

Apprenticeship *Demystified*



A vision for apprenticeship

Your community group is a garden where everything theoretical about your life in Christ has a place where it can slowly become actual. To use the metaphor of gardening, in our theoretical grasp of our life together in Christ, too many of us have poured over seed catalogs, bought gardening tools with favorable online reviews, and admired the photography in coffee table gardening books, but we don't have much dirt under our fingernails. Similarly, seeds in a seed packet are fascinating because they represent so much promise and potential on the one hand, and so little on the other, if they are never shaken out of the packet, and put in contact with water, sun, and soil.

Paul wrote to the church in Corinth, "We are God's fellow workers. You are God's field..." (1 Cor 3:9). By God's grace, community groups are a place where so many things we thought we knew, slowly grow to become things we actually know. As they grow to become things we actually know, they also become things we love, do, and experience. When our love for God and others is increasingly being worked out with these fifteen people in this place, then we'll get to taste and see for ourselves what pushing back darkness actually feels like. We won't have just read books about the Sistine Chapel, we'll finally know what it smells like inside the Sistine Chapel.

Now please don't misunderstand—you can't truly love someone with your affections that you haven't first come to know with your mind. We need more knowledge of God and Scripture, not less—but we need our knowledge to be planted in a place where it can put down roots and bear fruit. Here at Frontline, what we call "apprenticeship" is a perfect example of something that helps us move out of theory and into reality. If you're a community group leader, chances are that you've been someone's apprentice. It may have been something they were consciously doing and you were unconsciously receiving, or it may have even been unconscious for both of you.

I met a young, married man years ago that kept demonstrating leadership abilities in small but promising ways. I took him to a coffee and asked him who had poured into him, and I explained I was asking because he showed evidence of having been discipled or mentored. Though I pressed him gently, he swore he'd never been discipled or mentored, but then he shared a fascinating story with me of going up for prayer after the service at his previous church, and in the process meeting a bi-vocational elder in his sixties at the church who prayed for him and then invited him to breakfast. At that elder's initiative, they would go on to meet regularly for the next three years. As I gently pointed out that he had indeed been mentored and poured into with great intention and faithfulness, he realized he had failed to make the connection.

It's amazing what you can pick up when someone invites you along and invites you in.

Pause, and take a moment to ask yourself who has invited you along and invited you in.

Who remembered your birthday when your family forgot? Who let you tag along and ask dumb questions? Who followed up to check on you? Who listened to you, encouraged you, or silently served you without fanfare? Who prayed for you? Who in your life could easily have said, with Paul, "Follow me as I follow Christ?" Who simply greeted you warmly by name in such a way that you really believed them, so that when they asked you how you were really doing, you actually gave them an honest answer?

Chances are, if you're a leader, you have probably been apprenticed in some small way. But even what you've had to teach yourself is no less valuable and arguably more valuable. If your dad wasn't around to teach you how to shave, will you take that rite of passage more or less seriously with your own sons? Will you have more or less appreciation for that moment? Will you be more or less likely to notice what time it is, and make it meaningful? In this way, even the absences and deprivations we have experienced can teach us what others long for us to give to them in turn. The good news is that we can offer unique comfort even out of, especially out of, the "anti-apprenticeships" we've suffered in our lives.

Apprenticeship is simply discipleship moved out of the realm of theory.

Apprenticeship is discipleship with dirt under its fingernails.



If I only meet someone for coffee before work, though I am not being strictly unhelpful, I run the risk of keeping my hands too clean. But if I invite them along and invite them in, the seemingly serene guy who tosses out Eugene Peterson quotes at 6:00am with a mug cupped between his hands, now just looks like another tired dad after a long day at work, whose words to his son just now were too harsh. Now what? Will I repent? And how will I do it? They've suddenly got a front row seat, and we're using live ammunition. What will they learn about me? About themselves? About God?

We'll never know unless we get over our fear of exposure, our preference for talking about things as a substitute for doing them, and the lies we believe about ourselves. In many ways, we've forgotten how to be human. We were made for God and made for each other. Apprenticeship is a means of slowly recovering our humanity. Apprenticeship helps us consciously resist the new normal of being "alone together."

Tim Keller writes, "To be loved but not known is comforting but superficial. To be known and not loved is our greatest fear. But to be fully known and truly loved is, well, a lot like being loved by God. It is what we need more than anything. It liberates us from pretense, humbles us out of our self-righteousness, and fortifies us for any difficulty life can throw at us."

We experience this liberation bit by bit as we learn to invite each other along and invite each other in. As we invite each other along, and we invite each other in, we begin to experience liberation as we recover our lost humanity.

Visit frontlinechurch.com/apprenticeship to access a simple apprenticeship guide created by all the Frontline Community Directors, with a special thank-you to Blake Burrough, who did much of the heavy lifting on this.

J. J. Seid

Central Community Director

The purpose of apprenticeship

The purpose of apprentice development is to accomplish the Great Commission; apprenticeship is discipleship. It provides a roadmap for leaders to invest in apprentices so they both grow as disciples and as disciple-makers of their community group. While not all who enter the apprenticeship will emerge as community group leaders, they will certainly grow as disciples through the process and have a better understanding of how God can use them in the lives of others. The end is not to add a community group to our directory but to see more full formed followers of Jesus in the church. If we aim at fully formed disciples we get followers of Jesus and probably some community group leaders. If we work at making community group leaders only we are in danger of having institutionalized groups with few disciples.

Leader expectations: intentionally invest

Your primary responsibility will be to intentionally invest in your apprentice throughout this process. As the community group leader, your primary investment will be in the apprentice; growing them as a disciple and a leader. Throughout the process you will intentionally invest in you apprentice in these ways:

1. *Intentionally invest through discussion.* You'll discuss their progress and reflections on the training pipeline and your community group. Think, "How can I prepare this person to be a disciple-maker, and how can I grow them as a disciple?"
2. *Intentionally invest by sharing leadership.* You will regularly work with them to give them practice leading a group discussion, planning for a group meeting, and owning the discipleship of a group. This allows them to develop their leadership within your community group, where they can receive regular coaching and encouragement from someone right there with them.



3. *Intentionally invest by sharing your life.* Discipleship requires relationship. Your apprentice cannot be someone you simply meet with from time to time. As much as possible you must get to know each other and develop a friendship where you can be increasingly open and honest with each other.

Apprentice expectations: prayerfully pursue

Your apprentice's primary responsibility is to prayerfully pursue Jesus and growth. In this process your apprentice should be prayerfully asking God to help them grow as a disciple-maker of others and a disciple of Jesus, with the goal of leading their own community group and discipling others that way. Through their apprenticeship your apprentice should be prayerfully pursuing growth as a disciple and leader. They will do this in three primary ways:

1. *They will complete the training pipeline.* After each of the ten steps is completed they will meet with you for discussion and processing. They should be initiating these conversations, if they are not it is an area to help them grow in.
2. *They should be prayerfully pursuing the members of your community group.* They will take "ownership" of their discipleship just like the community group leader; praying for them, encouraging them to take next steps, shaping their perspective of the Gospel, etc. As you do this they should prayerfully consider who they will invite to join them as their apprentice (and possibly some group members too) if and when they lead their own community group.
3. *As often as they occur, they will attend gatherings with your hub leader and the other community group leaders in your hub.* These will help shape your apprentices perspective of what Gospel community is. This will also better equip them and help them move forward with greater clarity and the kind of DNA we want to multiply.

Hub leader expectations: strategic oversight

Your hub leader should be frequently made aware of your apprentice's development timeline and should make themselves available to coach you and address challenges you're facing as you are discipling your apprentice. They will provide strategic wisdom for assessing, commissioning, and sending your apprentice to lead their new group should that time come.

Step 1: Identify

You notice that every time someone new attends your group that John is always quick to sit down next to them, introduce himself and make them feel welcome.

You also notice that anytime someone shares a need in their discipleship group or asks for prayer that Cindy is quick to pray heartfelt prayers for that person.

Try and identify potential leaders in your community group. Here are few things to look for in identifying a potential apprentice:

- Who is consistently present?
- Who is engaging in discussion, not domineering in conversation but contributing meaningfully?
- Who is helping meet the needs of the group, i.e., regularly brings something to share on family meal nights or hosts a discipleship group?
- Who do you notice as hospitable, i.e., welcomes guests, remembers names, fights against cliquing up?
- Who has expressed a calling and/or desire to step into this position?



Certain individuals may not raise any of the flags listed above, but these may give you a sense of leadership potential and ability. We learn to spot this over time as we develop and send apprentices.

The goal in identifying is not that an individual or couple meets all of these criteria before we start a conversation. Still, these are markers that should perk our ears up to potential apprentices. As your group grows in size, these are questions you should be asking. It's important to note that before we start identifying possible leaders, we ought to petition God for the right leader. God knows your group and knows whom he has called to further leadership. God may highlight individuals that were not previously on your radar.

There will also be instances that we're approached by individuals with a desire to lead a community group. When someone self-identifies, it is always helpful and should raise a flag for us even if they're months from ready.

Common Challenges

What if there are no potential leaders in my group? Are you struggling to identify a possible apprentice? That's okay. Learning to spot and call out gifting is a learned skill. Ask your hub leader for their input. They may have a few ideas about some of your group members that you are not aware of. It might also be a good excuse for them to visit your group and prayerfully watch for any potential apprentices while they observe.

Step 2: Ask

John, I've noticed that you really seem to be hospitable and are good at making new people feel like they belong in this group. I think this is a sign of a gift God's given you. Have you considered stepping towards some intentional growth and development as a leader?

Cindy, I really appreciate how quick you are to pray for our people and bear their cares and needs as your own. I think that shows you have some real gifts as a leader and follower of Jesus. Would you consider stepping into some more responsibility in our community group?

There are many people in the church and in your community group that God has gifted for leadership and called to care for his people. Most of these individuals will never take steps towards that calling unless asked by their leaders. Apprenticeship is necessary for multiplication, and multiplication is needed for a healthy and growing community. While size dynamics and needs play a part in the necessity, it is not the only necessity.

Part of a leader's role is to call and pull up new and younger leaders into their specific, God-given calling. For most leaders in the church, this begins in a community group as an apprentice. Asking a potential leader to consider and pray about stepping into apprenticeship should be a light and frank conversation. It is an ask, not a demand. However, the expectations should be laid clearly for the apprentice.

- This will be a six to twelve month process.
- The apprentice will have resources to read, digest, and discuss with you, the community group leader.
- The apprentice will have an opportunity to get reps at communicating with the group, leading a discipleship group, leading a prayer night, and casting vision at a family meal.
- The apprentice may be asked to host the group for a time. This requires sensitivity and wisdom, as it concerns your group. Their space may not be ideal for hosting, this is often a barrier for leaders stepping into an apprenticeship and while it is helpful to work towards the leaders of the group not also being responsible for hosting duties. It is worth identifying a couple willing to multiply with the new leaders that act as the host home for the new group. However, if an apprentice has an ideal space to host the existing community group, it may be helpful for them to get a sense of this side of group leadership before they are commissioned and multiply. Certain individuals may not raise any of the flags listed above, but these may give you a sense of leadership potential and ability. We learn to spot this over time as we develop and send apprentices.



Whether you've identified and asked someone to consider stepping into an apprenticeship or someone self-identified themselves as having a desire to lead, the next step is to have them fill out the initial interest form (frontlinechurch.com/interest). This can help you get an idea of the areas where they need growth and allow you to build their development plan with more accuracy and a better understanding of their possible launch timeline.

Common Challenges

What if they say no? If your conversation is met with hesitation, don't panic. Be patient. This is a process. Give the potential leaders the ability to say no and the opportunity to take some time and pray about the decision. One thing we can do to help manage expectations and assuage some possible anxieties about apprenticeship is to give small pieces of informal responsibility to a potential apprentice (see more about giving responsibility in Step 3, OTJ). The reason we would do this informally is to gauge a possible leader's readiness for apprenticeship and to have a tangible example of their existing leadership in the group. It becomes much easier to ask someone to formally step into something they're already partially walking in than if it comes out of the blue.

Step 3: Train

You notice that Mark is a really attentive listener and always seems to know what questions to ask to draw people out of their shells. However, once someone has become vulnerable Mark usually stalls out on applying the Gospel to their lives. You ask Mark to read an article on gospel application during the training pipeline and write five things to process with you that he took away from the assignment.

Karen is showing a lot of progress in the training pipeline but still seems somewhat timid in group settings whenever discussion is happening. You ask Karen to lead this week's women's discipleship group. You have her read the Discipleship Group Rhythm Sheet for a refresher and you remind her that you'll have her back during group but will follow her lead. You meet the following week to give feedback and encouragement.

If we are responsible for an apprentice but haven't thought through the places they need to grow and built a plan to develop them, then we are using that person to build ministry rather than allowing ministry to build them. That's a sobering reality but not one that should paralyze us. We should be looking for areas that need attention in our apprentices. This can be theological, philosophical, or practical. We have several tools available to help you see areas of need and to help you speak into them.

Training apprentices is two-fold. It consists of our training pipeline and on-the-job training (OTJ). Each of these paths is not just teaching the "how" of community group leadership, but they are forming a leader. We want their hearts to soften, their knowledge of God and self to deepen, and their hands to get dirty.

The Training Pipeline is a way for your apprentice to self-start their development and an on-ramp for the two of you to build a coaching relationship. We can allow the apprentice to move through the check-list of resources at their own pace, but we should be clear with our apprentice that they have been invited into a process rather than a worksheet to complete. A training pipeline is a tool for you to use in helping assess character, calling, competency, and readiness for your apprentice over the next twelve months. As your apprentice completes each step, ask them to initiate a conversation with you to discuss what they're learning. Walking through the initial training plan with them can be as simple as having coffee with them once a month and taking one item on the list at a time, and prayerfully discussing with them what they read and wrote.

Be sure that you are listening intently during these conversations and making note of specific areas your apprentice needs to grow. This is a great opportunity to give them additional resources for their development. Ask your hub leader for book, sermon, or article recommendations that can help address some of their areas of needed growth. This will move them closer to preparedness and it will equip them to be and make disciples in



your group. (Ongoing discussion with your apprentice about their development is an integral part of your coaching relationship, discussed more below.)

OTJ may be the most nuanced and difficult -to-access pieces of training an apprentice. Your apprentice might be terrified of leading a discipleship group. Or, maybe they're very comfortable for 3-5 people, but in a room full 12-20, they get tongue-tied. These are places to grow and places for you to be aware of in your apprentices' development plan. We don't want to give someone more than they can handle before they're ready, but we do want to provide them with a little bit more than they're prepared for. When we are stretched as leaders, it is often the place God grows us and brings gifts to light. We have to give our apprentices permission to fail or succeed and the opportunities to do so. Building trust in your apprentice will be part of your leadership development as you develop them. Here are some simple ways we can provide opportunities:

- Early in their apprenticeship or a you're vetting potential leaders, ask them to pray for the group. This can be to start a discipleship group, over a family meal, for a brother or sister's need within the group. Praying in a group is hard for many Christians. When you the community group leader publicly ask your potential apprentice to lead a prayer, you are tacitly approving of their leadership and gifting. This boosts their confidence and the group's confidence in them.
- Allow your apprentice to handle the weekly communication with the rest of the group. This is a small but essential thing we can do. It teaches the necessity and the "how" of a leader communicating with the group. It requires that your apprentice critically thinks about communication. It may also mean that they think about what the plan for food is at the family meal that week. It lets your group hear your apprentice's voice.
- Ask your apprentice to gather the group at the beginning of a family meal night. Ask them to pray over the meal. Ask them to address any family-business within the group. Ask them to give an update on the timeline for multiplication as it approaches and as it is appropriate.
- Invite your apprentice to take the wheel at a discipleship group as you sit shotgun. Learning to lead the discipleship group may very well be the hardest skill to learn and teach. A real apprenticeship means that you are there as a safety net for the apprentice but that they are getting their hands dirty by leading the group. The difficulty is not asking questions from a discussion and receiving answers; anyone can read questions from a piece of paper. Your goal is to instill (and likely learn along the way) intuitive leadership; how to read the room. When is it time to pray? When is it time to confront sin? When is it time to mourn in silence? When is it time to celebrate? This takes time, patience on your part, and multiple reps. (If this particular area needs attention, Ed Welch's *Side By Side*, is excellent book for you and your apprentice to work through together).
- It's vital to help our apprentices develop missiology for their street or neighborhood. Your hub leader will be a helpful resource for this piece of training as they're overseeing the broader area of town. Asking your apprentice frequent questions about the people of their neighborhood and the needs of their neighbors can be an excellent way to prime the pump for this conversation. You can even engage in third space/missional living with your current group in your apprentice's neighborhood. This could be a block party, cookout, having neighbors over to watch the Thunder game; the point is, you are directing your apprentice to think through and lead through this. The hope is that they would begin to look at their neighborhood as a shepherd and move towards their neighbors in the same way when their group launches. (See *8 Ways to Be Missional* for practical steps on how you and your apprentice can grow in this area.)

Each of these can be valuable spaces for an apprentice to step into. However, each requires coaching after the fact for leadership formation to happen.

Common Challenges

How am I supposed to give away responsibility? If you're uncertain on how and when your apprentice is ready to begin carrying more responsibility in the group or participating in OTJ training, what follows is a fairly simple framework for handing responsibilities to your apprentice using leadership of a discipleship group as an example (though it applicable in several instances).



1. You lead discipleship group, your apprentice watches you, you talk about it together afterwards
2. You and your apprentice lead discipleship group together, you talk about it together afterwards.
3. Your apprentice leads discipleship group, you watch, you talk about it together afterwards.
4. Your apprentice leads discipleship group without you, you talk about it together afterwards.

Step 4: Coach

Mark, I'm really encouraged by your presence and attitude towards people as they're sharing their lives. You're really compassionate and seem to be listening to Holy Spirit as you are listening to our group. This is a really valuable skill. I also notice that sometimes you aren't sure what to say in response or how Jesus explicitly fits into these situations. As you're working through your training pipeline, I'd love for you to check out this article and write out some reflections for us to go over.

Karen, I'm so encouraged by how much effort you've put into your reading assignments and how much God has grown you over the last few months. I noticed that you're very slow to speak or give input at group if you speak at all. Do you have a sense of why that is? I think God is doing a lot inside of you as a leader right now and I'd love for you to lead our next discipleship group. I'll be there with you and will follow your lead. We can grab coffee afterwards and talk about how it felt for you to lead that.

Establishing a relationship for coaching is of first importance in the process. From when you ask someone to formally step into apprenticeship to when you send someone to lead a new group, you will need the framework of a coaching relationship in place for this to succeed. A relationship implies mutuality. We are not our apprentice's judges or accusers, and we don't want to browbeat them; we should always work from encouragement and positivity. At the same time, we can't shy away from critical and constructive input on places they need to grow. Encourage them to ask questions about why you led a certain way or said a particular thing during the group's time. They should never feel afraid to ask a question.

Second, a rhythm for coaching is just as important to develop as the relationship. A relationship requires time and intention. If we aren't regularly meeting with our apprentices, it doesn't matter how much content, reps, or constructive feedback we are giving — we have to make the time. As you're able to meet or speak with your apprentice, it may be helpful to discuss that evening's group earlier in the day. Are you asking them to lead a portion of the family meal prayer or discipleship group that week? Give them some direction. Ask them if they have any ideas of their own about how they might lead during the group's time. What needs or anxieties are they experiencing through the process? Pray together for each other and for your time that night. Next time you meet or speak, discuss how you experienced their leadership at the last group. Make yourself available to answer questions they have about what they lead through.

As your confidence grows in their leadership, invite their input on how they might lead the next discipleship group. As the group grows and as your size dictates, consider multiplying your discipleship group and allowing your apprentice to drive one and you the other. They might be nearly ready to lead a community group.

The more and more you practice this, the more confident and comfortable your apprentice will be in their leadership and their coaching relationship with you. Through this process, they are learning both how to lead their future community group and train their future apprentices.

As you grow more comfortable with their leadership, it may be a good time at this point to be absent from one of your groups' meetings. Letting your apprentice lead without your presence, and possibly even fail, can be one of the best tools for coaching and means of growth for them. Afterwards, ask some trusted voices from your group for any input or observations on your apprentice's leadership in your absence. This may unearth a few blindspots you or your apprentice don't see.



Common Challenges

How can I give helpful feedback that builds up rather than tears down? Any time we are discipling or training someone it's important that we aim for humility. There was a time when none of knew what we are now teaching; it had to be taught to us! There are always positive examples of a person's growth. Identify these any time you are giving critical feedback. Celebrate how God is moulding and shaping your apprentice and not just the ways they need to get better.

Step 5: Assess

Michael has been serving as your apprentice for the last seven months. He's completed the training pipeline and is getting reps in your weekly meetings. "Michael I think its time for you to start praying about leading a group of your own in the next 6 months. I'd like for you to fill out the assessment form I'll send you and then we'll sit down and process calling, further growth, and next steps."

Janet recently completed her assessment to become a community group leader and is very eager and excited to lead a community group in her neighborhood. However, you noticed in some of her answers that she struggles with believing in the practice of the gifts of the Holy Spirit. "Janet, I think you're on track to lead a multiplied group in the next six months. Between then and now I'd like for you to do some work around the gifts of the Holy Spirit. I have two books I'd like you to read and I'd like you to attend a training on the spiritual gifts that one of our other congregations is hosting next month."

We have to take into account many factors in determining when a group is ready to multiply, and when your apprentice is ready to step into leading the sent group. A group's size dynamic, an apprentices call towards their specific neighborhood, and the broader church calendar all play a part in determining when a new leader is sent. It is worth having a conversation with your hub leader about the best possible time In the year to launch the group; coming out of a sabbath month, for instance can be a good place (how should we reverse engineer twelve months from that point?) However, for the sake of this document, we will focus on assessing competencies inside you and your apprentice's coaching relationship to determine their readiness.

If an apprentice has accepted the invitation to apprenticeship, is aiming towards leading a sent group, has worked through the training pipeline, is getting reps in leading pieces of your group's gatherings, and you are both regularly meeting for coaching and further development then they are ready for a formal assessment. Before you enter this phase, you and your hub leader must be conferring about the decision to move them towards assessment and sending. You will have the closest proximity to your apprentice and a better sense of their readiness, but your hub leader may see some blind spots and will have wisdom on when and how to send this leader. For this reason, involving your hub leader in your apprentice's development as much as possible will prove beneficial throughout your apprentice's progress.

In the fullness of the process or when you and your hub leader feel its time, send your apprentice the formal leader assessment form and ask them to fill it out. It would be wise to send your apprentice this assessment around the 8 or 9 month mark. This gives you, your hub leader, and your apprentice time to assess, work on areas of growth and cast vision for your group towards an imminent multiplication.

After your apprentice completes the leader assessment, you and your hub leader will receive a copy. You and your hub leader should meet to discuss the results of the assessment and any areas that raise any question. If everything seems to be in line and you and your hub leader feel the apprentice is ready to lead a multiplied group, the next step is to meet with your apprentice and hub leader. Encourage and affirm your apprentice and express your belief that they are ready to lead. Address any areas of ongoing growth they should be actively pursuing and discuss a timeline for their launch and sending. Help your apprentice think through their future core group within



the community group, who are the 1-2 other leaders/couples they could lean on for future apprenticeship? There may be other couples in the group (such as hosts) that need to be directly asked to prayerfully consider joining the leaders being sent in their new community group.

Common Challenges

How do I know they are ready? What if they are not ready? You should communicate to your apprentice that the completion of this step is not a guarantee of group leadership. Often, the formal assessment will show areas of growth that need ongoing attention. Some of this growth can happen as they lead their new group, but there may be other areas that require you to pause the process and work with your apprentice more intentionally before moving forward. We should reiterate that the primary goal is leadership development and not adding another group to our directory; we are discipling a leader towards their calling in God. If your apprentice isn't ready when you thought he or she would be, that's okay. Pull in your hub leader and work on their ongoing development plan for growth.

Step 6: Send

Michael has asked two other families to join his family in planting a community group in their neighborhood, they've agreed, and while they are sad to leave well-known relationships in the current group, they're excited for what God has in store. At the current group's last meeting Michael's family and the other two families sit in the middle of the room as you lead the group in praying for their future and listen for words or pictures of encouragement from the Holy Spirit.

About four months ago your group sent Janet and several other couples to plant a new community group in her neighborhood. For your family meal this week you invite Janet and her group to join the old group for a meal. You ask Janet to introduce newcomers in their group, share evidences of God's grace, and lead everyone in thanksgiving to God for all that he's done in each group.

As mentioned, you must begin casting vision for practicing apprenticeship and multiplication in your group at least four if not six months before the multiplication occurs. We want this value baked into our community group culture. As your size grows and your apprentice nears ready, a multiplication seems less scary. The apprentices being sent are now known and trusted leaders in the group.

Make an event of your last night together before the multiplication. Throw a party and celebrate what God is doing among you. Put your new community group leaders and the couples joining them in the middle of the room, lay hands on them, and pray for their future group. Mourn the reality of saying goodbye and celebrate God growing his kingdom in your city through true life in the Gospel lived out together.

Common Challenges

Is this goodbye forever? After your groups have been meeting separately for more than three months, it's a good idea to have a reunion party for both groups. This is a gathering for both groups to come together, meet newly added members, share evidences of God's grace and places you are growing as a group. This creates a tangible reality that Gospel good-byes are not good-bye forever and that even though the group has multiplied they both share in a common family and mission.

