

# Raising the next generation of ministry leaders

A guide to becoming a Church Hub



Updated April 10, 2026

## Our bold vision: 3,000 new leaders in 10 years

We believe God is calling us to raise up 3,000 new pastors and ministry leaders over the next decade. A vision this expansive cannot be accomplished from a central office. It must take root locally, in many congregations like yours.

**We're devoting significant resources to solve this leadership crisis.**

When you choose to become a Church Hub you join a nationwide movement embracing the transformation of congregations into sending communities that invest in people and the future of the church.



Watch this 40-minute conversation about addressing the leadership crisis we're facing

[Watch now](#)

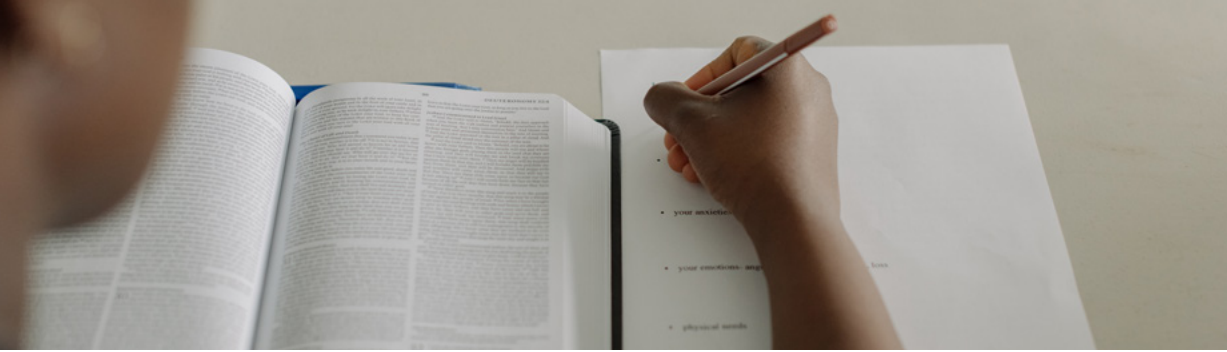


## What is a “Church Hub?”

A Church Hub is a local Alliance church that intentionally partners with individuals who are discerning a call to ministry, offering them a space to flourish over a guided journey of formation, discernment, and hands-on ministry while they engage in theological studies.

Church Hubs develop leaders through proximity—in real ministry settings, under real leaders, serving real people.





## See it in action

At Coquitlam Alliance Church, the DOXA pathway models what happens when a church commits to intentional leader formation.

Apprenticeships can transform churches into leader-forming communities—imagine what this could look like in your context.



Watch DOXA — The Leader Formation Pathway at Coquitlam Alliance Church

[Watch now](#)

# What's required from a host church?

Hosting an apprentice requires a commitment to four vital areas of development:

## 1. Contextual ministry experience

Invite apprentices into the rhythms of your church, providing them with real responsibility and meaningful leadership moments so they learn by doing.

## 2. Mentor apprentices

Pair the apprentice with a mentor from your church who will provide spiritual care, constructive feedback, and active leadership development.

## 3. Support theological education

Deep spiritual formation must go hand in hand with theological rigour. Your church will encourage the apprentice as they pursue formal studies through an approved partner institution.

## 4. Facilitate discernment

Uphold a structure that helps the apprentice clarify their spiritual gifting, character, and ultimate readiness for vocational ministry.



# About mentorship

## Who can be a mentor?

The day-to-day mentoring can be done by any qualified, mature volunteer leader, though a paid staff member must retain overall accountability.

## How do mentors know what to do?

Mentors do not have to navigate the mentorship journey alone. The Alliance provides a Mentor Coach and resources to equip you.

## How many apprentices can one mentor take on?

One mentor can guide multiple apprentices, provided they can offer meaningful, intentional care to each person.

## What is the time requirement for mentors?

A minimum of one one-on-one meeting per month, supplemented by intentional rhythms of prayer, feedback, and goal-setting.

## What structure guides mentorship?

Together, the mentor and apprentice will craft a “Ministry Plan.” This road map outlines the apprentice’s learning objectives, competency goals, and the specific outcomes you are praying for. As part of the application process, the ministry mentor will be prompted to apply with supporting documents, including a draft of the Ministry Plan.





# Financial support

The Alliance Canada subsidizes this journey to avoid a burden to your church and to reduce financial barriers for participants.

Participants can receive up to a \$5,000 grant—\$4,000 per year towards tuition, \$1,000/year towards the year-end retreat.

The Alliance sends the grant directly to the student’s chosen academic institution. There is no financial administration support required from local churches.



## Academics

Apprentices must be enrolled at least 3 classes (60% course load)—either online or in person through our approved partner schools.

The apprentice is responsible for managing their own academic applications and course registration, which serves as a vital first step in their leadership development.



# Approved Partner Schools

## British Columbia

- Regent College
- Pacific Life Bible College
- Summit Pacific Bible College



## Alberta

- Vanguard College
- Ambrose Hubs



## Saskatchewan

- Horizon Bible College & Seminary
- Briercrest College and Seminary

## Ontario

- Tyndale University
- Master's Seminary
- Heritage College and Seminary
- Instituto de Formación Ministerial
- Redeemer University



# Frequently Asked Questions

## What are we agreeing to?

You are committing to cultivate an environment where emerging leaders can learn and flourish. This includes meaningful ministry experience, intentional mentorship, and partnership with an approved theological institution. You are not simply filling a staffing role—you are forming a leader.

## How does this impact your church?

Hosting an apprentice shapes your culture. It invites your congregation into the story of raising up new leaders. You will begin telling stories of growth and discernment. Some apprentices may continue serving in your local church. Others may be sent to serve in other faith communities. Either way, your church becomes a multiplying and sending church.

## How does the grant work?

The Alliance Canada provides up to a \$5,000 grant for every approved apprentice.

- \$4,000 goes toward theological education
- \$2,000 per semester
- \$500 per course
- The remaining \$1,000 supports the apprentice's participation in the culminating retreat.

This grant is designed to remove financial barriers and make discernment accessible.

## Does my church handle any of the financial processes related to the grant?

No. The National Ministry Centre forwards grant funds directly to the apprentice's institution.

## Does the National Ministry Centre contact the schools on behalf of the apprentice?

No. Apprentices are responsible to apply, enroll, and register for classes at their approved institution. Taking ownership of this process is part of their leadership development and vocational discernment.

## How do I mentor an apprentice?

You will not be alone.

We provide a mentor coach and resources to support you. At minimum, mentors commit to a monthly one-on-one meeting. We strongly encourage intentional rhythms of reflection, prayer, feedback, and goal-setting throughout the year.

# Frequently Asked Questions

## What is a Ministry Plan?

A Ministry Plan is a road map for the apprentice's year with you.

It outlines:

- What they will learn
- What experiences they will have
- What competencies are being developed
- What outcomes you are praying for

We want to see intentional planning for growth, development, and discernment.

Click here to see a sample Ministry Plan.

## Can one ministry mentor walk alongside more than one apprentice?

Yes. We simply want to ensure each apprentice receives meaningful time, care, and support. Capacity and intentionality matter more than numbers.

## Does the ministry mentor have to be a pastor or staff member?

Not necessarily.

We recognize that other qualified leaders in your congregation or community may serve well in this role. However, there must be a paid staff member who holds overall responsibility and accountability for the apprentice's formation within your church.

## Does it matter if apprentices attend school in person or online?

No. The delivery model does not matter. What matters is that the apprentice is actively engaged in theological education through an approved partner institution.

## Does the ministry mentor attend the year-end retreat?

At this point, no. However, we hope to offer mentor participation in future years.

## How does a school become approved?

The Alliance Canada conducts an assessment and interview process to ensure alignment with seven core educational values. Once approved, apprentices may enroll in that institution while participating in the program.

## Can I request that an institution be approved?

Yes, please contact Chris Throness:

[chris.throness@thealliancecanada.ca](mailto:chris.throness@thealliancecanada.ca)



The Alliance  
Canada



Duke Room ←

Elevator ↑  
Kitchen

Offices