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5 Steps for Setting up Apprenticeships

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Why does MTS exist?

To help the body of Christ follow the ministry multiplication model of Paul in 2 Timothy 2:2

Therefore our tag line is:

'Multiplying Gospel workers through ministry apprenticeships'



What is Key?

MTS strategic planning in 2007.

I was told “You need the 5 C’s”:

1. Candidate
2. Cash
3. Content / Curriculum
4. Culture of Training
5. Change Agent / Champion



What is Key?

MTS planning in 2007.

“Which one is the most important?”

1. Candidate
2. Cash
3. Content / Curriculum
4. Culture of Training
5. Change Agent / Champion



Thoughts?
Chat with the
person next to you.

5 Steps to Apprenticeships

11 years on, I now think that these are the key 5 things to setting up an apprenticeship

1. MTS Champion
2. Apprenticeships must be part of the Church's Vision
3. Leadership Pipeline
4. Recruiting Calendar
5. The 'tap on the shoulder'



1. MTS Champion

MTS Champions are the person everyone looks at when the topic of apprenticeships is raised.

MTS Champions work best when:

- They have responsibility AND authority to get apprenticeships in:
 - the vision document &
 - the budget
- They are publicly commissioned
- They are adequately resourced (\$ & Time)
- The best champions are long term



1. MTS Champion

Some examples:

- Hunter Bible Church:
 - Long term Champions are awesome
 - Richard Sweatman 2007-2016
 - Scott Curtis 2017 – present
- Christ Church St Ives:
 - Champions train more apprentices
 - Gupta, Perkins, Walter, Smith



2. Church Vision

“If you aim for nothing you’re sure to hit it.”

There needs to be a SMART Goal in the Vision and Mission document of the church.

If an Elder / Council Member/ Leader or Staff member cannot measure success or failure the goal needs to be refined.



2. Church Vision

“We planted the goal to train 1 MTS Apprentice for every 100 adults, or part there of.”

Dave Sheath (2010)

Senior Pastor, Lakes Evangelical, Berkeley Vale.

N.B. The way you set up the first apprenticeship will set the pattern for the next 10 years (quality & length)



3. Leadership Pipeline

Ministry Apprentices don't come out of thin air.

They are the fruit of a leadership pipeline.

- I would get asked this question 50 times a year:
 - *“Hey Benny, have you got an apprentice for me?”*



3. Leadership Pipeline

Hunter Bible Church

Life > Connect Series > Growth Group Member > Ministry Skills Training (2WTL > 121 Bible Reading > GG Leading > Team Leading) > MTS Apprentice

RMIT University AFES Group

Tuesday Night Training (90 mins x 7 wks per semester):
2WTL > Just for Starters > Blueprint > Growth Groups > Then Lead 1, 2, 3 & 4 > MTS (Lead leaders of 1, 2, 3 & 4)



4. Recruiting Calendar

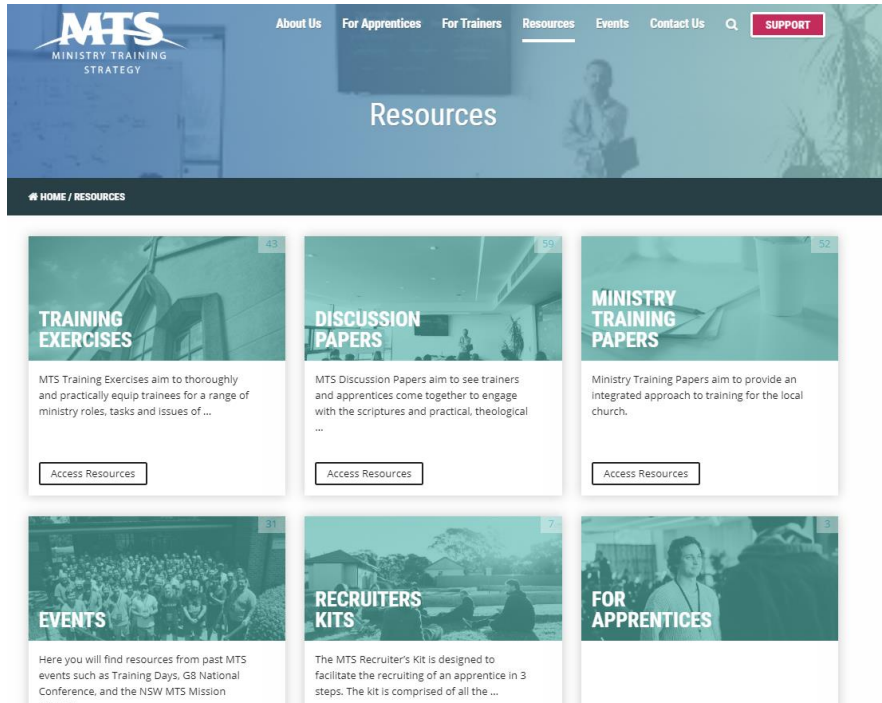
Recruiting across the year:

- Term 2 – MTS Info Night *
- Term 3 – Regional Recruiting Conference
- Term 4 – Dinner with 1, 2, 3 years ahead candidates

(- it is good to have a rough PD for the MTS Apprenticeship
If you are running Info Night just for your Church)*



4. Recruiting Calendar



MTS
MINISTRY TRAINING STRATEGY

About Us For Apprentices For Trainers **Resources** Events Contact Us **SUPPORT**

Resources

[HOME / RESOURCES](#)

TRAINING EXERCISES

43

MTS Training Exercises aim to thoroughly and practically equip trainees for a range of ministry roles, tasks and issues of ...

[Access Resources](#)

DISCUSSION PAPERS

59

MTS Discussion Papers aim to see trainers and apprentices come together to engage with the scriptures and practical theological ...

[Access Resources](#)

MINISTRY TRAINING PAPERS

52

Ministry Training Papers aim to provide an integrated approach to training for the local church.

[Access Resources](#)

EVENTS

31

Here you will find resources from past MTS events such as Training Days, G8 National Conference, and the NSW MTS Mission ...

RECRUITERS KITS

7

The MTS Recruiter's Kit is designed to facilitate the recruiting of an apprentice in 3 steps. The kit is comprised of all the ...

FOR APPRENTICES

8

www.mts.com.au/resources









4. Recruiting Calendar



Recruiters Kits

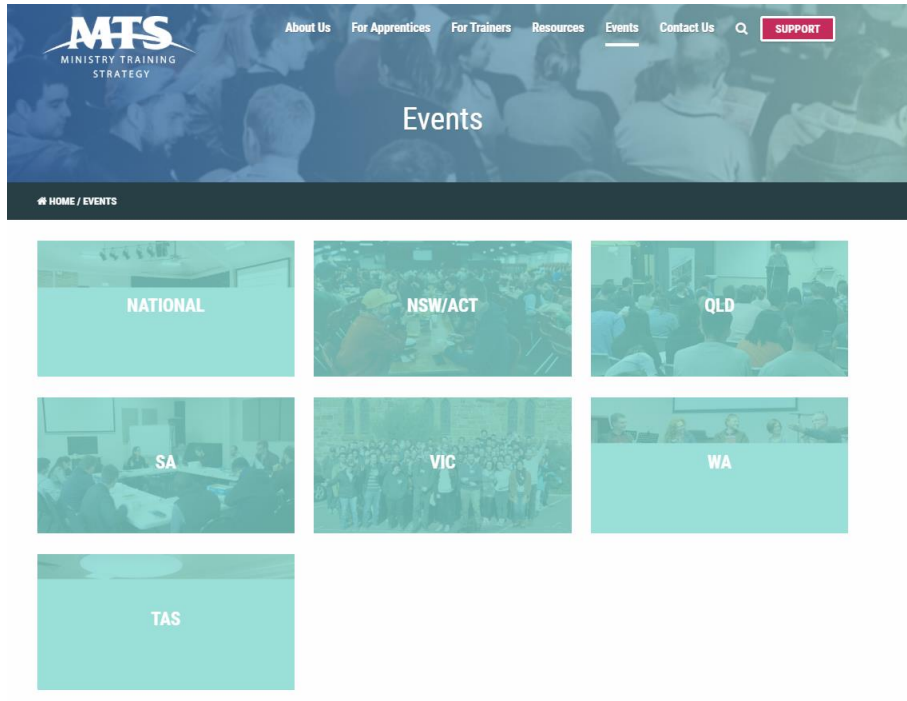
HOME / RESOURCES / RECRUITERS KITS

-  Booklet [DOWNLOAD](#)
-  Info Night Social Media post ideas [DOWNLOAD](#)
-  Invitation [DOWNLOAD](#)
-  MTS Info Night Event Planning Sheet [DOWNLOAD](#)
-  MTS Info Night Sample Run Sheet [DOWNLOAD](#)
- [MTS Info Night Sample Slideshow](#) [DOWNLOAD](#)
- [MTS Info Night Slideshow \(17MB\)](#) [DOWNLOAD](#)
-  MTS Towards 2021 Booklet [DOWNLOAD](#)

www.mts.com.au/resources/recruiters-kits/



4. Recruiting Calendar



www.mts.com.au/events/



5. Tap on the Shoulder

MTS commissioned McCrindle Research in 2011.
This question was asked:

“Who had the most influence on your decision to participate in a ministry apprenticeship?”



5. Tap on the Shoulder

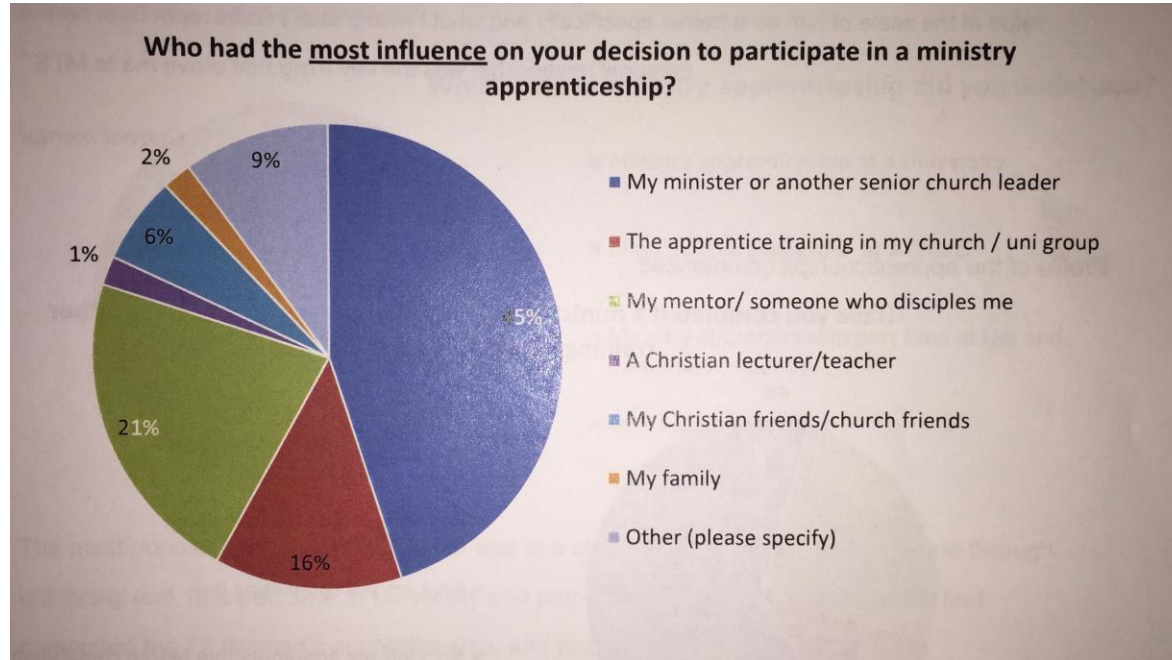
“Who had the most influence on your decision to participate in a ministry apprenticeship?”

- Christian Family?
- Christian Pastor?
- Christian Friend?
- Christian Teacher?
- Christian Mentor / Someone who disciples me?



Thoughts?
Chat with the person
next to you.

5. Tap on the Shoulder



5. Tap on the Shoulder

- 45% my minister or another senior church leader
- 16% the apprentice training in my church / uni group
- 21% my mentor / someone who discipless me
- 1% Christian lecturer / teacher
- 6% Christian friends / church friends
- 2% my family

Every mature Christian is getting tapped on the shoulder, all the time, by someone.



5. Tap on the Shoulder

Tap people on the shoulder like you mean it.

Explain:

- The Church's vision – where you're going
- What role they could play in that
- What you promise to sow into the apprentice (& their family's lives)
- Tell them why you think they'd be good at it
- Take them out to a REALLY NICE restaurant



5. Tap on the Shoulder

61% (*or possibly 82%*) of MTS Apprentices hit the green button because they were tapped on the shoulder by a Christian Leader.

If you and I are not tapping on the shoulder the gifted leaders in our churches to encourage them into Church Planting or some other ministry No one else will

....(bar a miracle from Godthey still do happen).



The One Thing

What's the one thing you want to do to help your ministry set up apprenticeships?

Appoint an MTS Champion who constructs a simple Leadership Pipeline.



You are not alone

MTS exists to help you:

- Trainers – current & future

We know it is really hard to do this.

