

“Encourage & Equip” - GroupLife Apprenticing Model

In this session we will discuss our leadership development strategy in GroupLife, and how you can partner with us. *You* encourage them, *we* equip them.

At Journey, we believe that *Circles Are Better Than Rows!* That is to say, we believe that significant and sustainable life-change occurs best within the context of community. For this reason we will continue to lead people toward these Circle environments. This is the purpose for which GroupLife exists. An important aspect of our ministry model in GroupLife is the multiplication of group environments. This is made possible by the continued multiplication of leaders for these environments.

For years, it has been a part of our groups model to multiply leaders through apprenticing select group participants. The shortcoming of the strategy has been that it has been left mainly up to the Group Leaders to “apprentice” these potential leaders. Many of our Group Leaders did not know where to begin in apprenticing a potential leader. In fact, the very term “apprenticing,” for some, conjured feelings of anxiety. We are now understanding that a more supportive and coordinated strategy is necessary to facilitate the reproduction of Community Group Leaders.

It begins with a change of language. We are now all moving away from using the term “apprentices” and instead adopting the term “Potential Future Leader,” or PFL. The purpose behind this amendment in our terminology is to take away some of associated anxiety that may arise for some when hearing the word apprentice.

The following bullets highlight some of the major points of our new and developing strategy.

There are 4 Major Steps to Our Strategy:

- **Step 1:** Identification
- **Step 2:** Invitation
- **Step 3:** Connection
- **Step 4:** Preparation

Partnership in Leadership Development: Encourage & Equip

Steps 1 & 2 - The first two steps in the process are carried out by the Group Leader under the supporting advisement of their Coach.

Step 3 is where the baton is passed to our Leadership Team. The Group Leader will connect to PFL with their Coach, and the Coach will begin to build a relationship with the PFL, and will be a continuing guide and resource for them moving forward. Your Coach becomes their Coach.

In **Step 4** the PFL will be invited to participate in training and develop events created for PFLs alike. In this stage they will also have opportunity to connect with and develop relationships with other PFLs. While a new class of leaders will be launched each season, the individual PFL’s next steps will be designed to fit.

A Great Environment for Sending your PFL’s is Turbo Groups!

Turbo groups are a 10-week group environment led by experienced group leaders for the purpose of developing potential group leaders. Express your interest in participating in an upcoming turbo group here <http://journeychristian.us/adults/community-groups/leadership-essentials-turbo-group/>.