



INTENTIONAL APPRENTICING

HOW DO I IDENTIFY MY *APPRENTICE*?

In looking for a potential apprentice leader, it is important to remember that we are not looking for someone who can lead a group tomorrow. We are looking for a teachable group member who has the potential to be a great group leader in the future. We have identified four C's that will assist you in prayerfully considering who in your group may be a good apprentice leader. Our four C's are detailed below:

I. CHARACTER

- First and foremost, it is important to determine if your potential apprentice has established a personal relationship with Christ. Can your potential apprentice point to a time when he or she established a relationship with Christ, and has he or she been growing in a relationship with Christ for over two years?
- Recognizing that character is what makes a leader worth following, is your potential apprentice someone worth following?
- Are you comfortable with your potential apprentice's moral authority to model for other group members what it looks like to be in a growing relationship with Christ?

II. COMPETENCE

- Is your potential apprentice someone who is teachable and able to learn the skills necessary to create a predictable environment where authentic community and spiritual growth can occur?
- Does your potential apprentice have the relational skills to effectively lead a group at some point in the future?
- Have you seen your potential apprentice display leadership skills (i.e., facilitating group discussions, planning socials, providing care, etc.) in your group?

III. CULTURE

- Is your potential apprentice currently a member of our church, or will he or she agree to pursue membership?
- Does your potential apprentice recognize the leader's role as a facilitator, not a teacher or counselor?
- Is your potential apprentice committed to the mission and strategy of our church?

IV. CHEMISTRY

- Have you been able to relationally connect with your potential apprentice?
- Have you seen your potential apprentice connect with the other members of your group?
- Are you comfortable with your potential apprentice's ability to relate to others?

If you answer "no" to any of the above questions when considering a member of your group as a potential apprentice leader, we suggest discussing your concerns with your Groups Director to decide whether they are areas that can be developed in your potential apprentice.

