

S O U L
C I T Y
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HOW TO INVEST & GIVE LEADERSHIP AWAY

The diagram below describes **5 steps for intentional apprenticing** with transformation as the ultimate goal. Make it personal, customize it to each situation, and ask your apprentice how they are growing spiritually throughout the process.

When you begin this process, you will likely fall into one of two scenarios:

1. You did not start group with an apprentice: Begin in the Current Session
2. You started group with an apprentice: Begin in the Next Session



WHAT IS AN APPRENTICE?

An apprentice is a Small Group Leader-in-training. They are someone that you think has the potential to become a great small group leader in the future. They are someone that you intentionally invest in by giving them opportunities to practice leading and then debriefing those experiences together to help them grow.

WHAT IS THE PURPOSE OF INVESTING IN AN APPRENTICE?

- To give others an opportunity to discover and use their spiritual gifts
- To grow your own leadership: developing and teaching others refines your skills and character
- To raise up new group leaders in order to realize **our vision of growing wide to provide a seat in a circle for everyone who wants to join a group**

MODELS OF APPRENTICESHIP

- Jesus trains his apprentice disciples (Mark 6:1-30)
- Paul trains Timothy (1 & 2 Timothy)

And the things that you have heard me say in the presence of many witnesses entrust to reliable people who will also be qualified to teach others.
2 Timothy 2:2

WHAT TO LOOK FOR IN AN APPRENTICE

- **Growing in their relationship with Jesus** – this is the best indicator of an individual who will make a great Small Group Leader
- Asks good questions
- Gives thoughtful responses that spark deep conversation
- Active listener
- Connects well with and cares for others in the group
- Shows initiative and leadership
- Committed to the group and fully present during group time

HOW DO I INVITE SOMEONE TO BE MY APPRENTICE?

Take them out to coffee and tell them what you see in them.

- Let them know you think they might make a great Small Group Leader in the future and why. Affirm their leadership qualities with specific examples

Explain the role of a Small Group Leader at Soul City Church.

- Small Group Leaders **facilitate meaningful conversations** in a safe and welcoming environment where people are inspired to grow in their relationships with Jesus and others and **raise up new leaders** through apprenticeship
- We raise up new leaders to realize our vision of being a healthy and thriving Small Groups Ministry that grows both **deep and wide**

Invite them to partner with you in leading the group.

- Start by asking them to participate in planning group meetings
- Then, gradually give them opportunities to practice leading
- Provide honest feedback and recommended next steps before the session ends