



**A Missionary/Minister
Apprenticeship Program**

Institute of Christian Impact

The Apprenticeship Program

The Purpose and Goals

Although we live in a world full of darkness, our Lord is causing His church to shine like a beacon, displaying the glory and power of God's Kingdom. With such potential for harvest in the growing spiritual revolution, true biblical leaders are needed. One way that Christian Impact Ministries (CIM) desires to engage our world is through the development of Spirit-led and empowered leaders.

Our goal is to raise up future ministers who will have biblical knowledge, practical ministry experience and skills, and most importantly, an intimate walk with Jesus resulting in true demonstration power of the Gospel. Our hope is that upon completion, the apprentice will have received an academic training, a ministerial credential, practical ministry experience that can be immediately applied, and a heart for God to fulfill the calling on their life.

The Priority of Your Spiritual Life

Before you begin the apprenticeship, we want to emphasize a crucial spiritual truth; your spiritual growth is foundational – not supplemental – to your training as a minister. This isn't a nice thought or pious platitude.

We are greatly concerned that you appreciate the importance of this truth. Your personal ministry effectiveness is wholly dependent on the intimacy and vitality of your walk with God. If this area of your life is lacking, no amount of biblical knowledge, ministry skill, personal giftedness or hard work can compensate.

We will never tire of making the point that your first priority as an apprentice (as it is for any staff member or any believer, for that matter) is to walk closely with Jesus Christ. Toward that end, you have already (or soon will have) received much training and encouragement. We pray that in this time and through it, the Holy Spirit will lead you into an ever increasing personal knowledge of your Lord and Savior.

The Role of Your Mentors

Your mentors will be your primary resource to help you make personal application of the practical truths learned from your apprenticeship. They will help you work through this time in a way that is personally motivating and consistent with your weekly schedule.

As you will see, some of your sessions will ask you to talk with your mentor about specific topics. However, feel free to ask them for help anywhere along the way. Your mentor will assist you and help you get the most out of your personal study and reflection. They are available to help clarify and encourage. So take the initiative to get together and discuss your progress, your materials, or spiritual matters as often as you are able.

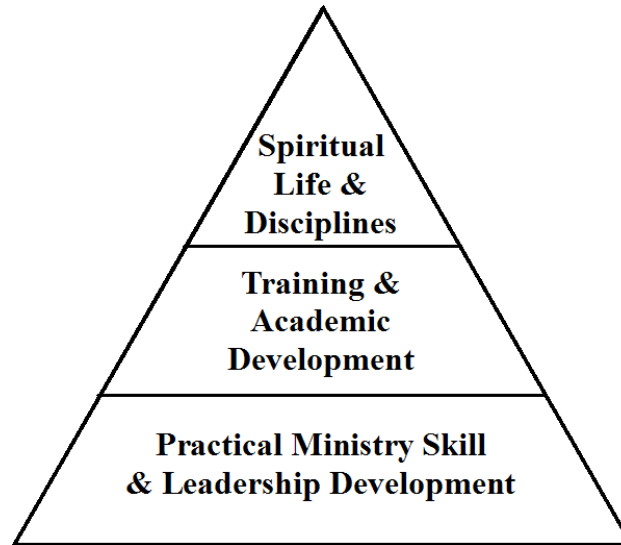
Areas of Training and Leadership Development

Every apprentice is different. We strive to personalize and customize the circumstances each apprentice will face while with Christian Impact to bring about the best experience possible for their personal growth and ministry development. With that being said, there are standards that do (and will) remain consistent in the apprenticeship regardless of the apprentice.

We acknowledge that every person is composed of a spirit, a soul (mind), and a body. The apprenticeship will seek to develop each of these so that you may experience a whole (well-rounded) training approach to your development.

Your spirit will be developed through an established and regular communion time with the Lord and in special “encounters” with God. Your mind will be developed through academic study and through other various forms of learning. Your body will be developed through the practical application of ministry with people in real life settings.

Therefore, as an apprentice, we are seeking development and impartation in each of the following areas:



Spiritual Life & Disciplines

The emphasis of this category is on encouraging the apprentice to grow in the knowledge of Jesus Christ and His life changing power.

All training here will emphasize the truth that the spiritual life of the apprentice is the foundation for fruitful ministry. Communion with the Lord, our call to the ministry, understanding and application of the Spirit-filled life, Biblical meditation, spiritual warfare and the Christian walk in general will be dealt with.

Training & Academic Development

All training in this category is focused on equipping the apprentice to think biblically and strategically about the ministry. The emphasis is focused on equipping the apprentice to make disciples in others that will also be able to be effective in ministry. Skill development in the areas of evangelism, discipleship, worship & intercession will be explored in actual ministry settings. Special emphasis will be given to five-fold ministry.

The pursuit of academic educational training provides for more effective ministry as well as in helping to fulfill many credential requirements necessary for licensing and/or ordination for ministry.

Practical Ministry Skill & Leadership Development

This category seeks to equip the apprentice to know and apply the “how to’s” of the ministry with a commitment to excellence. Training will also be focused to develop the skill and perspective necessary to assume various leadership roles as well as developing the skills necessary for healthy relationships and a positive team environment.

The biblical perspective on how to initiate and maintain healthy personal and team relationships is emphasized. Included will be training on how to initiate and maintain healthy relationships, how to communicate in small groups and interpersonally, how to work together as a team, and how to handle interpersonal conflict.

Development in character, vision, theological depth and the personal skills required to fulfill the responsibilities of various leadership roles will be explored. The biblical view of spiritual leadership, leadership styles and the topic of leadership in general are discussed. Also, time is given to the understanding and applying the ministry philosophy of Christian Impact Ministries in the context working with other local churches and larger denominational movements. Strategic planning, priorities and principles of a personal ministry will be taught along with input on planning for one’s personal ministry and building the ministry of Christian Impact Ministries.

This category will also emphasize the need of being wise stewards of the resources God has entrusted to us; specifically in our time, talents, and treasures. Training in administration, operations, time management, budgeting, and support team development, and the recruiting and utilization of volunteers is included in the resources of God’s Kingdom.

A Listing of the Areas of Apprenticeship Training and Leadership Development

The following list is to give you an idea of what you can expect from your apprenticeship training, but this is not final. Some sessions or classes may be dropped or added as the editing process continues with this program. Also, this list does not fully reflect how the sessions will be delivered. Some will be delivered in various training conferences, some will be self-study courses, while others may be given by an instructor or mentor. This list does indicate the method of delivery in those cases where it has already been decided. Also, any part of the Kingdom Living Discipleship Process (KLDP) completed will count toward the completion of the apprenticeship training requirements.

Spiritual Life & Disciplines

Communion with the Lord (required min.6 hours per week)
Intercession, Praise & Worship
Mentorship (min. 2 hours week)

Training and Academic Development

Academic Development Options:

Diploma of Ministry Program

The Kingdom Living Discipleship Program - Levels I-V
New Testament Studies: 21 courses
Old Testament Studies: 42 courses
Mentor/Instructor Training: 32 courses
ICI Final Project – published, personal commentary/devotional of the Scriptures

Certificate of Discipleship Program

The Kingdom Living Discipleship Program - Levels I-V
Mentor/Instructor Training: 7 courses

Certificate of Biblical Studies Program

The Kingdom Living Discipleship Program - Levels I-V
New Testament Studies: 21 courses
Old Testament Studies: 42 courses

Certificate of Christian Leadership Program

The Kingdom Living Discipleship Program - Levels I-V
Mentor/Instructor Training: 15 courses
ICI Final Project – published, personal survey of the Scriptures

Mentorship Instructor Training:

This list of programs offered is under constant development and can change. During the course of the three year program, additional courses, books or work may be assigned.

Certificate of Discipleship

Purpose

The purpose of the Certificate of Discipleship program is to train and prepare learners for a life of commitment to Christ and lasting service to the kingdom of God by offering practical, biblical discipleship and theological studies.

Objectives

1. To demonstrate an increased understanding of the Christian life and worldview.
2. To demonstrate a rationale for Christian ministry that incorporates calling and preparation.
3. To demonstrate an understanding of the theological foundations of Christianity.
4. To demonstrate development of skills in Christian ministry.

Courses:

1. **Kingdom Living Discipleship Level 1**
2. **Kingdom Living Discipleship Level 2**
3. **Kingdom Living Discipleship Level 3**
4. **Kingdom Living Discipleship Level 4**
5. **Kingdom Living Discipleship Level 5**
6. **Way of Discipleship**
7. **Fundamental of Theology I**
8. **Fundamentals of Theology II**
9. **World Missions I**
10. **Biblical Meditation**
11. **Life Management**
12. **Ministering to Personal Needs**

Certificate of Biblical Studies

The Certificate of Biblical Studies is geared to educate students in the Bible. The student will cover the entire Bible in this course of program through reading & answering questions. Students must also complete the series over the biblical discipleship process as well as the following studies:

Bible I: New Testament

1. Gospel of Matthew I
2. Gospel of Matthew II
3. Gospel of Mark
4. Gospel of Luke I
5. Gospel of Luke II
6. Gospel of John
7. Acts I

Bible II: New Testament

1. Acts II
2. Romans I
3. Romans II
4. I Corinthians
5. II Corinthians
6. Galatians
7. Ephesians

Bible III: New Testament

1. Phil., Col., & Philemon
2. I & II Thessalonians
3. I & II Timothy & Titus
4. Hebrews & James
5. I & II Peter
6. Epistles of John & Jude
7. Revelation

Bible IV: Old Testament

1. Genesis
2. Exodus
3. Levitical Law I
4. Levitical Law II
5. Levitical Law III
6. Numbers
7. Deuteronomy

Bible V: Old Testament

1. Joshua
2. Judges
3. Kings & Prophets I
4. Kings & Prophets II
5. Kings & Prophets III
6. Kings & Prophets IV
7. Kings & Prophets V

Bible VI: Old Testament

1. Kings & Prophets VI
2. Kings & Prophets VII
3. Kings & Prophets VIII
4. Ruth & Esther
5. Ezra & Nehemiah
6. Job
7. Proverbs

Bible VII: Old Testament

1. Psalms I
2. Psalms II
3. Psalms III
4. Song of Solomon
5. Ecclesiastes I
6. Ecclesiastes II
7. Isaiah I

Bible VIII: Old Testament

1. Isaiah II
2. Jeremiah I
3. Jeremiah II
4. Jeremiah III & Lamentations
5. Ezekiel I
6. Ezekiel II
7. Ezekiel III

Bible IX: Old Testament

1. Daniel
2. Hosea & Joel
3. Amos, Obadiah & Jonah
4. Micah
5. Nahum & Habakkuk
6. Zephaniah & Haggai
7. Zechariah & Malachi

Certificate of Christian Leadership
Program for CIM Licensing Older Adults

This program is specifically designed for older adults who cannot invest the time necessary for the full apprenticeship program, yet feel called to serve God and are seeking credentialing with Christian Impact Ministries.

Purpose:

The Christian Leadership program is designed for to equip learners with a foundational knowledge to embrace their calling to serve as leaders in His kingdom. Students will be able to recognize, answer, and fulfill the call to ministry with instruction based upon biblical discipleship and the study of practical, Christian ministry.

Objectives:

1. Become acquainted with the essential doctrines of the Christian faith.
2. Nurture personal spiritual development.
3. Identify sound methods of Christian discipleship.
4. Understand the basic principles of biblically based leadership.
5. Analyze and interact with cultural and organizational dynamics to guide the implementation of visionary strategies in ministry.

Courses:

1. **Kingdom Living Discipleship Level 1**
2. **Kingdom Living Discipleship Level 2**
3. **Kingdom Living Discipleship Level 3**
4. **Kingdom Living Discipleship Level 4**
5. **Kingdom Living Discipleship Level 5**
6. **Way of Discipleship**
7. **Fundamental of Theology I**
8. **Fundamentals of Theology II**
9. **Current Trends: Discerning Ministries & Doctrines**
10. **CIM Polity**
11. **World Missions I**
12. **World Mission 2: The Strategic Dimension of Christianity**
13. **World Mission 3: Cross-Cultural Considerations**
14. **Spiritual Formation**
15. **Life Management**
16. **Ministering to Personal Needs or Elective: _____**
17. **Elective: _____**
18. **Elective: _____**
19. **New Testament Foundations**
20. **Old Testament Foundations**

** Electives may be chosen from any approved course in the Diploma program*

Certificate of Christian Leadership
Program for Pastors/Active Ministry Positions

This program is specifically designed for individuals who are currently in ministry positions and have several years of experience. Originally designed for foreign ministers who lack traditional schooling and wish to seek more formal training or certification.

Objectives

- Graduates will demonstrate critical awareness of their identity and formation within God's active work.
- Graduates will demonstrate ability to discern God's truth and purpose in Scripture, critically engaging theological and missional disciplines.
- Graduates will demonstrate the ability to interpret Scripture in light of both its ancient and current cultural contexts for its faithful use in their own lives and ministries.
- Graduates will demonstrate personal and corporate practices for holistic, balanced lives in biblical discipleship and vocation.
- Graduates will demonstrate creativity, adaptability, and effectiveness in leadership in our complex and changing society.
- Graduates will demonstrate the capacity for theologically informed leadership of Christian ministries of mission and discipleship.
- Graduates will demonstrate reflective capacities to proclaim and embody the good news of Jesus Christ to the world.

Courses:

- 1. Leadership**
- 2. Biblical Management**
- 3. Hermeneutics and Bible Study Methods**
- 4. Creative Bible Study Methods**
- 5. Spiritual Formation**
- 6. Life Management, Vol. 1-3**
- 7. Family Issues**
- 8. Social Roles & Relationships**
- 9. Environmental Analysis**
- 10. Management by Objectives**
- 11. Methodologies of Multiplication**
- 12. Biblical Counseling**
- 13. Strategies for Spiritual Warfare**
- 14. Power Principles**
- 15. Prophetic Ministry**
- 16. Awakening, Revival, and Multiplication**
- 17. Pastoral Ministry**
- 18. Church Planting**
- 19. New Testament Foundations**
- 20. Old Testament Foundations**

Diploma of Ministry

The fulfillment of the entire Apprenticeship Program is the Diploma of Ministry. This program guides the apprentice to fulfilling the purpose and objectives for becoming a Spirit-empowered missionary/minister for Gospel.

Prerequisites

- Fulfillment of all the Certificate of Discipleship requirements
- Fulfillment of all the Biblical Studies requirements
- Fulfillment of all Apprenticeship Practical Ministry requirements (see Time Schedule Breakdown)

Courses:

1. **World Mission 2: The Strategic Dimension of Christianity**
2. **World Mission 3: Cross-Cultural Considerations**
3. **CIM Polity**
4. **Leadership**
5. **Biblical Management**
6. **Hermeneutics**
7. **Creative Bible Study Methods**
8. **Current Trends: Discerning Ministries & Doctrines**
9. **Biblical Counseling Fundamentals**
10. **Biblical Counseling Methodologies**
11. **Family Issues**
12. **Social Roles & Relationships**
13. **Environmental Analysis**
14. **Management by Objectives**
15. **Methodologies of Multiplication**
16. **Strategies for Spiritual Warfare**
17. **Power Principles**
18. **Prophetic Ministry**
19. **Awakening, Revival, and Multiplication**
20. **Elective: _____**
21. **Elective: _____**
22. **Elective: _____**
23. **Elective: _____**
24. **New Testament Foundations**
25. **Old Testament Foundations**

Electives:

1. **Ministering in the Holy Spirit**
2. **Strategies for Spiritual Harvest**
3. **Pastoral Ministry**
4. **Market Place/Small Business Ministry**
5. **Church Planting**
6. **Women in Ministry**
7. **Jail & Prison Ministry**
8. **Divine Healing**
9. **Biblical Worship**
10. **Intercessory Prayer**
11. **Five-Fold Ministry**
12. **The Kingdom of God**
13. **Ministry Foundations**
14. **Biblical Numerology**
15. **The Underground Church**
16. **Simple Church**
17. **Basic Biblical Greek**
18. **Developing Biblical Worldview**
19. **Homiletics / Speech Communication**
20. **Teaching Tactics**

Time Schedule Breakdown

Although not a paid staff position, the apprenticeship at Christian Impact Ministries is a full-time ministry venture requiring time commitment for training. Actual schedules are customized based on the individual apprentice and the needs of the ministry. The following is to give you an idea of what you can expect from your weekly time schedule in the apprenticeship, but again, this is not final. A yearly timeline is provided at the end of this document.

Full Time Apprenticeship Time (Weekly - min. 36-44 hours)

Spiritual Life / Communion - 6 hours

Training / Academic – 8-16 hours

Practical Ministry – 18-22 hours

In a 4 day work week, a daily breakdown of this might look as follows:

1 hour Communion

2-4 hours Academic/Training

2 hours Practical Ministry

Remaining Practical Ministry hours are obtained thru various ministry events and/or services with CIM (ex. Sunday Service, Groups, Youth or Children's Ministries, Big Heads, Multi-Media, Evangelism Outreaches or Events, Worship Team, etc.)

Every specific time schedule and requirement is personally developed for each individual apprentice based on the training determined by the staff of Christian Impact.

Part Time Apprenticeship Time

The time schedule and requirements for part time work in the apprenticeship program is personally developed for each individual apprentice based on their availability and determined by the staff of Christian Impact. It should be noted that part time availability can greatly extend the overall time necessary to complete a program.

A Sample Academic Training Calendar

Year 1 – Spring Semester I

Bible I – New Testament Studies
Kingdom Living Discipleship I
Fundamentals of Theology I
Spiritual Formation
Life Management
The Way of Discipleship
Apprenticeship – Practical Ministry

Year 1 – Summer Semester I

Bible II – New Testament Studies
Kingdom Living Discipleship II
Fundamentals of Theology II
Family Issues
Hermeneutics: Interpreting Scripture
Apprenticeship – Practical Ministry

Year 1 - Fall Semester I

Bible III – New Testament Studies
Kingdom Living Discipleship III
Current Trends
Ministering to Personal Needs
Social Roles and Relationships
Apprenticeship – Practical Ministry

Year 2 – Spring Semester II

Bible IV – Old Testament Studies
Kingdom Living Discipleship IV
World Mission I -
Spiritual Warfare
Prophetic Ministry
Apprenticeship – Practical Ministry

Year 2 – Summer Semester II

Bible V – Old Testament Studies
Kingdom Living Discipleship V
Power Principles
World Mission II
Awakening, Revival & Multiplication
Apprenticeship – Practical Ministry

Year 2 – Fall Semester II

Bible VI – Old Testament Studies
World Mission III
Leadership
Creative Bible Study Methods
Biblical Management Principles
Apprenticeship – Practical Ministry

Year 3 – Spring Semester III

Bible VII – Old Testament Studies
Biblical Counseling
Biblical Counseling Methodologies
Elective
Elective
Apprenticeship – Practical Ministry

Year 3 – Summer Semester III

Bible VIII – New Testament Studies
Environmental Analysis
Management by Objectives
Methods of Multiplication
Elective
Apprenticeship – Practical Ministry

Year 3 – Fall Semester III

Bible IX – Old Testament Studies
CIM Polity
New Testament Foundations
Old Testament Foundations
Elective
Apprenticeship – Practical Ministry

*Additional Required Courses & Mentorship May be Assigned

Yearly Timeline for the Apprenticeship

1st Year

- Month 1: Secure Living Place & Job: Attend all ministry functions.
- Month 2: Begin Spring Semester I & Placement in Apprenticeship – Practical Ministry
- Month 3:
- Month 4: Report on the First Semester of Apprenticeship
- Month 5: Begin Summer Semester I
- Month 6:
- Month 7:
- Month 8:
- Month 9: Begin Fall Semester I
- Month 10:
- Month 11:
- Month 12: Report on the First Year of Apprenticeship

2nd Year

- Month 1: Begin Spring Semester II
- Month 2: Begin Process for Minister's License
- Month 3:
- Month 4:
- Month 5: Begin Summer Semester II
- Month 6:
- Month 7:
- Month 8:
- Month 9: Begin Fall Semester II
- Month 10:
- Month 11:
- Month 12: Report on the Second Year of Apprenticeship

3rd Year

- Month 1: Begin Spring Semester III
- Month 2:
- Month 3:
- Month 4:
- Month 5: : Begin Summer Semester III
- Month 6:
- Month 7:
- Month 8:
- Month 9: Begin Fall Semester III
- Month 10:
- Month 11:
- Month 12: Final Project: Apprenticeship / Institute of Christian Impact
Graduation & Receive Minister's License

2023 Dates

Summer Term

Begins May 15

Ends August 18

Fall Term

Begins September 11

Ends December 15

2024 Dates

Spring Term

Begins January 15

Ends April 19

Summer Term

Begins May 13

Ends August 16

Fall Term

Begins September 9

Ends December 13

2025

Spring Term

Begins January 13

The Minister's License can only be received at the completion of a semester. Should the requirements not be completed to meet a semester deadline, the apprenticeship is automatically expanded to include the following semester or year. Therefore, more time could be required.