

APPRENTICESHIP PLAY CARD

WHAT IS AN APPRENTICE?

Someone who is being equipped and trained by a team/group leader, to become a team/group leader.

WHY APPRENTICESHIP?

Jesus is the hope of the world. The local church is Jesus' agent of hope. Great LEADERS are the hope of the church. At Relevant, we expect every team/group leader to be apprenticing someone to become a team/group leader, because leaders reproduce leaders.

Step 1 IDENTIFY AN APPRENTICE

4 qualities of a potential apprentice

- Someone committed to take next steps to follow Jesus (T-Life)
- Someone willing to accept feedback in order to grow (teachable)
- Someone who is known by love (loving others the way Jesus first loved us)
- Someone who is a positive influence

Step 2 ENGAGE AN APPRENTICE (not necessarily in order)

- Get approval from Ministry Leader
- Go over expectations and responsibilities (*Position Description* and *Team/Environment Overview*) in person
- Complete *Apprentice Launch Plan* with them
- Inform Team or Group of the new Apprentice

Step 3 APPRENTICING

5 Basic Steps of Apprenticeship:

- #1 I do, you watch, we talk.
- #2 I do, you help, we talk.
- #3 You do, I help, we talk.
- #4 You do, I watch, we talk.
- #5 You do, someone else watches, y'all talk.

Debrief Questions:

- What worked?
- What didn't work?
- How can we improve?
- How are you feeling?
- What next steps do you need to take?

Relational Questions:

- #1 **How are you?:** Since the heart of apprenticing is relational, this will help you see how the Apprentice is really doing.
- #2 **Where/how are you winning?:** This question helps start the conversations with where the Apprentice is feeling successful. It provides an opportunity for encouragement.
- #3 **What challenges are you experiencing?:** This question gives the Apprentice an opportunity to talk about the things where development, help, or guidance may be needed in their life or leadership.
- #4 **How will you tackle those challenges?:** The best way to serve an Apprentice is not to solve their problems for them, but to help them tap into the wisdom and insight God has already given them. This question helps the Leader draw those answers/solutions out of the Apprentice.
- #5 **How can I help you?:** This question helps a Leader discern if/how they can help the Apprentice.
- #6 **How can I pray for you?:** The best way to wrap up is to ask the Apprentice how they need prayer, and then to take a few moments to pray.

Step 4 SEND THE APPRENTICE

- Determine if they are ready to be a team/group leader, and get affirmation from Ministry Leader
- Determine with them and the Ministry Leader if they will be sent to start a new team/group, or become the leader of the team/group they have been apprenticing within.
- Celebrate completion of apprenticeship with Group/Team
- Determine next steps for when/how they will be sent out or will take over the team/group
- Help the Apprentice identify someone they will start apprenticing, and help them engage an apprentice
- You...the Leader, need to identify and engage a new apprentice