

# REDEEMER SMALL GROUP LEADERSHIP TRAINING

*Part III – Developing Apprentice Leaders*

## Identifying Apprentice Leaders

Go over developing spiritual leaders section in *Redeemer Student Ministries Vision* brochure.

### Why do I need an apprentice leader?

It is the responsibility of the church to identify and develop new leaders so that the mission of the Gospel can be accomplished and so that people can be shepherded. None of us would be here today if leaders were not developed years ago who influenced our parents/friends, who introduced us to Christ, and brought us where we are now. We need to continue the processes of developing students who will be spiritual leaders in their world as they go on from the youth ministry.

Jesus modeled this with the 12 disciples, and Paul exhorted Timothy to do the same (2 Tim. 2:2). I am a firm believer of the Eph 4:12 principle for mobilizing and building the body for Christ so that each member can function the way he or she was created to function.

*Eph. 4:12, "...prepare God's people for works of service, so that the body of Christ may be built up."*

The gospel is always one generation away from extinction. It is our duty and privilege to train up a new generation of leaders to pass the baton effectively.

*Apprentice development utilizes the principle of multiplication. For example, an effective evangelist who reaching 1,000 people a day for Christ will win the world to Christ in 13,515 years. But a very effective discipler who teaches or trains two people a year to reach others for Christ has the potential to win the world to Christ in 33 years. As we continue to multiply ourselves, we multiply our ministry as well.*

### How do I spot a rising apprentice leader?

Go over "How Do I Spot a Rising Apprentice Leader?" handout

### How do I overcome the objections of potential apprentices?

- I just don't have the time  
Remember, people make time for those things they count as important. Share the importance of apprentice leadership in the body of Christ. Cast a vision for life change that can occur as they rise to the occasion and accept the challenge of leading a group with you.
- I don't have the gift of leadership  
Encourage people by reminding them that leadership is mostly character. It takes time to develop character and skills. If you believe a student has the basic character qualities of a potential leader, remind them that you will make sure they get the appropriate training they need to be effective.

- I'm not the leadership type

At this point you need to simply explore what the person means by "leadership type." Perhaps they have a definition of leadership that is not biblical. Perhaps they view a leader as someone who is in charge and in control, as opposed to someone who can facilitate life change by caring for, shepherding, discipling, and loving others.

#### How do I confirm that I have the right person as a potential apprentice?

- Get the opinion of other adult leaders
- Have them meet with Tim
- Talk with their parents
- Confirm that they have a teachable spirit and are willing to learn

#### What if I have trouble finding an apprentice?

Remember, the enemy is not pleased when we intentionally develop spiritual leaders who will impact the body of Christ and reach the world for Him. Prayer is essential in choosing your apprentice. Apprentice formation is as important as the function of evangelism because this person will someday go on to ultimately reach more people.

#### If I become an apprentice, what can I expect?

Go over handout

#### The four responsibilities of an apprentice leader

Go over handout

#### As a leader, I need to develop an apprentice leader – any tips?

Go over handout

# HOW DO I SPOT A RISING APPRENTICE LEADER?

*Adapted from "Leading Life-Changing Small Groups" by Bill Donahue*

1. Look for group members who take the group seriously.
2. Consider those people who challenge your leadership. These may be potential leaders who are frustrated.
3. Look for gifted people who you can recognize and affirm.
4. Pray regularly for new apprentices (Luke 6:12-16).
5. Look for people who embrace the small group vision.
6. Observe people in your ministry as they perform tasks or work with people. Give them additional ministry opportunities and responsibilities to see if perhaps they have some leadership potential.



7. Try to look for people who exhibit the following spiritual, emotional, and social qualifications:
  - a. Spiritual qualifications
    - i. Do they see God working in their life?
    - ii. Are they self-feeders? (Do they consistently spend time nurturing their own spiritual growth through time in God's Word and in prayer?)
    - iii. Are they eager to learn? (Do they actively participate in spiritual discussions?)
    - iv. Do they share the vision for your small group?
  - b. Emotional qualifications
    - i. Are they secure enough to be vulnerable and honest with the group?
    - ii. Are they emotionally stable? (Are they aware of their own strengths and weaknesses and not subject to mood swings that affect the group dynamic?)
    - iii. How do they respond to confrontation and character development? Defensively? Responsibly?
  - c. Social qualifications
    - i. Do they openly participate without dominating? (If this is an issue, how did they respond to confrontation on the issue?)
    - ii. Are they able to listen to others in a caring way?
    - iii. Are they able to facilitate discussion?

# IF I BECOME AN APPRENTICE, WHAT CAN I EXPECT?

*Adapted from "Leading Life-Changing Small Groups" by Bill Donahue*

The journey from apprentice to spiritual leader is one of the most exciting and challenging experiences in the body of Christ. In your development as an apprentice, you will need to pay attention to certain rules of the road, rights of passage, and responsibilities that are expected of you.

## Rules of the Road

Leadership is essentially the combination of character and skills.

### *Character...*

Must be developed  
Takes time  
Can disqualify you from leadership  
Involves your relationship to God and others  
Is an inward measure  
Is tested in adversity, but developed in the quiet

### *Skills...*

Can be provided  
Take practice and time  
Can delay you from leadership  
Involve your relationship to a task  
Are an outward measure  
Are practiced in quiet times but tested in adversity

## Biblical Guidelines for Character and Skills

### *Baseline Character...*

Mark 10:35-45 (servanthood)  
John 13:34-35 (love)  
1 Tim. 3:1-7 (integrity)  
Gal. 5:22-23 (fruit-bearing)

### *Baseline Skills...*

1 Tim. 3:1-7 (able to teach and manage responsibilities)  
Titus 1:9 (able to stand up for sound doctrine)  
Rom. 12:8 (lead with diligence)  
1 Peter 5:1-4 (shepherd with eagerness)

You are not expected to have developed all of these character traits immediately. Each will take time. Make it your aim to develop them as you mature in Christ.

## The Rites of Passage (*stages of apprentice development*)

The two stages of apprentice development mirror the stages of early life. We've called the steps *dependence* and *interdependence*, and they mirror the states of childhood and adulthood.

1. Dependency (infancy)
  - Exploring leadership
  - Learning all you can
  - Being an observer
  - Strong reliance on the leader
  - A servant's heart
  - Strong dependence on the group
2. Interdependence (adulthood)
  - You have earned the respect of the group
  - You respect the group
  - You need the group to affirm your leadership
  - The group needs you
  - You work as a team with your leader
  - You share ownership with your leader
  - You have combined the servant's heart with the leader's role

# THE FOUR RESPONSIBILITIES OF AN APPRENTICE LEADER

*Adapted from "Leading Life-Changing Small Groups" by Bill Donahue*

1. **Love.** Love and support your leader and your group, doing all you can to be an example of the love of Christ. Take an active role in loving and caring for them. Work with your leader to share the span of care.
2. **Learn.** Learn from what your leader does and from what your leader does not do. Talk with your leader and debrief each meeting, discussing the pros and cons of the process. At this point, leadership is both caught and taught. Also, take advantage of skill training as it is offered or recommended.
3. **Lead.** Ask your leader to give you experience leading the group in various ways. Begin by leading the prayer time or one or two discussion questions. Over time, work to take more ownership and leadership in the group. You become a better leader by practicing leadership skills in a "live" setting. Now is the best time to do that. You should be leading 12-18 months after you first become an apprentice. Take advantage of this time to grow and master a variety of skills.
4. **Look.** Throughout your ministry as an apprentice you ought to be looking for an apprentice as well. Ask yourself questions like:
  - a. Who looks like they might have leadership potential?
  - b. Who has a servant's heart?
  - c. Who is willing to learn?
  - d. With whom do I spend time at church that is not involved in small groups?

# TIPS FOR DEVELOPING APPRENTICE LEADERS

*Adapted from "Leading Life-Changing Small Groups" by Bill Donahue*

1. Work through *Making Small Groups Work* with your apprentice. Select various sections, and discuss how you can apply the principles and information to your group.
2. Continue to model small group leadership to your apprentice. Your example is probably the only example of small group leadership that most apprentices have ever seen.
3. All your apprentice to lead. Continue to delegate areas of responsibility to your apprentice.
4. Take turns with your apprentice regularly evaluating one another. When your apprentice leads a portion of the meeting, make sure you provide him or her with feedback. But also allow your apprentice to do the same for you. Create a list of questions or areas on which to evaluate one another.
5. Pray regularly with your apprentice for his or her personal needs and ministry development.
6. Help your apprentice determine what types of skill training would best fit in this stage of development. Work with Tim to direct your apprentice to the right training classes or training opportunities.
7. Bring your apprentice with you whenever you are involved in ministry. If you are going to visit someone who is sick, bring your apprentice. If Tim visits your group, make sure he spends time with you apprentice.
8. Help your apprentice find a new apprentice. Remember, you can never have too many apprentices and, in order to birth, each of you will need to identify a new apprentice leader.
9. Think about using the "Apprentice Planner." This will help you think through how you will work with you apprentice in each month. As you can see, the planner is broken down into four main sections: (1) the apprentice's involvement in meetings, (2) their work with other group members, (3) personal development, and (4) long-term planning and goals. Sit down each month with your apprentice and work through a planner like this.
10. Walk them through the process of being a participating member of the church.

## **Remember, above all things...**

*"Be shepherds of God's flock that is under your care, serving as overseers – not because you must, but because you are willing, as God wants you to be; not greedy for money, but eager to serve; not lording it over those entrusted to you, but being examples to the flock" (1 Peter 5:2-3)*

# APPRENTICE PLANNER

<i>Month</i>	<i>Meetings</i>	<i>Members</i>	<i>Personal Development</i>	<i>Long-Term Planning</i>

