

Charlotte Chapel

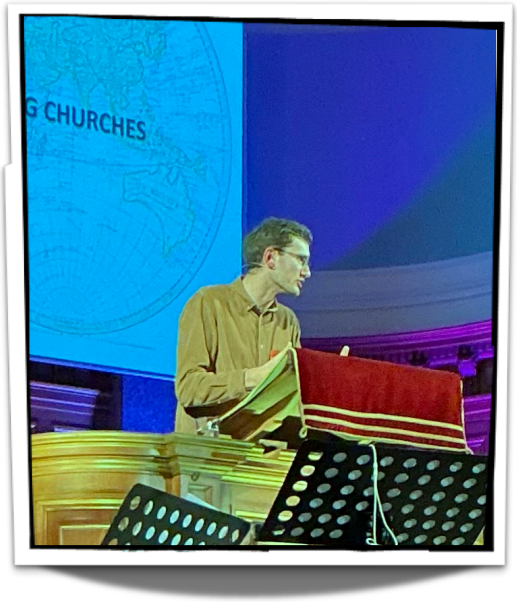
PASTOR IN TRAINING PROGRAMME

2027 INTAKE

A CLEAR PATH INTO MINISTRY

Scotland needs more healthy churches. Our towns and cities are full of people who have never heard the gospel, and many communities remain without a gospel church. For the work of reaching the lost to continue and expand, more churches must be planted and revitalised. For that to happen, more pastors must be trained, equipped, and sent.

The Pastor-in-Training programme at Charlotte Chapel exists to meet this need. It provides a clear, structured pathway into pastoral ministry: combining part-time employment in a healthy church, supervised ministry experience, intentional discipleship, and accredited theological study.



Our aim is simple and urgent: to help raise up the next generation of pastors who will start and strengthen churches across Scotland and beyond.

If Scotland needs more pastors and more churches, then we also need clear pathways for developing them. The Pastor-in-Training (PiT) role is designed to do exactly that.

WHAT IS A PASTOR-IN-TRAINING ROLE?

The Pastor-in-Training role is created under the conviction that the local church is the primary training ground for pastors. Seminary studies are important in order to prepare a trainee pastor for a lifetime of ministry, but growing in character, conviction and competency in preparation for shepherding a local church is learned in the local church.

The Pastor-in-Training is a learner and as such you will:

- **Serve alongside experienced pastors**, learning through modelling, observation, and practical ministry.
- **Lead in a specific ministry area**, gaining hands-on leadership experience in a real church context under supervision.

- **Grow through regular discipleship**, receiving encouragement, correction, and guidance.
- **Teach the Bible** in appropriate settings, developing clarity, conviction, and confidence.
- **Engage in pastoral care**, visiting, discipling, and praying with members.
- **Study theology as part of your working week**, integrating academic formation with practical ministry (usually through Crosslands).

Our aim is to produce men who have been tested, taught, stretched, discipled, and entrusted with responsibility, men who can actually pastor a church.

THE TRAINING GROUNDS

Charlotte Chapel is a baptist church in the heart of Edinburgh, committed to biblical preaching, meaningful membership, disciple-making, and mission. It has a long history of training pastors, and in recent years has enjoyed the blessing of God in sending pastors into ministry.



Crosslands Seminary provides accessible theological education that involves self-directed, tutor-led and intensive education. It is fully accredited by Southeastern Baptist Theological Seminary, in North Carolina. Through Crosslands, you will gain a solid grounding in doctrine, ministry, and mission.

NUTS AND BOLTS

The Pastor-in-Training role is designed to give you meaningful ministry experience, structured theological training, and supervised pastoral development over four years. It is an employed position within the church, with clear expectations and support throughout.

Key Details

- **Length:** 4-year employed, part-time post
- **Hours:** 32 hours per week, including study time
- **Start Date:** On or around 16 August 2027
- **Salary:** £21,149 approx per year
- **Annual Leave:** 20 days
- **Other Support:** PiTs are helped to apply too grant making bodies for support.
- **Key Criterion:** Appointment subject to acceptance onto the Crosslands Seminary programme

A Typical Week Includes

- In house discipleship and training
- Preparing for and teaching the Bible
- Participating in staff and leadership meetings (inc. feedback)
- Leading and planning within your assigned ministry area
- Pastoral care, discipleship, and ministry support
- Serving on Sundays
- Completing Crosslands Seminary coursework



WHO IS IT FOR?

The Pastor-in-Training programme is for men who aspire to the office of pastor/elder, and who seek to be trained in in ministry by watching and doing ministry week by week in the context of a local church.

It is particularly suited to those who already have bible handling training to some degree, such as Cornhill or Simeon Courses, but less so for anyone who already has a theological degree and wants an assistant pastor type role.

A suitable candidate will be:

- Godly and committed to personal holiness
- Teachable, humble, and willing to receive feedback
- Convictionally baptist, able to affirm Charlotte Chapel's statement of faith
- Committed to and sent by his own local church
- Graduate (ideally) of a ministry apprenticeship in a local church

CONTACT

To find out more about the church, go to www.charlottechapel.org
To find out more about the role, email info@charlottechapel.org, or call 0131 225 4812

Charlotte Chapel

EST. 1808