



THE BONAR TRUST

GOSPEL WORKERS FOR THE CHURCH IN SCOTLAND

Developing – Funding – Training – Partnering

www.bonartrust.org

Contact: The Trust Administrator: administrator@bonartrust.org
Correspondence Address: 69b Morningside Road, Edinburgh, EH10 4AZ

The Grant Funding of Individuals Apprenticeship Training Programme

General

1. The Bonar Trust's vision is to train the next generation of leaders for the Church in Scotland. Since Jesus Christ leads His Church primarily through His Word, the focus of the Trust is on training men and women in Word ministry, to enable them to preach and teach the Bible and equip others to do so.
2. The Trust is committed to a conservative evangelical position and seeks to invest in training individuals for leadership in churches across the entire spectrum of the conservative evangelical constituency. The Trust wants to encourage the development of a national vision for training.
3. The *Women in Ministry Statement* of the Fellowship of Independent Evangelical Churches reflects the position of the Trust on Biblical complementarity.
4. Grants are given to individuals training as Apprentices (or Associates) and Leaders in Training (or Ministers/Pastors in Training or Women in Ministry in Training). It is individuals who are funded, not churches.
5. Resources relating to the work of the Trust may be found at <https://bonartrust.org/resources/>.

Apprenticeship Training Programme

6. Apprentices undertake foundation training in a local church, usually over the course of two years, alongside external study with an approved Word-based training provider. The Trust expects potential Apprentices
 - to be converted men and women, with a saving faith in the Lord Jesus Christ
 - to be sympathetic to the doctrinal position of the Trust
 - to have a desire to deepen their understanding of God's Word and gain experience of leadership in a local church, and
 - to be deemed likely to benefit from the training and experience they receive.
7. The Trust does not itself vet applicants for Apprenticeship training grants to ensure they meet the personal criteria set out above. It leaves that to local churches, requiring that applicants must have secured appointment as an Apprentice in a church which
 - is in sympathy with the Trust's aims and demonstrates willingness to align itself with the Trust and promote its vision

- works collaboratively with an external provider of Word-based training which the Trust deems to meet appropriate standards
 - provides in-house training which complements the external training and is rigorous and well supervised.
8. An example of the kind of external Word-based training which the Trust considers appropriate is the Cornhill Training Course. Cornhill offers training in biblical expository ministry and aims to equip people to understand the Bible accurately, teach the Bible effectively and apply the Bible appropriately. Cornhill 'equivalents' are assessed individually by the Trustees.
 9. All training churches with Apprentices supported by the Trust complete a detailed Apprenticeship Programme Questionnaire, which they are asked to update, as necessary, from year to year. In addition to completing the Apprenticeship Programme Questionnaire, a training church which has not previously had an Apprentice supported by the Trust may be asked to provide further information in writing and/or in discussions with representatives of the Trust. The standard of in-house training envisaged and provided is thus assessed and monitored.
 10. In the course of the year Apprentices are asked to confirm to the Trust that the training they are receiving is in accordance with the information contained in the Apprenticeship Programme Questionnaire completed by their training church. In this way the Trust monitors their actual training experience.
 11. While the Trust anticipates that a significant proportion of Apprentices will enter full-time Christian ministry at some point in the future, it sees Apprenticeships as a useful opportunity to test gifts and calling and accepts that in the light of their experience not all Apprentices will feel that full-time ministry is for them. The training they have received will not be wasted: it can be used in a variety of ways in their ongoing involvement in church life.

How grants are awarded

12. Grants are awarded for one year at a time, and an application must be submitted for each year of training. Where the training schedule extends beyond the current year, a successful applicant is told that a further grant (or further grants) may be made but is not guaranteed. This protects the Trust from overcommitting itself, given that current expenditure is essentially funded out of current donor income.
13. The Trust does not fund an Apprentice for more than two years.
14. Grants are awarded on a match funding basis, in that any grants given by the Trust must be at least matched by the training church. In addition, Apprentices are expected (where possible) to raise personal financial support. The rationale behind this model is to put the responsibility for training on the local church. Funding is an important expression of that. Moreover, a funding commitment from the local church and a personal support base gives the Trust (and its donors) confidence that it is investing in the right people.
15. The maximum annual amount of grant is currently £4,000 for Apprenticeship training. These amounts are reviewed annually.
16. Grants are means tested: they are intended to go towards meeting any anticipated financial shortfall after all other sources of income are taken into account rather than to be a blanket contribution. The grant application forms ask for details of anticipated income and expenditure. Any grant awarded is

constrained by the amount of any shortfall. Applicants who have no financial need but would otherwise qualify for a grant may be awarded a token grant of £500 at the discretion of the Trust.

17. The amount of grant given to an individual may be further constrained in any year in which the funds available to the Trust for disbursement are insufficient to cover the total amount of the grants which would otherwise be made.
18. Once made, the decisions of the Trust are final unless there is a material change in a successful applicant's circumstances in the course of the year, or a successful applicant gives up his or her training commitment or changes his or her training provider, or a change of training church is proposed. In these circumstances the Trust should be informed at the earliest opportunity and will consider how that impacts payment of the grant for the rest of the year and whether any grant already paid needs to be repaid.

The application process

19. The approved online grant application forms must be used for grant applications. The deadline for submission is 30 April in each year. In exceptional circumstances forms submitted after the closing date may be considered at the discretion of the Trustees.
20. The Trust is committed to objectivity and equity in grant decisions.
21. The Trust aims to inform applicants of the decision reached on their application by the end of June.
22. Grants are usually paid in three equal instalments, in the first week of August, the first week of December and the first week of March.

December 2022