city centre since September 1999. We are affiliated to the Fellowship of Independent Evangelical Churches (FIEC), a network linking over 500 churches in the UK.



Around 200 people attend the 10.30am service and around 100 the 6pm service. Our church family includes many students from the five universities in Birmingham and we also have a busy International Student work. The hub of our student ministry is **StudentPlus**, a meeting for students before the evening service where we break into small groups for Bible study, food and prayer.

Our Ministry Trainee scheme started in September 2001, with candidates joining our staff team for one or two years. The scheme offers a great opportunity to serve the local church, to explore and develop your gifting, and is often a stepping-stone to future ministry opportunities. We aim to have multiple MTs each year, many of whom are new graduates, although others have come to the scheme from other employment.



Core components of being an MT

The programme consists of three core elements:

- **Doing hands-on ministry**
- **Training and equipping for ministry**
- **Facilitating ministry through practical service**

Hands-on ministry

A core part of the MT year is gaining hands-on experience of gospel ministry. The primary ministry area of the MTs is among university students, including leading a small group in the student ministry, doing 1-to-1 discipleship with students, and other opportunities throughout the year (e.g. helping to plan and run guys/girls getaways in the summer term). Each MT then will normally be offered a second ministry area (e.g. children, youth, international students, evangelism etc) where they will work alongside a different ministry team within the church. Each MT is normally released to participate in a university mission week, and also a summer camp or cross-cultural mission trip. In addition to this, MTs will typically have the opportunity to be exposed to other ministries that will stretch and explore their gifting.

Training for ministry

Whether or not an MT is thinking of paid Christian ministry as a future vocation, we want to equip and train all of our MTs with skills and aptitudes that will enable them to serve the church in future, wherever God takes you. Each MT attends a local ministry training course for Bible handling training, giving talks, theological and doctrinal formation, and more. Over the year MTs attend at least two training conferences, may take part in guided reading and discussion groups, and receive further regular training as part of the Student Ministry team.

MTs will attend weekly staff meetings alongside the senior church staff and be assigned a mentor who will meet with them regularly for discipleship, pastoral care and further development.

Facilitating ministry

City Church could not function without the work of many people serving practically to facilitate the wider ministry of the staff team and church family. MTs have an important role in this practical service, especially on a Sunday around our church services (MTs will typically be 'first in' and 'last out') and in office-based administration for part of the week (e.g. producing resources, data management, website and audio processing, various office administration). MTs also run a



crèche for the mums' mid-week group. These practical tasks enable the various ministries of the church but also develop and build skills that will carry over into future Christian service or other employment.

Developing Christian character

Throughout each of the three core components, we are seeking to develop the MTs as mature disciples of Christ. To that end, trainees meet regularly with a mentor to reflect on how life and ministry is going and to pray together. MTs often find this time invaluable, as it provides an opportunity to reflect on their experiences and understanding of ministry, and to talk through encouragements and challenges. It also helps them think through how the training scheme is preparing them for a lifetime of service to Christ and his church, as well as providing opportunities for a trainee to discover, articulate, and then work through how their own personality, character and gifting shape them as individuals. This mentoring process is kept separate from line management to enable a focus on the MT's own development and spiritual state.



Length of post

The ministry trainee position is initially for 12 months (September to August) and could be extended to 2 years by mutual agreement during the first year. Because the second year of the scheme is designed for those people who are considering set apart gospel ministry more seriously, the practical side of the role may be reduced so that more time can be given to hands-on ministry experience.



Availability for 2024-25

We expect to have 2 or more posts available for Year 1 Ministry trainees in 2024-25. The start date for the scheme is Monday 2nd September 2024.

Finances

We pay each MT in line with National Minimum Wage requirements which we expect will provide a salary in the region of £13,500 - £14,500 per annum, subject to age and national wage adjustments in April 2024 and 2025.

As a church we operate a pension scheme for MTs, to which successful applicants will be auto enrolled upon their start date. This can be opted out of within the first three months of employment. In this scheme MTs contribute 5% of salary on top of which the church will contribute 3%.

Reasonable expenses in line with our finance and expenses policies can be claimed and the costs of training and conferences is covered by the church.

We ask successful applicants to try and raise £5,000 towards the church's cost of their employment (trainees can raise support throughout their year with us, and we will provide fundraising training from 6 months before the post starts). The amount of money an MT receives each month from City remains the same and isn't dependent on how their fundraising is going. Finances and fundraising are discussed at interview.

Basis of employment

MTs are employed by City Church for 26 hours per week, to cover the 'ministry' and 'practical service' aspects of their role. A further 16.5 hours per week are on a voluntary basis, and are largely set aside for training and development (e.g. the MMTC training course). Hours and duties undertaken in 'volunteering' time are not obligatory.

These hours could change before the post starts but will not result in a decrease in salary from that listed above. MTs will have a contract of employment *and* a formal volunteering agreement in place.



Who are we looking for?

The role would suit:

- Recent graduates **or** those coming from a secular workplace;
- Candidates with **or** without degree-level education;
- Candidates considering full-time Christian ministry, **and** those wanting to be equipped as Christian leaders in secular vocations.

Essential characteristics for candidates to demonstrate:

- A desire to serve Jesus and His body, the church;
- People who have a commitment to the importance and centrality of God's words in their own lives, and a desire to share and develop that in others;
- A Christian humility that is shown in an eagerness to learn and willingness to wholeheartedly serve in a whole variety of different contexts;
- A level of Christian maturity that would enable trainees to meet with and lead students in Bible study and manage basic pastoral issues;
- The ability to work as part of the church staff team.

What now?

If you would like to apply please fill in the attached application form by **Tuesday 31st October 2023** (which is the deadline for the first round of applications) and please email a completed form to craig.summers@city-church.org.uk

Interviews will be conducted in early November 2023 onwards. For further information regarding City Church please visit www.city-church.org.uk/ministry-trainee-scheme. If you have further questions about our programme, please contact Craig Summers (craig.summers@city-church.org.uk)