

Finding and Investing in an Apprentice



What is an Apprentice?

Our vision is for each group to identify a married couple that can both serve as apprentices. These apprentices would be persons who can be intentionally disciplined and equipped to develop strong leadership skills, and in the future be able to lead a small group.

Why should I find an Apprentice?

1. **It's biblical.** Basically, apprenticeship is just a fancy word for intentional discipling of another so that they can disciple others. Discipling is all throughout the Bible and we especially see how Jesus did this with His own disciples. Jesus knew that success was handing off his three years of public ministry to those coming behind him. That's one measure of your success as a group leader.
2. **It's practical.** Having Apprentices doesn't just develop the married couple. It also grows the leader(s) who apprentices. It takes you to another level of leading when you intentional disciple someone in this way. And it's exciting too!
3. **It's strategic.** Our mission is to help people connect to God, God's people, and God's work. Our strategy to carry out that mission is to get people into small groups because we believe that life change happens best in the context of small groups. So, creating space for more people to experience healthy relationships and spiritual growth is essential. We can only do that if we have qualified group leaders. Those who have been apprenticed make the best leaders because they've had first-hand experience of being in a small group.

What things do I look for in finding an Apprentice? The 4 C's

- **Character**
 - A couple who have both individually been in a growing relationship with Jesus for at least 2 years.
 - A couple that has a healthy marriage.

- **Competency**
 - A couple who recognizes the Bible as the authority for their lives.
 - A couple with relational skills with others.
 - A couple that is able to lead a small group meeting and facilitate discussions.

- **Culture**
 - A couple that is committed to the mission and vision of Fellowship Alliance Chapel and the Groups mission and strategy.
 - A couple that has the time, emotional capacity, and moral discernment to lead a group.

- **Chemistry**
 - A couple that you would get along well with and would work well with you both.

If you can answer “yes” to all of those “C’s”, you’ve probably found strong candidates to serve as Apprentices. If you can’t, you may want to consider adding another couple to the group that does exhibit these things or discuss your concerns with someone from the Groups Leadership Team.

What do I do once I identified an Apprentice?

Once you’ve identified someone with the 4 C’s, you’ll want to invite and invest.

1. Invite

Follow up with an invitation to the potential Apprentices. This is the part where some leaders shy off because they don’t know what to say. But it can be as easy as, “Hey, I think you’d make a great leader. Would you consider being an apprentice in our group?” Simple. Easy. To the point.

The two main reasons people resist stepping into leadership is that they don’t feel qualified or they’re too busy. Your personal invitation is powerful. It can help them overcome their doubts about being qualified to lead.

2. Inform

E-mail Pastor Dave (davek@myfac.org) the Apprentice’s names and he will mark them as an “Assistant Leader” on your Hub’s group page. Having this info will allow us to invite them out to Skills Seminar’s and other leader development opportunities.

4. **Invest**

Next, invest in your Apprentices. We don't expect you to provide training. But it does involve a few simple things of modeling, sharing, and encouraging leadership. For more on how to do this check out "How do I apprentice?"

How do I apprentice?

It involves...

1. **Seeing - Model Leadership**

This simply means that you model what it means to be a Leader. Remember that a leader's posture is to be:

- **Christ-like** – this simply means we are allowing Jesus to transform us to love God and love others.
- **Intentional** - They view each interaction in group as an opportunity to invest in the lives of others.
- **Teachable** – they actively pursue ways to grow and learn.
- **Hospitable** – they are always wanting the people in their group to feel warmly welcomed and loved
- **Humble** – they know they're not experts handing off truth, but that they are all learning together.

2. **Doing – Share Leadership**

You'll want the Apprentices to take on some of the responsibilities of the leader. Some ideas on this could be the following:

- Facilitating a time of prayer during your meeting.
- Facilitating the discussion during your meeting.
- Planning a special social outing.
- Following up with members during the week.

3. **Meeting – Encourage Leadership**

- Set up a time to meet with your Apprentices regularly that works for both of your schedules. This is simply a time to encourage them in how you've seen God working in their life and to encourage their leadership. If it's harder to have the couple meet, the men can set up a time to meet together and the women can set up a separate time to meet together.
- Invite them to come alongside of you to a Leader Skills Seminar (Oct. and March) and Leadership Intensive (Jan. and July).