

The Questions of Apprenticing

Ministry teams that honor the Father's equipping value of **Apprenticing** necessarily prioritize setting others up for success – “*making outsiders insiders*”. The following is intended as an overview of the key elements to keep in mind as servants are onboarded so they are confident and competent as they begin.

Orientation

How will new ministry servants understand their role within the larger context of the congregation's / movement's vision? Who is responsible for onboarding them into its God-honoring vision, mission, philosophy, values etc.? Will this happen in a group setting, one-on-one or both? Given the ministry, how much time is ideal for this process?

Start-Up Training

Who is responsible for training new servants?

Is the essential information participants need to know about their new ministry role on paper? Does it include clear desired outcomes for those they will be serving? Who is responsible for keeping these materials up-to-date and related communication?

Who will interview the servants to get a baseline of what they know and need? How will the new servants' competencies be evaluated and measured?

What start up training does each need to receive in order to feel competent and confident? In other words, what level of apprenticing is needed for each area of competence? (Expect multiple levels; strong in one and weak in another!)

Is “classroom training” time needed to get folks launched into ministry? Are there training materials that would be helpful?

Who would be good to partner with the new servants (“buddy system”)? What are the learning points that need to be covered with this strategy? Would a day one checklist be helpful? How much mentoring time is needed for each role? Who makes and communicates the assignments?

What self-directed learning can servants do on their own to grasp the essentials of the ministry?

Belonging

Who within the ministry is responsible for making this happen so that servants feel accepted? When will this be accomplished?

How will the new servants meet and get to know current team members? How much time is needed given the scope and purpose of the ministry?

How will team building occur throughout the year?