

Small Group Leadership Development

1. What am I looking for in an apprentice?

Character Observations:

- Is spiritually growing
- Has a personal testimony
- Is teachable
- Demonstrates faithfulness in attendance and study preparation

Desired Skills:

- Leadership skills: encourages others in ownership of the group (leading discussions, administration, care-giving, hospitality, prayer, planned interruptions, etc.)
- Facilitation skills: promotes participation of all group members versus leading with a master-teacher style or a counseling/support group orientation
- Conflict resolution & problem solving skills (Matt. 18): models direct communication and encourages members to avoid gossip and to keep short accounts
- Relational skills: brings out the best in others and thinks more of others than him/herself

Desired Qualifications

- Is a member of WMBC and committed to living out the WMBC mission of *leading people to passionately love and follow Jesus through relational and transformational ministry*
- Is interested in investing their life for a small group of people
- Affirms the Small Groups Vision & Values

2. How do I apprentice a leader?

- Have them facilitate at least 3 – 5 group meetings.
- Involve them in the day-to-day running of the group (communication, handouts, planning, etc.).
- Allow them to learn from any group conflicts, confidentiality permitting, in order to improve conflict resolution skills.
- Recommend that they read through the Leaders Resources section of the WMBC website
- Invite them to attend Small Group Leader Events.

- Encourage them to meet with Pastor Terry to discuss any questions or further steps in becoming a small group leader.

3. What is the time frame?

0-9 Months:

The Leader observes group members in the areas of character, skills and qualifications and discusses potential apprentices with Pastor Terry.

After 9 Months:

Once an apprentice has been identified, the Leader begins the preparation process with their apprentice over the next few months. The apprentice participates in church leadership events and a member of the Small Groups Support Team meets with the apprentice for approval before he/she begins leading their own group.