

immerse 
TOGETHER IN SPIRIT LIFE

in partnership with

NewWine

DISCIPLESHIP YEAR

INTRODUCTION

GROWING AS DISCIPLES FOR A LIFE OF **ADVENTURE**

1. Introduction

Welcome to the Immerse Discipleship Year, an experience of intentional investment. Students will put in place solid biblical foundations and will grow in their gifts and callings, for a life of ministry and mission in the Kingdom of God, whether in “full-time ministry” or not.

Immerse is working in partnership with New Wine, an international network that longs to see local churches changing nations and is, amongst other things, committed to the discipleship and training of young adults in the church. To this end Immerse has set up a Discipleship Year experience that is co-ordinated by Pinelands Baptist Church as a Training Centre.

The training outline, content and program has been graciously entrusted to us by New Wine Discipleship Year in the UK, but their hope and prayer is that we will understand it, own it, model it and present it, in ways that are appropriate to our context in South Africa.

The Discipleship Year Vision

The purpose of the Discipleship Year is to equip, encourage and empower students with solid foundations for life as a follower of Jesus. The focus is on three strategic areas:

1. Making Disciples: The good news of Jesus begins with making disciples who make disciples. Our prayer is that students’ passion for making disciples will increase as they press into the presence of God and are empowered by his Spirit for the mission of advancing the kingdom of God.

2. Growing through Community: Together, students will engage with solid and relevant biblical teaching, explore and develop their spiritual gifts and use them to serve and lead within the local church. They can also expect healthy doses of fun, inspiration, and some practical, ‘hands-on’ kingdom experience.

3. Transforming Mission: The course includes a mission trip. On mission, students will step out of their comfort zones, doing things they may not necessarily do in their context. It’s an exciting opportunity to experience and appreciate another culture and learn from other Christians in a cross-cultural ministry context.

Through a combination of strategic learning environments, students will grow as disciples of Jesus by:

- Deepening their knowledge and experience of God.
- Exploring the calling and purpose that God has for their life.
- Growing through serving in a local church.
- Experiencing the adventure of mission.
- Discovering, exercising and nurturing their spiritual gifts and passions.
- Developing key leadership skills.

2. Discipleship Year Student Growth & Personal Formation

At the heart of this year is the personal formation of those who will be participating in the year-long discipleship programme. Using a learning model delivered through teaching, pastoral support from Mentors and a Supervisor, retreats, conferences, cross-cultural mission, and an experience of involvement in the local church, this will be a very formative year.

We anticipate that:

1. Student cohorts gather for teaching at Pinelands Baptist Church or at one of the Partner Churches. Teaching input will be offered in one 8 hour day each week.
2. DY Partner Churches will assist in hosting the weekly teaching. They may also contribute to the faculty of presenters.
3. Additional DY Participating Churches may send students to join the program but are not expected to host or present teaching.
4. A practical ministry program is put together by each local church for their intern in consultation with the intern and the DY Leader.
5. The DY Leader will oversee the program and all DY teaching input, including the presenters thereof, in consultation with DY Partner Churches.
6. Students will have both an Internship Supervisor (local church line manager in the ministry they are serving) and a Mentor (coaching input).
7. Huddle times with other DY students will provide space for regular reflection throughout the year (peer input).
8. Gatherings on retreats, camps and conferences will offer a sense of belonging to a broader vision, network and mission.
9. Each term, students will be given one assignment to complete, which will either be a written theological reflection or classroom presentation (Reflecting).

3. Training Centre Operational Arrangement

The following outlines the operational arrangements and commitments from the DY Training Centre (presently Pinelands Baptist Church).

3.1 Personnel

1. The Training Centre will employ a DY Course Leader, to oversee the running of the local course and provide pastoral oversight of the DY students.
2. The Training Centre will treat the DY Course Leader as a full member of the staff team, encouraging them to be part of staff meetings, retreats and giving them the opportunity to feedback about DY students and/or training centre issues to other members of staff where appropriate.
3. The Training Centre church will provide administration as required enabling the running of the program.
4. The Training Centre will take full responsibility for making arrangements for all DY retreats and conferences, this will include:
 - Registration / bookings to the conferences
 - Food
 - Accommodation

3.2 Application Process

1. Applicants will obtain an application form from their church and, once completed, the form is to be submitted via their church to the Training Centre, together with the required references.
2. Should an applicant who is not from a partner or participating church wish to attend they may contact the DY Leader directly. They will be placed with one of the Partner Churches. Should such an applicant know which church they wish to serve in, they can also apply through that church.
3. Forms will be processed by the Training Centre DY Leader.
4. If the applicant wishes to serve their practical internship placement at a different local church (i.e: not at the DY Training Centre), then the DY Course Leader will get in touch with the potential Placement Church and arrange to visit them. The DY Course leader will meet the potential Internship Supervisor, discuss the requirements and expectations, and assess the suitability of the potential Placement Church to function as a DY Internship Placement Church (considering ministry internship opportunities, facilities, mentors etc). If it is decided that they will be suitable and are willing to have a DY student, the DY Course Leader will proceed to step 5.
5. Applicants are then to be interviewed by the DY Course Leader and the relevant Internship Supervisor together. At this stage (pending references) consideration will be given as to the suitability of the applicant.
6. It should be noted that applicants must NOT be offered a place on the course unless they have been through this application process. A letter will then be sent to the applicant by the DY Course Leader advising the candidate of the outcome of their application.

3.3 Facilities

1. The Training Centre will ensure that it provides all the facilities and equipment that are required to run the Discipleship Year.
2. The Training Centre will provide appropriate classrooms for the training centre and will also provide storage and shelf space for equipment.
3. The Training Centre will provide suitable working environment; a relatively sound proofed room/office space, a telephone and facilities free-of-charge for the DY course leader that will enable them to undertake their role.
4. Any costs associated with the above are to be covered in the Training Centre budget.

3.4 Promotion & Marketing

1. Immerse will promote and market the DY course through its website and annual conferences.
2. Each Partner Church will do its best to promote the course both to other local churches and potential students.
3. Immerse is currently developing material and media for such promotion.

3.5 Local Reflective Practitioners

Most of the teaching content is provided via the New Wine filmed teaching modules. Nevertheless, the DY Leaders will invite local reflective practitioners to add to this teaching resource which will make up the core curriculum of the centre's agreed syllabus, to reflect on their particular context.

3.6 Mentoring & Placements

1. The DY Training Centre and Internship Supervisor will identify people within their church who will offer mentoring and DY skills support for each individual DY student at the training centre. Mentors will be from either the DY Training Centre or Internship Placement Church, depending on where the students are serving their practical internships.
2. The Training Centre will itself offer practical ministry placements for students and also coordinate other placements with local churches in the area.

3.7 Pastoral Oversight

Pastoral oversight for each DY student will be provided through a combination of 3 roles within the course: the DY Course Leader, the Internship Supervisor and the Mentor.

Each of these roles will interlink and they should meet termly to ensure that the required elements are being provided for the student with a consistency of approach.

Primary pastoral oversight and overall responsibility will come from the DY Course Leader who will work in liaison with the Internship Supervisor and the internship church Mentor to ensure the student is fully supported. This working relationship will ensure that the student is growing in their leadership, their character and their personal faith journey. This support will come from each of the roles in the form of one-on-one meetings where feedback, coaching, counsel, encouragement, discussion, goal setting, prayer and prophecy should all feature highly.

The regularity of these pastoral meetings with each DY student will be as follows:

- DY Course Leader: twice a term
- Internship Supervisor: once a term (for review) and weekly, where applicable, in managing the student's ministry area.
- Church Mentor: once a month.

3.8 Key Linguistic Distinctions for Interns and volunteers

The following advice may be helpful to you.

Several concerns have been raised recently about technicalities and legalities involved when churches have volunteers, interns and others involved in churches and church-based projects. A frequent concern noted by some is the importance of avoiding any danger of volunteer or lay ministry agreements implying an employment situation, which in a worst case scenario might potentially be seen as subject to employment legislation. Volunteering networks are recommending linguistic distinctions to avoid any possible employment implications.

So, for example:-

- ROLE (and ROLE DESCRIPTION) - not Job / Employment / Job Description
- KEY ELEMENTS OF ROLE - not Duties
- REIMBURSE EXPENSES - not Payment
- AGREEMENT or COVENANT - not Contract
- HOPES / EXPECTATIONS - not Obligations / terms / conditions
- PROBLEM SOLVING PROCEDURES - not Grievance / Discipline

4. Teaching Model

4.1 Teaching and Praxis (learning and serving)

How we learn is a key consideration for us – the DY is a mixed mode programme with teaching, experience and time to reflect on what is being done with the student cohort, a supervisor and mentor.

Meeting with students at ministry events and conferences provides opportunities for meeting others who are doing something similar across the country.

We generally anticipate that the shape of the training may look something like this:

- One 8 hour day of teaching midweek (including worship and ministry).
- Specified hours of service and commitments to supervised ministry in the life of the internship placement church in a variety of ministries (worship, media, youth, evangelism, outreach, kids, student and family ministries). Ministries are tailored to ensure the student's gifting and passions are nurtured. Usually ministry placements will include a Sunday.
- One full day off from ministry and training must be planned and taken.
- Students are also expected to join fully in the worship life of the student Placement Church.

4.2 Suggested Typical Weekly Teaching Schedule

09.00 Coffee
09.15 Worship & Word
09.45 Huddle Time
10.15 Teaching Session 1
11.00 Coffee
11.15 Teaching Session 2
12.15 Ministry
12.30 Lunch
13.30 Teaching Session 3
14.30 Coffee
14.45 Teaching Session 4 & Ministry
16.00 Finish

In addition to interns who spend the remainder of the week in ministry, some churches may opt for a part-time weekly program in which twelve hours (weekday or evening sessions) are invested in their ministry area (internship).