



## INTRODUCTION

Do you believe that people are lost without Christ? Do you believe that the Gospel has the power to transform lives, resulting in entire families coming to Christ? Do you want to grow in your ability to engage people from different cultures with the Good News? God is sovereignly bringing immigrants, refugees and international students from unreached people groups to the “Eternal City”—Rome, Italy. The *Apprenticeship in Mission at the Hub (AMH)* in Rome is an opportunity to impact lives from a great number of different people groups in one of the world’s most beautiful, historic, and strategic cities while being better equipped for your calling in cross-cultural missions!

*AMH* is a challenging, stretching, and exciting program. While the full apprenticeship lasts nine months, we also have a “taste” of the full program at the internship level (three months), or a three-week exposure/service trip. This program offers you the opportunity to live and serve among unreached migrant people group communities and refugees in Rome, Italy. We are looking for individuals to join us who are ready for challenge, adventure, spiritual growth, and Kingdom impact!

## OVERVIEW

For millennia, craftsmen have been trained utilizing a master-apprentice model. The master in a trade trains the apprentice to the level of competency that he has attained, not through instruction alone, but also by modeling and providing the opportunity for hands-on interaction. Through the master-apprentice relationship, the apprentice gains the experience and knowledge needed to pass on to other apprentices and eventually become a master-trainer himself. This model was employed by our Master, Jesus, as He trained and molded His disciples (or apprentices) to do the very work that He, Himself, was engaged in while on the earth.

The challenges facing those called to cross-cultural Kingdom work are considerable. Making disciples among the unreached is especially demanding and much more of a craft than a mere academic pursuit. It is our conviction that a more hands-on model for practical training is needed beyond the typical Bible school or seminary structure. This does not replace or minimize the need for quality theological training, but underscores the need for something **in addition** to academic training. Many would-be missionaries have not been adequately tested in environments similar to those which they will likely face on the field. They are not properly equipped to confront the spiritual challenges, issues of the heart, and the dynamics of team life they will encounter in a cross-cultural context. They often lack essential interpersonal and ministry skills they will need on the field. The results of this deficiency in preparation are very evident on the field: attrition, conflict, ineffectiveness, and moral failure, among others. **There is an obvious need for something that will bridge the gap between theological education and deployment to the field in cross-cultural work.**



## THE VISION

Cross-cultural work is not for the faint of heart. The stress, pressure, and intensity of life in a cross-cultural context can, at times, be quite overwhelming. We cannot eliminate these challenges. We can, however, employ a training model that emulates the methods of the Lord Jesus and the Apostles to better ensure that those we send out are as adequately prepared as possible when they arrive on the field. We believe the Lord has given us the vision for *AMH* for this very reason.

The vision of *AMH* is to facilitate the completion of the Great Commission given to the church by the Lord Jesus before His ascension (Matt. 28:18-20); namely, to make disciples of every people group on the earth. We seek to do this by coming alongside churches, mission agencies, Bible colleges, and those called to the harvest fields of the world in a way that we feel addresses a number of the major deficiencies plaguing cross-cultural Kingdom workers today. We believe this will bridge the gap between classroom training and deployment to the field.

We envision the HUB community in Rome<sup>1</sup> (see end-notes for a brief explanation of *The HUB in ROME*) serving as this bridge; i.e., an environment of continued learning and practical experience under the tutelage of experienced mentors for those who sense a call to cross-cultural Kingdom work. Engaging in mission and continued spiritual formation as part of the HUB community will allow the apprentice to continue to grow spiritually while, at the same time, gain a much-needed initiation to cross-cultural mission work.

*AMH* is intended for a young person (ideally 20-35 years of age) who senses a call to cross-cultural Kingdom work, that is willing commit to being part of the HUB community for a determined period of time (depending on which of the three levels of commitment chosen). The apprentice will minister alongside the long-term HUB team and as part of a cohort of apprentices, **a small group of no more than five people at a time in the full apprenticeship**. During this period, the apprentice will partake of the regular spiritual rhythms of the HUB community (prayer, worship, study, service, etc.) while engaging in Kingdom work among migrant people groups. These endeavors will all take place simultaneously in the city under the supervision of experienced cross-cultural mentors and as part of a cohort of other apprentices. This holistic, community, and field-based model will provide, we believe, a setting in which the apprentice gains valuable first-hand experience and has an opportunity to grow in the following **five capacities** that are often lacking in novice cross-cultural workers and prove to be the source of much attrition, conflict and ineffectiveness in Kingdom work:

### 1) CHARACTER

A common source of problems in Kingdom work is a deficiency of overall formation in Christlikeness in the inner life of the missionary—*this is an issue of **character***. *AMH* will be an environment which challenges the individual to explore one's spiritual life, deepen it and develop in areas of weakness, with the help of others. Our goal is, first and foremost, to go deep with God, growing more like Jesus in every aspect of our character. This development of character will be addressed through private study, group sessions, living in community and a regular one-on-one-time of mentoring throughout the program.

### 2) CHARISM

One's spiritual gifts play a critical role in his or her calling and effectiveness in a team context on the mission field. *This is what we refer to as **charism***, from the Greek word for "grace" from which the biblical term "spiritual gifts" is derived. Unfortunately, many live in either confusion or ignorance (or some combination of the two) in regards to their spiritual gifts. *AMH* will be an environment which allows the apprentice to learn, discover, experiment, and field-test his or her spiritual gifts. This, of course, will not merely be an individual pursuit, but will be honed and sharpened by interaction and feedback from the team, other apprentices, and one's mentor throughout the program.



3) CALLING

The world mission force continues to suffer from a high attrition rate. Although this may be the result of a number of contributing factors, we believe *this is primarily a matter of calling*. We believe one's calling must be developed and matured over time. *AMH* will be an environment in which the individual can explore his/her calling and confirm and refine it further. The development of the individual's calling will involve an exploration of one's spiritual gifts, heart, abilities, personality, etc. The goal is to better equip the potential cross-cultural worker in order to give him or her a greater propensity for effectiveness and longevity in Kingdom work. *Such scrutiny of one's call may also, in love, lead to the recommendation that the individual may be better suited for another genre of Kingdom work instead of frontline cross-cultural work.*

4) COMPETENCY

Many missionaries suffer the adverse effects of a lack of hands-on, pre-field experience and other necessary skills—*this is an issue of competency*. *AMH* will be an environment in which the individual can develop greater practical skill in areas needed for field effectiveness such as cultural adaptation, language acquisition, cultural contextualization, interpersonal relationships, and living and ministering in a team context (see 'community' below). Furthermore, the apprentice will gain proficiency in approaches to discipleship that foster multiplication as well as learning effective strategies for sharing the gospel with people from other religions like Islam, Hinduism, etc., and other essential competencies. Although not the primary focus of the apprenticeship, *AMH* will also seek to continue the cross-cultural worker's biblical and theological development through regular corporate and individual study, especially as concerns the application of scriptural truths in other contexts and the biblical models for mission engagement.

5) COMMUNITY

Another factor that often contributes to ineffectiveness and failure on the field in cross-cultural work is a lack of sufficient preparedness in living and working as a team and dealing with potential interpersonal conflict within the team. *This is a matter of community*, or team life. *AMH* will be an environment in which the individual can engage in formation and mission in a team context, preparing him/her for life and work in team context on the field. We believe it is the biblical pattern that Kingdom workers be sent out in teams. An apprenticeship conducted in a team context will not only prepare the individual for working in community with others, but will also contribute to the person's development in the other four core areas above—*character, charism, calling, and competency*.

## EXPECTATIONS

*AMH* is not intended to be a typical short-term, first time mission experience. For those seeking a short-term mission experience, a great number of opportunities already exist. Although we do offer short-term opportunities of three weeks and three months, the focus of *AMH* is on those who either want to explore the possibility of a call to cross-cultural work or need to be further equipped for a perceived call. We believe this program can significantly contribute to the preparation of those called to cross-cultural work.

### **Necessary Apprentice Characteristics for a Successful Apprenticeship:**

- *Passion to know Christ more deeply:* Willingness to focus on Christ through engaging in spiritual disciplines
- *Teachable spirit:* Willingness to implement trainings or methods that you don't understand, seem strange to you, or push you outside your comfort zone
- *Servant's heart:* Willingness to maintain a positive and joyful spirit in all acts of service



- *Humility*: Willingness to be sweetly broken by the recognition of your sinfulness, to experience the great joy of God's grace given to you through the cross of Christ, and to let this humility pervade your interactions with other interns and the IP team
- *Perseverance*: Willingness to endure difficult situations without giving up (internal strength)

Although certain similarities exist in all three levels of the *Apprenticeship in Mission at HUB*, there are somewhat distinct expectations for the following levels of commitment:

## 1) **EXPOSURE/SERVICE TRIP:**

Our *exposure* to evangelism and church planting focuses on the following main areas:

### **Spiritual Formation:**

- *Prayer and fasting*: Participants will spend significant time in individual and corporate prayer. Interns will be guided in the discipline of fasting with 2 fasts (1-day and a 2-day).
- *Scripture*: Participants will read and meditate deeply on Scripture and memorize various passages.
- *Reading*: Participants will read selected articles and books assigned for spiritual and ministry development.
- Participants will take part in the regular spiritual rhythms of the Rome long-term team and those participating in other levels of the *Apprenticeship in Mission*.
- Participants will spend time daily in prayer, meditation and reading.
- Participants will be exposed to the history of the primitive church whose witness still today serves as a stirring example of faith and the power of the gospel.

### **Bold Evangelism:**

- Participants will be trained in evangelism skills and methodologies for implementation.
- Participants will spiritually engage people that they do not know daily (on the streets, in parks, in cafés, etc.) to find Persons or Households of Peace for the purpose of baptism and church planting.
- Participants will spend up to 4 hours daily engaging unbelievers in evangelism.

### **Servant-hood:**

- Participants will be called on significantly to serve each other and the Rome HUB long-term team.
- Participants will spend significant time volunteering at a migrant center or otherwise involved in community engagement.
- Participants will assist the long-term team and those participating in the *Apprenticeship in Mission at the HUB* in Rome by serving in various other capacities.

## 2) **INTERNSHIP:**

Those engaged in *AMH* at this level will commit to spending approximately **three months** engaged in mission and training with the HUB team in Rome.

**In addition** to the expectations listed above for the *exposure* level, those committed to this level of the apprenticeship can anticipate the following additional expectations:

- *Training*: Interns will engage in regular training covering the five capacities listed above (see "Vision") several times a week, along with those participating in the full apprenticeship.
- *Participation in team life*: Interns will fully engage in full in the team life and rhythms of the Rome HUB team. This will include times of prayer, fellowship, ministry, etc.
- *Mentoring*: In addition to training, ministry and participation in team life, interns will also meet on a regular basis with an assigned mentor during their time in Rome for accountability, counseling and spiritual growth.





### 3) FULL APPRENTICESHIP:

Those engaged in the *AMH* at this level will commit to spending approximately **nine months** engaged in mission and training with the HUB team in Rome. **In addition** to the expectations listed above for the *exposure* and *intern* levels, those committed to the full apprenticeship program can anticipate the following additional expectations:

- *Ministry responsibilities:* The apprentice will be expected to assume ministry responsibilities, in agreement with the team and his/her mentor, by the beginning of the fourth month. The first three months will serve as a focused time on training and getting acclimated to life and ministry in the city of Rome. The apprentice will be expected to enter into a venue of ministry and take it in hand for the remaining two-thirds of the apprenticeship.
- *Language acquisition:* While it is not expected that the apprentice will become fluent in the Italian language (or one of the many spoken by migrants in Rome) in nine months' time, the apprentice will be encouraged to learn some basic Italian and/or other languages in order to facilitate getting around easier in Rome during his/her stay and to open doors for ministry.
- *Immigration:* If the apprentice is from a non-EU country, he/she will have to apply for either a religious visa or a long-term tourist visa. The Rome team will assist the prospective apprentice in this process.
- *Evaluation:* An important aspect to the *Apprenticeship in Mission* is an evaluation completed by program mentors at the end of the nine months. This evaluation will assess the apprentice's growth in the **five capacities** (see "Vision" above) with particular attention given to any glaring deficiencies that might hinder the apprentice's future effectiveness in cross-cultural work or potentially cause issues in a team context. The goal is not merely to criticize, but to aid the apprentice in full preparation for his/her call to a cross-cultural ministry context. The result of the evaluation, in some cases, may result in a recommendation that the apprentice not proceed in his/her pursuit of a cross-cultural call, at least not until areas of deficiency are properly addressed.

### APPRENTICE LIFE

Apprentices can expect a weekly commitment to ministry, study, etc. of up to 55 hours. This includes prayer, spiritual team life, and reading assignments. In a normal week, the apprentice will have 1-2 days off, but must be flexible on which days these may be, depending on the schedule and needs of the team. It is expected that one arrives promptly for meetings, as early as 8 a.m., on a regular basis. In spite of a very full schedule, we strive for each member of the HUB team to live a healthy, sustainable ministry lifestyle during their time participating in *AMH*.

Rome is a very popular tourist destination, and many people will want to come visit you during your sojourn. Changing your schedule, switching days off, and meeting with visitors during regular ministry days **is not permitted**. We actually highly discourage even having visitors during off days. You will be extremely tired from the new life in Rome, as well as fulfilling ministry expectations.

You will need your days off to rest rather than showing people around the city. There may be a few opportunities to travel outside of Rome on off weekends, with your team leader's permission. Should you desire to do further sightseeing while in Italy, we recommend that you schedule such plans **after the conclusion of the apprenticeship**. Though this apprenticeship will, no doubt, be challenging, it will also be a wonderful growth opportunity!



## **DISTINCTIVES**

As mentioned above, *AMH* is not merely intended to be a typical short-term mission experience. It is a focused time in a cross cultural context, concentrating on spiritual formation and mission in community. This unique program has the following distinctives:

### **A FORMATION FOCUS**

“The best mission strategy is going deep with God” (George Miley). Maturing in Christlikeness in the inner life is the goal of every true apprentice of Jesus. This will be the primary focus of our community. “*Be still and know that I am God; I will be exalted in the earth*” (Psalm 46:10).

This will not be merely an academic pursuit, i.e., learning “about” the spiritual life. Rather, it will be a corporate pursuit of spiritual formation on the part of the community. The shared spiritual rhythms of prayer, worship, study, and service (among others) will contribute to a depth of formation of Christlikeness in the inner life which will, in turn, fuel our mission to a lost world.

### **A COHORT COMMUNITY**

We believe that mission is best learned and practiced in the context of **community**. We refer to *AMH* as a cohort for this very reason. A cohort is a “group of people banded together.” This cohort, in other words, is a band of believers joined together by common allegiance to our Savior and His Commission to His Church to take the gospel to all people groups.

Jesus employed a cohort model. The Apostle Paul did as well. The cohort community will be a learning environment in which peer-to-peer and master-apprentice relationships will naturally be cultivated. It will be an environment in which models of incarnational ministry can be personally experienced, all in the context of the cohort community.

### **AN APOSTOLIC ENVIRONMENT**

The HUB community in Rome is, at its core, an *apostolic* community. We believe the ongoing function of the *apostolic gifting* in the church today lies in laying foundations and initiating new Kingdom works. As we strive to see God’s Kingdom established in Rome and beyond, our heartfelt prayer is that the HUB in Rome will be not only a training center, but also a launching pad for initiating new Kingdom initiatives among the least reached peoples and places of the world.

This distinctive gives the HUB in Rome a bit of an “Antioch flavor.” The community in Antioch (Acts 13) was both a worshipping community and a HUB for apostolic teams being equipped and sent out. *AMH* will expose the apprentice to a similar environment, which will serve as an ideal setting for hands-on training in cross-cultural work. The apprentice will experience first-hand the vitality of an apostolic center and apostolic teams engaged in initiating new Kingdom works.

*AMH* will not merely be a learning environment, but a context in which the felt needs of the apprentice and his/her perceived call will determine, at least in part, the appropriate training and opportunities tailored for the individual. Furthermore, the apostolic setting will be a safe environment for experimentation with the apprentice’s personal passions, gifts, and calling. As an apostolic environment, *AMH* will also be “unsettling” and unfamiliar enough to the apprentice to test and grow his/her character, faith and skill in cross-cultural Kingdom work. The cultural setting, while still very near that of the host culture, will be different enough to allow an initial cross-cultural experience for those coming from Western countries.

### **REPRODUCIBILITY**

Our goal is to extend God’s Kingdom to the ends of the earth, bring the Great Commission to completion, and prepare the way for the return of King Jesus. *AMH* seeks to equip apprentices to not merely pioneer a single new kingdom work, but to learn to evangelize and disciple others in a way that reproduces disciple making movements that will go many generations deep! Thus, *AMH* will



emphasize the centrality of prayer and the implementation of biblical multiplication strategies to equip cross-cultural workers to catalyze movements among diaspora people groups.

### **A PHASED APPRENTICESHIP**

By “phased apprenticeship” we simply mean that we desire to see *AMH* be more than merely a stand alone program. Rather, we desire to see it fill a need in the bigger picture of the calling, training, and release of cross-cultural workers. We desire to serve churches, missions, and prospective missionaries to see laborers released into the needy harvest fields of the world. Thus, we anticipate the apprenticeship being one phase of a bigger process, and we pray that a number of those who come to Rome to be further trained in mission will return to be part of the long-term HUB team or move on to join other cross-cultural teams serving around the world.

We envision an apprenticeship in *AMH* serving as a starting point for a person with a burden for a particular people or affinity group. If, for example, one has a burden for Muslims from Bangladesh, he or she could engage in Kingdom work among that people group in Rome. This will be done in a team context and will be integrated into the ongoing training and life rhythm of the HUB community, under the guidance of an experienced mission practitioner. Through the integration of formation and targeted mission conducted in the context of community, the apprentice will gain invaluable pre-field exposure and become more adequately equipped for the next step in his or her cross-cultural call. This is only one possible scenario, among many potential ones, in which *AMH* could bridge the gap between academic training, calling and deployment to the field. There are many other possible prospects that could play out through one’s involvement with *AMH*.

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### **ENDNOTES:**

<sup>1</sup>The “HUB” is an apostolic center. The term is taken from the airline industry which utilizes a hub as a strategic focus for all of its operations. The HUB concept has both an internal focus (formation and community) and an external focus (mission). As an apostolic center, it will serve as the home of a community of Christ-followers committed to a life together of spiritual formation and mission in community, fueled by a passion to take the gospel to the nations. Our understanding of “apostolic” focuses on launching new Kingdom initiatives among the least-reached peoples and places in order to fulfill the commission Jesus gave to us in Matthew 28:18-20. Our vision is that the HUB in Rome (which includes the Agape Center, the Shalom House, the Apprenticeship in Mission, etc.) would be an apostolic community in which the life of Christ is proved in our daily life rhythms and proclaimed in our common mission to make Him known among the nations. The HUB would serve as a center in which formation, mission, training, respite, and counseling could all be experienced in community. Our vision is that the HUB would not only function as a growing, worshipping community itself, but also serve as a staging area from which workers can be trained, work to start discipleship movements among the multitude of people groups in the city of Rome, and be sent to the least reached peoples and places of the world.



## **COSTS & DATES**

*\* All costs to be paid in euro amounts*

### **1. Exposure/Service Trip (3 weeks)**

- Total Cost: \$1,975 USD

*\*This program is a joint-venture with our mission International Project, based in New York City, USA. A break-down of specific expenses can be provided upon request, but all applications, fees etc. for the three-week exposure/service trip are run through the home office in New York.*

### **2. Internship (3 months)**

- Registration: €500 euros (approx. \$560 USD)
- Housing: €600 euros/month (approx. \$650 USD)
- Total Cost: €2300 euros (approx. \$2570 USD)  
*\*food, travel to Italy, transportation within Italy and some materials costs not included*
- Estimated monthly expenses: €450 euros (approx. \$500 USD)  
(food, public transport, and miscellaneous expenses)
- Upcoming AMH intakes for **internship** level intakes:
  - September 14 – December 14, 2020 (application deadline: 15 June, 2020)
  - January 2 – April 2, 2021 (application deadline: 1 September, 2020)

### **3. Full Apprenticeship (9 months)**

- Registration: €600 euros (approx. \$670 USD)
- Housing: €600 euros/month (approx. \$670 USD)
- Total Cost: €6000 euros (approx. \$6700 USD)  
*\*food, travel to Italy, transportation within Italy and some materials costs not included*
- Estimated monthly expenses: €450 euros (approx. \$500 USD)  
(food, public transport, and miscellaneous expenses)
- Upcoming AMH intakes for **full apprenticeship** level intakes:
  - September 14, 2020 – June 14, 2021 (application deadline: 15 June, 2020)
  - September 13, 2021 – June 13, 2022 (application deadline: 1 June, 2021)



## OUR TEAM



*The HUB team in Rome is led by **Todd and Christie Kincaid**. The Kincaids have lived in Rome since April 2014 and are veteran missionaries with more than 29 years of ministry experience, 11 of those in the pastorate and 18 on the field as full time missionaries. Before moving to Rome, the Kincaids had previously served in Haiti, France, and Uganda (East Africa). They have three children— two grown sons, Michael and Adam, who live in the USA and one daughter, Madison, who lives in Italy with them.*



*Brother **Masum** is a Muslim-background believer from a majority Muslim nation in South Asia. He came to faith in Europe as a refugee and has been part of the HUB team in Rome since 2017. Masum is very actively involved in the migrant center that the team operates in Rome as well as outreach to refugee camps and other ministries. His passion is that Muslims and other migrant groups come to know the power of the gospel of Jesus Christ and receive the gift of eternal life as he has.*

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**ANTIOCH NETWORK**  
*Preparing the Way for the King...*



*The HUB in Rome is rooted in a number of Kingdom Partnerships. The above networks and mission agencies are actively collaborating with various facets of our ongoing ministry in the city of Rome.*