

Missionary Apprentices

Background: The missionary apprentice program has been designed to provide missionary candidates with a “pre-appointment ministry” experience (formerly “home service”) in a context more closely related to their anticipated ministry. The first apprentices were sent out in the summer of 1998. While most apprentices were sent overseas, we realized that because of the multi-ethnic makeup of our Canadian communities, we could take advantage of the world at our doorstep to train international workers.

While the apprenticeship is not guaranteed to qualify as a pre-appointment ministry experience (PME), we endeavour to plan the experience so that it can. Apprentices are asked to raise the bulk of their own support from C&MA churches. It is our desire that the support team they build up during their 2-3 years as apprentices will follow them when they become career missionaries. Some unique and creative funding arrangements have emerged to assist two of the three couples currently in Canada. We are grateful to those local churches that are investing in the training and development of missionaries.

Guidelines for placement of Apprentices in Canadian C&MA Districts

1. Missionary Apprentice appointments to a Canadian District will be undertaken only after consultation with the District Superintendent. A partnership will be sought between each District, local church and the Recruitment & Development Office in the placement of an Apprentice.
2. Global Ministries/Recruitment & Development will, in consultation with the District Superintendent, determine the location and focus of the Apprentice’s ministry. Districts are encouraged to dialogue with the Global Ministries/Recruitment & Development to determine possible scenarios for placement of missionary apprentices.
3. If not in an official staff capacity, Missionary Apprentices will be placed under the authority of a local church that shares the vision and focus of the apprentice program.
4. Missionary Apprentices are appointed by the National Office, but are to be licensed by the District as official workers. The District Office therefore will issue credentials.
5. Missionary Apprentices working in Canada will be under the full authority of the District as any other official worker.
6. A mentor, experienced in cross-cultural ministry, will be assigned to the Apprentice. This mentor will be appointed by the National Office in consultation with the appropriate District Superintendent. The mentor’s role is not administrative, but rather to regularly meet with the Apprentice to evaluate and guide their ministry and personal development towards effective cross-cultural missionary service. The mentor will be accountable to and report to the appropriate District Missions’ Coach (“DMC”).
7. Evaluation procedures will be conducted as per policy for missionary candidates.

8. Where possible, a partnership will be sought between each District, Apprentice and District churches to undertake the financing of Missionary Apprentices.
9. Apprentices are to be involved in the ordination process unless otherwise negotiated with the Global Ministries/Recruitment & Development and the District Superintendent.
10. Support levels will be set at the comparable rates in the target region for new workers.