

How Apprentices Become Leaders in TCF

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It is our hope that, through the work of the Holy Spirit, students that are being apprenticed would go on to become fruitful leaders within our community. Here are the criteria we look for to discern whether the apprentice is ready to make this transition, and if so, the process that is involved.



CRITERIA:

These criteria are understood to be a starting place from which discernment can begin, and useful for focused leadership development of the apprentice, rather than simply a legalistic checklist. The best discernment happens within a conversation between the Area Leader, the apprentice's Leader, and the Holy Spirit's leading.

1. **LIFE WITH GOD:** Evidence of a consistent and growing inner-life with God (spiritual disciplines such as regular prayer, sabbath, etc.)
2. **LORDSHIP:** Lets Jesus lead them in every facet of life. Is growing in godly character and integrity (including being transparent) in every facet of life, including...
 - Commitment to honesty (including academic honesty)
 - Sexuality and purity
 - Reconciling with and forgiving others
3. **LEARNER POSTURE:** Knows they need to grow. Is open and responsive to Jesus' leadership in their lives, as well as other spiritual authority (including their Leader).
4. **LIVED-OUT FAITH** (vs. fear): Has demonstrated **risk-taking** in the following...
 - Inviting broadly
 - Initiating spiritual conversations
 - Pastoral leadership (challenge / invite to some next step)
5. **LEADERSHIP INFLUENCE:** Has people who follow their lead.
6. **LEADERSHIP SKILL:** Has led a decent small group.

PROCESS:

The following process serves as a helpful guide for apprentices becoming leaders in TCF. The length of time this process may take will vary from person to person, as each apprentice will have unique issues and situations to be talked and prayed through. In general, however, it will usually last between 1 and 2 weeks.

1. Leader and Area Leader decide apprentice meets criteria and is a good candidate for leadership.
2. 3-way sit down conversation (Leader, Area Leader, and Apprentice) inviting the apprentice to consider leadership.
 - Here's what we see in you
 - Here's why we see leadership being good for you and others
 - Here's what the commitment is
 - What possible community group options might be
- 2b. (If moving to a new area) Conversation with new potential Area Leader
3. Apprentice takes time to pray and consider: Yes/No; what community group they would lead
4. Decision is made to become a Leader
5. The new Leader identifies and invites an apprentice of their own
6. New Leader joins the Area Team and begins leading their group along with their new apprentice.