



Pastoral Apprenticeship Program

at

Immanuel Baptist Church

Chicago, IL

*The things you have heard me say in the presence of many witnesses
entrust to reliable men who will also be qualified to teach others.*

2 Timothy 2:2

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About Immanuel

Immanuel's Mission is to be a multiplying community that enjoys and proclaims the Good News of Christ in the great city of Chicago.

Our Vision comes from two pictures in the Bible of God's people living in major global cities:

- *The Church in Antioch* (Acts 11 and 13)
- *The Israelites in Babylon* (Jeremiah 29)

The following are our Core Values:

- TRUTH
 - The Gospel
 - The Scriptures
 - Reformed Theology
- COMMUNITY
 - Diversity
 - Unity
 - Simplicity
- EXPERIENCE
 - Joy
 - Worship
 - Prayer
- CHANGE
 - Transparency
 - Repentance
 - Gospel Counseling
- MISSION
 - A City-Center Neighborhood Focus
 - Church Planting
 - Global Partnerships

For more detail, see [Joining the Mission: Membership at Immanuel](#)

We are a small church of about 50 members (70-90 attenders), that has been plugging away by God's grace in the city since the early 90s. We've planted one church (it failed). We've seen a handful of dramatic conversions and we've seen several people fizzle out. We've had ups and downs. We're nothing special, but we're glad to share what we've learned, we love the gospel, and we want to be part of a gospel movement any way we can!

Overview

The Immanuel Pastoral Apprenticeship Program (IPAP) is a year-long exposure to the responsibilities of pastoral ministry while immersed in the context of a local church and working closely with a full-time pastor.

IPAP is for men who sense a call to church-supported pastoral ministry. The prerequisites are: a college degree or senior status in college, some prior biblical training, a commitment to at least one semester of apprenticeship, a completed application with references, and residence in the city of Chicago (preferably the UIC Area). Admittance is allowed in February and September only. The maximum number of apprentices participating each semester is four. IPAP is open to members within Immanuel or applicants from without who are willing to come and join us. At the present moment, no stipend is available for apprentices from the church and therefore it is expected that apprentices will either be students or working while in the program.

Apprentices will participate in weekly worship, Prayer Meeting, and Small Group; meet monthly one-on-one with Pastor Nathan* to delve deep into character and heart issues; meet monthly with the other apprentices (Cadre) for discussion of topics pertaining to full-time ministry not learned well in the classroom (i.e. sermon prep, counseling, leadership, exegeting culture, time management, etc...); complete reading and writing assignments; attend monthly *Table Talks*; sit in on monthly Saturday Morning Elder Meetings; attend quarterly Elder/Deacon Meetings; attend quarterly Small Group Leader Meetings; and preach once during the year.

* Pastor Nathan Carter is the only full-time Elder at Immanuel and heads up IPAP. He received a B.A. in Biblical Studies from Wheaton College and an M.A. from the Wheaton Graduate School in Biblical Exegesis. He worked part-time at Evanston Bible Fellowship for two years prior to coming to Immanuel in 2004. He is married with three daughters. Nathan's passions are preaching, shepherding, leading, and developing leaders. You can listen to his sermons [online](#), read his meager [blog](#), or follow him on Twitter – @IBC Nathan. His favorite quote for pastoral ministry which will give you insight into where he's coming from is from Martin Luther:

We should preach the Word, but the results must be left solely to God's good pleasure... I opposed indulgences and all the papists, but never with force. I simply taught, preached, and wrote God's Word; otherwise I did nothing. And while I slept, or drank Wittenberg beer with my friends Philip and Amsdorf, the Word so greatly weakened the papacy that no prince or emperor ever inflicted such losses upon it. I did nothing; the Word did everything.

Objectives

We at Immanuel recognize that our ability to fulfill our mission of being a multiplying community is contingent on our ability to multiply leaders at all levels, but especially Elders. The goal of IPAP from Immanuel's perspective is to identify and train potential lead Elders in future Immanuel church plants. We also expect that in the process some may find they fit best as a lay Elder in Immanuel. And others may come through the program and go on to ministry at another church plant or existing church, which we also welcome as an opportunity to be part of a movement larger than our church.

From the apprentice's perspective, as a result of IPAP he can expect to discern more clearly his Calling in ministry as his Character is tested and his Competency is measured and honed, all along gauging whether there's the right Chemistry for long-term ministry at Immanuel (the Four Cs).

Within the realm of Character we will cover: biblical qualifications for Eldership, family, the devotional life of a pastor, dealing with criticism/failure, time management, accountability, maintaining purity, avoiding pride, etc...

We look at Competency tri-perspectively (Prophet, Priest, and King).

Within the Prophetic Competency (authoritative teaching and preaching of the Word of God) we will cover: gospel-centeredness, exegesis, biblical theology, sermon prep, preaching, application, etc...

Within the Priestly Competency (compassionate shepherding of souls) we will cover: counseling (pre-marital, crisis, 'regular'), discipleship, dealing with people and their needs, pastoral 'calls', intercessory prayer, etc...

Within the Kingly Competency (wise oversight of the church's structure and direction) we will cover: leadership, vision casting, strategic planning, church planting, exegeting culture, creating a culture of evangelism, church government, running meetings, working with volunteers, etc...

Character will be covered primarily in one-on-ones. Competencies will be covered primarily in Cadres.

Apprentices will write a self-assessment at the midpoint of the year. At the end of the year the Elders will provide each apprentice with a detailed, personal assessment based on the Four Cs and where they see the apprentice with regards to Major/Minor Prophet – High Priest/Priest – King/Prince.

Major Prophet: someone who is uniquely gifted to write and deliver high caliber, inspiring sermons week in and week out; has a rare combination of intellect, spiritual acumen, and the ability to synthesize

Minor Prophet: someone who can preach if he has to, but would not thrive doing it every week and is more effective in one-on-one and small group settings; is theological but not a theologian

High Priest: someone that has an uncanny ability to make people feel loved; listens well and helps people get to the bottom of their problems; would almost always choose to be with people over reading a book

Priest: someone that genuinely cares for people and has had success in helping them, but may not be the most extroverted or empathetic

King: someone who thinks all the way from the big picture to the details and motivates people to get things done; enjoys creating systems, strategies, and organization; is easily respected as a leader

Prince: someone who has demonstrated responsibility with small things and can accurately assess the overall health and direction of the church; thrives best as an advisor instead of main architect and point person

Based upon this assessment, recommendations and assistance will be given in finding the appropriate next place of ministry. For example, a Minor Prophet – Priest – Prince will probably be encouraged to be a lay Elder. Other combinations may lend themselves to different settings or roles.

Syllabus

Elder Meetings: The Elders of Immanuel officially meet twice a month. Apprentices will sit in on the Elder meetings on the second Saturday of every month in the morning, observing how a plurality of Elders function in pastoring the church.

Elder/Deacon Meetings: Every quarter the Elders meet together after church on a Sunday with the Deacons to hear reports from them in their specific areas of ministry and run ideas by them for input. Apprentices get to see how these meetings are run and how the leadership of the church is expanded to widening levels.

Table Talks: Over lunch on the second Saturday of every month the whole church is invited over for food and a rigorous round table discussion of some theological topic. Apprentices are expected to participate in these.

Small Groups: Small Groups meet weekly. Small Group Leaders meet quarterly for training and peer-coaching. Apprentices will participate in both of these.

Prayer Meetings: Church-wide Prayer Meetings are held every Sunday evening from 6:00 – 7:30 PM. Apprentices may be asked to share devotionals or lead during these times.

One-On-One Meetings: You will set up a convenient time to meet monthly with Pastor Nathan for private discussion on pastoral ministry and issues of the heart.

Cadre Meetings: All the apprentices gather monthly for several hours with Pastor Nathan to discuss critical topics related to pastoral ministry. We will spend 2 months each on Prophet, Priest, and King in that order and then go back through them again.

Assignments:

- Read *'Fundamentalism' and the Word of God* (J.I. Packer) and write 1-page interaction by Cadre #1
- Read "What Makes A Good Pastor?" (Pastor Nathan) by 1st one-on-one
- Read *The Priority of Preaching* and *Listen Up!* (Christopher Ash) and write 1-page interaction by Cadre #2
- Read *Prodigal God* (Tim Keller) by 2nd one-on-one
- Read *Counsel from the Cross* (Dennis Johnson & Elyse Fitzpatrick) and "The Centrality of the Gospel" (Tim Keller) and write a mock counseling session by Cadre #3

- Read *You Can Change* (Tim Chester) and write 1-page interaction by Cadre #4
- Read *The Contemplative Pastor* (Eugene Peterson) by 5th one-on-one
- Read “Where Do Elders Come From And What Do They Do?” (Pastor Nathan) and *Biblical Eldership* (Alexander Strauch) and write a position paper on church government by Cadre #5
- Memorize 1 Peter 5:1-4 (ESV) and write 20 observations by 5th Elder Meeting
- Read *The Trellis and the Vine* (Colin Marshall & Tony Payne) and write 1-page interaction by Cadre #6
- Write Mid-Course Self-Assessment and summarize at 6th Elder Meeting
- Listen to “Preaching to the Heart” (Tim Keller; Oak Hill College Lectures) and “Preaching to Believers and Unbelievers” (Tim Keller; Covenant Seminary) and write 1-page interaction by Cadre #7
- Read *Christless Christianity* and/or *The Gospel-Centered Life* (Michael Horton) by 7th one-on-one
- Read *Preaching Re-Imagined* (Doug Pagitt) and write 1-page critique by Cadre #8
- Read *A Quest for Godliness* (J.I. Packer) and write a strategy for Soul Care by Cadre #9
- Read *Elmer Gantry* (Sinclair Lewis) by 9th one-on-one
- Read *Life Together* (Dietrich Bonhoeffer) by and write 1-page evaluation of community life at Immanuel by Cadre #10
- Read *Memoirs of an Ordinary Pastor* (D.A. Carson) by 10th one-on-one
- Read *Simple Church* (Thom Rainer & Eric Geiger) and *The Connecting Church* (Randy Frazee) and write a 1-page proposal for a new book called _____ *Church* (fill-in-the-blank) by Cadre #11
- Read “Ministry in the New Global Culture of Major City-Centers” (Tim Keller) and write a personal ‘Philosophy of Ministry’ paper by Cadre #12
- Presented with Final Assessment at 12th Elder Meeting

*Substitutions may be made for any of the above books with permission.

Preaching: You will write at least one sermon on an assigned passage, working closely with Pastor Nathan to develop it, and preach it at Immanuel. You will receive constructive feedback afterwards.

Personal: You may specify additional personal goals in your Contract to work on through the course of the program with Pastor Nathan.

Contract

Apprentice:

Pastor: Nathan Carter

Email:

Email: ncarter@immanuel-baptist.net

Address:

Address: PO BOX 08327; Chicago, IL 60608

Phone:

Phone: 312-493-3726

Dates of Apprenticeship:

Immanuel's Expectations of Apprentice

A. Apprenticeship Description:

Immanuel Baptist Church seeks to be a multiplying community that enjoys and proclaims the Good News of Christ in the great city of Chicago. Our ability to be a multiplying community is contingent on our ability to multiply leaders. IPAP is designed to assist Immanuel developing future Elders in refining its Leadership Development Plan and to assist the apprentice in discerning and preparing for future ministry.

B. General Expectations:

1. Abide by Our Church Covenant
2. Be teachable and open to input into your life
3. Attend Sunday Morning Services
4. Attend Sunday Evening Prayer Meetings
5. Attend weekly Small Group
6. Complete all assignments by agreed upon time
7. Meet monthly with Pastor and Apprentice Cadre
8. Meet monthly with Pastor one-on-one
9. Attend monthly *Table Talk*
10. Sit in on monthly Saturday Morning Elder Meetings

11. Attend quarterly Elder/Deacon Meetings
12. Attend quarterly Small Group Leader Meetings
13. Preach at least once
14. Maintain healthy living habits (sabbath, budget, eating, sleeping, relationships, exercising,...).

Apprentice's Expectations of Immanuel and Goals of Apprenticeship

A. Expectations:

- 1.
- 2.
- 3.

B. Goals:

- 1.
- 2.
- 3.

Date, Apprentice Signature

Date, Pastor Signature



Immanuel Baptist Church
PO Box 08327
Chicago, IL 60608

IMMANUEL PASTORAL APPRENTICESHIP PROGRAM (IPAP) APPLICATION

PERSONAL INFORMATION

Name _____ Phone _____

Present Address _____

Permanent Address _____

Age _____ Birthdate _____ Marital Status _____

Education _____
(please include school, degree, major, and year)

CHURCH HISTORY

Last Church You Were A Member Of _____

Address _____

Website _____ Denomination _____

Pastor's Name _____ How Long? _____

Church You Are Presently Attending _____
(if different from above)

Address _____

Website _____ Denomination _____

Pastor's Name _____ How Long? _____

REFERENCES *(please give name, address, email, and phone number)*

Pastor _____

Friend _____

Professor/Employer _____

SPIRITUAL BACKGROUND *(please answer completely, yet concisely)*

Share how you came to hear and believe the gospel and how you see the gospel affecting your life now as a Christian:

Describe your family life:

Who have been your major spiritual influences and why?

Briefly describe your current devotional life:

What do you feel are your spiritual gifts?

MINISTRY EXPERIENCE

Describe past areas of ministry service:

OBJECTIVES

What do you desire to get out of this apprenticeship?

Where do you see yourself in 5 years?

MISCELLANEOUS

Do you feel you work well under authority?

Have you read the apprenticeship overview and objectives and do you foresee any problems?

Do you agree with Immanuel's Statement of Faith (available on website)?

Do you resonate with the mission, vision, and values of Immanuel (available on website)?
Why? If you have reservations, please explain...

What is your preferred date of starting this apprenticeship?

The information provided above is honest and accurate. The Elders at Immanuel have permission to contact my references.

(signature)

Please attach a current resume to this application.