

Developing Leaders

Establishing a Culture of Leadership

Leaders Developing Leaders

Jesus is the ultimate example, when we think about leadership. Though he could've done everything on his own, he chose not to because he is committed to seeing people transformed in his presence. Following Jesus' example, we resist the temptation to go at it alone and do ministry all by ourselves. The community of faith was meant to be inclusive, not exclusive to a select few. By investing in others, more people can experience God's life-giving and transforming presence, becoming who they were meant to be—reflecting the goodness of God to all those around them.

Investing in the Future

No one wants to see ministry die out with a graduating class of students. You can be part of a long line of people faithfully reaching the campus with the real hope of Christ, for years to come. God invites us to join him in what he's doing in people's lives. As we learn how to lead, God grows our faith and trust, and this helps us reach other parts of the campus, community, and world!

PRO TIP: Use this prompt to communicate the importance of leadership development!

In this group, we're not just learning about Jesus; we're being trained to do the things he did for the reasons he did them. I will invest in each of you, and each of you can look for ways to help each other grow, too. We're all learning, growing, taking risks, and contributing!

Apprentices

What's an Apprentice?

Essentially, the 12 disciples were Jesus' apprentices, or **leaders in training**. They had leadership potential he wanted to develop, so they could continue leading after he ascended into heaven. We want to replicate Jesus' model of apprenticeship in our small groups by **being intentional**. Sometimes people take initiative, but if they don't, make sure you are still actively seeking and inviting apprentices.

Finding Apprentices

These are three key steps for finding apprentices:

1. **Pray** – Ask God who he might be calling into leadership.
2. **Reflect** – Which of your current small group members have a heart for campus and/or mission?
3. **Give a clear invitation** – Affirm their gifts and be clear about the expectations of a leader. These are some examples that could be used with an individual or to the whole group:

SAMPLE INDIVIDUAL PROMPT

Hey! I really appreciate how you always contribute to our conversations in small group and how compassionate you are. And you've been actively applying Scripture to your life! If you're interested, I'd love to share about what it'd look like to become an apprentice small group leader, which would teach you how to help others grow in their faith—something you can take with you for the rest of your life. And I'd be with you along the way, mentoring you in your faith and leadership. What do you think?



SAMPLE GROUP PROMPT

In this group, we're not just learning about Jesus, but we're all being trained to do the things he did for the reasons he did them. That way, not only will I invest in each of you, but each of you can look for ways to help others grow too. If anyone would like to learn more about what it looks like to become an apprentice small group leader, we can talk after our meeting tonight, or I may come talk to you, too.



Mentoring Your Apprentices

Cycle through these next steps as you mentor those who said yes to your invitation:

1. **Set goals** – Talk to your apprentices about how they might want to grow through this experience.
2. **Give them opportunities to lead** – List out all of the things you do as a small group leader and give them chances to lead in some of those areas.
 - Bring snacks
 - Lead the opening prayer
 - Lead the icebreaker
 - Make a network map and invite new people
 - Follow up with students
 - Lead a Bible study
 - Give a call to faith
 - Oversee a missional idea
 - Lead a group prayer or worship activity
 - Organize an activity outside of the small group meeting (meal, fun event, etc.)
3. **Debrief the experiences** – Make space for them to ask questions, express frustrations, and celebrate successes.

Situational Leadership Model

Stages of Developing Leaders

Through the situational leadership model, you'll be walking through several different stages or situations with your apprentice(s) where you start off leading 100% of the time and gradually delegate more and more responsibility to them. In each of the following scenarios, let your apprentice know what you will do, why you're doing it this way, and invite their feedback and consent. The stages of situational leadership could look something like this:



1

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

Invite your apprentice to "shadow" you as you lead a Bible study. Encourage them to be intentional in watching what you're doing and jotting down questions. Debrief afterward to answer their questions.



2

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

Plan things out as usual, but start including your apprentice in some of the decisions. Provide some options for an icebreaker activity or ask if they'd be interested in leading the opening prayer next time.



3

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

Divide up Bible study prep between the two of you and let them lead parts. If needed, jump in, answer questions, and provide guidance.



4

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

The apprentice is prepping the Bible study or leading the event without you giving much input until the end during your debrief.



5

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

Still meet up occasionally to check-in to see if they have any questions. Now they can train an apprentice and you can take on a new one.

Course Worksheet

- [Leadership Development Plan](#)

Related Resources

- [Stepping into Risk Apprentice Guide](#)

Recommended Courses

- [Growing Disciples](#)
- [Inviting Well](#)
- [Cultivating Intimacy with God Together](#)

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