



How to Identify an Apprentice

Apprenticeship

Vision – **Venture exist to be a catalyst to transform the Bay Area from a place of spiritual darkness into a global strategic teaching and discipleship center.**

- How are we to be a catalyst?
- What impact do we have individually on the vision?
- How is our ministry and leadership experience passed on to others? Does it stop with us? Who will pass the baton if not us?

Purpose – Discuss Biblical model for growth and leadership development – It starts with apprenticeship. We will discuss: This will be a tactical discussion.

Question: How did you get started leading a small group?

- Why an apprentice?
- What is an apprentice?
- How do I identify one?
- How do I equip one?
- How do I launch them into ministry?

Why Apprenticeship?

- **It's Biblical**
 - Jesus' is the greatest model of apprenticeship - 12 (The disciples) – 3 (Peter, James and John) -1 (John) – He never did ministry alone!
 - Paul followed Jesus' model "*And the things you have heard me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others.*" - 2 Timothy 2:2
 - Moses apprenticed Joshua – *Exodus 17:10-14*
- **It's vital** to strategically accomplish the Great Commission and the vision of VCC! *Matt. 28:18-20*, the only way our leadership can carry on is to invest in others! We must be intentional to reproduce!!!
- **It serves to meet real needs** by releasing many more to fulfill their God given calling – *Acts 6:1:4*
 - **This is how we will spread our God given influence to make r12 disciples in the Bay Area!!!!**

What is an apprentice? How do we differentiate an apprentice from an assistant?

- **An apprentice is a disciple**
 - Math – ay –tes’ - (from *math-*, the "*mental effort* needed to think something through") –student, pupil, apprentice, *learner*; *disciple*, a *follower of Christ* who *learns the doctrines of Scripture and the lifestyle* they require; someone catechized with proper instruction from the Bible with its necessary follow-through (life-applications)
 - Webster’s - one who is learning by practical experience under skilled workers a trade, art, or calling
 - Let’s remember that an apprentice is more than a helper or assistant, they are becoming a leader.

- **The model of Apprenticeship - Jesus**
 - Jesus asked His disciples/apprentices to do life with Him, to watch him, to learn from him. The idea is intentional and simple.
Through this process of training up and releasing we continue to fulfill the Great Commission today some 2000 years after His example.

How do I identify one?

- **Look** at what they are doing in ministry, their family, and work. Look at what they are gifted to do.
- **Listen** to their words, what is the most common thing you hear from them? Do you hear a faith and dependency in God? Are their words seasoned with grace? What is their perspective on life?
- **Observe** their actions and character, what is important to them? Are they faithful and available? Are they ‘others’ focused? Are they transparent and vulnerable before the group? Do you see God at work in their lives? Are they a self feeder? How do they handle scripture? Are they relational? Are they surrendered to Christ in their actions?
- **Ask questions** to hear their heart and passion, what are they motivated by? How long have they walked with Christ? Do you know their story? What are their struggles? Discover what season of life they are in.

As relating to small groups:

- Does the person take group seriously?
- Is the person a shepherd? Do they care about others?
- Do they know God and His word? This is always somewhat subjective but a small group leader is **not** first and foremost a teacher, expert or counselor. They are a servant leader.
- Do they challenge your leadership? They could be a frustrated potential leader.
- Are they relational?
- Will they invest in others?
- Have they caught the purpose and vision for the small group?
- Are they humble and teachable?

Small Group Table Talk

How do I equip them?

- Recruit them first! *Matt. 4:19*
 - Speak to their gifting, calling, and value as a person – minister – leader.
- Share with them your plan to instruct, model, empower and commission. This is where we see 2 Timothy 2:2, Ephesians 4:11-16, Mark 3:14 all come into action.
 - **Instruct** – somewhat directive but very relational in nature – they should already have a good idea from watching you lead if you are being intentional. Make sure they understand the foundational components of the small group.
 - Purpose and Vision of small group
 - Boundaries, guidelines
 - Listening, asking good questions
 - Relational environment building
 - Handling the Word correctly
 - **Model/ Explaining** – Tell them in advance the ‘what and why’ to the intentional steps you are going to model for them during your next small group so they can watch and learn. People need to know the ‘why’ behind what they do in order to own it. ***Give an example***

- **Debrief/Empower** – Give your apprentice the opportunity to practice leading multiple times. This is a confidence building time.
 - De –brief steps you modeled with your apprentice asking them what they observed, what they would do different.
 - Start with delegating components such as the prayer time, key readings, question asking, etc...
 - Don't correct them while they try to lead in front of others if at all possible!
 - Debrief - Praise them sincerely for who they are and what they did well! Feedback on what they could do better is only a small percentage of your conversation. 90-10%. This part takes wisdom in seeing their potential, not who they are at that point. This is leadership development!
 - Group intelligence - As you equip an apprentice to lead, make sure the group knows what you are doing. This is often introduced after the person has had the opportunity to lead a couple of times. You may say “as you have noticed....Tom has been...”
 - Give the apprentice multiple opportunities to lead while watching how others respond. Do group members still look to you for answers and guidance? Is there group respect for the apprentice? Is someone else coming forward to lead? (This often happens, don't feel intimidated, this is healthy)
 - The success of raising up an apprentice hinges on your intentionality and the group being clearly behind this process. Building apprenticeship into the group DNA through vision and purpose will greatly help this process be a success.
 - Our goal as disciple makers is to get out of the way as new leaders emerge!
 - This process may make you feel like your group will suffer or splinter, but it's ok to feel that way. Remember that God is big and working in the hearts of our people. Raising up a new leader will create leadership tension for you and your group. Lead through it. Giving birth is painful!
 - None of us grow without mistakes and failures. This process will stretch group members as well. This may be the first time

in ministry that a member is challenged to look beyond their personal desires or needs. Once again your group needs to see this as positive and a win for the kingdom. This process will grow you as a leader!

How do I launch them to lead?

- **Commission** – This takes communication and planning.
 - Impact on your group matters, timing matters
 - Evaluating group health, if this couple or person leaves, what impact will it have on the group? How will you lead through it?
 - Does your group have a paradigm for apprenticeship/branching/ multiplying?
 - Your apprentice must be a member of VCC. If not how will you get them through membership?
 - Talk with the group about branching, ask them to pray with you for the right time, who will go and stay, etc... See group branching tips and styles.
 - Lay hands on leader, celebrate together as a group, send them off as family.
 - Commissioning/branching makes room for more people! This is in alignment with making disciples and the vision of VCC!

Implications to discuss

- Tension between relationship, God's dynamic work and branching.
- Open vs. closed groups.
- Parents raising Kids
- Growth Goals for our team. Work to do prior to the Fall launch
- Next Steps