



AFLC YOUTH MINISTRIES



Apprenticeship Program

Informational Packet 2022-2023

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Apprenticeship Program Abstract

Our perspective on the youth ministry training centers on three areas:

1. The Person – cultivating a vibrant faith in Christ, a shepherding heart, and skilled hands
2. The Practice – training in Jesus’ model of ministry methods to win, build, equip, and multiply
3. The Experience – providing a congregational-focused environment for implementation

APPRENTICESHIP PROGRAM GOALS

- 1) To serve the local congregation for 12-months (August to August) applying heart, head, and hands to ministry while growing in the skills necessary for effective youth ministry.
- 2) To train the Apprentice in four main areas: Spiritual Leadership, Logistical Organization, Teaching, and Interpersonal Communication
- 3) To establish a mentor-apprentice relationship with a veteran in youth ministry that meets together weekly for up to one hour to cover personal and professional development
- 4) Strategize context-specific monthly and annual ministry goals to be reviewed with AFLC Youth Ministries quarterly to measure Apprentice’s progress with the purpose of preparing the apprentice for strategizing and directing youth ministry in a local congregation.
- 5) To provide the apprentice systematic learning in four training events (August; January; April; July) provided by AFLC Youth Ministries covering areas listed under goal number two. A congregational visit in the fall (~Oct/Nov) will be scheduled by AFLC YM with those involved.

APPRENTICE PROFILE

Our profile expects someone prepared to begin long-term congregational service with these qualities:

- Faith in Jesus Christ – exhibits a vibrant relationship with the Savior King.
- Burden for Teenagers – points to a Spirit-given concern for youths’ spiritual lives.
- Initial Training/Experience – has at least introductory knowledge through classroom and/or congregation experience of the priorities of a healthy youth ministry modeled after Jesus.
- Willingness to Serve – demonstrates an openness to the goals, objectives, and agreement with a congregation in pursuing youth ministry within the hours per week agreed upon together.
- Commitment to Maturity – dedicates himself/herself to be a living example of Jesus Christ both in conduct and in character.

CONGREGATION PROFILE

Our profile of a local congregation that we will prioritize in providing an apprenticeship has these marks:

- A clear desire within the congregation for youth ministry efforts.
- An established ministry leader that could be devoted to guidance through time investment with the apprentice OR assistance in establishing the apprentice as a youth leader.
- A willingness to provide reasonable living accommodations for housing OR to provide reasonable compensation for the role agreed upon between congregation and youth leader.
- A commitment to show love to the apprentice as a part of their congregation as well as respect of the adopted hours per week for the apprentice
- An agreement to pray for and partner with the apprentice throughout the experience

A potential apprentice and potential congregation will be asked to apply to the program together.

The cost to the congregation and apprentice are addressed on pages 4-5, but they are geared to be accessible amounts to both parties involved. A congregation not upholding their responsibility can be released from the program. An apprentice can certainly pursue other opportunities while going through the Apprenticeship Program including other employment and/or higher education, but an apprentice that does not uphold the agreement can be removed by AFLC Youth Ministries or by the congregation.

Apprenticeship Program Overview Summary

RATIONALE - *Why pursue the Apprenticeship Program?*

The need exists for trained, experienced youth ministry leaders in AFLC congregations. Such leaders contribute to healthy ministry to youth, along with effective team ministry in the congregation. Both of these are blessings to the local congregation. Other youth ministry training possibilities exist, but this twelve-month, congregational, Lutheran training approach is especially useful to our Association.

OBJECTIVES - *What do we plan to accomplish through the Apprenticeship Program?*

- Train a small number of youth workers extremely well every year
- Train these youth workers in a congregational, Lutheran setting where healthy youth ministry exists
- Increase the number of well-trained youth workers in the AFLC, regardless of compensation status
- Improve the overall quality of youth ministry in the AFLC

STRATEGIES - *How do we plan to accomplish these objectives?*

- 1) Twelve-month apprenticeship experience in a congregation with a healthy youth ministry
- 2) Regular mentoring from an apprenticeship supervisor and the Director of AFLC Youth Ministries
- 3) Everyday ministry experience in youth and family ministry within the congregation
- 4) Completion of equipping exercises during the four training events in the program

EVALUATION - *How will we know if this worked?*

- Students will be ready to begin congregational youth and family ministry upon completion
- Congregations who are in AP will see improved youth ministry in one year
- After three years, we will see improved youth ministry in specific congregations of the AFLC
- After five years, we will see AFLC-wide youth ministry improvement
- After ten years, we will see youth reached by AP students enrolling in FLBC and FLS

CONGREGATIONAL EXPECTATIONS - *What will a congregational apprenticeship involve?*

- Enough activity with youth and families to comprise an agreed upon work week (including projects)
- Weekly contact (a goal of one scheduled hour) with the apprenticeship supervisor provided
- Monthly contact (a goal of one scheduled hour) with the AP cohort for video community learning
- Enough flexibility to allow apprentices time to travel to four designated AFLC YM events
- Housing considerations for apprentice through host home or through compensation considerations
- Flexibility for apprentice to seek other employment or education with congregational agreement

PROGRAM COSTS - *What will this cost?*

The following areas have been identified as expenses to conduct an excellent training program:

- Experienced ministry mentoring from AFLC national youth director and supervisors
- Travel for supervisors and AFLC national youth director
- Technology costs (Outlook, Teams, Zoom, etc.)
- Administrative time for the AFLC Youth Ministries' staff

LEADER COSTS - *What will the program cost the youth leader?*

There is no cost for this program for the prospective AP applicants. Leaders/Students will pay for personal living expenses. If a congregation extends a host home, the apprentice will be courteous to their hosts and their generosity. If a congregation extends a compensation for the youth ministry role, it is a matter between the congregation and the apprentice to determine. Students should expect additional employment will be needed to manage the personal needs of the apprenticeship program year unless full-time with the church.

CONGREGATIONAL COSTS – *What will the program cost to the local church?*

Cost is found in either the compensation amount to the apprentice and the host ministry leaders investing valuable time into the apprentice during the year. It is also found in arranging for the host family.

Some congregations may elect to compensate a host family through funds, in order for the whole congregation to share in this responsibility. This decision is up to each local congregation.

Enrollment of a congregation to AFLC Youth Ministries can be paid triannual, biannual, or annual basis:

Three Times Per Year (triannual) = \$650	August, January, and April
Two Times Per Year (biannual) = \$975	August and February
Once Per Year (annual) = \$1950	August

The apprentice's materials, mentoring, and registration for course events will be covered within the enrollment fee.

Travel expenses to AFLC Youth Ministries' events or other congregations – 4-5 times per year.

The congregation is encouraged to determine mileage or reasonable travel costs for their apprentice.

PROGRAM STAFFING - *Who will carry out this ministry?*

The Director of AFLC Youth Ministries (Rev. Dr. Jason Holt)

The AFLC Youth Board including the Liaison to AP from the AFLC Youth Board

The AFLC Youth Ministries' Training Coordinator

The veteran leaders selected from AFLC Youth Ministries as contributors or supervisors

ENTRANCE REQUIREMENTS - *What students may apply for this program?*

Graduate of FLBC (or equivalent)

Two years of work or schooling past high school (negotiable depending on experience)

Stated desire to work in congregational youth ministry, regardless of compensation status

Agreed upon interest from a potential apprentice with a potential congregation

Final entrance determination will be made by the AFLC Youth Board, in consultation with the Director.

The number of apprenticeship program spots awarded will be determined by the application of the joint congregation and apprentice with the review of the AFLC Youth Board.

Apprenticeship Program – Apprenticeship Guidelines

Thank you for taking the time to consider being an Apprentice! You see the value of training as a leader, which means you know that future Gospel-impact in our AFLC family and forwarding the Kingdom of God results when believers in Jesus are equipped for the work of service.

This informational sheet will provide you the knowledge regarding the profile, goals, and responsibilities of an apprentice.

ENTRANCE REQUIREMENTS - *What students may apply for these positions?*

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APPRENTICE PROFILE

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- Initial Training/Experience – has at least introductory knowledge through classroom and/or congregation experience of the priorities of a healthy youth ministry modeled after Jesus.
- Willingness to Serve – demonstrates an openness to the goals, objectives, and agreement with a congregation in pursuing youth ministry within the hours per week agreed upon together.
- Commitment to Maturity – dedicates himself/herself to be a living example of Jesus Christ both in conduct and in character.

APPRENTICESHIP PROGRAM GOALS

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- 2) To train the Apprentice in Four main areas: Spiritual Leadership, Logistical Organization, Teaching, and Interpersonal Communication
- 3) To establish a mentor-apprentice relationship with a veteran in youth ministry that meets together weekly for up to one hour to cover personal and professional development.
- 4) Strategize context-specific monthly and annual ministry goals to be reviewed with AFLC Youth Ministries once a month to measure Apprentice's progress with the purpose of preparing the apprentice for strategizing and directing youth ministry in a local congregation.
- 5) To provide the apprentice systematic learning in four training events (August; January; April; July) provided by AFLC Youth Ministries covering areas listed under goal number two. A congregational visit in the fall (~October) will be scheduled by AFLC YM with those involved.

APPRENTICE RESPONSIBILITIES

Since an apprentice is a maturing believer that is growing as a Kingdom worker, he or she will be expected to conduct himself/herself in a manner consistent with that calling:

- To serve the congregation for the agreed upon hours per week as unto the Lord (Eph. 6:6-7)
- To communicate well, to be responsive and timely, and to be respectful of the mentor, the host family (if applicable), and AFLC Youth Ministries (Eph. 5:21)
- To demonstrate the fruit of righteousness (spiritual maturity) by the new life in Christ to the mentor/supervisor, the congregation, the congregational leaders including pastor, the teens, and the families of teens (Eph. 4:17-32)
- If additional work or school is agreed upon with the congregation and then pursued, prioritize the apprenticeship program within one's commitments

APPLICATION PROCESS

An application process determines the eligibility. **Applications of a combined apprentice and congregation are regularly received between February 1 and May 31 in a given year. The apprenticeships are awarded by June 30.** The start time of an apprenticeship is during the month of August with an exact date determined between AFLC Youth Ministries, the local congregation, and the apprentice's availability.

To request an Apprentice Application, please contact AFLC Youth Ministries at youth@afmc.org or (763) 545-5631.

Apprenticeship Program – Congregational Guidelines

Thank you for taking the time to consider being a congregation with an apprentice! You see the value of training as a leader, which means you know that future Gospel-impact in our AFLC family and forwarding the Kingdom of God results when believers in Jesus are equipped for the work of service.

This informational sheet will provide you information regarding the profile, goals, and responsibilities of a congregation in this program.

CONGREGATION PROFILE

Our profile of a local congregation that we will prioritize in providing an apprenticeship has these marks:

- A clear desire within the congregation for youth ministry efforts.
- An established youth ministry leader that could be devoted to the mentor relationship and time investment with the apprentice OR establishing the apprentice as a youth leader.
- A willingness to provide reasonable living accommodations for housing OR to provide reasonable compensation for the role agreed upon between congregation and youth leader.
- A commitment to show love to the apprentice as a part of their congregation as well as respect of the adopted hours per week for the apprentice
- An agreement to pray for and partner with the apprentice throughout the experience

A potential apprentice and potential congregation will be asked to apply to the program together.

APPRENTICESHIP PROGRAM GOALS

- 1) To serve the local congregation for 12-months (August to August) applying heart, head, and hands to ministry while growing in the skills necessary for effective youth ministry.
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- 3) To establish a mentor-apprentice relationship with a veteran in youth ministry that meets together weekly for up to one hour to cover personal and professional development.
- 4) Strategize context-specific monthly and annual ministry goals to be reviewed with AFLC Youth Ministries once a month to measure Apprentice's progress with the purpose of preparing the apprentice for strategizing and directing youth ministry in a local congregation.
- 5) To provide the apprentice systematic learning in four training events (August; January; April; July) provided by AFLC Youth Ministries covering areas listed under goal number two. A congregational visit in the fall (~Oct/Nov) will be scheduled by AFLC YM with those involved.

CONGREGATION RESPONSIBILITIES

Since an apprentice is a maturing believer that is growing as a Kingdom worker, the congregation is vital in this development to provide the best environment for that growth:

- To provide the apprentice ways to observe and serve in congregational life (Eph. 6:5-8)
- To allow time for the apprentice to meet with the appointed mentor according to the time allotments noted on page 4, but also so it does not limit the apprentice's experience in congregational life and service (Eph. 5:21)
- To secure an agreed upon arrangement for either compensation and/or a host family. If a host family, the congregation finds a healthy and safe host home for reasonable living accommodations that enables the apprentice to focus on serving and growing in Christ (Eph. 4:17-32)
- To be flexible while clear with the apprentice's additional pursuits alongside of with the apprenticeship program

APPLICATION PROCESS

An application process determines the eligibility. **Applications of a combined apprentice and congregation are regularly received between February 1 and May 31 in a given year. The apprenticeships are awarded by June 30.** The start time of an apprenticeship is during the month of August with an exact date determined between AFLC Youth Ministries, the local congregation, and the apprentice's availability.

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Apprenticeship Program – Host Guidelines

Thank you for taking the time to consider hosting an apprentice in your home. You are contributing to the training of a leader, which means that future Gospel-impact in our AFLC family, and forwarding the Kingdom of God, results when believers in Jesus are equipped for the work of service.

This informational sheet will provide you the knowledge regarding the profile, goals, and responsibilities of a host family in the congregation. Note: only some AP arrangements will include this.

HOST FAMILY PROFILE

Our profile of a host family in a local congregation that would be prioritized in providing an apprenticeship has these marks:

- A clear understanding of the goals and responsibilities of the apprenticeship as well as the congregation's perspective in applying for an apprentice
- An established home that can both be a blessing and be blessed by the apprentice's presence and involvement in this program
- A willingness to provide reasonable living accommodations for housing
- A commitment to show love to the apprentice as a part of their congregation as well as respect of the agreed upon hours per week (including projects) for the apprentice's program commitments
- An agreement to pray for and partner with the apprentice throughout the experience

APPRENTICESHIP PROGRAM GOALS

- 1) To serve the local congregation for 12-months (August to August) applying heart, head, and hands to ministry while growing in the skills necessary for effective youth ministry.
- 2) To train the Apprentice in Four main areas: Spiritual Leadership, Logistical Organization, Teaching, and Interpersonal Communication
- 3) To establish a mentor-apprentice relationship with a veteran in youth ministry that meets together weekly for up to one hour to cover personal and professional development.
- 4) Strategize context-specific monthly and annual ministry goals to be reviewed with AFLC Youth Ministries once a month to measure Apprentice's progress with the purpose of preparing the apprentice for strategizing and directing youth ministry in a local congregation.
- 5) To provide the apprentice systematic learning in four training events (August; January; April; July) provided by AFLC Youth Ministries covering areas listed under goal number two. A congregational visit in the fall (~October) will be scheduled by AFLC YM with those involved.

HOST FAMILY RESPONSIBILITIES

Since an apprentice is a maturing believer that is growing as a Kingdom worker, if the congregation employs a host family, then it is vital in this development to provide the best environment for that growth:

- To provide a healthy environment and respectful boundaries for the apprentice (Eph. 6:5-8)
- To communicate clearly with the apprentice on expectations in your home, while extending patience to the apprentice as an adult guest (Eph. 5:21)
- To give adequate privacy to the apprentice including a separate living area and when possible a meal per day with your family in a spirit of Christian generosity (Eph. 4:17-5:2)
- To be flexible while clear in communication with respect to the apprentice's additional pursuits of school and work

APPLICATION PROCESS

An application process determines the eligibility. **Applications of a combined apprentice and congregation are regularly received between February 1 and May 31 in a given year. The apprenticeships are awarded by June 30.** The start time of an apprenticeship is during the month of August with an exact date determined between AFLC Youth Ministries, the local congregation, and the apprentice's availability.

To request an Apprenticeship Application, please contact AFLC Youth Ministries at youth@afmc.org or (763) 545-5631.

Apprenticeship Program – Contact Us

AFLC Youth Ministries is a department of the
Association of Free Lutheran Congregations.
The national director is Rev. Dr. Jason Holt.

AFLC Youth Ministries
3110 E Medicine Lake Blvd
Plymouth, MN 55441-3008

www.aflc.org/youth

(763) 545-5631

youth@aflc.org

2022-2023 Apprenticeship Program (Weekly, Monthly, Quarterly)

WEEKLY – Modules with your Mentor

36 weekly training components are scheduled over the year

Your mentor will guide you as to the schedule for this weekly environment.

MONTHLY - Apprenticeship Program Monthly Chat

September through June on the 3rd Thursday at 8:00PM (Central)

Please join the meeting from your computer, tablet, or smartphone.

Video conference information will be available upon acceptance to program.

QUARTERLY – Four Events and a Site Visit will occur within the program

- 1) AP Orientation (TBD, but estimated late August 2022 in Minnesota)
- 2) Congregational Visits (TBD, estimated Oct/Nov 2022 in host congregations)
- 3) Youth Workers Weekends (January 2023 at the ARC in Osceola, WI)
- 4) AP Cohort Session during FLBC Campus Days (March/April 2023 in Mpls, MN)
- 5) FLY Convention (July 3-8, 2023 at the YMCA of the Rockies, Estes Park, CO)



AFLC YOUTH MINISTRIES: Apprenticeship Program

Apprentice & Congregation Application

Email: youth@afcl.org
Phone: (763) 545-5631
Fax: (763) 545-0079
Web: www.afcl.org/youth

Date: _____

Version 2022-2023

Program Cost: The investment of time and care by congregational leaders into an apprentice.
\$1,950 Annually from the congregation to AFLC Youth Ministries.

Payment Schedule: Options include triannual, biannual, or annual payment to AFLC Youth Ministries.

Application Checklist:

Deadline of **May 31**, which is in the year you would like to begin the program (All pieces must be received).

- ☐ Completed application (First Three Pages).
- ☐ Fill out your congregational youth ministry sketch—apprentice and congregational leader together (Fourth Page).

Please send completed materials to AFLC Youth Ministries, 3110 E. Medicine Lake Blvd, Plymouth, MN 55441

Apprentice Information:

Full Name _____ Date of Birth ____/____/____
 First *Middle* *Last*

Address _____ City _____ State ____ ZIP _____

Number of Years Involved in This Church _____

Main Phone (_____) _____ Main E-mail Address _____

CIRCLE ONE: Preferred Communication Mode **Phone / Email**

Congregational Information:

Church Name _____ Phone (_____) _____

Address _____ City _____ State ____ ZIP _____

Pastor's Name _____ Number of Years in This Church _____

Youth Ministry Contact _____ Number of Years in This Church _____

Primary Congregational Contact for Apprenticeship Program _____

Primary Contact's Info

Main Phone (_____) _____ Main E-mail Address _____

CIRCLE ONE: Preferred Communication Mode **Phone / Email**

Apprentice Profile:

How long have you been involved in the church listed above? _____

What is your level of experience in youth ministry?

What is your goal for the training you are to receive through the Apprenticeship Program?

Educational History (Post-Secondary—P.S. including Colleges/Universities/Trade Schools)

P.S. #1 _____

Located in _____ Graduation Year _____

P.S. #2 _____

Located in _____ Graduation Year _____

Congregational Profile:

Our training would best align with congregations prioritizing these marks (please check for verification):

- ☐ A clear desire within the congregation for youth ministry efforts.
- ☐ An apprentice can be encouraged to devote himself/herself to the mentor relationship that is provided by AFLC Youth Ministries and to the time investment needed with the mentor.
- ☐ A willingness to provide reasonable living accommodations for housing AND/OR to provide reasonable compensation for the role agreed upon between congregation and youth leader.
- ☐ A commitment to show love to the apprentice as a part of their congregation as well as respect of the adopted hours per week for the apprentice.
- ☐ An agreement to pray for and partner with the apprentice throughout the twelve-month experience.

In what ways does your congregation fit the profile above?

What would be the desired impact of a year-long apprenticeship in the life of your congregation?

What hurdles could your congregation have regarding the time investment of the apprentice with a mentor?

What additional commitments may influence the effectiveness of this apprentice?

APPRENTICESHIP PROGRAM PARTICIPANT COVENANT

I, _____, on behalf of the congregation of

_____ in _____

have agreed to participate in all the activities of the Apprenticeship Program.

We understand that an apprentice is a maturing believer that is growing as a Kingdom worker/shepherd. Therefore, the congregation commits to work with an apprentice in a manner consistent with that calling and the apprentice in a manner consistent with respect and honor due the church.

Further, we recognize the responsibilities that we would have as a congregation and apprentice:

1. To provide ways to observe, serve, and grow in youth ministry leadership (Eph. 6:5-8).
2. To communicate clearly with the one another in writing; the congregation with expectations and the apprentice with ways in which he/she is seeking to fulfill them in this experience (Eph. 5:21).
3. To secure a healthy host home (as needed) for reasonable housing that enables the apprentice to focus on serving as well as the apprentice to fully honor those arrangements (Eph. 4:17-32).
4. To be flexible with the apprentice's additional pursuits that align with the apprenticeship and for the apprentice to respect the boundaries set forth by the congregation for the role (Eph. 5:15-16).

5. _____ (Congregation) We have read and understand the Apprenticeship Program
(initial) Informational Packet, so we are responsible for its contents.

_____ (Apprentice) I have read and understand the Apprenticeship Program
(initial) Informational Packet, so I am responsible for its contents.

In signing this agreement, we acknowledge and understand that in the Apprenticeship Program we are subject to the leadership of AFLC Youth Ministries regarding the apprenticeship components. We also understand that if we fail to observe this covenant, we face the risk of dismissal from the program. If that situation arises, we will accept the decision of AFLC Youth Ministries.

Participant Signature for Congregation

Printed Name

Date

Participant Signature for Apprentice

Printed Name

Date

DEADLINE FOR APPLICATION IS MAY 31. THE CONGREGATION'S START DATE WILL BE IN AUGUST.

Congregational Sketch—Apprenticeship Program

Dear Congregational Leader & Potential Apprentice,

In order for us to have the best training setting possible, we will benefit from your description of your current youth ministry environment. We do not claim for any of us to be pursuing the Great Commission with a sense of perfection. Please grant us an honest evaluation for our prayerful determination of how we can best train and assist your efforts within the Apprenticeship Program (AP). Thank you!

In Christ,

Rev. Dr. Jason Holt
Director of Youth Ministries

+++++

TO BE COMPLETED TOGETHER BY THE CONGREGATIONAL LEADER & POTENTIAL APPRENTICE

What is the mission of your local youth ministry? How does that fit within the congregation's mission?

How is this youth ministry mission seen within a typical year of the congregation (weekly/monthly marks)?

Describe the involvement of teens within your youth ministry.

Describe the involvement of teenagers' parents within your youth ministry.

Describe the structure of leadership for your youth leader (who does he/she answer to, work alongside, etc.).