

APPRENTICESHIP AGREEMENT
For Bill Wilson
10/18/09

PURPOSE - The purpose of this Apprenticeship Agreement (Agreement) is to delineate all of the arrangements between Parties to the Agreement and to define the expectations the parties have for Bill Wilson while he is under this Agreement.

PARTIES TO THIS AGREEMENT - The parties to this Agreement are:

- Church Planting Apprentice – Bill Wilson (Apprentice)
- Calling Church – Anytown Presbyterian Church (Host)
- Oversight
 - Regional Presbytery MNA Committee (MNA)
 - Church Planting Network Coach (Coach)

TERM OF THIS AGREEMENT - The term of this Agreement is for a twelve month period starting on January 1, 2010, subject to the prior approval by all Parties. However, it can be terminated by any two of the Parties by giving six months written notice to the other Parties, stating the reason for the termination. This termination would only be effective for dissolving the Apprenticeship Agreement and would not necessarily effect the relationship between the Apprentice and the Host. There will be periodic reviews (no less than one every four months throughout the 12 month term of this agreement).

FUNDING OF THE APPRENTICE - Monies will be provided in advance to Bill's MNA account as follows:

- Host - \$2,000 per month
- Network - \$1,667 per month
- Apprentice - \$1,667 per month (minimum). Apprentice can raise up to an additional \$1250 per month to be applied to salary and benefits.
- The above amounts will be apportioned annually as follows:

- Salary

- Salary: \$24,200
- Self-employment tax contribution: \$3,381
- Housing allowance: \$20,000

Total: \$47,581

- Benefits

- Medical, Prescription, and Hospitalization Insurance: \$11,794 (estimate)
- Long Term Disability Insurance: \$375
- Reimbursement of ministry expenses: \$4,000
- Life Insurance: \$250

Total: \$16,419

GUIDELINE FOR ALLOWANCE OF APPRENTICE'S TIME

- For the first four months (First Period) - 80% of time devoted to Host; 20% to church planting
- For the next four months (Second Period)- 50% of time devoted to Host; 50% to church planting related duties
- For the next four months (Third Period)- 20% of time devoted to Host; 80% to church planting for specific location

RESPONSIBILITIES OF THE PARTIES

— HOST

- Provide a broad-based pastoral apprenticeship that will give Apprentice exposure to and experience in all aspects of church operation (See Attachment A).
- Issue a call to Apprentice as assistant pastor of church planting.
- Establish written goals and objectives for the Apprentice to accomplish during his apprenticeship at the Host.
- Provide Apprentice opportunity to preach on a regular basis with appropriate coaching on his performance.
- Assignment and encouragement of additional appropriate reading on church effectiveness and church planting.
- Provide day-to-day supervision by Senior Pastor.
- Provide comments by the Senior Pastor on Apprentice's Monthly Report to all of the Parties regarding his personal evaluation and progress of Apprentice.

— APPRENTICE

- Raise funding for his share of Apprenticeship. Any amounts over \$35,000 per year will be sent to and set aside in a separate account at the Network for the future church plant.
- Provide a detailed monthly report by the 10th of the following month to all Parties giving progress towards written goals and objectives.

— OVERSIGHT

- Assign a Coach for ensuring adequate church planting experience, exposure, and training of the Apprentice during the Apprenticeship, including but not limited to:
 - Facilitate half-day, face-to-face meetings with the Apprentice on church planting topics and exposure at least quarterly.
 - Initiate monthly telephone calls to discuss progress.
 - Ensure that Apprentice goes to Church Planting Training during his Apprenticeship.

- During the Third Period of Apprenticeship, arrange for and ensure that Apprentice spends at least two Sundays at each of two churches that have recently been planted or are in progress.
 - Report to the other Parties his assessment of the progress and readiness of the Apprentice for church planting.
 - Meet with the Senior Pastor of Host and the Apprentice quarterly and at the end of the First and Second Periods of service to review, discuss, and determine progress of the Apprentice toward readiness and suitability for church planting.
 - In addition to funding listed above, the Network provides for reimbursement of reasonable moving expenses to Host site (**up to \$3000**) and reimbursement for registration fee for Apprentice's church planting training. The Network will also reimburse Host for reasonable travel expenses for Apprentice's attendance at Network meetings and the church planting training course. Host will be responsible for Apprentice's expenses for attending Regional Presbytery meetings.
- JOINT
- If it is determined by the Parties by the end of the Second Period (8 months) that Apprentice will be ready to plant a new church at the end of the Apprenticeship, the Network will provide full church planting funding for a new church plant.
 - If it is determined by the Parties by the end of the Second Period that Apprentice is not ready to plant a new church upon completion of the Apprenticeship, then one of the following options would be applicable:
 - The Host, at its option, could determine to keep the Apprentice on their staff as a full-time employee effective at the end of the Third Period.

OR

 - The Apprentice would be given notice that he will need to pursue another call and that the Apprenticeship will cease at the end of the Third Period or sooner if the Apprentice is able to secure a call prior to that. The work duties and allocation of the Apprentice's time for the Third Period would be realigned by the Parties in that event. Any funds that had been raised by the Apprentice over and above the amounts needed for the Apprenticeship would be held by the Network for up to five years for a future church planting project of the Apprentice.

ATTACHMENT A

CHURCH PLANTING APPRENTICESHIP CONTRACT FOR BILL WILSON

- I. **Position:** Assistant Pastor / Church Planter Apprentice, Anytown Presbyterian Church (PCA),
- II. **Goal:** Prepare Rev. Bill Wilson and his wife Betty a for future church planting in Some Other Town USA under the guidance of Anytown Presbyterian Church, the Church Planting Network and the Regional Presbytery.
- III. **Time Table:** January 2010 – December 2010
- IV. **Fundraising** – During the apprenticeship Bill will prepare fund raising materials, a strategy for raising necessary funds, and a prayer team. Fund raising will become a priority for 3 months.
- V. **Networking** - Bill will commit one day a week for contact work in new location. This will involve trips to location site as well as phone calls.
- VI. **Steps to field -**
 - A. Demographics studies (SomeOtherTown)
 - B. Materials Printed
 - C. Fundraising
 - D. Develop a budget for the church plant
 - E. Regular networking trips
- VII. **On Field**
 - A. Begin Evangelistic Bible studies
 - B. Recruit launch team and core group
 - C. Launch Team training meetings
 - D. Contact Chamber of Commerce for “new residents” list
 - E. Begin visiting local churches to see spiritual climate

- F. Begin personalized community outreach
- G. Join an organization to develop relationships
- H. Develop media strategy
- I. Begin logistics of future worship service
- J. Begin looking for musicians
- K. Begin looking for possible locations

VIII. Major Areas of Focus for Apprenticeship:

- A. Apply MNA Suggestions from Assessment
 - 1. Attend Living By Grace seminar
 - 2. Attend North American Church Planting Conference (July 2010)

- B. Preaching:**
 - 1. Bill will be given at least one opportunity to preach a 3 week sermon series
 - 2. filling in, as well as other locations
 - a) all sermons will be evaluated by the session at the following stated session meeting
 - 3. each sermon will be recorded for better feedback, and made available to anyone in Network who is interested
 - 4. passion and ability to communicate the gospel of Jesus Christ will be major emphases

- C. Read and discuss books on preaching: **(the following are examples)**
 - 1. Martin Lloyd-Jones *Preaching and Preachers*
 - 2. Clowney *Preaching and Biblical Theology*
 - 3. Goldsworthy *Gospel-Centered Hermeneutics: Foundations and Principles of Evangelical Biblical Interpretation*
 - 4. Eswine, *Preaching to a Post-Everything World: Crafting Biblical Sermons which Connect with Our Culture.*
 - 5. Dabney *Evangelical Eloquence*
 - 6. Douglas Kelley *Preachers with Power*
 - 7. ed. Sam Logan *The Preacher and Preaching*

- D. Evangelism/Outreach: (From MNA Assessment: “Bill has not demonstrated**

effectiveness or fruitfulness in evangelism, especially leading people to a meaningful commitment to Christ.”)

1. Goal: Expose Bill to as many evangelistic opportunities as possible during the apprenticeship. Begin an evangelistic Bible study in the SomeOther Town area.
 - a) Strategies for Reaching This Goal:
 - (1) regularly participate in local ministry and engage in relationships with non-Christians to share and demonstrate the Gospel
 - (2) regularly participate in counseling/mentoring those who stop by the church looking for material/spiritual aid
 - (3) join in activities that are intentional in meeting other members of the community each week, for example going to the park
 - (4) host and lead a “Christianity Explored” course in SomeOther Town comprised of people from unchurched backgrounds whom Bill has gathered
 - (5) participate in elementary GNC program and seek to develop relationships with parents
 - (6) Evangelism training by mentor
2. Read books on evangelism: **(the following are examples)**
 - a) Hawthorne, Steven C. & Winter, Ralph D. *Perspectives on the World Christian Movement: A Reader*. 3rd ed. Pasadena, CA: William Carey Library, 1999.
 - b) Mission to the World Church Relations Department, comp. *Establishing an Effective Missions Program For Your Church*. Atlanta, GA: Mission to the World, 1998.
 - c) Oliphint, K. Scott. *Battle Belongs to the Lord: The Power of Scripture for Defending Our Faith*. P&R Publishing, 2003
 - d) Sproul, R.C. *Reason to Believe (A Response to Common Objections to Christianity)*. Grand Rapids: Zondervan Publishing House. 1982.
 - e) Wright, Christopher. *The Mission of God: Unlocking the Bible’s Grand Narrative*. IVP Academic, 2006.

E. Leading Worship:

1. Participate regularly in various aspects of the worship service
2. Participate in the planning of worship on a regular basis, for example:
 - a) developing the bulletin
 - b) arranging order of worship
3. Read and discuss selections from the following:
 - (1) Rayburn, Robert G. *O Come, Let Us Worship: Corporate Worship in the Evangelical Church*. Westminster Publishing House. Scarsdale, New York
 - (2) Meyers, Jeffrey J. *The Lord's Service (The Grace of Covenant Renewal Worship)*. Canon Press. Moscow, Idaho. 2003.
 - (3) Payne, Jon. *In the Splendor of Holiness: Rediscovering the Beauty of Reformed Worship for the 21st Century*

F. Leadership: (from MNA Assessment Center: Bill lacks experience in leadership)

1. Goal: during this time, Bill will learn “how tos” with regard to identifying, selecting and training new elders. Additionally, apprentice must learn basic church leadership skills for the purpose of leading the congregation, organizing small groups and Bible study ministries, working with the session, working with the diaconate and the various committees and issues which arise in local church life.
2. Bill will attend session meetings and will develop an agenda and moderate at least one meeting during the apprenticeship.
3. Bill will attend at least four deacon meetings during the apprenticeship
4. Read selected leadership books: **(the following are examples)**
 - a) Harry L. Reeder III. *The Leadership Dynamic: A Biblical Model for Raising Effective Leaders*
 - b) C. John Miller and Barbara Miller Juliani. *The Heart of a Servant Leader: Letters from Jack Miller*. Presbyterian and Reformed Publishing. Phillisburg, New Jersey. 2004

- c) Dan Allender. *Leading with a Limp: Take Full Advantage of Your Most Powerful Weakness.*
 - d) John Piper *Brothers We Are Not Professionals*
 - e) Lynn Anderson. *They Smell like Sheep*
- G. **Devotional Life (from MNA Assessment: “Bill and Betty can struggle at times with devotional approaches and practices because of their different theological histories.”)**
- 1. Goal: That Bill and Betty develop a consistent family devotional life and develop a plan for how to maintain such once the work of church planting begins.
 - a) Meet regularly with other, more mature couples in the church to discuss their devotional life and practices, past struggles, successes, etc.
 - b) Read the following together:
 - (1) Johnson, Terry. *The Family Worship Book: A Resource for Family Devotions*

Summary of weekly schedule:

Work week consists of Monday-Friday

Bill will teach a Adult Sunday School Class, participate in weekly staff meetings, bi-monthly session meetings, Wednesday Men’s prayer, weekly meeting with Senior Pastor. Weekly work schedule to accomplish the goals in this agreement will be approved by session throughout the apprenticeship.