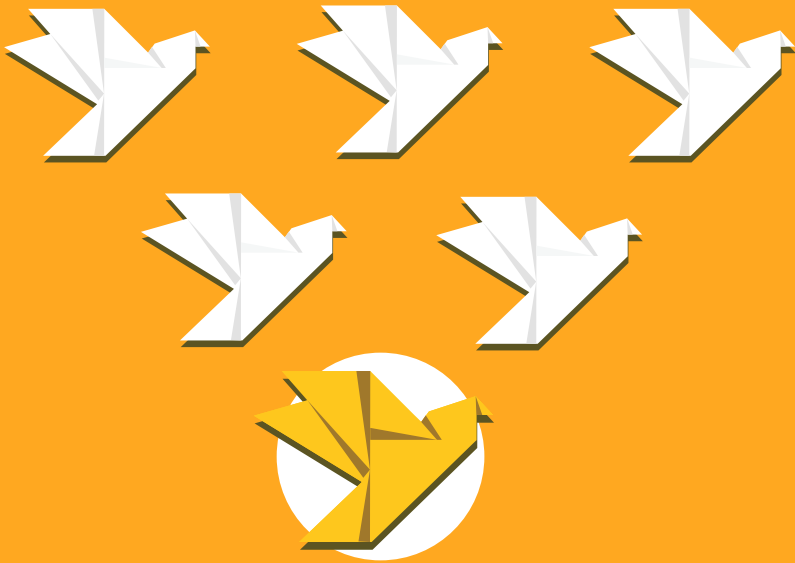


CHRISTIAN CHURCH IN THE WILDWOOD

DEVELOPING APPRENTICES



A NEXT STEP DISCIPLESHIP RESOURCE

2 TIMOTHY 2:2

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

(New International Version)

1 CORINTHIANS 11:1

Follow my example, as I follow the example of Christ.

- Paul, the Apostle

(English Standard Version)

NEXT STEP DISCIPLESHIP

APPRENTICESHIP

As a leader, you have no doubt heard about the importance of investing in an apprentice. But you may find yourself wondering,

“How, exactly, am I supposed to develop my apprentice?”

Or even,

“How do I find an apprentice in the first place?”

We have created this resource to help you understand:

Our Definition of Apprenticeship

How to Identify Potential Apprentices

How to Develop Apprentices

APPRENTICE 101

APPRENTICE

Someone who is disciplined by an active leader in order to learn the basic skills and habits of being a leader.

At Christian Church in the Wildwood (CCW), we're committed to developing apprentices. In our context, an apprentice is a leader-in-training; someone who is learning to lead like Jesus. A phrase that our leaders commonly hear is,

Replace Yourself

Apprenticeship is the path towards doing just that. Through the process of developing apprentices, we equip new leaders with the skills and habits that they will need as they grow the Church - God's Kingdom in this world.

BIBLICAL LEADERSHIP

Understanding how to develop apprentices starts with being able to define the goal: Biblical leadership.

A Biblical leader IS NOT a scholar or expert.

While many leaders may have strong backgrounds in biblical knowledge or ministry experience, this is by no means a requirement of the position. Leaders should make it a goal to grow in their head knowledge, but only as far as that's shaping their heart knowledge of Jesus.

1 CORINTHIANS 8:1

Knowledge puffs up, but love builds up.

A Biblical leader IS NOT someone who has it all together.

Biblical leaders recognize that they are in need of the grace of God. They are striving to live a holy life, but are depending on the Spirit to guide them. As a result, a Biblical leader is not polished to perfection; rather, they transparently honor God through the midst of their brokenness.

EPHESIANS 2:8 - 9

For by grace you have been saved through faith. And this is not your own doing; it is the gift of God, not a result of works, so that no one may boast.

A Biblical leader IS a Disciple-maker.

The best leaders are the ones who understand the path of discipleship, can guide and care for those who are following, and monitor and protect the health of their discipleship environment.

A Biblical leader IS committed to relationships.

Being the Church is about doing life together. A biblical leader is someone who is intentional about building relationships and creating environments where people experience authentic community and spiritual growth.

JOHN 15:12 - 13

"This is my commandment, that you love one another as I have loved you. Greater love has no one than this, that someone lay down his life for his friends.

For more on Biblical Leadership, check out our [Servant-Leadership Training](#).

THE REASON

We believe that intentional apprenticing is crucial to the growth of the Church for several reasons. Apprenticeship is:

MODELED IN THE BIBLE

Throughout the Bible we see examples of leaders apprenticing those who would follow in their footsteps.

Moses apprenticed Joshua

Elijah apprenticed Elisha

Paul apprenticed Timothy

One of the most frequently cited scriptures on the subjects of apprenticing and discipleship comes from Paul's second letter to Timothy:

2 TIMOTHY 2:2

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

The clearest example of apprenticing is that of Jesus and the twelve disciples. Jesus never did ministry alone. His disciples were always with him, watching, learning, and listening. He involved them in everything he did. He saw beyond his three years of public ministry and knew that success was not merely doing ministry. Success was handing off the ministry and the responsibility for it to the group coming behind him.

THE STRATEGY FOR GROWING NEW LEADERS

If you have been around CCW for any length of time, you have heard our mission from Jesus:

MATTHEW 28:18 - 20

"All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age."

If we are to stay true to our mission and follow through with our strategy, then we must create space for more people to experience authentic community and spiritual growth. But the reality is that the biggest limitation to growing new disciples is a shortage of qualified leaders.

The solution to this problem is apprenticeship. Potential leaders are sitting in our groups and serving in our ministries, waiting for an invitation to grow. And the best way we've found to transform a participant into a leader is through apprenticeship.

PRACTICAL IN THE LIFE OF LEADERS

Apprenticeship is our churchwide leadership development model. Practically speaking, it is the only effective way to equip leaders in a large-scale, relational, volunteer-driven organization. The beauty of this approach is that we're not limited by the number of experts we have. Andy Stanley, the lead communicator at North Point Community Church, puts it this way:

Apprenticing isn't contingent upon you being an expert at something; it's not contingent upon you knowing enough. It's not contingent upon you knowing all there is to know, and it's not contingent upon you knowing more than everyone else about a particular area. Intentional apprenticeship is simply being willing to tell somebody what you do know. "I don't know much, but I'll tell you everything I know. And what I don't know, you'll have to find out from somebody else."

A secondary benefit of apprenticeship is that it also grows the leader who is making the investment. As you begin to entrust responsibility to your apprentices and they bring their knowledge, talent, and experience to bear upon what you've shared with them, they will find new and better ways to lead, giving you the opportunity to learn from them and expand your own knowledge and skills.

That's what we call a win-win situation.

THE PROCESS

Apprenticeship is divided into five key steps: **Identify**, **Recruit**, **Involve**, **Connect**, and **Release**. In the remainder of this booklet, you'll discover how to implement each of these steps as you begin to grow new leaders.

There are several things to keep in mind as you move forward into the adventure that is developing apprentices:

One size doesn't fit all.

We acknowledge that no two apprenticeships will look exactly the same because of the uniqueness of the personalities involved. There is no magic formula for developing your apprentice, and naturally you will want to tailor your approach to fit your personality and that of your apprentice, but the tips and strategies that follow can guide you through the process.

Apprenticeship is about spiritual growth.

We'd like to believe that the apprenticeship process is as easy as 'follow these five simple steps'; but we're a Church community and not a business. The development of apprentices is rooted in spiritual growth. It begins, is sustained by, and ends in prayer. As you begin growing new leaders, remember who this is for.

Apprenticeship takes time.

The timeline to apprenticeship will vary from person to person. Some disciples are primed for growth. Others may take a bit longer. As a leader, you're making a commitment to the long-term growth of another person. Before making that commitment, make sure that you are spiritually fit and have the margin to do so.

IDENTIFY

The first step in developing an apprentice is to **Identify** the right person. In looking for a potential apprentice, it is important to remember that you are not looking for someone who will step into autonomous leadership tomorrow. You are looking for someone with the potential to be a great leader in the future. But what are the clues that someone would make a good apprentice?

What you need to be looking for is a 5C Leader. There are five core qualities that potential leaders should have. Looking for these qualities will help you identify the best possibilities for apprenticeship.

Below each of the following qualities you will discover an explanation of that quality and some questions that you can use to identify that quality in another person's life.

CHARACTER

Character describes this potential leader's commitment to both following Jesus as Lord and their desire to become like Him in their thoughts and actions.

They have surrendered to Jesus as Lord. Yes / No

They have an established relationship with God (one or more years in the faith). Yes / No

Their character, habits and relationships reflect a commitment to become like Jesus. Yes / No

They actively model spiritual growth to others. Yes / No

On a scale of 1 - 5, how would I rank this individual's Character?

1 2 3 4 5

What are my concerns with this individual's Character?

COMPETENCE

Competence describes the ability and skill that a potential leader has to lead others.

They are teachable and excited to learn and grow. Yes / No

They are capable of creating a discipleship environment where community and spiritual growth can occur. Yes / No

They regularly display leadership skills (i.e. facilitating a group, planning an event, recruiting other leaders). Yes / No

On a scale of 1 - 5, how would I rank this individual's Competence?

1 2 3 4 5

What are my concerns with this individual's Competence?

CULTURE

Culture describes the potential leader's relationship with the Church community and their commitment to reflecting its culture.

They are a Family Member of CCW. Yes / No

They are committed to the mission and strategy of CCW. Yes / No

They are living in submission to the biblical leadership within the CCW community. Yes / No

On a scale of 1 - 5, how would I rank this individual's commitment to Culture?

1 2 3 4 5

What are my concerns with this individual's commitment to Culture?

CHEMISTRY

Chemistry describes the potential leader's ability to relate both to you (the mentor) and the people that they will be leading.

I have a healthy relationship with this person. Yes / No

They are good at forming new relationships. Yes / No

They are actively involved in the spiritual growth of other people. Yes / No

They are committed to making disciples. Yes / No

On a scale of 1 - 5, how would I rank this individual's Chemistry?

1 2 3 4 5

What are my concerns with this individual's Chemistry?

CATALYST

Catalyst describes the desire the potential leader has to be a change-agent inside of the Church community.

They are excited about the potential to grow and lead. Yes / No

They look for opportunities to help in the leadership of their ministry team or group. Yes / No

They are excited about seeing and being a part of the change that Jesus, the Spirit, and the Church bring into the lives of others. Yes / No

On a scale of 1 - 5, how would I rank this individual as a Catalyst?

1 2 3 4 5

What are my concerns with this individual as a Catalyst?

RECRUIT

The second step of developing an apprentice is to recruit them. How is recruiting part of development? Doesn't the development process begin after you have identified and recruited your apprentice? On the contrary, how you recruit your apprentice sets the tone for the rest of the development period.

Why did Matthew follow Jesus? Because Jesus invited him. Jesus didn't ask for volunteers to be his disciples—he picked them. He made a general call for people to believe in and follow him, but he handpicked his successors. The act of inviting people to leadership—if done well—can communicate that they are valued and respected, a message that creates a solid foundation for their development. Consider the following invitations to leadership:

"The Discipleship Coach at CCW said I needed to have an apprentice, so I put your name down. You'd be kind of like the assistant group leader. Whaddya think?"

Versus:

"We've talked about this group multiplying into two new groups next spring. As I think about that, I can really see you leading one of those groups; you really 'get' what groups are about, and I think you bring a lot to the table. So I'd like you to consider being the apprentice leader for the duration of this group, to prepare you to lead your next group."

Which would inspire you to step up into leadership?

The second vision statement is an example of an ICNU conversation. An ICNU conversation begins with the words, 'I see in you...' and goes on to share several key ideas:

The potential that you see in this individual.

In an ICNU conversation, you are sharing the what you see in this potential apprentice that they may not see in themselves. You're casting a vision for what you believe God has designed them for. Share with them why you think their gifts are well suited to the role. Most potential apprentices are going to have some reservations about becoming leaders; chances are they don't feel qualified to lead. Your invitation is an opportunity to address their concerns, while also building them up.

The passion that you have for your ministry role.

An ICNU conversation allows you to share what drives you to do ministry and share some of your excitement with others. At the outset, a potential apprentice needs to hear the positives of a life committed to ministry.

The role of an Apprentice.

The ICNU conversation is your first big opportunity to cast a vision for what apprenticing is all about. Communicate the expectations for what the apprentice position involves. They may have some doubts about their ability to lead, but the ICNU conversation gives you a great opportunity to alleviate some of those doubts. Once they understand the role, they may still be a little bit overwhelmed, but at least they will know what is expected of them.

After the ICNU Conversation, give them some time to prayerfully consider the invitation. If they're ready to accept, move on to the third step of developing an apprentice: Involve.

If they decline the invitation - that's OK too! Continue to encourage them and come back to the invitation after some time.

INVOLVE

The third step in developing an apprentice is to **involve** them in the activity of leadership. Most of the apprentice's understanding of what leadership is all about is based largely on what the apprentice sees the leader doing and the opportunities that the apprentice is given to stretch their leadership muscles. This dynamic can be leveraged to build your apprentice's leadership skills if you are strategic and intentional about the way you lead. During this step of apprenticeship, you will model the attitudes and skills that they will need as they grow to be a leader.

DO. WATCH. TALK.

There are four stages to meaningful involvement (adapted from *Hero Maker*, Daven Ferguson):

I DO. YOU WATCH. WE TALK.

Begin with Observation.

This stage begins with the apprentice observing what you do as a leader - the way you lead discussions, how you demonstrate authenticity, how you interact with guests in your group, or recruit in your ministry area.

The key to effectively modeling these behaviors is to think through the lesson you would like to communicate and to act accordingly.

Example: It may be your natural tendency to allow the discussion time to run long; but since you want to demonstrate the value of respecting people's time, you make a conscious effort to wrap up the discussion at 8:45, even though there are four discussion questions you didn't get to ask.

There are many things that you might model during this time, so it

will be important to focus on the key issues. Here are several examples: leading a discussion, praying in a group, having an ICNU conversation, having a challenging conversation, recruiting new volunteers.

You can find an expanded list in [Servant-Leadership Training](#) or online at [RightNow Media](#).

Wrap up with Conversation.

Provide some extended time for your apprentice in which you can have a debriefing. Review the actions that you modeled during this time and give an opportunity for the growing leader to ask questions. This time of debriefing needs to continue through the next three phases.

I DO. YOU HELP. WE TALK.

Observing will not be enough to prepare your apprentices for leadership. In order to build both their competence and their confidence, they will need to practice leading in a discipleship environment. They will need opportunities to put into practice what they have learned through observation. And the best way to prepare them is to actively involve them in the leadership of your group/ministry.

Start small.

You can start by asking them to take the lead of a specific area or project, such as: planning a social, leading a discussion, or leading the prayer time. As they show they're ready, invite them to play an increased role in leading the group/ministry. You might give them the chance to run an entire group meeting instead of just one part. Present them with the opportunity to direct the ministry through a key discussion or transition, such as reviewing the group guidelines, selecting the next curriculum, or discussing next steps toward team multiplication. Involve them in major decisions or conflict resolution, as appropriate.

Talk About It.

The group/ministry meeting should be followed up with a one-on-one debrief between leader and apprentice. As they take on more responsibility, give them feedback on how they're doing (make sure

that you give them more affirmation than criticism). Just as important, invite them to give you feedback. Ask them how you did; what went well, and how you could have done it better.

YOU DO. I HELP. WE TALK.

At some point, it will be time to shift the majority of the leadership responsibilities to the apprentice. Start with a single session in which you, as the leader, offer to lead smaller aspects of the meeting (perhaps the icebreaker or prayer time) while the apprentice leads the core of the session. Expand from there, allowing the apprentice to lead more and more often while you take the back seat.

As always, spend time debriefing afterwards.

YOU DO. I WATCH. WE TALK.

Eventually you should have the apprentice lead the entire session while you take the backseat. After they've grown in leadership confidence, you're ready to have a Release conversation (see step five).

For many leaders, this step is the most challenging part of the apprenticing process because of the tremendous sense of ownership and responsibility that they feel for their discipleship environments. As a result, leaders can be hesitant to entrust that responsibility to someone else. The key is to remember that success is not just a job well done or more people under your care; success is another competent leader who is ready to take your place.

CONNECT

The fourth step you will take to develop an apprentice is to **connect** them to the Discipleship Ministries. Leadership is such an important part of the CCW community that we believe it is crucial that every apprentice be connected to the ongoing training, encouragement, and accountability from being connected to the CCW team.

The two steps of this stage are:

SIGN UP FOR SERVANT-LEADERSHIP TRAINING

Once you recruit an apprentice, get them signed up for Servant-Leadership Training (*ccw.church/groups*). SLT acts as the introduction to leadership development at CCW. Completing this class will equip your apprentice with practical training and a vision for biblical leadership, but it will also reassure them that the CCW is committed to supporting them with ongoing training and development.

SIGN UP FOR LEADERSHIP

To be eligible for leadership at CCW, your apprentice must:

- Be a family member of the CCW community

- Attend Servant-Leadership Training

- Complete an interview with the Discipleship Minister

Since some of these steps can take time, the earlier you can connect your apprentice to the Discipleship Ministries the better.

RELEASE

The fifth step of apprenticeship is to **release** your apprentice to begin leading on their own. The release is where the process of multiplication comes full circle as the apprentice takes on their own leadership responsibilities and you both begin the apprenticeship process anew with someone else.

CONFIDENCE CHECK

It's easy to jump to the conclusion that your apprentice is ready to multiply before they decide they are! Start with a release conversation where you recast the vision you set during the ICNU conversation and then say, 'I think you are ready for leadership; do you think you are ready?'

Be patient. They may not feel that they're ready just yet. If they're not, revisit this conversation on a monthly basis until they're ready to move forward.

MULTIPLY

In our community, multiplying refers to the act of releasing your apprentice to successfully go on to do what you currently do. This is where Group and Ministry leadership diverge:

Ministry multiplication.

Within a ministry setting, you multiply by helping your apprentice discover someone to develop an apprenticing relationship with themselves. You may still be working on the same Ministry Team, but now you work as peers, developing new leaders together.

Group multiplication.

Within a group setting, you multiply by helping your apprentice to launch a new group. There are several options for how you might do this:

The apprentice takes over the current group while you go on to start a new group.

The group multiplies into two (or more) new groups with

both you and the apprentice leading one for the newly formed groups.

The apprentice starts a completely new group.

In all scenarios, keep the discipleship team informed. Let both your Discipleship Coach and the Discipleship Minister know about the upcoming multiplication.

KEEP MEETING

A release is not an end to a relationship. If anything, multiplication can strengthen the relationship as you both move forward in building God's Kingdom as peers.

So continue to meet together.

It might not be every week, but certainly on a monthly or quarterly basis. Use this time to encourage one another and to hold one another accountable to the standard that God has set for your life and ministry.

FOR THE KINGDOM

And that's how you develop an apprentice.

Yes, it will take time and energy. It will take intense prayer. It will probably take some tough conversations and the occasional disappointment.

But it will also include the pride of seeing your apprentice take steps towards leadership. Personal growth that comes from doing what God has designed you to do. And the amazing joy of seeing God's Kingdom grow.

CHECKLIST

Use this checklist as you begin to develop a new apprentice:

- Identify:** I have identified an apprentice that has the qualities of a 5C Leader: character, competence, culture, chemistry, and catalyst.
- Recruit:** I have recruited an apprentice by casting a vision of leadership growth for them using an ICNU Conversation.
- Involve:** I have equipped my apprentice for leading through the four stages of involvement.
- Connect:** I have connected my apprentice to the Discipleship Ministries and they have completed the Servant-Leadership class.
- Release:** My apprentice is ready to be released into leadership. We have made a plan for multiplication.

TIMELINE

You might be wondering how long an apprenticeship might take. The truth is, there's not a set amount of time; but we recommend aiming for a year from **Recruit** to **Release**.

IDENTIFY

Take your time to identify the right person as an Apprentice.

Month 1

RECRUIT

Month 2 - 11

INVOLVE

Month 2 should focus on Step 1 (I do. You watch. We talk).
Months 3 - 6 should focus on Step 2 (I do. You help. We talk).
Months 7 - 9 should focus on Step 3 (You do. I help. We talk).
Months 10 - 12 should focus on Step 4 (You do. I watch. We talk).

Month 7 - 8

CONNECT

Month 11 - 12

RELEASE

By Month 11, you should start conversations about what multiplication will look like. Use this time to address any final issues.

NEXT STEP

DISCIPLESHIP

ccw.church

