



# **GPS Annual Review of 2011AD**



Simon Pillar, Chair of GPS

## Welcome to the GPS 2011 Annual Review



Ben Pfahlert, Director MTS

Dear Patron

2011 was a year of significant and positive change for MTS. Ben's letter lays out the statistics of achievements in the year. But the year was also important in the groundwork that was laid for the future. The next stage of MTS' strategy was developed. Known as MTS Pathways, it is about developing a platform which will allow MTS to expand its influence and training philosophy into many new networks and ministries. We are excited to have received strong support for the approach from many of our legacy networks such as AFES and other major church training centres. In addition, the strategy will also enhance MTS' relevance to blue collar ministries which is strategically very important. In all of this, MTS has not lost its focus on the 'core business' of the two year Apprenticeship based on the trainer/apprentice relational model. This has always been and will always remain the essence of what MTS is about. Pathways is, in many respects, a 'new improved version' of what MTS has done well for 33 years. Ben will say more about all this at the Annual Dinner.

A number of years ago we recognized that one of the major barriers to uptake of MTS Apprenticeships was financial constraints. In response to this a Scholarship Fund was established and we are pleased to report that, since inception, this fund has raised \$544,582 which has supported 38 Apprentices in their training. In 2011, a generous Patron put up a matching fund of \$105,000 p.a. for three

years and we have recently been awarded a \$60,000 p.a. grant over two years by the Vincent Fairfax Family Foundation. It is very encouraging to think that we are only \$17,000 short of being able to award 14 new scholarships in 2013. In God's mercy, we pray that these funds will provide the opportunity to lay a foundation for a lifetime of fruitful ministry for the young men and women who receive these scholarships. Equally encouraging has been the consistent growth in the quality of candidates who have been applying for scholarships since 2007.

So there is much to be thankful to the Lord for as we reflect on 2011. But the challenges ahead are cause for much prayer...! GPS' multi-year commitments are now running at \$228,000 annually, down from over \$300,000 two years ago. And of course as the network grows, costs increase too. There is an urgent need to expand the GPS pool, and to this end, I would urge you to set aside the date of this year's Annual Dinner on August 22nd and start praying about whom you might invite. We really need to focus on raising up new patrons at this year's event!

The progress of MTS in 2011 has been through God's grace. But in Ben and his team God has raised up a passionate, energetic and capable group of faithful men and women. I am sure I speak for all of us in thanking Ben for his dedication and commitment.

I am also grateful to you, the loyal and patient GPS family. It is extraordinary to look back over 13 years to see what your support has achieved under God. Putting aside the challenges of the future, I hope you will join with me in reflecting on the achievements of MTS over the years – the men and women trained for a lifetime of ministry, the lives redeemed and transformed – and be thankful.

Yours in Christ  
Simon Pillar

*"...There is an urgent need to expand the GPS pool, and to this end, I would urge you to set aside the date of this year's Annual Dinner on August 22nd and start praying about whom you might invite."*

I am so grateful for the GPS/MTS partnership and for the exciting ministry opportunities it provides. GPS and MTS have now been in alliance for 13 of the 33 years that MTS has existed. I praise God for the longevity of this union and for what it has achieved in the past year. Let me share with you some of the news...

### Fruit in 2011

- **763 men and women** went to a recruiting conference in 2011 to think about embarking on a 2 year full-time ministry apprenticeship. It was encouraging to see almost every state in Australia increase their numbers. However, the Sydney basin decreased. As a result we have constructed a major recruiting blitz in 2012.
- We had **239 MTS apprentices** in training across the nation.
- Passing the Baton Workshops (for 'training the trainers of apprentices') were written and piloted both in Chile and Sydney. In Chile, I had great fun being translated into Spanish for the entire 3 day workshop! Chileans were challenged to introduce 2 year apprenticeships and to run their own recruiting conferences. The Sydney pilot was also very stimulating (see page 11 of the Annual Review) and I am looking forward to running these workshops in Melbourne, Adelaide, Newcastle and Sydney in 2012.

- **3 Blue Collar Ministry** apprentices started under the godly leadership of Andrew Beddoe.
- 'Religious Practitioner' status was achieved for apprentices through the Australian Taxation Office, therefore allowing salary packaging benefits to be granted. These tax-free fringe benefits help churches afford more apprentices.
- **Fair Work Australia ruled that MTS Apprentices are officially recognised as Cadetships**, ie: the appropriate FWA category for those involved in vocational training. This will allow apprentices to be paid an apprentice wage of \$21,000 + benefits, rather than the FWA minimum wage of \$30,600. This ruling also enables some apprentices to receive Austudy.

- Apprentices are training all over the world. In 2011 alone, 35 ministry apprentices began training in Liberia in western Africa. Discussions about apprenticeships have taken place with pastors in Vanuatu, Tonga, Niger and Hong Kong.

### The GPS/MTS Partnership Statistics

- To date, the GPS core fund has contributed 3.9 million to the MTS budget.
- 6 Scholarships were granted to apprentices starting 1st year in 2012.
- The GPS Scholarship Fund has raised \$544,582 to date and has helped 38 apprentices to receive training who otherwise would have been unable to afford it.

- GPS was given a **\$105,000 matching grant** per annum for 2012, 2013 and 2014. This has been a massive boost to the Scholarship Fund. In 2012, it looks like we will be able to grant 14 scholarships (starting 2013) – our biggest year ever!

The partnership of GPS and MTS has been a wonderful gift. It has enabled many gospel workers to pass on the baton, following Paul's example, shown in his second letter to his 'apprentice', Timothy ...

*"What you heard from me, keep as the pattern of sound teaching, with faith and love in Christ Jesus. Guard the good deposit that was entrusted to you – guard it with the help of the Holy Spirit who lives in us."*

2 Timothy 1:13-14

Join with me in praying for many more 'Pauls' and many more 'Timothys' in our nation and around the world.

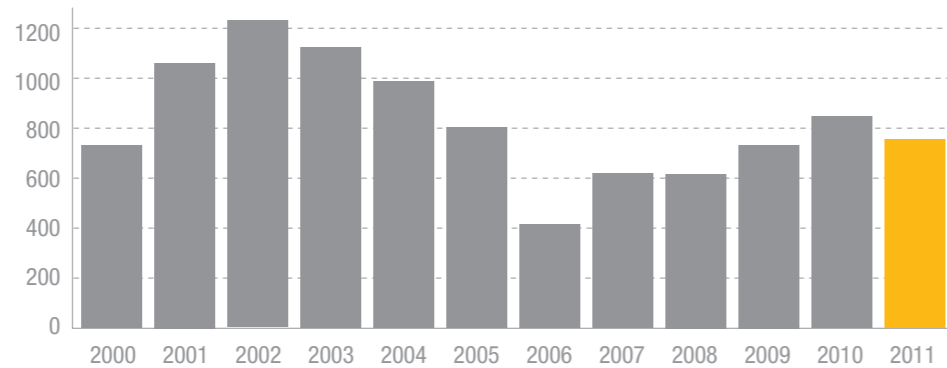
Yours in Christ

Ben Pfahlert



# 2011 KPIs

**Numbers of MTS Challenge/ Spur Candidates, Australia**  
**763**

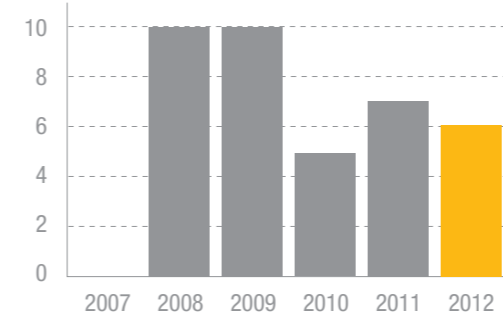


**Numbers of MTS Apprentices**  
**239**

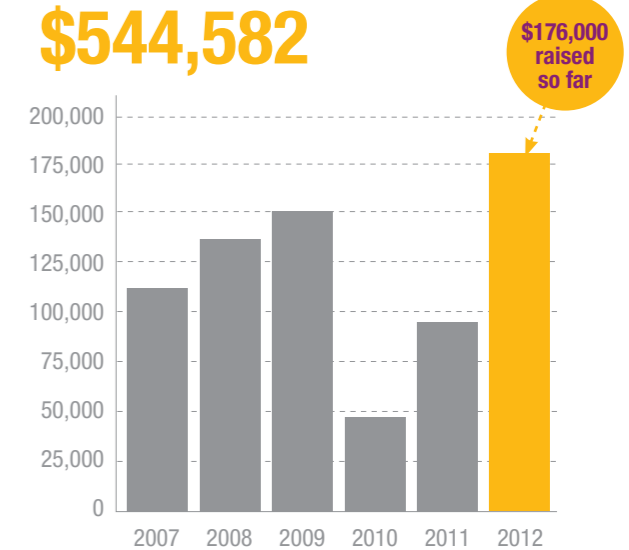


## Scholarship Fund **13** contributors

**Number of GPS Scholars**  
**Cumulative total**  
**38**

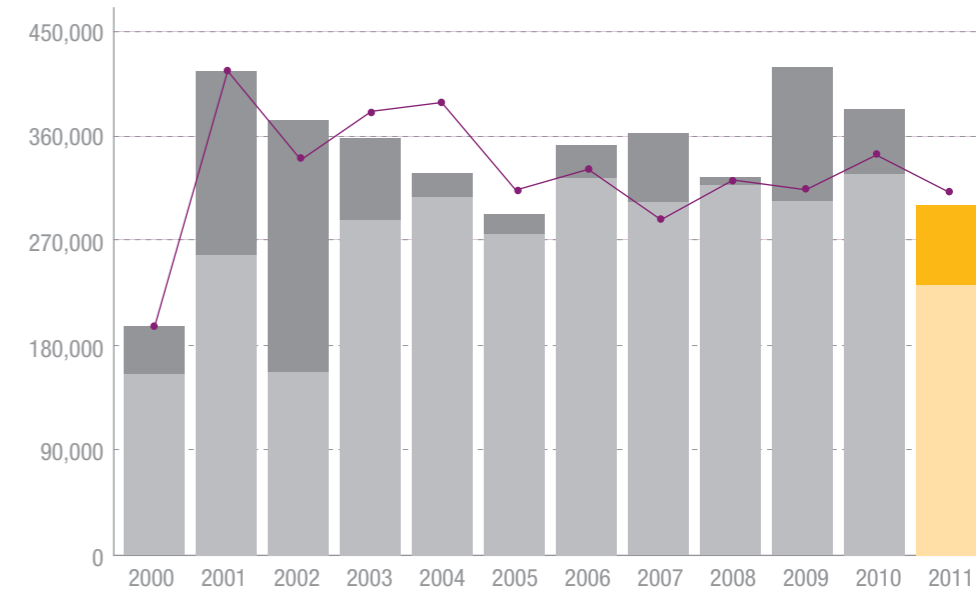


**Scholarship Funds distributed**  
**Cumulative total**  
**\$544,582**



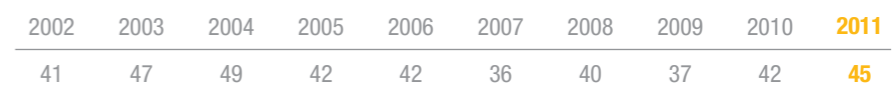
**GPS Budget**  
**\$340,000**  
**GPS Total**  
**\$320,594**  
**GPS Multi-year Commitment**  
**\$227,794**

**GPS Special one-off gifts**  
**\$92,800\***



\*\$90,000 of these special one-off gifts went to the Scholarship Fund, funding 6 new 2-year apprenticeship positions around Australia.

**Number of GPS Patrons**  
**45**





# GPS Scholarship Fund

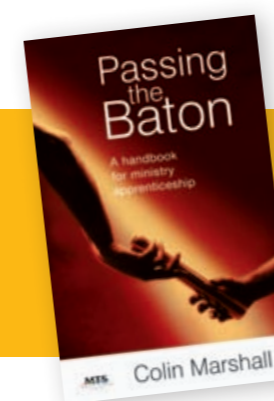
## Current Scholars

	Name	MTS Years	Ministry
1.	Michael Davis	2011-2012	Northern Lakes Evangelical Church, NSW
2.	James Foley	2011-2012	AFES Adelaide
3.	Daniel Kong	2011-2012	Unichurch UNSW
4.	Cameron Noakes	2011-2012	St. George North Anglican Church
5.	Michael Santos	2011-2012	MBM Rooty Hill Anglican Church
6.	Shane Wright	2011-2012	Lakeshore Community Church of Christ, QLD
7.	Scott Westwood	2012-2013	Hunter Bible Church, Newcastle
8.	Vincent Chan	2012-2013	Unichurch UNSW
9.	Ben Lattimore	2012-2013	Crossroads/ANU, Canberra
10.	Ian Mu	2012-2013	Church at the Hut, Fairfield
11.	Sam Robinson	2012-2013	Unichurch Wagga, AFES
12.	Matt Tyler	2012-2013	Hunter Bible Church, Newcastle

**The GPS Scholarship Fund has raised \$544,582 to date helping 38 apprentices to receive training.**

## Past Scholars

	Name	MTS Years	Ministry
1.	Chris Angel	2008-2009	Geelong, VIC
2.	Paul Huynh	2008-2009	RMIT, VIC
3.	Nima N	2008-2009	Iranian Congregation, NSW
4.	Margaret Ha	2008-2009	Multicultural Bible Mission, NSW
5.	Juan Miguel Merino	2008-2009	Santiago, Chile
6.	Samuel Rae	2008-2009	UWA, WA
7.	Paul Avis	2008-2009	FOCUS, ACT
8.	Beth Hodgkins	2008-2009	FOCUS, ACT
9.	Scott van Tuil	2008-2009	Christchurch, New Zealand
10.	Warren Benton	2008-2009	Christchurch, New Zealand
11.	Angus Cameron	2009-2010	Wahroonga Anglican
12.	Dale Brown	2009-2010	Central Coast Evangelical Church, Erina
13.	Alicia Barnes	2009-2010	Great Lakes Evangelical Church
14.	Telena Hogbin	2009-2010	The Lakes Evangelical Church, Tumbi Umbi
15.	Ben Broadfoot	2009-2010	Hunter Bible Church, Waratah West
16.	Jon Baird	2009-2010	AFES
17.	Matt Scheffer	2009-2010	Doncaster Anglican Church, VIC
18.	David Entwistle	2009-2010	St Matthews Shenton Park, WA
19.	Chris Hooper	2009-2010	Anglican Youthworks
20.	Sandy Bent	2010	Warriewood Anglican Church
21.	Josh Allen	2010-2011	Hunter Bible Church
22.	*****	2010-2011	Crossroads/FOCUS, Canberra
23.	Sam Chrisp	2010-2011	UNSW Anglican Chaplaincy/ Unichurch
24.	Dave Gullich	2010-2011	The Point Community Church, Port Macquarie
25.	Trevor Rapson	2010-2011	Unichurch Queensland
26.	Arnaldo Santiago	2011	Resolved Ministry, Newtown



"...on my desk I keep my MTS baton. It's a visual reminder of why I am at college and what I hope to do in the future. I am thankful for the GPS scholarship that allowed me to complete full-time, the whole two years of experienced-based training."

\*We are not able to publish this apprentice's name due to the nature of the ministry he is involved in.



# Graduate Apprentices



**Paul Grimmond**

**Ministry Apprenticeship location and year?**

Campus Bible Study (1995-1996)

**Bible College Graduation Date?**

Feb 2001

**Now serving at?**

Campus Bible Study (Uni of NSW)

**How did the MTS apprenticeship prepare you for the job you are doing now?**

It taught me all of the fundamentals of ministry life and thinking. It laid the foundations for my theological training by encouraging me to be in relationships with real people in the real world with God's word open. I was challenged to step outside of my comfort zone and seek to serve people with the truth of the gospel while working out how to be godly at every turn. I also learned more and more to be thankful for God's generosity and forgiveness in the gospel. Perhaps the biggest thing that I learned on MTS was that I needed to keep thinking biblically and theologically about everything, because there were many situations that I hadn't encountered yet that I would one day encounter and I needed to work out how to know what God wanted in that situation.

**How did College prepare you for the job you are doing now?**

College provided me with the tools and the foundations to keep training myself for life. I learned how to engage with the Bible and with the critical thinking of the world in a way that helped me to be able to listen to people and yet hold firmly to God's truth. My time at college helped me to learn how to read the Bible and do theology so that I am still learning from God today!

**Have you or your ministry trained any Apprentices? If so, how many?**

Since I started on the campus in 2001 we have trained about 142 apprentices and I personally have trained 14. In the 35 years since Campus Bible Study began I think that we have trained over 400 apprentices.



**Steve Lister**

**Ministry Apprenticeship location and year?**

AFES at CSU Wagga 2006-7

**Bible College Graduation Date?**

Moore College 2010

**Now serving at?**

AFES at Charles Sturt University, Wagga Wagga, as the Campus Director and Pastor of Unichurch Wagga.

**How did the MTS apprenticeship prepare you for the job you are doing now?**

I had no idea whatsoever what full time gospel ministry was like until Jane and I undertook a ministry apprenticeship together. Coming from a medical background where I was confronted almost daily with high pressure, life-threatening situations and the stresses that are associated with it, I had no idea that ministry was like that too! In ministry you take upon yourself the joyful burden of helping people find and stay on the narrow path that leads to eternal life, and that brings a whole world of pressure. Pressure to say the right thing, to be a model for others to follow, and to get your hands dirty in the septic tank of sinful humanity. My MTS experience gave me a reality check and helped me to be comfortable with the see-saw effect of the weight of your responsibility and God's sovereign perseverance of his children. As an apprentice I loved that I had real responsibility for the blokes I met with, though always having a trainer who's got my back to offer guidance and insight into how to personally minister to the individual. Without my MTS experience, I don't think I would have had the confidence to undertake the role I now have. I would have certainly made many more rookie errors. And I would have profoundly misunderstood people and the nature of ministry life.

*"My MTS experience gave me a reality check and helped me to be comfortable with the see-saw effect of the weight of your responsibility and God's sovereign perseverance of his children."*

**How did Bible College prepare you for the job you are doing now?**

Theological college really didn't answer a huge amount of questions that I had before I began...in fact it created even more! Yet it equipped me with a framework to start building in the right place and with the right shape. Theological education also gave me confidence: in God's character as we daily came face to face with Him; in the richness and reliability of Scripture where He is revealed; and in the unstoppable nature of Jesus' mission despite opposition from within (my own sinfulness) and without (rest of the world). As I grew in my confidence in God's faithfulness to his promises, his providence over his creation, and his determination to graciously see me through to the end, my joy in Him also grew. My time at Moore College has given me a firm foundation for a lifetime of ministry – both in my knowledge and love of God, and in my ability to more clearly proclaim and defend the gospel of our Lord Jesus.

**Have you or your ministry trained any Apprentices?**

Last year, we had 1 ministry trainee. This year we have 5 new trainees – 4 who've come through the ministry here and one from UNSW ministry.



**Chris Angel**

**Ministry Apprenticeship location and year?**

I undertook an MTS apprenticeship in 2008-09 with AFES at Deakin University Geelong under the training of David Martin.

**How did Bible College prepare you for the job you are doing now?**

Now I am in 3rd year studying a master of divinity at the Reformed Theological College in Geelong. Theological college is an environment for those that really love to sit in their study and read books, but unfortunately I'm not one of them. I read theological textbooks very slowly and find writing formal essays difficult.

That's why on my desk I keep my MTS baton which has 2 Timothy 2:2 engraved into it. It's a visual reminder of why I am at college and what I hope to do in the future. I am thankful for the GPS scholarship that allowed me to complete full time, the whole two years of experienced based training. Towards the end of the two years the honeymoon period started to fade and the discouragements of Word based people ministry became visible. However, glorifying God by making disciples and teaching his Word far outweighed those discouragements. I look forward to the day that I can focus the best part of my week once again on word based people ministry. God willing in 2014 I can serve Him as an AFES senior staff worker in Ballarat, passing on the baton to the next generation of gospel workers.



Rebecca Williams

# SPUR 11

Interview with  
Rebecca Williams, Spur '11 Delegate

**Why did you attend Spur 2011?**

At the time God had been stirring a desire in me to do something different with my life, I was craving a job with more meaning, something I could really be passionate about. The staff at church had encouraged me to consider full time ministry based on my current ministry involvement at the time, and skills and gifts they had identified in me. Spur seemed to be the perfect opportunity to investigate and think through the benefits, practicalities and reality of being an MTS apprentice.

**How were you challenged by Spur 2011?**

I was challenged to consider the value, importance and privilege of full time ministry and whether it was something God was calling me to.

However, I was also really challenged to consider how I was serving God in my current season and job at the time. I was convicted that we are all in full time ministry regardless of whether we are paid to do it or not. The environment and content of our ministry can change but the responsibility to live out our faith and share it with others never changes. "But in your hearts set apart Christ as Lord. Always be prepared to give an answer to everyone who asks you to give the reason for the hope that you have." (1 Pet 3:15)



**What has changed in your life since you attended the conference?**

Physically I have transitioned from working full time at Westpac as a Business Analyst analysing merchant profit margins to being an MTS apprentice singing 'My God is so big' 3 times a week and studying books about the doctrine of God. Needless to say it has been a big change, but one I am so happy I made!

However the journey I took spiritually in deciding to start MTS involved lots of learning and growth I hadn't expected! There was lots of prayer in discerning God's will for my life and a great deal of humility in contemplating what a huge responsibility it is to pastor God's people. 'Trusting God' and his plans for my life, also has a whole new meaning given that full time ministry is generally not quite as popular or desirable as a career in Corporate Banking.

**What are some of your hopes and expectations for your apprenticeship?**

I am really just looking forward to seeing what God has to teach me about Him, about serving His church, and about myself! I expect to be challenged in my faith in a way I never have been before. I expect fun times and hard times, excitement and disappointment, and what I might see as success and failure. But most of all I hope and pray that God will be glorified in all I do, and that God might bless me with incredible joy as I serve Him in this season of life as an MTS apprentice!

"I was challenged to consider the value, importance and privilege of full time ministry and whether it was something God was calling me to."

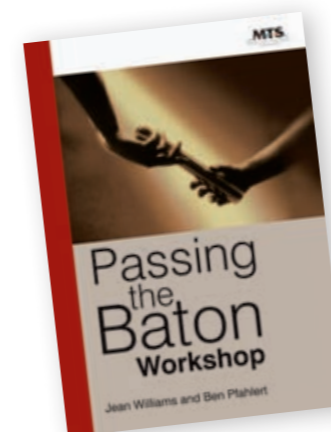


# Training the Trainers – Mission Critical

**If you don't have good trainers you don't have good apprentices.**

Eight years ago, Col Marshall sought to address this problem. He ran workshops around the country called "The Art of Ministry Training". In 2007, this material was used to form the backbone of the book "Passing the Baton" – a handbook for ministry apprenticeships. In turn, after much reworking and editing, the handbook became the workshops. These included DVD interviews with some of Australia's best trainers.

In 2011, the "Passing the Baton" workshops were piloted – twice! Firstly, in Chile, where Ben Pfahlert delivered the material which was then translated into Spanish. Two months later, the workshops were piloted in the MTS Head Office in Hurstville.



In 2012, Passing the Baton Workshops will be rolled out in Sydney, Newcastle, Melbourne and Adelaide.

In 2013, the Workshops will become an online resource.

**Six people attended the inaugural Australian PTBW and we received some great feedback:**

"Excellent material – thought-provoking and stimulating. Good to have a trainer who is so experienced and well-read in the field of knowledge and work"

"DVD interviews were excellent"

"Time to apply things to our specific circumstances eg: our strengths/weaknesses and the curriculum we are using"

"Loved hearing specific content from Ben, more of that would not be too much"

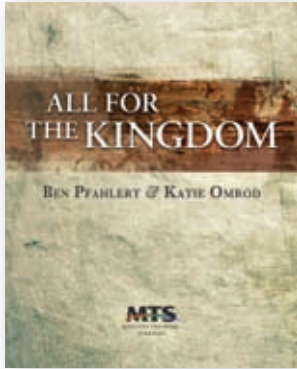
"Great to discuss the importance of being more formal in traineeship while maintain good intuitive ministry training. Also loved the greater detail on the curriculum"

"If only the church understood what could be if training of labourers became part of the church's culture"



# MTS Library

## All For the Kingdom

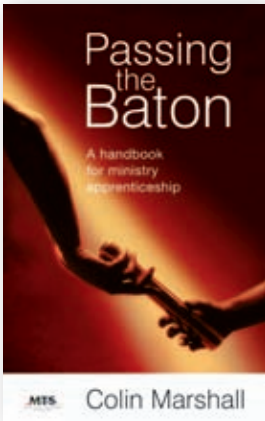


This resource has now been translated into Spanish and is currently being translated into French. You can download it from the website. Here are some commendations for the e-book.

“This book is a very practical and realistic tool for those that the Holy Spirit is prompting to pursue full time gospel ministry. I pray that God may use it to raise thousands of 21st century’s John Newton around the world. A prayer that I know is shared by those who were involved in putting together this project”. **Cristobal Ceron Pi, General Coordinator, Gimnasio (MTS), Chile**

Should I be a full time vocational gospel worker? An important question that most pastors will be asked sooner or later. The decision to enter paid gospel ministry is one of the most significant decisions in anyone’s life. One of the greatest privileges of being in paid gospel ministry is helping potential candidates think and pray through this decision. This excellent resource will make that process smoother. I am very grateful to MTS for putting this resource together for us. We will be using it in South Africa for years to come. It’s realism, structure and above all, biblical clarity, is outstanding. It not only provides excellent content but also helpful diagnostics and practical planning which will greatly aid the individual in their decision making. I intend to use it next year with our three ministry apprentices in conjunction with Broughton Knox’s ‘Sent by Jesus’. **Grant Retief, Senior Minister, Christ Church, Umhlanga, South Africa**

## Passing the Baton



After the gospel itself, the greatest need of the Christian church is to keep finding and training people who will faithfully teach the Bible to both Christians and non-Christians. How can we discover these individuals? How can we help them develop in both Christian commitment and ministry competence? This handbook is part of the answer. It’s about recruiting godly, ministry-hearted Christians, placing them under the guiding hand of an experienced minister, and giving them a two-year full-immersion experience of working for a church or related ministry. It’s about ministry apprenticeship. The insights and programmes in Passing the Baton are based on 25 years of experience in running ministry apprenticeships as part of the ‘Ministry Training Strategy’ (MTS). This programme, initiated by Colin Marshall and Phillip Jensen at the University of NSW in Sydney in the early 1980s, has been developed, copied, refined and implemented in many parts of Australia and the world, including Britain, France, Canada, the Republic of Ireland, Northern Ireland, Singapore, New Zealand, Taiwan, Japan, and South Africa. For many, it has been a revolution. In this convenient handbook, you’ll find an introduction to the what, why and how of ministry apprenticeship, including first-hand testimonies from trainers and apprentices, and loads of detailed information and practical suggestions about how to set up, run and maintain a ministry training programme in your local church or fellowship.

## MTS Training Papers



The Apprentice Training Papers have been revitalised. We have approximately 25 Training Papers that can be downloaded and used by Trainers. They have been edited and simplified. Check them out. MTS’s most popular Training Paper is called “Ministry of the Pew”. Why not download it, print off some copies and read through with your Bible Study group one night?