



Briefing paper - Foundation Training

In the current landscape – gospel need, challenges and opportunity – Yarnton is seeking to change the culture around training through enabling and funding.

An important expression of enabling is helping local churches embrace their responsibility to train and send out gospel workers as an essential and normal part of their missional strategy.

The starting point for a local church is developing a whole-church training culture, where everyone is equipped to be a disciple-making-disciple with the word. Some will be identified as suitable for leadership roles exercising a significant word ministry. And some of them will be identified to be trained and deployed as full-time gospel workers to serve in local churches, exercising a significant word ministry. Fig. 1 illustrates.

Fig. 1 Whole Church Training Culture



Foundation training is a first formal step in training for set-apart gospel work. While not everyone will go on to set-apart gospel work – recognising that for some it is a discernment process – the intention and expectation is that most will.

It is a church-based training programme, in partnership with an external training provider.

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In many churches, the terms Apprenticeship, Associate, Internship or Ministry Trainee will describe foundation training.

The reason, however, we use the term 'foundation training for full-time gospel workers' is because Apprenticeship or Internship can mean something very different in different churches.

In some churches these programmes are more akin to a gap year after College or University, rather than a first formal step to gospel work. While important and valuable, these programmes have a different purpose. The focus is on character formation through the experience of working in a local church. The weight is towards practical serving rather than instruction in and opportunities for word ministry and leadership. And the time invested by church leaders in the people training is minimal.

Unfortunately, this has contributed to a mindset that Apprenticeships or Internships are only for young people. Vocations and trades like teaching, medicine, law, army and joinery would require foundation training whatever someone's age. It might be shortened or approached in a different way, taking account of experience gained, but it is not age related *per se*.

Yarnton will partner with churches whose foundation training programmes are focused on preparing people for full-time gospel work.