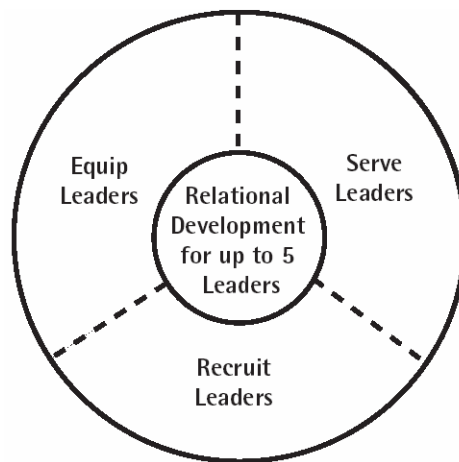


Oasis Leadership Guide


Apprenticeship Program

What is Apprenticeship?

A leader develops up to five apprentices in a ministry area. Apprenticeship is a relationally based system in which future leaders are served by a leader through engagement, equipping, and unleashing for ministry.



- Life Changing Conversations: A Coaches Guidebook

ap · pren · tice   (ə-prĕn'tīs) [Pronunciation Key](#)
n.

1. One bound by legal agreement to work for another for a specific amount of time in return for instruction in a trade, art, or business.
2. One who is learning a trade or occupation, especially as a member of a labor union.
3. A beginner; a learner.

- American Heritage Dictionary

What does Apprenticeship Involve?

- ❖ Involves a commitment to Personal Development (RPM's)

- Relational Health
- Physical Health
- Mental Health
- Spiritual Health

❖ **Involves a commitment to Ministry Development**

- Instilling and Incarnating the *Vision* at Oasis.
- Instilling and Incarnating the *Distinctives* of Oasis
- Instilling and Working within the *Structures* of Oasis.
- Clarifying/Developing/Equipping apprentice in a particular Ministry Role.
- Charting and celebrating ministry successes.
- Brainstorming and Praying over ministry challenges.

When and Where does apprenticeship take place?

❖ **Outside the Ministry Context**

- A leader and an apprentice will meet once bi-weekly outside of the ministry context for personal and educational development.
- A coach and all leaders & apprentices will meet once bi-monthly for a leadership summit.

❖ **Inside the Ministry Context**

- A leader will take an apprentice through concrete steps to transition them into ministry.
- A leader will debrief during bi-weekly meetings.

This process is illustrated below:

What are the Details of this Process? 4 Stages

❖ **Recruitment:** The first stage includes identifying prospective apprentices.

- **Character** - Use the F.A.C.T.S criterion in identifying apprentice.

The Character of the Leader: F.A.C.T.S

Faithful

- to God: how are they developing their own relationship w/ God?
- to you: don't feel obligated to ask someone you won't be comfortable with
- the church: gauge their level of loyalty
- if they are married, is their spouse also growing in faith and Christ-like character

Available

- to God to be used as a leader (evaluate their other commitments)
- count the cost / consider the time commitment of leadership
- to serve those in the group
- if they are married, is their spouse supportive of God's calling to serve others under their care?

Committed

- is this person committed to the cause/mission of "connecting people on their way back to God?"
- is this person committed to the theology and philosophy of small groups?
- If they are married, is their spouse committed to the vision and programs of your church, even with imperfections

Teachable

- watch out for "experts"
- is this person willing to learn?
- don't assume they know how to do it already because of previous experience

Servant

- check this person's motives
- is this person's paradigm for leadership servant leadership?
- If they are married, will their spouse accept the responsibility for being a blessing to those under their care

Titus 1:7-9

Since an overseer is entrusted with God's work, he must be blameless—not overbearing, not quick-tempered, not given to drunkenness, not violent, not pursuing dishonest gain. ⁸Rather he must be hospitable, one who loves what is good, who is self-controlled, upright, holy and disciplined. ⁹He must hold firmly to the trustworthy message as it has been taught, so that he can encourage others by sound doctrine and refute those who oppose it.

1 Timothy 3:6-10

⁶He must not be a recent convert, or he may become conceited and fall under the same judgment as the devil. ⁷He must also have a good reputation with outsiders, so that he will not fall into disgrace and into the devil's trap. ⁸Deacons, likewise, are to be men worthy of respect, sincere, not indulging in much wine, and not pursuing dishonest gain. ⁹They must keep hold of the deep truth of the faith with a clear conscience. ¹⁰The deacons must first be tested; and then if there is nothing against them, let them serve as deacons.

- **Thriving Lessons: Ten Topic (Community Christian Church)**

- *Full-Disclosure* – Communicate clearly the commitment involved.
 - *Full-Devotion* – Apprentice must have gone or is going through *Full Devotion*.
 - *Agreement* – Have Apprentice fill out the *Apprenticeship Form* for our file
- ❖ **Instruction:** The second stage will involve both one-on-one and on-site training.
- One-on-One/Bi-Weekly meeting with Leader – During these meetings, Leaders will
 - Reinforce the *Vision* at Oasis.
 - Reinforce the *Distinctives* of Oasis
 - Communicate the *Structures* of Oasis that the apprentice will be working within.
 - Clarifying/Developing/Equipping apprentice in a particular Ministry Role.
 - Charting and celebrating ministry successes.
 - Brainstorming and Praying over ministry challenges.
 - On-site training: see the chart on *Apprentice Development*.
 - Leadership Summit: A coach and all leaders & apprentices will meet once bi-monthly for a leadership summit.
- ❖ **Evaluation:** When the leader feels that the apprentice is ready to be released, the leader will secure pastoral agreement.
- ❖ **Release** - If the apprentice agrees, he/she will assume the responsibility of the particular ministry, as well as transitioning from an Apprentice-to-Leader leadership relationship to a Leader-to-Coach leadership relationship.
- This involves a formal agreement of all the expectations included in our *Coaching Program* (esp., the role of Leaders in apprenticeship).
 - The leader who trained the apprentice now becomes this newly graduated apprentice's coach.