

LIFEGROUPS

LEADER RESOURCES



DEVELOPING APPRENTICES

As a Life Group leader you are in the most strategic position in our church to build God's kingdom by making more, and better disciples of Christ. By making a commitment to identify and develop an apprentice, you are in effect, replacing yourself. You are playing a significant part in raising up the next generation of leaders; ensuring that there will always be a place for those who want to do life together, here at Canyon Hills.

When Christ ministry began, he personally invited His disciples to follow him. He didn't ask for volunteers to be his disciples... He picked them. He made a general call for people to believe in and follow him, but he handpicked his successors. In the same way it is a priority for you as a leader to handpick someone to be your apprentice. To help guide you we've created this document which will help get you started on the road to developing an apprentice.

PHASE 1: RECRUIT

The act of recruiting people to leadership if done well, can communicate that they are valued and respected; a message that creates a solid foundation for their development. As you look for a potential apprentice, it is important to remember that you are not looking for someone who can lead a group tomorrow. You are looking for a teachable group member who has the potential to be a great group leader in the future.

Who to ask

As you seek to identify a possible apprentice look for someone with the following characteristics:

- ✓ Regularly attend Life Group
- ✓ Is Faithful, Available, and Teachable
- ✓ Honestly cares for others in the group
- ✓ Display evidence of ongoing spiritual growth
- ✓ Have good chemistry with others
- ✓ Are growing in their knowledge of the Word

The invitation is also your first big opportunity to cast vision for what apprenticing and group leadership are all about. Share the passion you have for your role, and why you do what you do. Share with them why you think their gifts are well suited to the role. Most potential apprentices are going to have some reservations about becoming group leaders, chances are they don't feel qualified to lead a group. Your invitation is an opportunity to address their concerns, while also building them up.

How to ask

✗ Wrong way: "The church said I needed to have an apprentice, because they want to split up our group. I put your name down. You'd be kind of like the assistant group leader. Whaddya think?"

✓ Right way: "I think you bring a lot to the table. When you talk, people in our group listen. I would like you to consider being an apprentice leader for us. For right now, all that means is that you'd on occasion help lead discussion or prayer, from time to time. And who knows, maybe one day God will call you to lead a group of your own."

LIFEGROUPS



PHASE 2: MODEL

Watch Me (4-8 weeks)

The first couple months you'll want to start off small, make sure you don't overwhelm them with responsibility. Much of their development will come as you model for them what a successful Life Group does. With time, as they become more comfortable in their role you can gradually add more responsibility to them. Things you might ask them to do:

- ✓ Lead Prayer Times
- ✓ Keep record of prayer requests and praises
- ✓ Take the lead on sharing during mutual ministry time
- ✓ Plan a social event
- ✓ Take attendance and update the roster through In-Fellowship

Work With Me (4-8 weeks)

After a few months, it's now time to entrust significant parts of the ministry to them. The key is to remember that success is not just a job well done, or more people under your care; success is another competent leader who is ready to take your place. Responsibilities might include:

- ✓ Leading the bible study time
- ✓ Pursuing potential new group members
- ✓ Asking them to personally mentor another member/couple of the group
- ✓ Asking them to take Life Group 101 training
- ✓ Start discussing the concept of multiplication and future leadership

PHASE 3: MULTIPLY

This phase is particularly significant for your apprentices because this is the time when the idea of leading their own group begins to solidify in their minds. Since planning for multiplication means planning for two or more future groups, your apprentices will need to be on board, intimately involved with that planning. The Life Group pastor and your Flock Leader will help you with this process.

In order for an apprentice to make the transition from apprenticeship to leadership the following must be true about them:

- ✓ A follower of Jesus Christ
- ✓ A member of Canyon Hills Community Church
- ✓ Been a faithful member of Life Group
- ✓ Completed 101 Training
- ✓ Been interviewed by Life Group pastor