

Find Apprentices

Step 1: Pray. *God, who are you calling into leadership?*

Write down what you hear:

Step 2: Reflect. Which of your current small group members have a heart for campus and/or mission?

- What skills or gifts do you see rising in them?
- Who participates in small groups and comes regularly?
- Who's taking the conversation and applications seriously by trying them out?
- Who might show care for others in the group?
- Are they willing to learn and grow?
- Do they seem emotionally healthy?

Write down names of potential apprentices:

Step 3: Give a clear invitation.

Decide what would be best for your context: individual invitations group invitation both

Write out your invitation(s), including an affirmation of their gifts, clear expectations of what they'd be doing, and how you'd plan to support them along the way.

Mentor Apprentices

Cycle through these next steps as you mentor those who say yes to your invitation. You can do this individually with one apprentice or collectively with a group of apprentices.

Set goals.

Pray and discuss together:

- *What are your hopes for apprenticeship?*
- *How do you want to grow in your faith? In your leadership?*

Write the goals down so that you can follow up with them about these goals:

Give them opportunities to lead and serve.

Discuss together: *What would you like to try first/next, to meet your goals?*

Check off which ones they choose or add more ideas!

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| Bring snacks | Lead a Bible study |
| Lead the opening prayer | Give a call to faith |
| Lead the icebreaker | Oversee a missional idea |
| Make a network map and invite new people | Lead a group prayer or worship activity |
| Follow up with students | Organize another activity |
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Debrief the experiences.

Set aside time outside of small group to meet with your apprentice (ideally, weekly). Debrief the events and experiences they've had since you last met and prepare them for upcoming opportunities. Pray for them and encourage them in their own walk with Jesus.

When will you meet with them? _____

Discuss together:

- *How have you been doing?*
- *What went well?*
- *What was challenging?*
- *Where did you see God move?*
- *What could be done differently next time?*

Jot down any notes you want to remember:

Create a Roadmap

Write down ideas and start planning for each stage of the situational leadership model, including timing of when you'd like to start transitioning to the next stage. This can definitely be adjusted along the way, but it's good to look ahead to what's coming next so that you can guide your apprentice. It's usually helpful to have some ideas to suggest, but you can definitely include your apprentice in the planning. If you're training multiple apprentices, you can use a single roadmap for all of them.



**I DO, YOU WATCH,
WE TALK.**

Timing:

Plans and Ideas:



**I DO, YOU HELP,
WE TALK.**

Timing:

Plans and Ideas:



**YOU DO, I HELP,
WE TALK.**

Timing:

Plans and Ideas:



**YOU DO, I WATCH,
WE TALK.**

Timing:

Plans and Ideas:



**YOU DO, SOMEONE ELSE
WATCHES, WE TALK.**

Timing:

Plans and Ideas: