



# CHALMERS

CHURCH EDINBURGH

## MINISTRY ASSOCIATE PROGRAMME (MAP)

*Bible-centred training for local church ministry*



[www.chalmerschurch.org](http://www.chalmerschurch.org)

REACH - BUILD - TRAIN - SEND

# THE VISION OF CHALMERS

## A CHURCH COMMITTED TO TRAINING



At Chalmers we are passionate about the glory of God. This is reflected in our four-fold vision to REACH out with the gospel, to BUILD disciples with the gospel, to TRAIN gospel workers and to SEND gospel partners.

***'I would whole-heartedly recommend the MAP programme to anyone who is serious about considering full time ministry and wants a serious taste of it.'***

### A LOCAL CHURCH

Chalmers is an evangelical church, committed to:

- proclaiming the good news of salvation through Jesus,
- the Bible as the Word of God,
- expressing our dependence on God through prayer,
- the importance of having a living relationship with Jesus.

Craig Anderson, MAP 2012-14

We are located on the south side of central Edinburgh, with multiple Sunday services at our building on Morningside Road. We also meet through the week in various networks of small groups and have full children's and youth programmes. In all of our meetings the focus is on the Bible because we are convinced that as God's Word is taught, God's voice is heard, God's work is done, and His name is glorified.

### A CHURCH COMMITTED TO TRAINING

Our Ministry Associate Programme is a key aspect of our long-term commitment to train workers for full time ministry, and is a tried and tested way of equipping the next generation of gospel workers.



# THE VISION OF THE “MAP” GROWING CHRIST-LIKE LEADERS

The goal of our Ministry Associate Programme (“MAP”) is, under God:

To grow Christ-like servant-leaders  
Who proclaim Christ, not themselves,  
By rightly handling his Word.

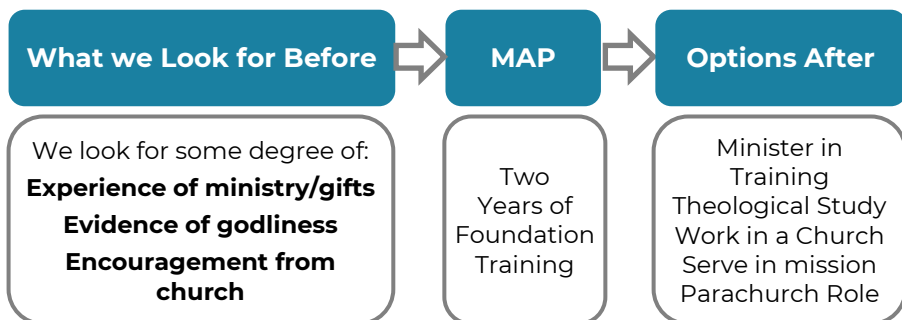
Many more things could be said (as this booklet demonstrates!), but our central conviction is that the church in every generation needs godly leaders who will proclaim God’s Word faithfully (see 1 Tim, 2 Tim, Titus).

Across our training, therefore, we focus on growth in Christ-like godliness and in the ability to handle God’s word faithfully.

## IS MAP THE RIGHT NEXT STEP FOR YOU?

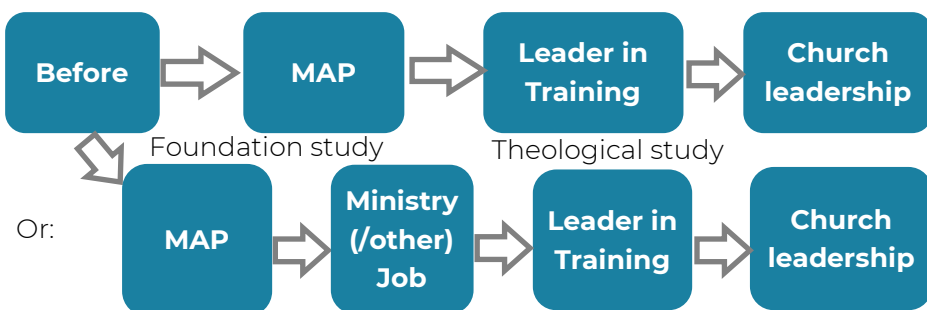
While MAP does provide a ‘test’ of gifts for ministry, we do look to see both some desire for possible full time ministry and some existing evidence of godliness and gifts.

That may be some experience in Bible teaching and evangelism, and usually some encouragement from a local church or leader for an individual to consider pursuing ministry training. A few of our Associates have come direct from university, but many have come to us after the UCCF Relay programme, or after serving a church whilst working.



# A PATHWAY TO CHURCH LEADERSHIP

Following the MAP, some will go on to a ministry job, either in a church or with an organisation like UCCF. For those gifted for Church Leadership and with suitable maturity and experience the next step would be a Leader in Training position. This is where someone works for three or four years in a senior role in a church alongside theological study (e.g. a theological degree from Edinburgh Theological Seminary or Crosslands).



Pathways to Church leadership will vary with individuals. For example:

- Andy Robertson joined MAP from UCCF Relay, then continued into our Leader in Training (LIT) programme (including four years at Edinburgh Theological Seminary (ETS)). He is now leading a church plant in Dundee.
- Ali Sewell worked for a number of years before MAP. He then went on to study at ETS as part of a LIT role. He now leads a church in Haddington.
- Craig Anderson joined the MAP from University. He then worked as a UCCF Staff Worker in Dundee for three years before a LIT role.
- John Torrens, worked for two years after MAP as a student worker in Glasgow, before theological training in the Presbyterian Church in Ireland.
- Rachel Sloan was a teacher before joining MAP, and had been serving in youth work and 20s/30s ministry. After two years with us she joined the staff team at Charlotte Chapel, where she heads up work among women.

***“The programme introduced me to the first steps of ministry training, surrounded and nurtured by godly men and women, who taught and showed me how to grow in godliness and gifts”***

Scott Hamilton MAP 2013-15

## PREVIOUS MINISTRY ASSOCIATES

There have been ministry associates training at Chalmers since 2010. Here's a small selection of what some of them are now doing.



Andy Robertson, MAP 2011-13, now the minister of Charleston Community Church, Dundee, a church plant from St Peter's Dundee.

Naomi Wright, MAP 2013-15, now working part time as one of the administrators at Chalmers. Alongside this, Naomi is involved in women's ministry among the postgraduate and young workers network.



Iain Morrison, MAP 2016-18, then went on to be a minister in training at Redeemer Church, Edinburgh, and is now the assistant minister at Dowanvale Free Church, Glasgow.

Amy Conway, MAP 2017-19, then went on to be a Staff Worker with UCCF followed by leader in training in women's ministry at Chalmers. She now works for Christian Unions Ireland.

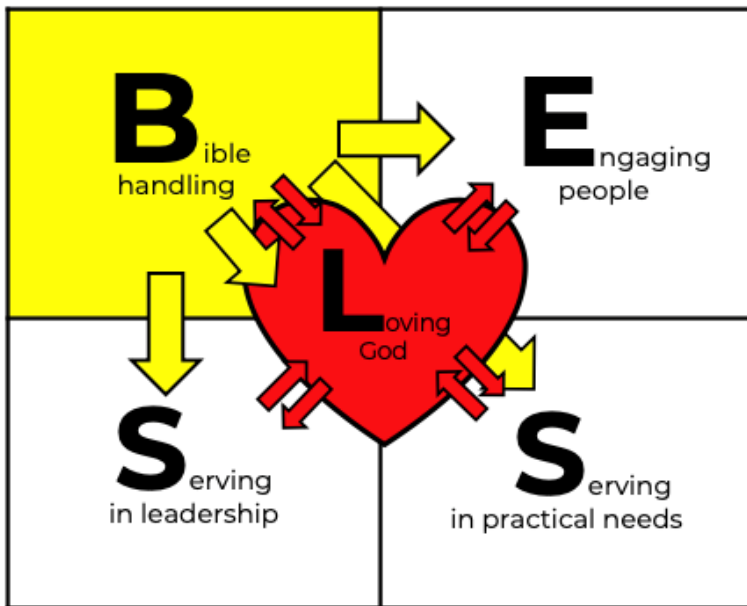


Graeme Moore, MAP 2023-2025, now the Assistant Pastor at Calderwood Baptist Church, East Kilbride

# FIVE AREAS OF GROWTH

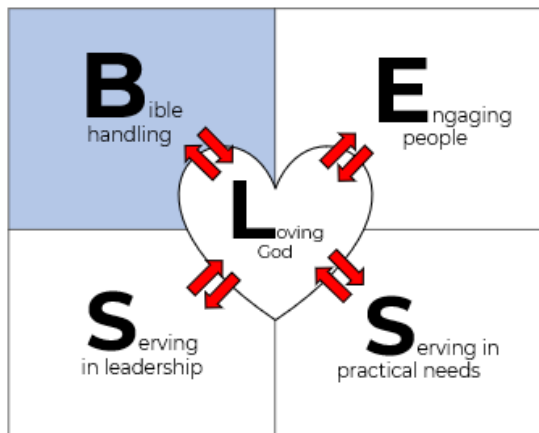
Our desire to see God grow servant-hearted Christ-like leaders who proclaim Christ, not themselves, is fleshed out in five core aspects:

- (i) **Bible-handling:** training in listening humbly to God
- (ii) **Loving God:** training in the heart of life and ministry
- (iii) **Engaging people:** training in lovingly relating to people
- (iv) **Serving in leadership:** training in taking responsibility and initiative
- (v) **Serving practical needs:** training in willingness to serve needs



Loving God is placed centrally as it provides the heartbeat for all we do in healthy ministry. Bible-handling is highlighted because God speaking by his Spirit through his Word is the only power to effect change and growth (both for ourselves and for those we minister amongst).

It is our prayer that by growing in these five areas in their two years with us, Associates will prove to be a great blessing to others in future ministry.



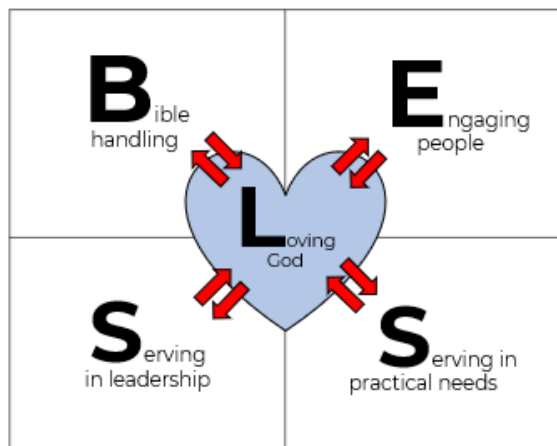
## Bible-handling

*Training in listening  
humbly to the living God*

We begin BLESS with the Bible deliberately. That's because learning to listen to God is absolutely fundamental to the Christian life, and especially to any Christian ministry (Luke 10:38-42). Only when we have learnt to listen humbly, prayerfully and carefully to the living God do we have a powerful and living message to share today. And so we work hard on understanding Scripture, not just through the two days a week at the Cornhill training course, but also through weekly in-house group training workshops with a dedicated staff member.

We also work on rightly communicating Scripture in the different ministry opportunities Associates are given. Jesus leads and shepherds his church through his word, and so the ability to teach, alongside godliness, is the essential requirement for elders and undershepherds in the local church (1 Timothy 3:2). Likewise, rightly handling Scripture is at the heart of the New Testament's vision to train the next generation of gospel workers (2 Timothy 2:2, 2:15), and so it is at the heart of our scheme. Associates receive training and feedback on clarity, relevance and faithfulness of their teaching output to a range of different groups.

Alongside our in house training provision, the Cornhill Training Course, which all Associates attend two days a week, provides extensive training in Bible-handling. There are a number of benefits from joining up with the expertise of their teaching staff and the gospel partnership of networking with others training across Scotland.



## Loving God

*Training in the heart  
of life and ministry*

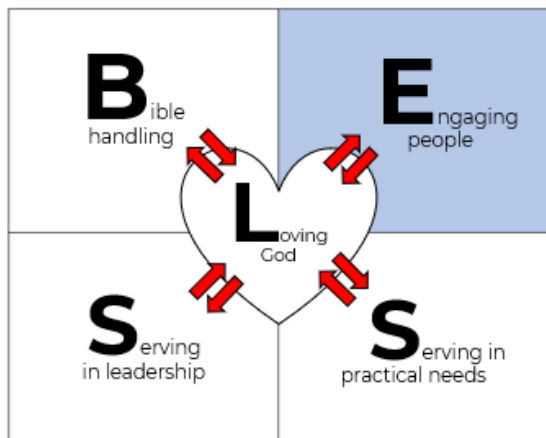
If hearing God speak is the driving force of growth in Christian life and ministry (the B of BLESS!), then it is the response of love for God that lies at the heart of all we do. That's why "Loving God" sits right at the centre. According to Jesus, knowing and loving God is not only the greatest commandment (Mark 12.30), but is also the central privilege of eternal life (John 17:3). Every other area of MAP provides an opportunity to grow in this, as well as a context for expressing our devotion to God in service of his people and his kingdom.

A great benefit of local-church based training is that all of our study work is connected to real life normal discipleship in a church family seeking to love the Lord and each other. We aim for all of our training to and service to be done in this spirit.

### Individual Ministry mentoring



To support growth in this area, regular one-to-one mentoring plays a key role in the MAP at Chalmers, and a significant portion of that time is given to reflection on our own personal walks with the Lord and growth in knowledge and love of him. Training in ministry is a great context to learn more about ourselves, as well as more about our Lord and saviour, and it is our hope and prayer that Associates leave the scheme with not just more skills and competency, but more conviction and love for Jesus as their personal king and saviour. Ultimately anyone seeking Christian ministry who does not love the Lord is a danger to those they serve (2 Timothy 3:1-7), however gifted and skillful.



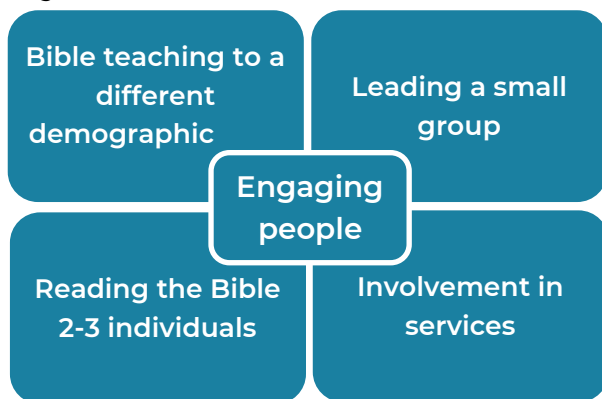
## Engaging with People

*Training in lovingly relating to people*

The third growth area we aim and pray for in MAP is “Engaging with people”. Ministry is not about spraying God’s truth into a vacuum, but engaging lovingly with people (both believers and unbelievers) as we communicate God’s life-giving word.

The best way to learn and grow in engaging people with the gospel is to actually do it in a supportive environment.

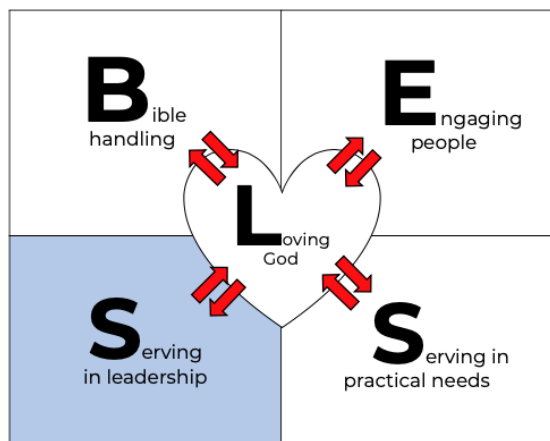
Ministry Associates are given a significant amount of hands on experience of some key areas of Christian ministry.



Every Associate will serve in a small group, in one-to-one Bible studies and with larger groups through occasional leading in our public services.

Most Associates also serve in a group serving youth or children. This provides opportunities to communicate gospel truth simply and to learn to relate to a different age and stage. We are also committed as a ministry team to being

outward looking in personal witness to the glorious news of Jesus and regularly pray for each other to that end.



## Serving in Leadership

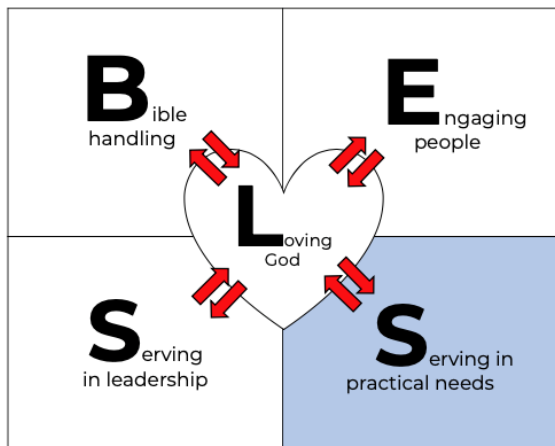
*Training in taking responsibility and initiative*

The ability to take initiative and develop an area of ministry are key to being a Christian leader. Our nation does not need ministry maintenance but urgent initiative-taking to share the glorious good news with a needy world. Christ-like leadership has a willingness to serve at its heart (Mark 10:42-45).

As part of their time at Chalmers, therefore, Ministry Associates are given particular responsibility for an area. This will vary according to the previous experience of Associates and the current needs and opportunities in the church. Associates in the past have led youth ministries, developed international outreach, run Scripture Union groups in schools and so on. Taking charge of something like this – always with appropriate oversight and support – teaches key skills like working with, motivating and leading others, and strategy and judgement in seeing how best to develop initiatives.

We also aim to give Ministry Associates insight into what leadership of a local church entails. They are, for example, deliberately exposed to discussions going on amongst the elders and staff team. We also provide whole staff-MAP seminars on particular areas of church life and ministry and how to lovingly lead the church through biblical change.

Ministry Associates also receive personal feedback and guidance in their own character formation for Christian work and leadership, including at the six-monthly MAP reviews.



## Serving in Practical Needs

*Training in willingness to serve needs*

Ministry Associates spend a portion of their weekly time involved in specific practical tasks around the church. These include setting up rooms and buildings for meetings, cleaning and performing administrative tasks through the church office. As well as being vital to the smooth running of the church, this enables Ministry Associates to grow in three important areas:

- It teaches Ministry Associates what is involved in running a church.
- It develops a servant heart.
- It teaches Ministry Associates to work as part of a team.



# THE ELDERS AND STAFF TEAM

We're delighted that Mark Oden has been appointed as our new Senior Minister. He has been leading a church in Naples for the past 11 years and joins the team in March 2026.

Chalmers is led corporately by sixteen elders, two of whom are on staff: Roger Day and Jay Parsons (Associate Ministers). The rest of the staff team are: Chris Turner (Leader in Training), Andrew Yong (Leader in Training), Adam Wallace (Leader in Training), Naomi Wright (Senior Administrator) and Laura Fischbacher (Administrator). We currently have five Associates training with us, in two year groups.

Chalmers Church also has a good connection with The Bonar Trust. The Trust was established in 2009 with a vision to train the next generation of leaders for the Church in Scotland (for more details see [www.bonartrust.org](http://www.bonartrust.org)).

Chalmers also has close ties with Cornhill Scotland, Edinburgh Theological Seminary, UCCF and the Faith Mission Bible College.

Roger Day leads the MAP programme at Chalmers, having once benefited from two (!) apprenticeships in Cambridge and London. He worked at St Helen's Bishopsgate for eight years, serving in outreach to city workers, Christianity Explored and overseeing a small group network. For four years he led part of their Associate Scheme Training before further study at Oak Hill College. A large part of Roger's responsibility in Chalmers is to train the Ministry Associates, both through in-house group workshops and one-to-one, alongside his responsibilities for small groups, preaching and congregational training. He is married with two children.



In addition to Elders and paid ministry staff we have a number of people at Chalmers working in different ministry spheres (e.g. Theological Education, UCCF, Faith Mission, Bethany and Cross Reach). We consider every member of our church family 'in ministry' and encourage and equip one another to serve in the life of the local church alongside their day-to-day work.

## WHY TRAIN AT CHALMERS?

*“The programme is a fantastic opportunity to test your ministry gifts. The wide range of ministries you are involved in give you a real flavour of church life. You also learn from great people both at Cornhill and at Chalmers.”*

Rachel Sloan, MAP 2010-2012,  
Women's Ministry Coordinator, Charlotte Chapel

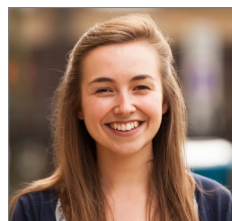


*‘The MAP programme is rigorous, giving you a real hands on experience of local church ministry while being trained, supported and encouraged throughout. The amount of responsibility given to you was a real selling point to me, being given the opportunity to run youth church, lead services and preach.’*

Craig Anderson, MAP 2012-14,  
Minister of a Free church plant in Galashiels

*I've really appreciated the level of care and input the staff team gives over the course of the programme. It's been so helpful to learn from their example as we work alongside them and to have their input into our training and development. The way the team invest in the MAPs individually is a real strength of training at Chalmers.*

Emma de Paula, MAP 2016-18  
Now serving in Burchhead Free Church



*I would recommend MAP because it is a real blessing to spend two whole years drinking deep the truths of the Bible. I really appreciate the time people have invested in training us: from growing our faithfulness and precision in Bible-handling, to helping us take on more responsibilities as church workers. The staff and training teams strive to model Christian discipleship in a full-time ministry context and I am very grateful to be able to witness that in practice.*

Andrew Yong, MAP 2022-2024  
Currently a Leader in Training at Chalmers

# DURATION AND FINANCE

## Duration of programme

Our Ministry Associates volunteer to train with us full time for two years typically. The programme starts and ends in mid-August

## Accommodation

Ministry Associates find accommodation themselves in Edinburgh. We are happy to help link people up with others to share flats. We are also aware of a number of local landlords (including some in the church) who are willing to have Associates as tenants, so can help with making introductions.

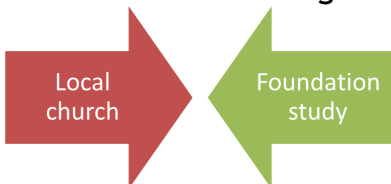
## Funding

Ministry Associates will serve on a voluntary basis and will be responsible for their own funding. We encourage Ministry Associates to apply to various trusts and organisations to secure funding, for example, The Bonar Trust ([www.bonartrust.org](http://www.bonartrust.org)), which has a particular focus on funding training initiatives such as the MAP. We also encourage Associates to develop a network of personal supporters who will partner them in gospel ministry, in prayer and/or finance. Details of various Trusts / sources of funding will be made available on application / interview. Chalmers also pays a contribution towards Cornhill fees.

## CORNHILL SCOTLAND: A TRAINING PARTNER

A core component of the MAP is partnership with an external training provider: Associates spend two days a week studying at Cornhill Scotland.

### Partners in training



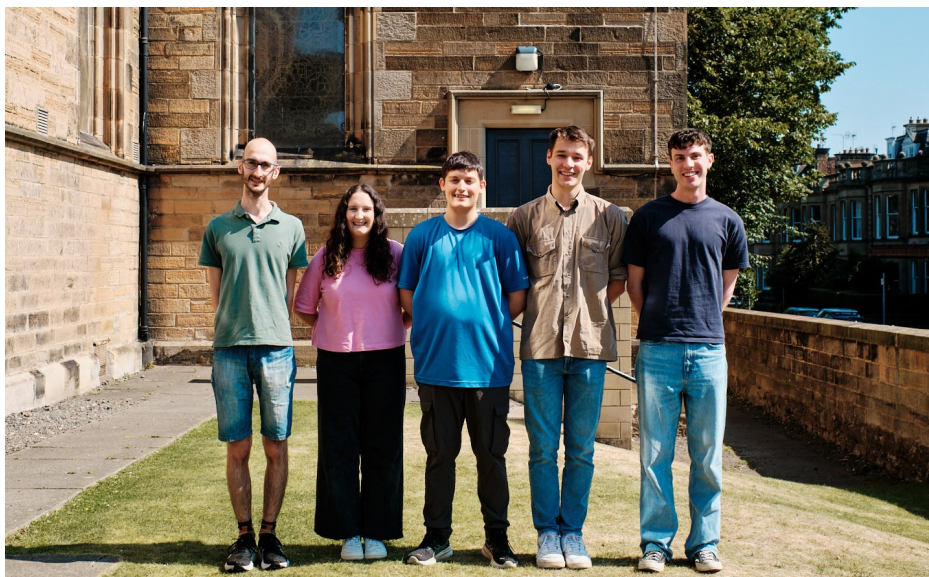
The Cornhill Scotland training course has been running in central Glasgow since September 2006, with a focus on training people to handle and teach the Bible. This is foundational. More information can be found at: [www.cornhillscotland.org.uk](http://www.cornhillscotland.org.uk).

# THE PEOPLE WE'RE LOOKING FOR

We are looking for committed Christians, male and female, who:

- are passionate about evangelism;
- are committed to the authority of the Bible and the biblical gospel;
- have the Christian maturity and gifts to be able to teach the Bible in small groups and one-to-one;
- have an eagerness to learn and serve and a willingness to take on a variety of responsibilities and tasks around the church;
- have the desire and ability to work as part of a team, both with other Ministry Associates and with the rest of the church staff and congregation.

Ministry Associates are normally a mix of new / recent graduates and people who have been working. Many, but not all, become Ministry Associates with the intention of staying in full-time Christian ministry or going directly to theological college after completing the programme. Individuals join the Programme to prepare for a variety of different ministries, including leading a church, women's ministry, student work, youth work and cross-cultural ministry.



## ARE YOU INTERESTED?



**If you are interested in applying for the programme, or are looking for more information, please contact Roger Day.**

**Tel: 0131 447 0000**

**Email: [roger@chalmerschurch.org](mailto:roger@chalmerschurch.org)**

We start interviewing candidates in November and accept applications until all the places are filled.

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