



# **AFLC YOUTH MINISTRIES**

## **The Apprenticeship Program**



**Informational Packet 2016-2017**

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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 minimum 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; November; February; May) provided by AFLC Youth Ministries covering one of the four areas listed under goal number two at each event.

### APPRENTICE PROFILE

Our profile of a trained youth worker that is prepared to begin in long-term congregational service should have 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 20 hours per week
- 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.
- A willingness to provide reasonable living accommodations for housing and board/meal
- A commitment to show love to the apprentice as a part of their congregation as well as respect of the 20 hours per week in the agreement for the apprentice
- An agreement to pray for and partner with the apprentice throughout the experience

Both potential apprentices and potential congregations will be asked to apply to the program. The cost to the congregation and apprentice are under development at this time, but 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.

## 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 call such students will see improved youth ministry in one year
- After three years we will see improved youth ministry in large portions of the AFLC
- After five years we will see AFLC-wide youth ministry improvement
- After five years we will see increased enrollment in AFLBS as a result of healthy youth ministry
- After ten years we will see youth reached by AP students enrolling in AP and AFLTS

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

- Enough work with youth and families to comprise a 20 hour average work week (including homework)
- Weekly contact (at least one scheduled hour) with the apprenticeship supervisor
- Monthly contact (at least one scheduled hour) with another leader (senior pastor or lay leader)
- Enough flexibility to allow students time to return to campus (or other congregations) for class
- Office space with a computer with sufficient connection speed for online classes and discussion times
- Room and board with a healthy Christian family (or, less preferably, housing on their own)
- Opportunity for small amounts of income generation (part-time job availability in area)

### PROGRAM COSTS - *What will this cost?*

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

- Travel for instructors 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 past room and board, which are covered by the host church/family, and should be courteous to their hosts.

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

Cost is found in 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.

Monthly tuition = \$125

\*Apprentice's books and videos for course events will be covered within the monthly tuition.

Travel expenses to AFLC Headquarters or other congregations- 4-6 trips per year

Amount may be shared so costs at different apprenticeship locations are similar within the cohort.

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

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

Pastors and youth leaders of host congregations

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

Graduate of AFLBS (or equivalent)

One year of work or schooling past AFLBS (negotiable depending on experience)

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

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

*The number of available apprenticeship opportunities will dictate the number of students accepted.*

## **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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One year of work or schooling past AFLBS (negotiable depending on experience)

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

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

### **APPRENTICE PROFILE**

Our profile of a trained youth worker that is prepared to begin in long-term congregational service should have 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 20 hours per week (including homework)
- Commitment to Maturity – dedicates himself/herself to be a living example of Jesus Christ both in conduct and in character.

### **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 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; November; February; May) provided by AFLC Youth Ministries covering one of the four areas listed under goal number two at each event.

## 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 20 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 hosts that you are living with during this apprenticeship, and AFLC Youth Ministries (Eph. 5:21)
- To demonstrate the fruit of righteousness (spiritual maturity) by the new life in Christ (Eph. 4:17-32)
- If additional work or school is pursued, understand that the apprenticeship is a priority

## APPLICATION PROCESS

An application process determines the eligibility of a potential host congregation. Applications are regularly received between January 1 and April 1 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](mailto:youth@aflc.org) or (763) 545-5631.

## **Apprenticeship Program – Congregational Guidelines**

Thank you for taking the time to consider being a host congregation for 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 would be prioritized 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 with the apprentice.
- A willingness to provide reasonable living accommodations for housing and board
- A commitment to show love to the apprentice as a part of their congregation as well as respect of the 20 hours per week (including homework) in the agreement for the apprentice
- 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.
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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 communicate clearly with the mentor on the amount of time they spend working with the apprentice so that it does not take away from the mentor's church related responsibilities, but neither does it limit the apprentice's experience (Eph. 5:21)
- To secure a healthy and safe host home for reasonable living accommodations for housing and board that enables the apprentice to focus on serving and growing in Christ (Eph. 4:17-32)
- To be flexible with the apprentice's additional pursuits that align with the apprenticeship



## APPLICATION PROCESS

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

## **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 and board
- A commitment to show love to the apprentice as a part of their congregation as well as respect of the 20 hours per week (including homework) in the agreement for the apprentice
- 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.
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- 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; November; February; May) provided by AFLC Youth Ministries covering one of the four areas listed under goal number two at each event.

### **HOST FAMILY RESPONSIBILITIES**

Since an apprentice is a maturing believer that is growing as a Kingdom worker, the congregation's host family 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 meals with your family with a spirit of Christian generosity (Eph. 4:17-5:2)
- To be flexible with the apprentice's additional pursuits of school and work

## APPLICATION PROCESS

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## **Apprenticeship Program – Mentor Guidelines**

Thank you for taking the time to consider being a mentor for 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 a mentor.

### **MENTOR PROFILE**

Our profile of a mentor for training a youth worker that is prepared to begin in long-term congregational service leads us to these ingredients:

- 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
- Training/Experience – has a grasp of Jesus’ life and ministry in making disciples and at least an introductory awareness of AFLC Youth Ministries mission to win, build, equip, and multiply
- Willingness to Coach – demonstrates an openness to the goals, objectives, and agreement with an apprentice; pursues time one hour per week and releases apprentice to observe and serve within the 20 hours per week including homework
- Commitment to Mentor – accepts the reality that mentoring is not always a tidy, scheduled setting, but is open to the schedule-interrupting, the head-scratching, and the forward-moving posture that is needed with an apprentice

### **APPRENTICESHIP PROGRAM GOALS**

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- 5) To provide the apprentice systematic learning in four training events (August; November; February; May) provided by AFLC Youth Ministries covering one of the four areas listed under goal number two at each event.

### **MENTOR RESPONSIBILITIES**

Since an apprentice is a maturing believer that is growing as a Kingdom worker, the mentor has a significant role in putting the apprentice in a spot to be stretched and challenged:

- To establish a strong relationship with the apprentice to connect and to communicate (I Thes. 2:8)
- To monitor the apprentice’s time investment with the congregation of 12-15 hours per week including the one-hour minimum of face-to-face time as a mentor (I Cor. 11:1)
- To communicate well with the apprentice on the context of the congregation, on the goals and vision of the youth/family ministry, and on boundaries during the apprenticeship (Eph. 5:21)
- To demonstrate the fruit of righteousness (spiritual maturity) by the new life in Christ to the apprentice (Eph. 4:17-32)
- To be flexible with the apprentice’s pursuits of other work and school outside of the agreed hours

## APPLICATION PROCESS

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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.

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