



Informational Packet & Application 2025-2026



AFLC Youth Ministries

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Contact Us

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The national director is Mr. Adam McCarlson.

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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 (September 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 youth ministry veteran that meets 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 (Sept; Jan; Apr; July) provided by AFLC Youth Ministries covering areas listed under goal number two. A congregational visit in the fall will be scheduled by AFLC YM with those involved.

APPRENTICESHIP PROGRAM (WEEKLY, MONTHLY, ANNUALLY)

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 October through June. Day and times TBD. Please join the meeting from your computer, tablet, or smartphone. Video conference information will be available upon acceptance to program.

ANNUALLY – Four Training Events plus a congregational visit will occur within the program

1. AP Orientation (TBD, but estimated September 2025; virtual)
2. Congregational Visits (TBD, estimated Oct/Nov 2025 in host congregation)
3. Youth Workers’ Weekends (January 16–18, 2026 at the ARC in Osceola, WI)
4. AP Cohort Session during FLBC Campus Days (March/April 2026 in Mpls, MN)
5. FLY Beyond (July 12–16, 2026; ARC in Osceola, WI)

Apprenticeship Program 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 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?*

1. Train a small number of youth workers extremely well every year
2. Train these youth workers in a congregational, Lutheran setting where healthy youth ministry exists
3. Increase the number of well-trained youth workers in the AFLC, regardless of compensation status
4. 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?*

1. Students will be ready to continue effective congregational youth and family ministry upon completion
2. Congregations who are in AP will see improved ministry to teens in one year
3. After 3 years we will see improved ministry to teens in specific AFLC congregations
4. After five years, we will see AFLC-wide youth ministry improvement
5. After ten years, we will see youth reached by AP students enrolling in FLBC and FLS

CONGREGATIONAL EXPECTATIONS - *What will an apprenticeship involve for the congregation?*

1. Enough activity with youth and families to comprise an agreed upon work week (including projects)
2. Giving time for the apprentice's weekly meeting (a goal of one scheduled hour) with the apprenticeship supervisor, and monthly contact (a goal of one scheduled hour) with the AP cohort for video community learning
3. Flexibility allowing apprentice to travel to three designated AFLC YM training events

4. Housing considerations for apprentice through host home or through compensation considerations
5. 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

YOUTH 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 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?*

Enrollment Fee: The Enrollment Fee for a congregation to be part of the Apprenticeship Program can be paid on a triannual, biannual, or annual basis:

Three Times Per Year (triannual)	\$720	September, January, April
Two Times Per Year (biannual)	\$1,080	September, February
Once Per Year (annual)	\$2,160	September

The enrollment fee covers the apprentice's material and books, the mentor's time, travel, and investment in the apprentice, and the apprentice's registration cost for the three required training events that require registration.

Additional Costs to the Congregation:

- Any compensation the congregation provides to the apprentice and any leaders from the congregation.

- Any compensation given to a host family for the apprentice (some congregations may elect to compensate a host family through funds in order for the whole congregation to share in this responsibility. The decision is up to each local congregation).
- Travel for the apprentice to attend the three in-person training events. (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 (Mr. Adam McCarlson)
- 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

DISCIPLINARY ACTION – *What happens if a party doesn't hold up their end of the agreement?*

- A congregation not upholding their responsibility can be released from the program at a loss of any payments they have made. AFLC Youth Min would work with the apprentice to identify a new context to continue their training, should they desire to continue.
- An apprentice can certainly pursue other opportunities while going through the Apprenticeship Program—including other employment and/or higher education—but an apprentice who does not uphold the agreement can be removed from the apprenticeship by AFLC Youth Ministries and/or employment by the congregation.
- AFLC Youth Ministries not upholding their responsibility will result in a refund of all payments.

Guidelines for the Apprentice

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.

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)
- 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.

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.

Guidelines for the Congregation

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 mentoring the apprentice OR establishing the apprentice as the congregation's youth leader.
- A willingness to provide reasonable living accommodations for housing OR to provide reasonable compensation to the apprentice for their housing.
- 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.

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 opportunities to both observe and serve in congregational life (Eph. 6:5-8)
- To allow time for the apprentice to meet with the appointed mentor, but done in a way so it does not limit the apprentice's 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 apprentice ship program.

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

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

Guidelines for the Host

HOST 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

HOST 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



AFLC Youth Ministries
APPRENTICE & CONGREGATION

Application

youth@aflc.org | (763) 412-2052 | www.aflc.org/youth

An application process determines the eligibility of a congregation and apprentice. Applications for the 2025-2026 cycle will be received up to Wednesday July 23, 2025, or later with approval from AFLC Youth Ministries. The apprenticeships are awarded by the first week of September.

Please send completed Application materials to:

AFLC Youth Ministries
3110 E. Medicine Lake Blvd
Plymouth, MN 55441
adam.mccarlson@aflc.org

APPLICATION CHECKLIST (all must be completed to apply)

- ☐ Payment Schedule
- ☐ Apprentice Information
- ☐ Congregational Information
- ☐ Apprentice Profile
- ☐ Congregational Profile
- ☐ Apprenticeship Program Participant Covenant (congregation and apprentice)
- ☐ Congregational Sketch

Payment Schedule (choose one):

(Note: Payment will be arranged after apprentices have been awarded.)

- ☐ **Triannual:** \$720 in September, January, and April
- ☐ **Biannual:** \$1,080 in September and February
- ☐ **Annual:** \$2,160 in September

Apprentice Information:

Full Name _____ Date of Birth _____
Address _____ City _____ State _____ Zip _____
Number of years involved in this church _____
Main Phone (_____) _____ Mail Email Address _____
Preferred Communication (circle one): Phone / Email

Apprentice Profile:

What is your level of experience in Youth ministry?

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

Post-Secondary Educational History (include all colleges, universities, trade schools)

<u>Name of institution</u>	<u>Location of institution</u>	<u>Graduation Year (if any)</u>
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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 AP _____
Primary Contact's Info: Phone (____) _____
Email _____
Preferred Communication (circle one): Phone / Email

Congregational Profile:

Our Training would best align with congregations who prioritize these marks (please check each box to affirm your congregation's prioritization):

- ☐ A clear desire within the congregation for youth ministry efforts
- ☐ An apprentice can be encouraged to devote himself/herself to the mentor relationship provided by AFLC Youth Ministries, including the time investment needed.
- ☐ A willingness to provide reasonable housing accommodations AND/OR to provide reasonable compensation, agreed upon between congregation and youth leader.
- ☐ A commitment to show love to the apprentice as 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 comments may influence the effectiveness of this apprentice?

APPRENTICESHIP PROGRAM PARTICIPANT COVENANT

I, _____ (*apprentice*), along with the congregation named _____ in the city/state of _____, 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 min leadership (Eph. 6:5-8).
2. To communicate clearly with 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 Initials) We have read and understand the Apprenticeship Program Informational Packet, so we are responsible for its contents.
6. _____ (Apprentice Initials) I have read and understand the Apprenticeship Program 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.

Apprentice's Signature	Printed Name	Date
Congregation Rep's Signature	Printed Name	Date

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,

Mr. Adam McCarlson
Director of Youth Ministries

TO BE COMPLETED BY THE CONGREGATIONAL LEADER & POTENTIAL APPRENTICE

(feel free to attach a separate sheet to this document if you need more space)

What is the mission of your congregation? How does your youth ministry mission fit into that?

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

Describe the involvement of teens within your youth ministry and your congregation?

Describe the involvement of teenagers' parents within your youth ministry and your congregation?

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