

ATREO



CALVARY MISSION
Planting Churches in Ireland

INTRODUCTION

Calvary Mission is a network of Christians* working together to establish Bible-centred churches in the Ireland. We are currently working in towns across Mayo, Galway and Roscommon.

Calvary Mission was founded in 1998 with the purpose of planting churches in the West of Ireland. We are an evangelical mission committed to the reformed faith. We are shamelessly Bible-centred, and Gospel-focused.

Calvary Mission started in Co. Mayo, concentrating efforts initially in Westport town while also reaching out to 11 other towns. By God's grace, the work has grown, and we now have churches meeting in Westport, Castlebar, Ballina, Charlestown, Claremorris and Roscommon. Calvary Mission is now a team of over 25 Christian workers who are committed to working together to serve the cause of Christ. Our workers come from Ireland, the UK, Australia and the USA.

Our core vision, by God's grace, is to plant churches that in turn plant churches. It is our intention to continue to plant churches in Ireland where the current population of evangelical Christians stands at 0.4%. In fact, this means that Ireland is the least evangelised English speaking country in the world. There are currently 70 towns with a population of 5000+ without an evangelical witness.

The TREO scheme is one of the ways in which we endeavour to reach this nation for Christ. Our aim is to recruit and train those who are interested in serving God, and burdened for the need for the Gospel in Ireland. TREO is a program that involves providing education, training, mentoring, and support from the point of application, through transition, involvement. This also continues with ongoing support while on mission in Ireland. We provide exciting opportunities to serve God in Ireland, with support from experienced church planters to see Christ's name advanced, His kingdom built, and the Gospel go forth in and through our lives to His glory.

*Each member of Calvary Mission is self-funded, and the TREO scheme will not be financially supported by Calvary Mission general funds. Each applicant will be required to raise support, either by part-time employment, or the raising of financial support from a network of supporters. Although it is not a essential, we highly recommend that applicants belong to, and are supported by a missionary organisation, and have the full support of their sending church while they are part of Calvary Mission. This is to provide support, accountability, and administration while you are serving God in Ireland.



ATREO

GETTING
INVOLVED

The TReO scheme is a practical platform for the recruitment and training of church planters and support worker within an Irish context. 'Treo' in the Gaelic word for 'direction' and this is something that we both want to give to the church planting movement in Ireland, but also in the lives of those who serve within Calvary Mission. TReO incorporates a few different areas:

Church Planters

Calvary Mission seeks to recruit, equip and send church planting missionaries to live and serve in Ireland. Church Planters will go through the Calvary Mission assessment process before being commissioned as a missionary to plant a church. We provide assistance in raising the necessary financial support needed for a Church Planting family, as well as training, support and care while in Ireland. This role will be for a person who has previously gained experience within a local church/church planting context in a leadership role.

In regards to the requirements for those interested in the Church Planter stream, we are identifying people who have previous ministry experience, and particularly in a position of responsibility. These would be trained individuals with experience who come and live in their target town – which would be linked with an existing church. In this case the person worships there until it is feasible to hold Sunday worship in the target town. We will not be providing training through Calvary Learning for such people, unless supplemental, but we will provide orientation in the manner you have outlined.

There are a few general requirements for application, that are essential for those applying to the Church Planting scheme.

- 30 years and over
- Demonstrate previous experience and training in a church ministry context within a position of responsibility.
- The backing of their sending church, a network of both prayer partners, and financial contributors.
- Local Church Ministry experience for a period of over 3 years in a position of responsibility.
- In agreement with the Calvary Mission Statement of Faith & Distinctives

Qualities we are looking for are:

- Gospel hearted men who want to serve God, and the gospel of our Lord Jesus Christ
- People committed to the Bible as God's word, believing it to be our supreme authority and eager to know how to study and teach it better.
- People with a clear gifting and experience in teaching the Scriptures, both publicly and privately.
- People with a clear evangelistic zeal, and the ability to lead others in evangelistic efforts.
- People willing to serve and take on a variety of responsibilities and tasks around the church.
- Those with the Christian maturity and gifts to serve humbly, and also be teachable regardless of their previous experience, education, and gifting.
- Those willing to be team players, and to foster unity. The Church Planter Scheme is hard work and requires people to serve the other Associates, their church family, and other members of the Calvary Mission team wholeheartedly.
- All kinds of people from new graduates, to men and women who have worked for a number of years. We want to create an opportunity for people from a variety of experiences to serve within the Associate Scheme. Those with more experience are given more responsibility and more training.

Church Planting Associates

Church Planting Associates are those who will commit 4 years to both academically and practically grow towards a future role as a church planter. We currently partner with A29/Oakhill Theological College in London to provide rigorous training through their Crosslands Training, and also placement within an existing church planting team. At the end of this process, the associate may plant a new pioneer church in Ireland, or remain part of an existing church planting team. Church Planting Associates will go through the Calvary Mission assessment process before being commissioned as a missionary within a church planting team and begin their training. We provide assistance in raising the necessary financial support needed for a Church Planting family, as well as training, support and care while in Ireland. This role will be for a person who has the desire to be involved in leadership of a local church/

church plant. They will have had some experience within a local church within a position of responsibility as a lay person.

In regards to the requirements for those interested in the Church Planting Associate Scheme stream, we want to set the bar high enough that people have previously demonstrated some of these qualities in their lives. However, we want to set the bar low enough that people are coming to be invested in, developed and mentored to grow in their relationship with God, and their passion for serving God in the West of Ireland.

There are a few general requirements for application, that are essential for those applying to the Apprentice scheme.

- A commitment of at least 4 years.
- 25 years and over
- In discussion with their local church leader about church planting as a vocation.
- The backing of their sending church, a network of both prayer partners, and financial contributors.
- Have served in some capacity within their local church for a period of over 3 years.
- In agreement with the Calvary Mission Statement of Faith & Distinctives

Qualities we are looking for are:

- Gospel hearted men and women who want to serve God, and the gospel of our Lord Jesus Christ
- People committed to the Bible as God's word, believing it to be our supreme authority and eager to know how to study and teach it better.
- People willing to serve and take on a variety of responsibilities and tasks around the church
- Those with the Christian maturity and gifts to serve humbly, and also be teachable regardless of their previous experience, education, and gifting.
- Those willing to be team players. The Church Planting Associate Scheme is hard work and requires people to serve the other Associates, their church family, and other members of the Calvary Mission team wholeheartedly.

- All kinds of people from new graduates, to men and women who have worked for a number of years. We want to create an opportunity for people from a variety of experiences to serve within the Church Planting Associate Scheme. Those with more experience are given more responsibility and more training.

Ministry Associates

Ministry Associates are those who feel that they have specific gifting to benefit a church planting team, and yet would not be qualified or desire to lead a team. They may have served in a church context previously, or have experience within a local church ministry. This role will be a minimum of 2 year commitment. Desirable gifts include Bible teaching, women's workers and administrative skills. Again, we have a selection of theological modules that we would encourage Ministry Apprentices to avail of, provided by the A29 / Oakhill Academy Crosslands Training Foundation Course. The Ministry Apprentices will be placed within a current church plant and will be expected to play a valuable role in evangelism, discipleship and furthering the church planting efforts as part of the Calvary Mission team.

There are a few general requirements for application, that are essential for those applying to the Ministry Associate stream.

- 25 years and over
- A commitment of at least 2 years.
- In discussion with their local church leader about church planting as a vocation.
- The backing of their sending church, a network of both prayer partners, and financial contributors.
- Local Church experience in a role of responsibility in their area of gifting for a period of over 2 years.
- In agreement with the Calvary Mission Statement of Faith & Distinctives

Qualities we are looking for are:

- Gospel hearted men and women who want to serve God, and the gospel of our Lord Jesus Christ
- People committed to the Bible as God's word, believing it to be our supreme authority and eager to know how to study and teach it better.
- People willing to serve and take on a variety of responsibilities and tasks around the church
- Those with the Christian maturity and gifts to serve humbly, and also be teachable regardless of their previous experience, education, and gifting.
- Those willing to be team players. The Ministry Associate Scheme is hard work and requires people to serve the other Associates, their church family, and other members of the Calvary Mission team wholeheartedly.
- All kinds of people from new graduates, to men and women who have worked for a number of years. We want to create an opportunity for people from a variety of experiences to serve within the Ministry Associate Scheme. Those with more experience are given more responsibility and more training.

Ministry Apprentices

Ministry Apprentices are those who feel that they have specific gifting to benefit a church planting team, and yet require to be trained to undertake this role. They may have some experience serving in an area of ministry within a church, yet require support and training. This will be a minimum of 2 year commitment. Again, we have a selection of theological modules that we would encourage Ministry Apprentices to avail of, provided by the A29 / Oakhill Academy Crosslands Foundation Course. The Ministry Apprentices will be placed within a current church plant and will be expected to play a valuable role in evangelism, discipleship and furthering the church planting efforts as part of the Calvary Mission team.

In regards to the requirements for those interested in the TREQ Scheme, we want to set the bar high enough that people have previously demonstrated some of these qualities in their lives. However, we want to set the bar low enough that people are coming to be invested in, developed and mentored to grow in their relationship with God, and their passion for serving God in Ireland.

There are a few general requirements for application, that are essential for those applying to the Ministry Apprentice stream.

- 20 years and over
- A commitment of at least 2 years.
- In discussion with their local church leader about church planting as a vocation.
- The backing of their sending church, a network of both prayer partners, and financial contributors.
- Experience serving in your local church for a period of over 2 years, preferably in your area of gifting (i.e. children's work, administration.)
- In agreement with the Calvary Mission Statement of Faith & Distinctives

Qualities we are looking for are:

- Gospel hearted men and women who want to serve God, and the gospel of our Lord Jesus Christ
- People committed to the Bible as God's word, believing it to be our supreme authority and eager to know how to study and teach it better.
- People willing to serve and take on a variety of responsibilities and tasks around the church
- Those with the Christian maturity and gifts to serve humbly, and also be teachable regardless of their previous experience, education, and gifting.
- Those willing to be team players. The Ministry Apprentice Scheme is hard work and requires people to serve the other Apprentices, their church family, and other members of the Calvary Mission team wholeheartedly.
- All kinds of people from new graduates, to men and women who have worked for a number of years. We want to create an opportunity for people from a variety of experiences to serve within the Ministry Apprentice Scheme. Those with more experience are given more responsibility and more training.



DISCOVER

DEVELOP

DISCERN

The TREO System

In relation to the practical side of the TREO Scheme, there will be significant flexibility within the program in order to allow you to serve within your church placement. However, there are core areas of Discover, Develop & Discern, that are covered to provide a holistic program for those undertaking TREO. This will not be entirely prescriptive, but will be tailored to the placement of the individual/couple, and by the needs of the local church. There will of course be additional involvement of the Church Planter/Church Planting Apprentice in the future plant location, as you will most likely be living in that town.

Discover

You will be expected to undertake some culture learning in relation to Ireland. Options can be suggested by the Team Leader, however, you should after a while, be able to travel and experience the various aspects of Irish life, and learn about the worldview, and perspectives of the Irish people.

In relation to the Church Planter/Church Planting Associate, as you should be living in the town of the future plant, you should be engaging with the local community that you live in. This will start in cooperation with your Team Leader, but will transition as you settle.

Develop

Your main focus will be divided between cultural learning, practical service in your church placement, but also in the Calvary Learning program. You should have a minimum of 2 days per week in self-directed learning, with support from your Tutor. You will also be given time for assignments, or practical work required by the course.

The other aspect of your development will be in the exercising of gifts that will be identified and used within your local church placement. This can be in preaching, teaching, evangelism or children's work, for example. This will be supervised, and evaluated with your Team Leader, and dependent upon the local church need and context.

Discern

Throughout the placement, the key relationships that you should have are with your Team Leader and Calvary Learning Tutor. Aside from this, you will have a quarterly meeting with the TREO Coordinator to assess your time, and to provide feedback on the program and your involvement. This is to ensure that you are developing, and also settling into life on the mission field, as well as discerning your future involvement in Calvary Mission, and/or future church plants. This will be especially beneficial for those who are Church Planting Apprentices, as your Team Leader and Calvary Mission Director will help facilitate your transition to the new church plant, and provide guidance on the steps towards this.

ATREO



CALVARY
LEARNING

Calvary Learning

The Calvary Learning program has been developed to create a pathway for each member of our local churches to grow in their learning, and maturity in Christ. Although many may feel that academic study is not for them, the three streams of Calvary Learning have been developed to provide practical and interactive training for those who simply want to know more about the Bible, church and mission, or those who desire qualifications in these areas. Also new converts or those looking for standalone education will benefit from entry-level training which can be completed in their own time.

The three streams are as follows:



EQUIP is a free monthly course, which offers the opportunity of learning the true message of christianity. the course is laid out in 4 main streams:

- Knowing the Bible
- Knowing God
- Knowing our world
- Knowing our role

The three hour seminars are facilitated by Calvary Mission team members from the different church plants, and involve informal teaching, interactive Bible study, and practical application. Each monthly seminar fits into at least one of these areas, and seeks to equip believers to serve God in their own life, church, and community.



Our **Foundation** modules, developed by Crosslands Training serve those with more responsibilities in the congregations or lay elders, equipping them in Reformed, Evangelical and Missional thinking.

This is a theological training course for taking Christians deeper and for developing leaders. It is designed to be accessible and does not require any previous training or experience; yet it remains compelling and challenging even for the theologically trained. It provides a church-based theological training program for individuals and congregations. It consists of 24 modules organised into four tracks:

Bible & Doctrine Track

Understanding and teaching the entire Bible

Character Track

Living and leading out of a gospel-transformed heart

Church Track

Establishing, growing, and leading a community on mission

World Track

Understanding your ministry context and how to engage others with the gospel

This is a distance learning programme driven by 3-4 hours weekly self-study.



The **Seminary** stream serves trainees, apprentices, assistant pastors or aspiring church planters to handle the Bible well in doctrinal, pastoral and missional matters. The Seminary was designed with practitioners in mind. The program provides affordable, non-residential training for church leadership with a strong missional dimension, enabling students to study in the context of their ministries.

Students may choose from two courses of study:

Diploma in Church Leadership or Church Planting

These three-year programs provide a thorough preparation for church leadership and church planting, allowing you to study in the context of ministry. You will receive a good foundation in biblical studies, doctrine and missional theology as well as developing skills in theological reflection, pastoral practice, bible teaching and missional leadership. This program involves three facilitated seminar days each year and the option of attending Crosslands Training residentials, or days within our residentials. This is a rigorous course which will require 2-3 days study per week, including assignments and residential courses.

Lifelong Learning

The lifelong learning program is designed for those who have completed training, but wish to continue their theological development in the context of ministry. We have access to a range of modules on the BibleMesh platform that can provide a tailored approach to further or supplemental theological education.



CROSSLANDS
TRAINING



Calvary Mission are delighted to partner with A29 and Oakhill Theological College in utilising the Crosslands Training platform for training those in solid Gospel teaching. We have outlined some of the Crosslands information below.

Crosslands aims to provide excellent in-context theological training and resources for churches and church leaders in the UK, Europe and 10:40 window to:

- Make and mature disciples of Jesus Christ;
- Equip Christians and Christian Leaders in partnership with local missional churches;
- Nurture a culture of multiplication and church planting; and
- Invest in the next generation of missionary theologians.

Ultimately, the team at Crosslands are passionate to see the cross of Christ reigning over these lands and our students crossing-lands for the gospel. Whether you are an aspiring leader, motivated congregation member or just a new Christian, we want to serve you with gospel training when and where you need it.

Distinctives

There are many good theological institutions in the UK and parts of Europe already; we praise God for the work that they do. However, we are distinctive from existing organisations in three main ways – the blend of these distinctives are what make us a Flexicademy™, a new kind of organisation that offers flexible learning and rigorous training.

Delivery

We offer in-context training where you live, work or minister. Our modern blended-learning techniques train you in partnership with your local church. It's the quality of residential training at the price of distance-learning courses with the benefits of learning in community. If you're looking for pure residential theological education, our friends and colleagues at Oak Hill College do this excellently.

Theology

We stand firmly in the traditions of historic evangelicalism and want God's word to shape your training and life so that you love Jesus more. Reflecting the missions and values of our parent organisations, Acts 29 and Oak Hill College, we are Reformational, Evangelical, Complementarian and Missional.

Geography

Crosslands may have started life in the UK, but we don't want to stop there. We recognise the need for theological education in Europe and beyond into the 10:40 window. We are working hard to establish Crosslands hubs where our students are and in the languages that they speak, so that we might contribute to seeing the cross of Christ reigning over the lands of Europe and the 10:40 window where Jesus is neither named nor known.

Ethos

We want you to experience Crosslands training and resources as part of a community who learn theology together, supporting each other even after their course has finished, closely linked with our wider Acts 29 and Oak Hill networks.

A learning community

We want participation in Crosslands to be an introduction to a learning community of disciples of Jesus Christ. Therefore, engage in Crosslands with a spirit of generous collaboration rather than competition in which grace shapes all our interactions.

A theological community

Crosslands is evangelical, reformational, complementarian and missional with a strong emphasis on biblical theology. We do not take an official stance on other issues like church governance, baptism, charismatic issues and so on. If you study with us, we will encourage you to explore different perspectives on these debates with tutors or peers. Please reflect a generosity of spirit on these issues while pursuing rigorous theological reflection and debate.

A supportive community

The relationships you form with fellow students are valuable. Whatever course you take, use conference days, discussion groups, seminar days, pastoral conferences or residential to have fun, share your struggles, encourage one another and pray together.

A lifelong community

During your time at Crosslands, we expect that you will build long-term friendships that will provide encouragement and partnership in your future ministry. In fact, many seminary-level students continue to meet to support each other in a more formalised fashion after graduating.

A wider community

We encourage you to connect with our partners during your time with Crosslands in readiness for a life of ministry:

- for church planters, Acts 29 Europe and Acts 29 Emerging Regions provide networks of fellow practitioners who seek to reach the unreached across our continents; and
- for those seeking further theological or academic study, Oak Hill Theological College offers rigorous residential courses in London, UK.

Aims

Our passion to see the cross of Christ reigning over these lands and our students crossing-lands for the gospel drives our aims for all our training and resources. These do not replace our doctrinal beliefs but are statements of how we intend to discharge Christian ministry and interact with you if you study with us.

Affections and Cruciformity

We want to develop you to love Jesus more, live by grace and live shaped by the cross and resurrection with an understanding of the importance of the affections in Christian spirituality and life.

Heart change

We want to develop you to understand a heart-focused, faith-based, gospel-centred approach to change and know how to apply it to real life situations.

Biblical theology

We want to develop you with a deep understanding of biblical theology and an ability to read Bible texts creatively and interpret life from the perspective of biblical theology.

Theological reflection

We want to develop you with a good understanding of systematic theology and church history, an ability to reflect theologically on life and an ability to guard against error.

Missional leadership

We want to develop you to understand the missional identity of God's people, and to shape life and community around the gospel word and the gospel mission.

CROSSLANDS & CALVARY LEARNING

Within Calvary Mission, we are utilising Crosslands Training for both those recruited to the Calvary Mission team, and as a pathway for members of Calvary Mission churches to grow in their knowledge, understanding and obedience to God's word. The two pathways we are using are:

Foundation

Our foundation-level course is designed for congregation members, small group leaders, interns or elders. It aims to give you an understanding of how the Bible affects heart change in the context of community and mission as you develop a 'gospel instinct' for everyday life.

Delivery

The foundation-level modules are flexible to be delivered according to your context and needs. We accept applications for Study Groups (usually closed groups within churches that have students from only that church) or Learning sites (usually an open group which is willing to coordinate students from a range of local churches). Crosslands offers a comprehensive manual on how to run Study Groups and Learning Sites for maximum effectiveness, as well as ongoing support. Typically, there are three types of model that our learning sites and study groups use:

Bespoke

Your students take one or a few modules on particular topics which they want to learn about or which fit into a broader training programme. The intensity of study can be varied exactly to suit your students' needs.

Tracks

Your students follow our pre-defined tracks which group together related modules into a comprehensive study package. Typically, this requires studying two to four hours per week over the course of the year to cover a single Track

Programme

Students study six or twelve modules per year, which gives a 4- or 2-year curriculum respectively. Six modules per year might require 4-hours' study per week, whereas twelve modules per year requires 8-10 hours per week.

Seminary

Our seminary-level course is designed for assistant leaders, aspiring church planters, apprentices and even those in ministry wanting to 'top-up' their training. It aims to give you a good understanding of key theological concepts with their pastoral and missional implications to equip current and future leaders for life-long ministry.

Delivery

Mentoring in your local church

– all students should be involved with a local church and study with the active support of the local leadership. A leader who knows you will have to confirm this as part of your application and ongoing study.

Independent study

– it takes a minimum of 10 hour's study to cover the online material and set texts each week, including weekly contribution to an online discussion forum, moderated by your tutor.

Seminar days

– each module in the year builds towards an assignment which you present and discuss with your peers in five whole-day seminars run by a Crosslands tutor near to you.

Pastoral conference

– at the mid-point of the year, you will meet all the students at your hub for a weekend pastoral conference which focuses on practical application of the Pastoral module.

Intensive residentials

– you gather for a week in the Autumn and the Summer for fellowship with your peers, introductions and summaries of modules, peer-review activities and interaction with current theological questions.

WHAT'S NEXT?

If you would like to know more about Calvary Mission, or TREO, or you are interested in applying, please get in touch at

calvarymissionireland@gmail.com

or www.calvarymission.ie

