

# Appendix 3 | Apprentice development planner

This development planner is used at the commencement of the apprenticeship to help both trainer and apprentice decide upon areas of growth to work on during the apprenticeship. It is also used to track progress and plan training at each review stage, including the final assessment. The trainer helps the apprentice develop their goals.

<b>Key training area</b>	<b>Goal</b>	<b>Action</b>	<b>By when</b>
<b>Conviction</b>			
<b>Character</b>			
<b>Competence</b>			

Use this training framework as a guide:

Key training area	Learning strand	Learning objectives (Apprentices will be able to ...)
<b>Conviction</b> (Knowing God)	<b>1. Bible study</b> Apprentices should develop commitment to the Bible, respecting it as the revealed and reliable Word of God, as well as cultivating the desire and the skills to read and apply it.	<ul style="list-style-type: none"> <li>• Explain why the Word of God is reliable.</li> <li>• Demonstrate persistence in the discipline of daily Bible reading.</li> <li>• Demonstrate persistence in the application of the Bible to daily life.</li> <li>• Construct a timeline showing the flow of events in Scripture.</li> <li>• Explain the meaning of specific passages within their immediate context and the whole message of Scripture.</li> </ul>
	<b>2. Thinking theologically</b> Apprentices should have a sound understanding of the gospel, and grow in their ability to reflect theologically and critically about Christian ministry.	<ul style="list-style-type: none"> <li>• Explain the gospel of God's grace in terms of:             <ul style="list-style-type: none"> <li>◦ the elective purposes of God</li> <li>◦ the nature of sin</li> <li>◦ God's righteous judgement</li> <li>◦ the person and work of Christ</li> <li>◦ justification by faith.</li> </ul> </li> <li>• Explain the doctrine of revelation and critique alternative views of knowing God.</li> <li>• Explain the elements of evangelical ministry and critique alternative views of Christian ministry.</li> </ul>
<b>Character</b> (Godly living)	<b>3. Prayer and godliness</b> Apprentices should strive to live out a mature Christian life characterized by a love for and trust in God. Their reliance on his power should be expressed through prayer. Apprentices should demonstrate a commitment to personal integrity, especially in the areas of faithfulness, truthfulness, purity and self-control.	<ul style="list-style-type: none"> <li>• Demonstrate perseverance in daily prayer.</li> <li>• Demonstrate extensive prayer, reflecting God's concerns.</li> <li>• Demonstrate leadership of family and friends in the Word of God and prayer, encouraging them in Christian faith and maturity.</li> <li>• Consciously submit to the Word of God in obedience, making specific changes in thinking, attitude and actions.</li> <li>• Identify ungodly motivations—for example, wanting to preach in order to get attention or praise from people instead of wanting to preach in order to love and serve people.</li> </ul>

Key training area	Learning strand	Learning objectives (Apprentices will be able to ...)
<p><b>Character</b> (Godly living)</p>	<p><b>4. Relationships in ministry</b> Apprentices should cultivate a humble, self-giving attitude towards others. Apprentices should exercise sober judgement and pastoral sensitivity, and grow in their listening abilities and skills in building rapport and trust. They should be teachable and open to feedback.</p>	<ul style="list-style-type: none"> <li>• Volunteer for unattractive jobs.</li> <li>• Demonstrate 'going the extra mile' in serving people.</li> <li>• Serve in areas outside of formal responsibilities.</li> <li>• Demonstrate reliability in big and small matters.</li> <li>• Demonstrate a long-term interest in people.</li> <li>• Work cooperatively with others.</li> <li>• Look not only to their own interests but also to the interests of the team, even prioritizing the interests of the team above their own.</li> <li>• Submit to leaders and be loyal.</li> <li>• Listen to others.</li> <li>• Speak the truth in a gentle but firm manner.</li> <li>• Respond to feedback in a teachable manner.</li> <li>• Resolve personal conflicts with people.</li> <li>• Respond to criticism in an open, non-defensive manner.</li> <li>• Demonstrate awareness of how their manners and personality affect others.</li> <li>• Build rapport with people from other age groups and backgrounds.</li> </ul>
<p><b>Competence</b> (Ministry skills)</p>	<p><b>5. Evangelism and world mission</b> Apprentices should engage in proclaiming the gospel while firmly relying on the Holy Spirit. Apprentices should have a heart for the lost, sympathy for the background of their hearers (individuals and groups), and a commitment to world evangelism.</p>	<ul style="list-style-type: none"> <li>• Build friendships with non-Christians.</li> <li>• Establish rapport with people in evangelistic situations.</li> <li>• Explain the gospel clearly.</li> <li>• Boldly urge people to respond to Christ.</li> <li>• Offer the appropriate 'next step' for individuals.</li> <li>• Answer questions and objections.</li> <li>• Follow up new Christians.</li> <li>• Foster commitment in others to evangelism.</li> <li>• Cultivate a world vision for evangelism, not just a local vision.</li> </ul>

Key training area	Learning strand	Learning objectives (Apprentices will be able to ...)
<b>Competence</b> (Ministry skills)	<b>6. Teaching the Bible</b> Apprentices should work at building mature Christians by teaching the Bible one-to-one, in small groups and in public settings to children, youth and adults.	<ul style="list-style-type: none"> <li>• Exegete and explain a passage of the Bible.</li> <li>• Help individuals make progress in the Christian life by applying the Bible to their lives.</li> <li>• Read the Bible one-to-one.</li> <li>• Lead a Bible study discussion.</li> <li>• Give a talk from a passage of the Bible.</li> <li>• When teaching the Bible, apply principles of how people learn.</li> <li>• Lead in church and/or in other gatherings by reading the Bible, chairing meetings, interviewing people and so on.</li> </ul>
	<b>7. Training others in ministry</b> Apprentices should proactively identify people's gifts and potential. Apprentices should work at equipping these people through the Word of God for godly living, instilling in them the vision to reach the world with the gospel, and encouraging them to develop skills to minister to others.	<ul style="list-style-type: none"> <li>• Recognize people's gifts and therefore in what ministries they should serve.</li> <li>• Train a personal evangelist.</li> <li>• Train an assistant in small group ministry.</li> <li>• Actively identify and coach those who should consider vocational ministry.</li> </ul>
	<b>8. Leadership</b> Apprentices should work at motivating, inspiring and organizing people to work together in teams. Apprentices need to set a clear vision, and think and act strategically, even initiating new ministries to break into uncharted terrain to advance the gospel.	<ul style="list-style-type: none"> <li>• Organize how to use their time, make plans and implement them.</li> <li>• Identify their own leadership style, their gifts and their flaws.</li> <li>• Adapt a style so that it enhances rather than hinders relationships.</li> <li>• Recruit others onto a ministry team.</li> <li>• Develop and implement ministry plans.</li> <li>• Delegate responsibilities and follow-up.</li> <li>• Resolve conflict positively.</li> <li>• Start a new ministry.</li> <li>• Raise money for ministry.</li> <li>• Provide the vision and direction for a ministry.</li> </ul>