MTW Urgent Recruitment Needs for Western Australia
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2 church planters for Perth:
These church planters would be planting for the Westminster Presbyterian Church. Each church planter must be experienced, creative, easy going, and relationally oriented while being purposeful. Each must be committed to model a grace based ministry across highly varied social lines. They must be comfortable church planting outside the box. They must be facilitationally oriented in leadership style as they would eventually be mentoring approved church planting “residents” coming out of an internship/apprenticeship and who would take over the leadership of the church plant from the MTW planter over 2 to 3 yrs.

The Church Planting Resources (CPR) Strategy
CPR is a grace-based, real-world (church-based), church planting internship/apprenticeship strategy. It is designed to build a healthy church and ministry culture based on the philosophy that ministry is more caught than taught. CPR is a “flu room”: In other words, if you want to catch the flu go into a room full of infected and highly contagious people and spend some time with them; and it is reasonable to expect one will catch the flu. It is built on the mentoring model used for training physicians, ie med school = seminary, internship in the ER = CPR, and residency = residency with an MTW church planter already at work planting who gradually turns over the reins to the resident.

CPR Team Composition: 5 Specialist Mentors
Under the direction of MTW and work with in a team dynamic. the team of 5 mentors would have to be made up of MTW and suitable Australian personnel, who are or have,

1. **Seminary graduates** i.e. MDiv but not necessarily a TE in every instance, but in every case with significant and recognized experience in ministry.
2. **Pastoral heart and ministry experience** is a must as pastoral care will be an important aspect of our approach (with occasional though not mandated preaching) *Church planting experience is even better* (understanding the needs of a church planter.) At the core of this is a mature understanding and recognizable manifestation of the lived out grace of God in Jesus.
3. **A mentor’s heart** A heart and skill for nurturing people in the way of grace.
4. **Recognized skill** in their specialties.

1. **The Mentor in The Ministry of the Word, i.e. Preaching and Teaching**
Central to the ministry of the church is the ministry of the Word in as much as scripture is our only our only rule of faith and life.

1. **Focus on Expository approach to proclamation**, which is culturally relevant and Christ centred and therefore gospel focused.
2. **Communication skill**, which is key to the ability to address the congregation in a way which is relevant and creative.
3. **Teaching skill**, the ability to creatively nurture candidates in the skill of communication which is necessary for the effective preaching and the teaching of God’s people.

4. **A vision for a cradle to grave approach for nurturing in the word**, is the way people are built up in the word. A ministry of Christian nurture must focus on bible study and application for all of life. The Sermon is not the end all and be all. God’s people must also be cultivated in the word via planned strategies which apprentices must understand to help people to grow as disciples

5. **A love and skill for mentoring.**

Focused on training students in the ministry of the Word in a modern context and instruction in the word and discipleship.

- The training in preaching aspect would not replace the TTC unit in Homiletics, but rather it would substantially augment and build on it in an ongoing developmental mentoring approach.
- The discipleship aspect would entail building a culture of training for the people of God as this aspect of Christian life in the church is probably the weakest and most key aspects to a strong, mature and discerning Christianity in the region students.
- A grace based approach to the faith

Why a preaching/teaching specialist? Because the preaching of the cross and the authority of the holy scriptures as our only rule for faith and life is strategically central to a biblical and reformed church. The Word of God, *sola scriptura*; the preaching of grace *sola Dei gratia*. In a preaching and teaching ministry are key to building a solid foundation which forms the basis of a clear gospel, a Christ centred mature faith *sola fide*, which glorifies God *sola Dei gloria*.

2. **The Mentor in Pastoral Care & Nurture**

While all members of the church planting team which will function in the CPR must live in a consistently gracious life as a part of our covenant community (a functioning church plant); the understanding and purposeful enculturation of grace in our post reformation church culture calls for focused attention. This means talking about grace, in a programmed analysis both theologically and anecdotally as a programmed interest. The Living in Grace/Sonship model of approach is envisioned as providing such focused attention. The issues of life and ministry encounters during the internship experience will provide the anecdotal basis for looking at the world and ministry through the gospel of grace. This process will provide the basis for approach to future ministry in the interns life and ministry. The minister in Pastoral Care and Nurture will formulate and provide the structured focus on these elements in the life of the covenant community in our context.

*This person (husband and wife team) would be the keeper(s) of the compass focused on Grace, and nurturer(s) of the team to keep us seasoned in the grace of nurturing.*

Focus attention on the area of developing grace in “Pastoral Care” both in networking with other professional caregivers and in definition of and instruction of interns in the general task of Pastoral Care and nurturing the flock.

1. **A vision and passion for the lost; and the grace of Jesus put on the ground**, The mentor in pastoral ministry must have a recognized and practiced grasp of God’s grace and a love and facility with people.

2. **Focus on a culturally studied approach to the Australian mind and relational framework and world view**, which is key to ministering to Australians. Helping apprentices to understand people and themselves as pastors in the light of the gospel of grace.
3. The ability to communicate issues in formulating and developing the area of pastoral though and ministry, which is key to helping church planters and pastors understand and develop as knowledgeable and creative pastors of the flock and evangelists.

4. A love and skill of mentoring.

3. The Mentor in Congregational Worship
The mentor in worship is a key team member instructing the family of God to give glory to God as the visible and gathered expression of the Church before a watching world and in the hearts of a very individualistic people group. In short worship is a means of God’s grace for the building of the concept and a church culture as well as the building of the Church.

Worship is often defined in Australian Evangelical context as “a good feeling or experience.” We must not confuse personal experience with the presence of God, i.e. having a good experience of music is not necessarily worship. Having moving music in a service, and getting into a groove is not necessarily worship, it may in fact only be an experience of consumeristic enjoyment and that may be all. Good music may just be good music. Musical skill and organizational skill in constructing a worship service while useful and professional is not necessarily worship either. We are not to feel like we have worshiped through the experience. All these things are given for our enjoyment, but they do not define worship.

The worship leader’s job is to purposefully and effectively lead the people into the presence of God. He is to point us toward Him through His word and respond to it as a congregation with one voice. In other words, it starts with God speaking, and ends with our saying in effect “Amen” through the biblically prescribed means. That takes some measure of skill, and leaders of God’s people should be cultured in this skill in order to lead the congregation in its corporate worship.

We do not want the mentoring in worship to be confused with engineering an experience. On the other hand we have so poorly responded to the abuse of worship that our services of worship are an embarrassing malaise of faltering and uncoordinated haplessness which actually does the exact opposite of what we intend in the leadership of God’s people in the service of God.

This particular position might appear to be frivolous or a nicety rather than a necessity. In the Australian context, raw individualism rules. The idea of a worshipping community is often seen as a requisite activity upon the Church but which merely happens on Sunday. The impact of worship as the central focus of the people of God and a covenantal corporation builder under God glorifying Him seems outside the value set of the average Australian. The charismatic influence has moved in the opposite direction. Worship is a central characteristic of the covenant community and is the glue of the body corporate.

The worship mentor must be a man with,

1. A skilled leader of people, who is able to help candidates understand how to help people act together in a chorus of worship in a meaningful way.

2. A Pastoral heart and ministry experience, This is a must as pastoral care will be an important aspect of our approach (with occasional though not mandated preaching) Church planting experience is even better (understanding the needs of a church plant for developing a unity of purpose in a worship setting.)
3. **A culturally relevant or contemporary situational approach.** A heart for nurturing people in the development and leadership of relevant worship centred on Christ. [NB by contemporary worship we do not mean providing a Christian rock concert trying to masquerade as a worship service.] We would hold that music is a powerful aid to worship, but not the definition of worship. Music can distract and convolute the heart away from true worship as easily as it can take people before the throne of God. But Christ is central and careful crafting of the worship context is prime.

4. **Skilled musicianship** is quite important given the modern context in Oz particularly with respect to the role this person will play in the real world approach of training in the context of planting a real church. Professionalism should always be the way we give our best. Focused in making and modeling the expression of corporate, public worship as a relevant expression of a reformed church which exhibits the grace of God in Jesus Christ our Lord and Savior.

5. **A love and skill of mentoring,**

Why a worship specialist? Because worship is the most public corporate expression of the faith and Christians must be public as they are as social as any other human being. Our traditional approach to worship tends to be just that, traditionalistic. It is not relevant to the average 21st century Christian and particularly a new Christian; and this represents an underappreciated barrier to worship in Aussie rather than a way of worshiping and speaking to God corporately in our time.

4. **The Mentor in Evangelistic Outreach**
(Ideally this could be an Australian who would have to raise support)

Outreach is about strategies to reach the target community effectively and efficiently through planning and execution. The evangelization of a community starts with a lifestyle orientation to the gospel of grace. It helps people understand how Christians can effectively carry out our mandate through love and the grace which holds that love in tact. Outreach also has a technical side in understanding how to present the gospel in an articulate and clear fashion which is not just about truth, but real life. Outreach also has an apologetic side which gives and answer for the hope that is in us I Pt 3:16. The mentor in outreach must have

1. **A vision a passion for the lost and making disciple**
2. **A culturally studies approach to reaching the Australia,** which is a culturally relevant and Christ centred gospel outreach enterprise.
3. **The ability to communication issues in formulating and developing an outreach strategy to apprentices in outreach,** which is key to helping church planters and pastors understand and develop as knowledgeable and creative evangelists.
4. **A love and skill for mentoring people in evangelism,**

5. **The Mentor in Ministry to Emerging Adults (the Young)**

A Specialist in Student Ministry would be focused on building and mentoring an approach to youth of High School age.

The current Australian situation is only beginning to address the aspect of Christian youth cultures. The understand and approaches current in the USA among specialists there is quite adaptable to Australia and the region given the effects of globalization as applied to youth culture in Australia.
Why a youth culture specialist? Because it is strategic and vital. The Church loses over 90% of her covenant children for lack of solid ministry in these very vulnerable formative years. This is because the church fails to communicate in ways which are relevant. Youth culture lives and moves in ways which are quite different and which takes a special voice and manner of ministry. This should not be seen as pandering. It should simply be seen as speaking another language within the church.

The five areas give shape to the theological and practical core interests in church planting. In other words we do not see a specialist in church planting or teaching as necessary; rather the five specialist actually embody this in their mentoring. It is our understanding that a theologically sound church plant in Australia is achieved out of the above special focuses.

1. A vision a passion for the lost and making disciple
2. A focus on a youth cultural approach to reaching the Young, youth culture is both a highly specialized area of ministry and one which is too easily dismissed as “out of my ability” and thus requires special attention as far as training people in an approach to this area of ministry. While expecting all apprentices to become youth experts is an unrealistic goal, knowing how to cultivate youth leadership and ministry in the gifted is a very important goal. The mentor in ministry to the young is instruction and mentoring in facilitation.
3. The mentor must have ability to communication issues in formulating and developing an outreach and discipleship strategy to the young, which is key to helping church planters and pastors understand and develop as knowledgeable and creative facilitators of ministry to the young, and in certain cases youth ministers.
4. A love and skill of mentoring,