



# ***The House of Jesus***

**Video #6 Slides**

# EQUIPPING VALUES

DESIGN  
BUILD

With new team members who *fit*, the next step is



## 3 Patient Apprenticing

*Making outsiders insiders*

### Orientation:

Sharing the larger community's vision and values if they do not already know it

### Start-up Training:

Competency-based equipping provides servants what they need to be competent and confident on their first day

### Belonging:

Establishing relationships between new and existing team members is a key to the onramping process

RELATIONAL VALUES

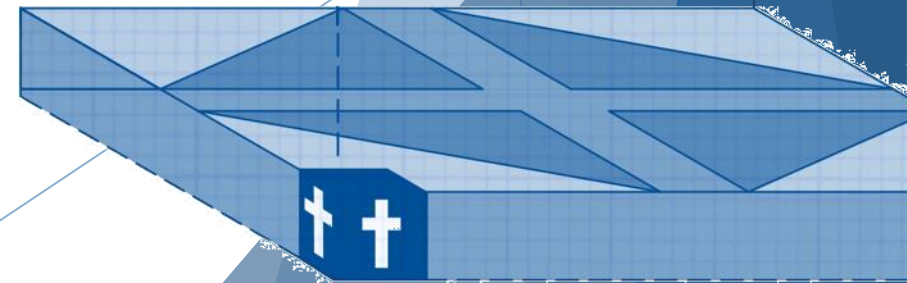
# *What is Apprenticing?*

...Traditionally described as a multi-step learning process

- I do. You watch. We talk.
- We do it together. We talk.
- You do. I watch. We talk.
- You do. Others watch. You talk.

*“Come and see...  
Come and follow me...  
Remain in Me...  
Go, I am sending you!”*

**Jesus**

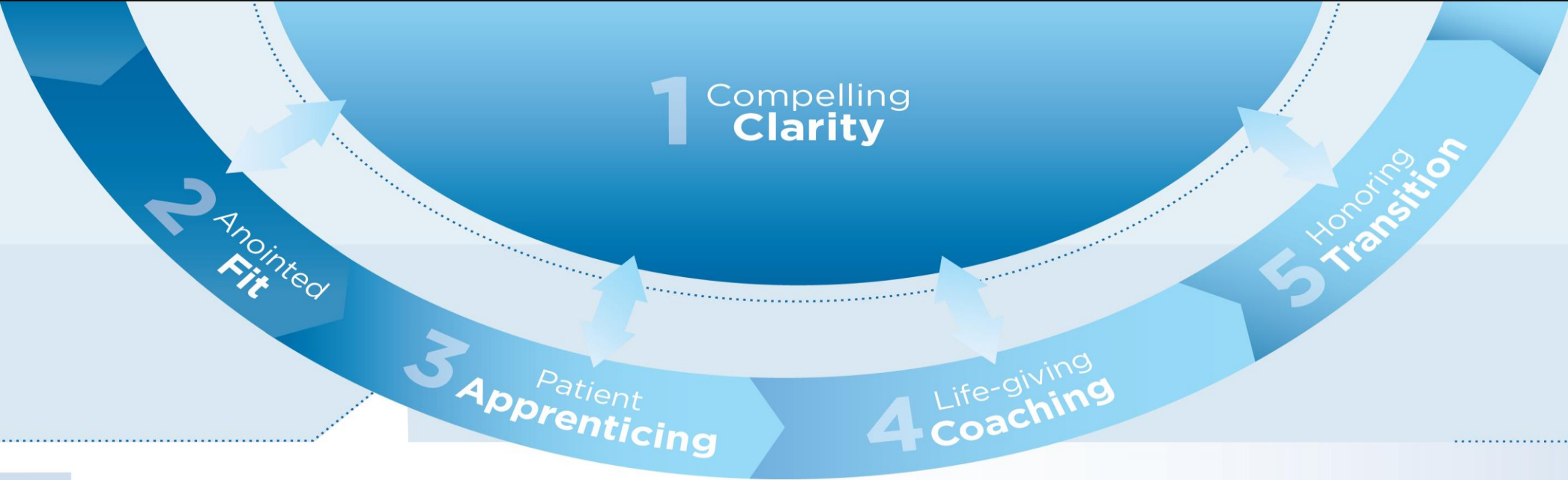


# Patient Apprenticing

....*“Making Outsiders Insiders”*

- ▶ God with Abraham; Moses; David
- ▶ Elijah with Elisha
- ▶ Jesus with the Apostles
- ▶ Jesus with Saul (Paul)
- ▶ Paul with Timothy (2 Tim 2:2)





## 3 Patient Apprenticing

*Making outsiders insiders*

Three Drivers

**Orientation:**

Sharing the larger community's vision and values if they do not already know it

**Start-up Training:**

Competency-based equipping provides servants what they need to be competent and confident on their first day

**Belonging:**

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# The Heart of *Orientation*

## ▶ What is it?

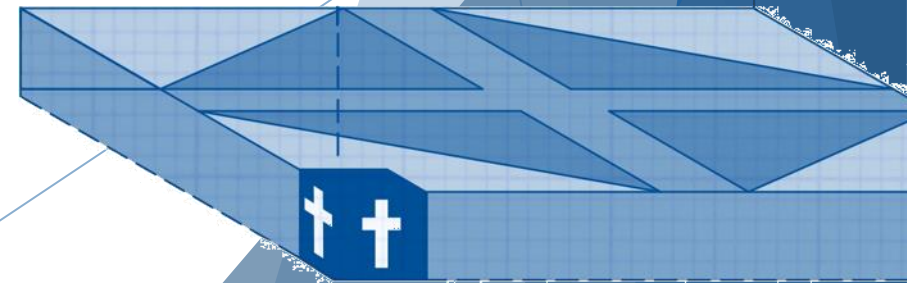
- It is communicating how the person, role and team fit into the community's overall vision and mission



# *Orientation*

## Best practices:

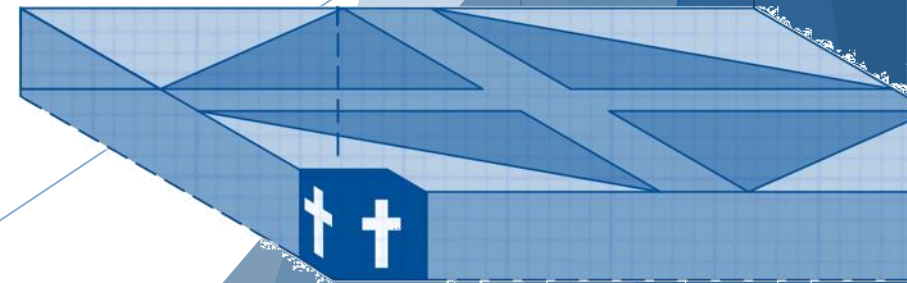
- ▶ Clarify the “big picture” vision / outcomes first



# *Orientation*

## Best practices:

- ▶ Clarify the “big picture” vision / outcomes first
- ▶ Reinforce the community’s values for ministry

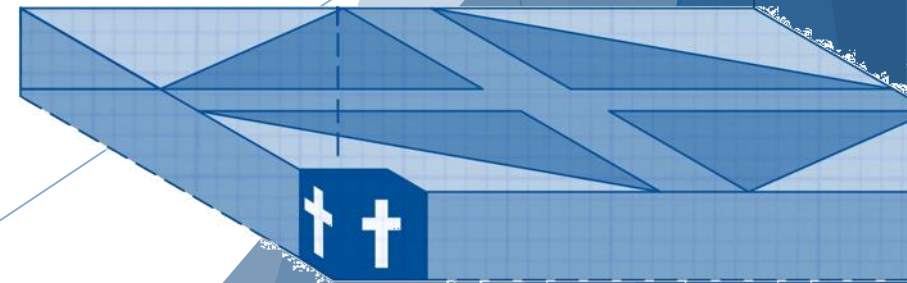




# *Orientation*

## Best practices:

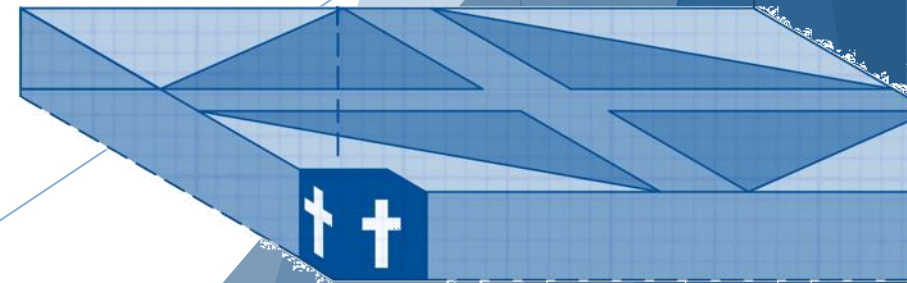
- ▶ Clarify the “big picture” vision / outcomes first
- ▶ Reinforce the community’s values for ministry
- ▶ Link the ministry team to the desired outcomes



# Orientation

## Best practices:

- ▶ Clarify the “big picture” vision / outcomes first
- ▶ Reinforce the community’s values for ministry
- ▶ Link the ministry team to the desired outcomes
- ▶ Review the specifics of a servant’s role to include the related vision, outcomes and key strategies (**repeating a “Fit” step**)



# The Heart of *Start-up Training*

## ▶ What is it?

- It is providing the basic skills, knowledge and competencies needed for launching a servant into their new role.
  - The goal: *confident and competent servants*



# Adult Learning Research

Start-up apprenticing is best when it combines...

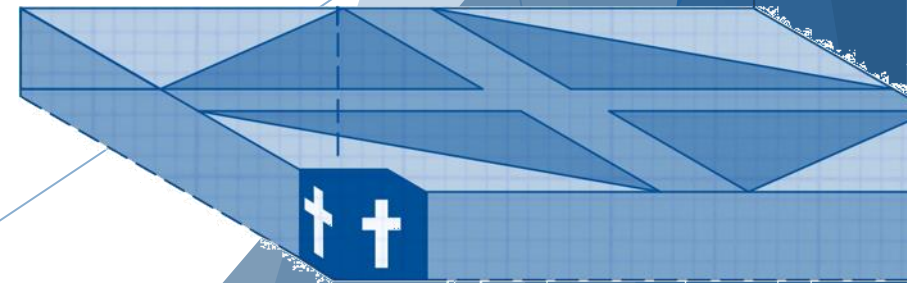
- ▶ Teaching (10%)
- ▶ Modeling (20%)
- ▶ Experiences w/ debriefing (70%)

*This life-on-life process was the primary training process until the Industrial Revolution!*

# *Start-up Training*

## Best practices:

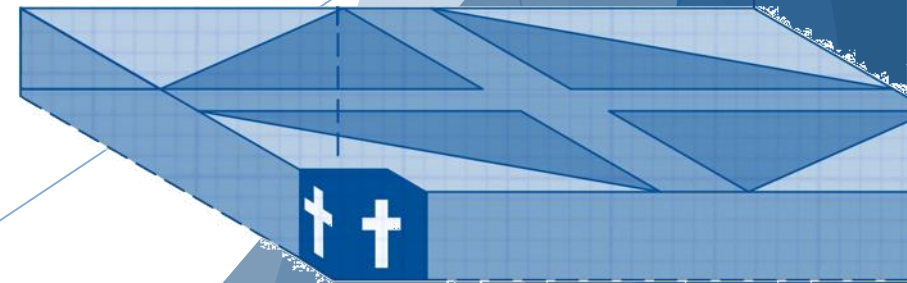
- ▶ Begin by assessing existing competencies



# *Start-up Training*

## Best practices:

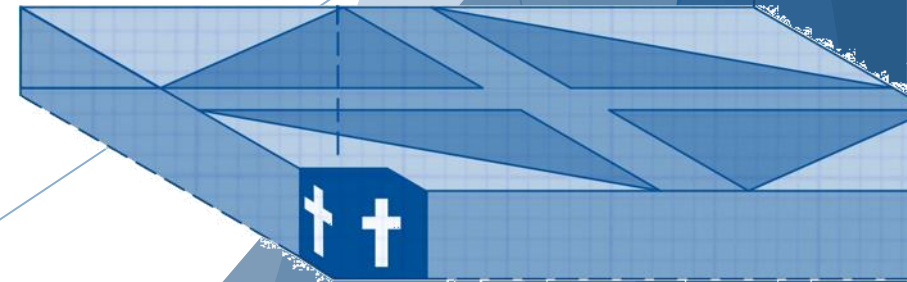
- ▶ Begin by assessing existing competencies
- ▶ Reinforce the vision's "desired outcomes"



# *Start-up Training*

## Best practices:

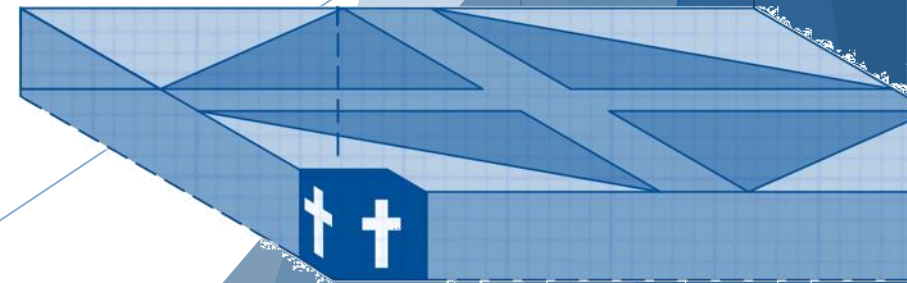
- ▶ Begin by assessing existing competencies
- ▶ Reinforce the vision's "desired outcomes"
- ▶ Prioritize what people need to begin well



# *Start-up Training*

## Best practices:

- ▶ Begin by assessing existing competencies
- ▶ Reinforce the vision's "desired outcomes"
- ▶ Prioritize what people need to begin well
- ▶ Honor adult learning preferences (10-20-70)
  - ▶ Most benefit from the "buddy system"





# *Start-up Training*

## Best practices:

- ▶ Begin by assessing existing competencies
- ▶ Reinforce the vision's "desired outcomes"
- ▶ Prioritize what people need to begin well
- ▶ Honor adult learning preferences (10-20-70)
  - ▶ Most benefit from the "buddy system"
- ▶ Debrief initial ministry experiences

*Listening with questions is essential!*



# The Heart of *Belonging*

## ▶ What is it?

- It is establishing a relational connection between the new and existing team members—a key to satisfaction
- **The reality:** *relational factors strongly influence a ministry servant's longevity*

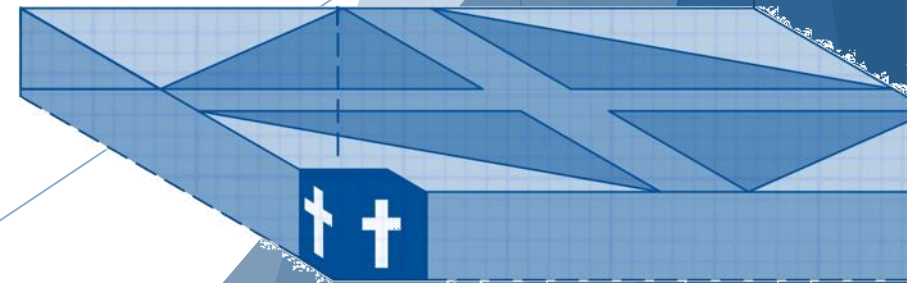


# *Belonging*

## Best practices:

- ▶ Ensure names are known
- ▶ Tell stories a little at a time
- ▶ Utilize team building strategies

This driver may involve multiple  
“camp fires” ...like Jesus’ 3, 12 and 70

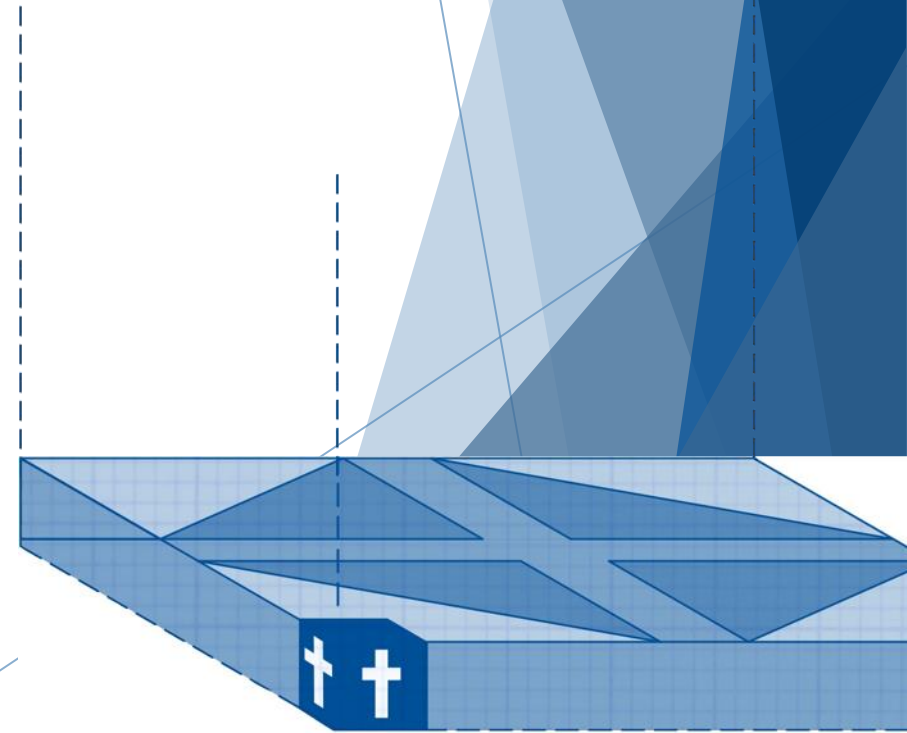


# Apprenticing is.....

- ▶ A value *modeled* by God

“The Advocate, the Holy Spirit, whom the Father will send in my name, **will teach you all things** and will remind you of everything I have said to you.

John 14:26

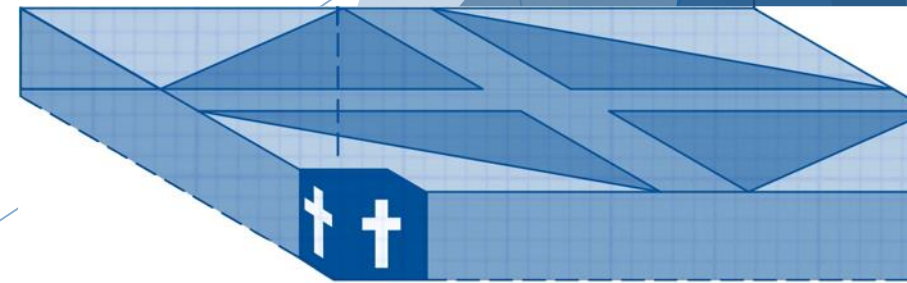


# Apprenticing is.....

- ▶ An **experiential-based process** that equips servants to begin well

“Whatever you have **learned** or **received** or **heard** from me, or **seen** in me—put it into practice. And the God of peace will be with you”

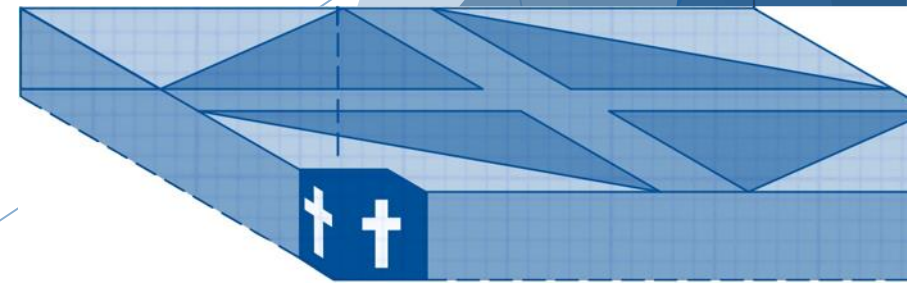
Phil 4:9



# Apprenticing is.....

- ▶ A **competency-based process** that equips servants to begin well

“Come and see...  
Come and follow me...  
Remain in Me...  
Go, I am sending you!”  
**Jesus**

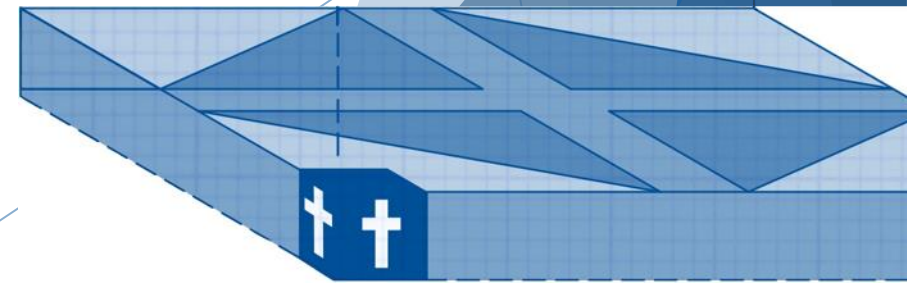


# Apprenticing is.....

- ▶ A **relational process** that fosters the values of community

“Two is better than one .... And a chord of three strands is not quickly broken”

Eccl 4:9-12





# Patient Apprenticing

How much is needed? *Enough for servants  
to begin with confidence and competence*

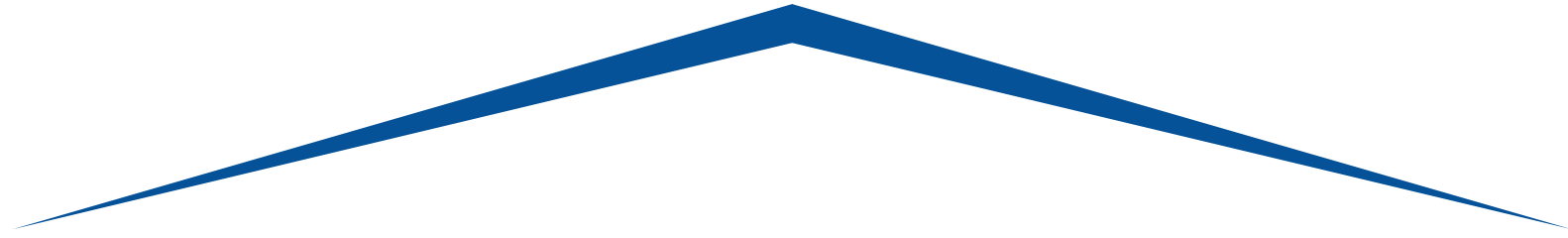


# Patient Apprenticing

How much is needed? *Enough for servants to begin with confidence and competence*

Too much is anxious *Controlling....*

Too little is careless *Abandoning*



# ***Final Thoughts***