
Alliance Bible Fellowship | Life Groups

Developing Life Group Leaders Through Apprenticeship

The following process explains how life group leaders can identify, select, train, and send apprentices for future leadership roles in the ABF life group ministry.

IDENTIFYING AN APPRENTICE

In looking for a potential apprentice, it's important to remember that we are not looking for someone who can necessarily lead a group tomorrow. We are looking for a teachable group member who has the potential to be a great Life Group leader in the future. As you look for an apprentice, there are six C's that will assist you in prayerfully considering who in your group may be a good fit.

COMMUNION (WITH CHRIST)

- First and foremost, it is important to determine if your potential apprentice has established a personal relationship with Christ. Can your apprentice articulate their story for how they established a relationship with Christ, and has he or she shown fruit of a relationship with Him?

CHARACTER

- Recognizing that we are looking for direction, not perfection, has your potential apprentice shown that he or she is learning to live, love, and look more like Jesus? Is he or she able to articulate and point to specific examples of how they have been maturing through the work of Christ and the gospel?
- Recognizing that character is what makes a leader worth following, is your potential apprentice someone worth following? Are they a good demonstration of a growing relationship with Christ?

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?

CULTURE

- Is your potential apprentice currently a member of ABF? 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?
- Does your potential apprentice demonstrate that they are all-in with their time, talent, and treasure?

CHEMISTRY

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

CAPACITY

- Has your potential apprentice shown consistency in attending your group's gatherings?
- Do you believe your potential apprentice will be able to commit to carrying out all the duties of a Community Group Leader?
- Do you believe your potential apprentice has margin in their life to invest in their group members?

If you answered "no" to any of the above questions in considering a member of your group as a potential apprentice, we suggest discussing your concern with your Coach or the Discipleship Pastor to decide whether these are areas that can be developed in your potential apprentice.

DEVELOPMENTAL EXERCISES

Often the best way to develop leaders is to start giving them more responsibility. Start small and give them a chance to get some wins. The following list is by no means exhaustive, but it might give you some ideas to get started.

Have your apprentice:

- Lead a discussion for Life Group
- Lead Life Group in time of prayer
- Lead a men's or women's break-out time during Life Group
- Organize and plan a social, service, missional, or participation event
- Oversee your group's communication
- Champion neighborhood engagement for your group
- Take on a leadership role at ABF
- Attend Life Group trainings and coaching meetings.

ONE-ON-ONE DEVELOPMENT

Find ways to regularly meet one-on-one with your apprentice in order to invest in them personally, help them develop as a leader, and give them the consistent encouragement and feedback that will be instrumental in helping them grow and succeed.

SELECTING AN APPRENTICE

After you have identified an apprentice with your coach or the discipleship pastor, we can begin the selection process. Your coach and the ABF pastoral staff will lead the apprentice through this process.

- The Discipleship Pastor will send an initial email to apprentice with the [LG Leadership Assessment](#)
- Apprentice will submit the LG Assessment and provide two references
- The entire team (Apprentice, Coach, and Pastor) will schedule a meeting to discuss:
 - Assessment
 - LG Leader Job Description
 - The training plan

TRAINING AN APPRENTICE

Once the apprentice has completed the LG selection process, the LG leader can begin the training process. The Apprentice Training Manual can be found [here](#).

The LG leader will walk the apprentice through eight sessions, introducing them to the vision, values and goals of the life group ministry. Each session consists of a video segment, reading, and reflection questions. This process typically takes 3-6 months to complete.

SENDING AN APPRENTICE

When the apprentice has completed the training, you can work with the discipleship pastor to develop a plan with your group to multiply. You have several options here. If the group is large enough to handle it, or if it makes sense geographically, the entire group can multiply. But in most cases, you will want to send the new leader with one or two other couples to plant a new group. This process generally takes 1-2 months.

At our next Life Group Sync, we will commission the new leader. The new life group leader will be encouraged to attend one of our LG Leader Bootcamps for new leaders.