



AFLC YOUTH MINISTRIES



Apprenticeship Program

Informational Packet 2019-2020

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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 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; October; January; July) provided by AFLC Youth Ministries covering areas listed under goal number two. A congregational visit in the spring (April) 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 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.

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 have such students serve them 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 AFLBS and AFLTS

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 students time to travel to AFLC YM or other congregations for practicum
- 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 (Skype, GoToMeeting, etc.)
- Administrative time for the AFLC Youth Ministries' staff

STUDENT COSTS - *What will the program cost the student?*

There is no cost for this program for the prospective AP applicants. 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 monthly, quarterly, or annually:

Monthly = \$150

Quarterly = \$450

Annually = \$1800

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. Jason Holt)

The AFLC Youth Board

The Liaison from the AFLC Youth Board

The veteran leaders selected from AFLC Youth Ministries as supervisors

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

Graduate of AFLBS (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.

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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 meeting together weekly for one-hour minimum to cover personal and professional development while in the program.
- 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; October; January; July) provided by AFLC Youth Ministries covering areas listed under goal number two. A congregational visit in the spring (April) 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 10 and April 10 and apprenticeships are assigned by April 30 each year.** 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@aflc.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

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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

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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.

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

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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

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Apprenticeship Program – Contact Us

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

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

www.aflc.org/youth
(763) 545-5631
youth@aflc.org

2019-2020 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 my meeting from your computer, tablet or smartphone.

<https://global.gotomeeting.com/join/437575669>

Access Code: 437-575-669

You can also dial in using your phone.

United States: +1 (872) 240-3311

First GoToMeeting? Try a test session: <https://care.citrixonline.com/g2m/getready>

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

- 1) AP Orientation (tentatively August 25-27, 2019 in Mpls, MN)
- 2) AP Cohort Session during AFLBS Up Close (Oct. 17-18, 2019 in Mpls, MN)
- 3) Youth Workers Weekends (January 2020 at the ARC in Osceola, WI)
- 4) Congregational Visits (TBD, estimated March/April 2020 in host congregations)
- 5) FLY Beyond (July 2020 at the Association Retreat Center in Osceola, WI)