

LEADERSHIP HANDBOOK

*Your guide to creating and multiplying supernatural
communities that share life, do mission, and pursue
freedom together in God's presence.*

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Introduction

Hello!

I want to thank you, the leader or apprentice, for committing to advance the Kingdom of God as a part of Muskingum Valley Vineyard Church. You are truly the backbone of this church family. We are a network of microchurches. These supernatural communities are our primary means of discipleship. This means that we as a church depend on the health and well-being of each and every microchurch.

Since we put so much emphasis on the life of the microchurch, we want to do everything in our power to serve and equip you as a leader. The purpose of this handbook is exactly that, to serve and equip you as a leader (or future leader) of a microchurch. In the following pages you will find important information about the DNA of MVVC, the role of microchurches and leaders, best practices for leadership and apprenticeship, and much more!

This handbook is tailor made to you and your needs as a leader. We have attempted to answer common questions and address challenges you may face in your microchurch.

In my experience, there are those who are very faithful in consulting handbooks or guides before they begin an endeavor. I, for one, am not like that. If you are anything like me you have purchased something that came with assembly instructions and you tossed them to the side and attempted to figure it out on your own. I can normally keep this up for about 5-10 minutes until I realize that there are more parts than I originally thought and they fit together in more complex ways than I was able to figure out on my own. It is at this point that the manual becomes very valuable to me. I tell you this because I am sure some of you will treat this handbook as a valuable resource right off the bat and apply what it has to offer, while others will quickly read through this document only to see its value later on in the process and reference back its contents. This document is intended to help you get a microchurch started on the right foot as well as to serve as a field guide to help you as you go and as you encounter challenges.

Please know that although this handbook has a lot of helpful information we are not claiming to be experts in the field of microchurches. We have a lot of experience with small groups and we are drawing from a lot of research and experience from other sources. There is still so much to grow in and learn about as we experiment, learn, and grow together. I am looking forward to the updates we will make to this handbook using the experience and wisdom you gain along the way so that we can help equip others.

We are praying for you and we are trusting the Lord to move powerfully in your life and in the life of the microchurch you lead.

Cameron Godfrey
Microchurch Mechanic, MVVC

Microchurch

Muskingum Valley Vineyard Church (MVVC) is a growing network of microchurches. So, what are microchurches?

Inspired by the book of Acts, MVVC microchurches are supernatural communities that share life, mission, and pursue freedom together in God's presence. They embody the values and practices dear and central to our identity as a church: passionate worship, active prayer, devotion to learning and obeying God's word, authentic community, and a commitment to God's kingdom advancement.

Wherever a microchurch meets there is no need for a stage or elaborate production. Rather, it is a simple expression of the family of God loving Him and linking arms in His mission to see people saved, healed, and delivered while they fall more in love with Him.

A microchurch offers Holy Spirit saturated environments where miracles are expected, God's family grows, and people mature in their heavenly gifts and callings. They are small communities that gather around God to grow in their knowledge and experience of Him. People encounter God and are changed in His presence as He is welcomed through worship and prayer. The intimate nature of a microchurch lends itself to a discipleship culture where God's word is not just learned but obeyed as well. They are safe places to step out and take risks, to practice and grow in spiritual gifts, and to grow in maturity in Christ.

We were created to share life through genuine relationships in God's family. Love, forgiveness, generosity, and commitment shine in microchurches. We celebrate together and cry together, encourage one another and challenge one another. With a high value placed on family, fellowship, and fun, people of all ages are welcome in microchurches. These are places to know and be known in a way not readily available in larger gatherings.

As we grow in Christ's love, it overflows beyond microchurch gatherings. There is a constant awareness of God's mission as "God stories" are shared and heartfelt prayers are offered for the lost and unchurched. Microchurch communities are compelled to raise up new leaders and intentionally plant more microchurches because their experience of God and His family are too good to keep to themselves. In this way, God's family can organically grow throughout the Muskingum Valley, branching out to invite more people into the vibrant life of the Kingdom of God through the spreading of microchurches.

Each and every microchurch is one of a kind as they all have a unique focus, context, and mix of people with diverse gifts. Although there are many differences from one microchurch to another, they all feel like home. There are common threads that run through each microchurch. Microchurches are all built on the same Core Values through Primary Practices and they are all carriers of MVVC culture.

Mission & Vision

Mission

Our mission is to, "Love God, love people, and make disciples who make disciples." In other words, we obey the Great Commandment (Matt. 22:36-40) and fulfil the Great Commission (Matt. 28:16-20).

Vision

By the grace of God and the power of the Holy Spirit we will advance God's kingdom in the Muskingum Valley by proclaiming the good news and multiplying small groups of Christ following disciples.

Prophetic Words

Over the years, God has spoken to MVVC through prophetic words about who we are and about what He will do through the church. One word was given to MVVC through two independent sources at different points in time. It was a picture of a map with Zanesville at the center and just like in the title sequence of the TV show "Bonanza" a fire started in the middle and spread outward. We understand this to mean that Zanesville will be the center of a revival fire that burns bright in the city and that spreads outward.

Another word, was a picture of our county that is being covered by a "Holy Spirit bubble" that grows and grows until it bursts outward and the Holy Spirit spreads to all the surrounding areas.

Our Lead Pastor, Wade Coffey, received a word from the Lord regarding MVVC at a pivotal time in our church's history.

It was a passage from Isaiah 26:2-3.

"In that day—

'Sing about a fruitful vineyard:

I, the Lord, watch over it;

I water it continually.

I guard it day and night

so that no one may harm it.' "

When Wade read this passage the Lord told him that He is the leader of this church and that He is taking care of it day and night. Upon reading this, Wade pictured grape clusters on a vine throughout the Muskingum Valley. These grape clusters represented small groups, which we now call microchurches.

We believe that God is laying the foundation for revival so that his fire may spread throughout the Muskingum Valley and beyond. And we believe that microchurches, these supernatural communities that share life, do mission, and pursue freedom together in God's presence, are the containers and the structure to carry and to help sustain that revival so it is not just a flash in the pan, but rather a move of God that brings lasting transformation.

Core Identity

Core Identity asks the question, "Who are we as a church family, what makes us, us?" The following statements are aimed at the essence of who we are as a church.

We are a growing network of microchurches fueled by God's presence.

God has called us to plant the gospel and grow microchurches.

Microchurches are supernatural communities that share life, do mission, and pursue freedom together in God's presence.

We are "people of the presence".

Core Values

Fueled by *love, power, truth, and wisdom* a disciple or group of disciples will mature in these values.

Presence

God's presence. Knowing and experiencing Him personally and as a group.

Through the Psalms, King David's longing to be in the presence of God is clearly on display. With his whole heart, he wanted to be before the Lord in his glorious presence. He wrote, "Better is one day in your courts than a thousand elsewhere." David understood that nothing compares to being with the Lord in his presence.

The moment Jesus died the veil in the temple was torn, which removed the dividing wall between God's presence and his people. His presence was made accessible to all through Jesus' work on the cross. God's greatest gift to humanity was to restore all people to himself so that they could abide in his presence.

It is the heart cry of all who passionately love Jesus to know and experience Him. There is nothing of greater value to we who believe than God Himself. He is the center of who we are and all we do.

Family

God's family, believers. Authentic Christian community that shares life together.

Throughout the Biblical narrative we see God constantly on the move. What is he doing? He is hard at work, creating a family. Night and day, nonstop, and at all costs God is restoring his family to be with him and to be with one another.

In the Old Testament God chooses a family(Abraham's family), through which all the nations of the earth will be blessed. Jesus (son of God and descendant of Abraham) comes to restore all creation to God. Through faith in Jesus, everyone can be adopted into the global multi-ethnic family of God. Because of this, we get to experience family and communion with God and with one another.

The Bible takes seriously how we interact with our family in Christ, as it lists over 55 "one another" commands in the New Testament that help us interact with God's family in a life-giving way.

As dearly loved members of God's family, we cherish the family God has established and is constantly at work growing. We eagerly desire to love each other well and to bless our brothers and sisters in the Lord.

Mission

Outward focus on the lost and unchurched. Planting new groups.

From the beginning, God has been at work to create a family to love Him and to be loved by Him. The fall of humanity did not change this mission, it only caused a detour. God is still at work with this mission today. He has made a way for all to enter into his family through faith in Jesus. The Holy Spirit is at work in people's hearts, drawing them to himself. He desires for all to be saved and is dedicated to redeeming all of creation, and we have the privilege of partnering with Him on his mission.

We are utterly convinced that God loves us. And through knowing and experiencing Him more and more, He reveals his heart to us. It is a heart that is filled to the brim with love, that longs for those who are far off to be brought back to his family. We are filled with compassion for those who are far from Him, and we eagerly join God in his rescue mission to save a lost and dying world.

Freedom

Cultivating an environment of freedom where people are saved, healed, and delivered.

The whole world was enslaved to sin in its former state of separation from God. All people were oppressed and had absolutely no power or means by which to save ourselves. With this bleak and hopeless backdrop Jesus bursts onto the scene setting the captives free. He came to destroy the works of the devil and to bring freedom and salvation for all who were harassed, helpless, and far from God. Jesus loves freedom. In the Gospels he displayed his value for freedom everywhere he went as forgiveness, healing, and deliverance flowed from him like a gushing fountain on all who came to him. We believe that setting captives free was not a ministry that Jesus alone was called to while he walked the earth, but rather that the blood of Jesus is mighty to save, heal, deliver and make whole. This means that we, in following the example of Christ, are to participate in his ministry of reconciliation and freedom.

Where the Spirit of the Lord is, there is *freedom*. We cultivate Holy Spirit saturated environments where people can experience salvation, healing, and deliverance. We are imitators of Christ as his heart is formed inside us and as we emulate his life of setting captives free.

Primary Practices

As a church family, we have identified a list of Primary Practices. We understand these biblical practices to be vitally important to a supernatural community that shares life, does mission, and pursues freedom together in God's presence. As a community of believers, this list contains practices that we love to do when we gather together, no matter the size or the context of the gathering.

Below are our Primary Practices listed with a description of why they are important in the life of a microchurch along with some ideas of how these practices are commonly expressed in a microchurch gathering.

Worship

Worship goes hand-in hand with God's presence. Worship is the proper response to the manifest presence of God and conversely worship often ushers in God's presence as he inhabits the praise of his people. Regardless of which comes first in a situation, the presence of God or worship, microchurches make a regular habit of lifting him high in praise.

There are often misconceptions when it comes to worship in small group settings. These misconceptions arise when attempting to make decisions based on comfort and not on the word of God. A classic line of thinking is to avoid worship when new people are present. If they do not know the Lord, worship will make them uncomfortable. A thought that is not uncommon among leaders is, "After all, unbelievers don't know Christian worship songs. Does worship singing make them feel uncomfortable and hinder outreach?" Almost as if worship would hinder the growth of a group.

But extensive research in the area of small groups, conducted by friend of MVVC Jim Egli, has shown just the opposite. He said, "We discovered that groups who include worship in their meetings grow more rapidly than those who do not." (*Groups that Thrive*)

The following paragraphs are excerpts from *Groups that Thrive* where the author reflects on the impact worship has on the life of small groups.

"A large percentage of the groups said they did include singing and worship (77%). And the groups that worshipped grew faster than the ones which did not. Worship singing positively affects the visitors, and those groups that included worship were also more effective in evangelism. From this, we can conclude that worship is not a barrier to visitors, even though they might not be familiar with the songs. Evidently, the presence of God experienced in worship can be felt by these new people and it helps draw them to the group and to Christ.

Groups that thrive focus on Jesus. When people experience Christ's presence and love, they sit-up and take notice. The most effective evangelism lifts up Jesus and allows him to minister to

people. In fact, we recommend including as much worship as possible. Bring God into the picture and you'll welcome unbelievers.

People will join the group because they want to experience God; they have prayer requests and other needs; they are hungry for support from caring people and God. By not including worship, the newcomers might decide that the group is not worth their time. They get social interaction anywhere—a Starbucks, work, or hanging out with a friend. But where can they go to find God? Most likely that's why they came to the group. Don't hide Jesus. Let him be the focus of group activity." (*Groups that Thrive*)

"God often moves when his people worship. Worship ushers in an atmosphere in which the gifts of the Spirit freely operate. When God's people praise and worship him, God shows up and begins to speak through his gifted people." (*Groups that Thrive*)

There are a variety of ways to engage in worship in a microchurch. Feel free to explore creative and unique ways to honor and praise the Lord when you gather.

Pro Tip:

Common examples of worship in a microchurch:

- Playing music and singing along
- Sharing what you are thankful to God for
- Sharing testimonies or stories of where you have seen God at work in answer to prayer

Prayer (face to face and intercession)

This handbook contains sections on the role of prayer in a small group context in the chapter about Factors Affecting Microchurch Growth. Prayer deserves extra space because no other practice has a greater impact on microchurch success than prayer. Prayer is essential to the health and wellbeing of the group as well as the growth and multiplication of the microchurch.

When thinking about prayer as a practice it is important to consider two modes of prayer. These are face to face and intercessory prayer.

Face to face prayer involves praying for someone who is present. It may involve laying hands on that person, it may involve the whole group. But it is the act of blessing or fighting for someone in prayer in the moment with someone who is present.

Intercessory prayer is praying for a person or a group of people no matter where they are. It involves going to the Lord on their behalf and blessing or fighting for them in prayer.

Pro Tip:

Common examples of prayer in a microchurch:

Face to Face

- Praying for the needs of those in your microchurch and laying on hands
- Praying for the lost and unchurched when you have an outreach

Intercessory

- Praying for laborers to be sent into the harvest
- Praying for the lost and unchurched
- Praying for believers who are not at the meeting

Learn & Apply God's Word

Learning and applying God's word is at the heart of discipleship. We are to teach others to obey all that Jesus commanded.

Microchurches leaders create learning environments where others can learn and obey God's word.

Teaching the Bible is vitally important in discipleship. When it comes to learning God's word there are three teachers that you need to know about when pursuing Bible learning and obedience. The three teachers are the Bible, the Holy Spirit, and teachers that Jesus has gifted the group with.

The two most important teachers are the Bible and the Holy Spirit. People take ownership of what they learn and readily apply it to their lives when they discover it themselves and when the Holy Spirit teaches them. As a leader you must allow room for the Bible and the Holy Spirit to be the primary teachers and lead the way when it comes to teaching the word.

This handbook features a very important chapter on teachers in the microchurch context that has a lot of helpful information about how to approach teaching in these gatherings.

Friendly Warning:

Watch out for the slippery slope of pursuing knowledge alone. The pursuit of knowledge itself is practically a national pastime. Which is why it is very important to keep application at the forefront of this practice. Disciples do not grow by knowing more things about the Bible.

Disciples grow by putting the word into practice. The Bible says that knowledge puffs up and it also says that the wise builder takes Jesus' words and puts them into practice.

To put it bluntly, if your group is not putting what you learn into practice you are not making disciples, you are making students.

The book *Small Groups Big Impact* has some interesting things to say about the role of Bible learning and obedience in the gathering of a small group.

"Bible study is a very important part of small groups, but small groups are not Bible study groups. Perhaps the most common mistake of evangelical churches is starting small groups that are focused primarily and often almost exclusively on study. Many churches new to groups think they have started healthy small groups, but they have simply launched Sunday School classes meeting in homes.

Bible study is only one part of what small groups do. Many Christians already know more Bible than what they are applying in their lives. They don't need more knowledge as much as they need support to apply and share what they already know." (*Small Groups Big Impact*)

Pro Tip:

Common examples of learning and applying God's word in a microchurch:

- Discovering what the word says together and committing to obey it together
- Listening to or watching a Bible teaching and making commitments to obey

Discipleship

Part of being the family of God is being discipled and discipling others. It is about growing in maturity and Christ-likeness and helping others do the same. In a healthy microchurch, members grow and develop as those who are more mature invest in them. This practice involves passing along what you have learned from the Lord and encouraging others to draw near to God and to obey his word. As a microchurch leader you have influence in the lives of those who are part of your community. We urge you to use that influence to invest core values and primary practices into the lives of others.

Pro Tip:

Common examples of discipleship in a microchurch:

- Discipleship that occurs through the course of microchurch gatherings
- Personal or small group discipleship with a smaller number of people from within a microchurch

Evangelism

Evangelism captures the outward focus of microchurch life. At its core, evangelism is sharing the good news of Jesus with others. Having a strong outward focus will continually breathe fresh air into the life of the microchurch. This handbook unpacks outreach in more detail in the chapter about Factors Affecting Microchurch Growth.

Pro Tip:

Common examples of evangelism in a microchurch:

- Inviting new people to experience the microchurch and hear the gospel
- Planning an outreach to go out and share the gospel together

Generous giving

It is very important for followers of Jesus to be invested in the advancement of God's kingdom. Generous giving includes joyfully giving financial resources, time, and energy to the

advancement of God's kingdom. Practicing generous giving as a microchurch will help free the group from the hold of materialism and lean into trusting God. Generous giving also reveals to microchurch members where their hearts are. "For where your treasure is, there your heart will be also (Matthew 6:21)".

Pro Tip:

Common examples of generous giving in a microchurch:

- Giving to MVVC as a microchurch when together
- Talking to the microchurch regularly about the value of generous giving
- Giving together to meet the need of someone in the microchurch or in the community

Sharing Life

Microchurches are perfect contexts for your and your community to engage the practice of sharing life. There are a variety of ways for a microchurch to experience being a family. Sharing life consists of gathering together, fellowship, food, fun, sharing God stories, sharing communion, and caring for one another.

Pro Tip:

Common examples of sharing life as a microchurch:

- Sharing a meal together
- Planning a fun event for the microchurch
- Sharing how you have seen God at work
- Take turns sharing your personal testimonies
- Sharing communion together
- Sharing praises and prayer concerns with each other
- Meeting regularly as a microchurch

It is our desire that your community grows in and enjoys every minute of engaging with these primary practices. God gave us these practices to love and connect with each other and to love and connect with Him.

As a leader it is easy to let yourself feel pigeonholed into only incorporating these practices during your regular microchurch gatherings. Feel free to think outside the box and create opportunities to engage with these practices outside the confines of your regular gatherings!

It may seem intimidating to tackle each of these practices every time you gather. Microchurches should engage with each of these practices regularly. This does not mean that they need to do each of them every time they gather. You can plan times outside of your regular gatherings to go

big on a practice or practices. These are great ways to include and grow in a primary practice in your community.

Have fun with these practices and grow up in them as a community.

Pro Tip:

Examples:

- Plan a worship night.
- Come up with a prayer event, or develop a prayer strategy where everyone commits to pray and fast at regular intervals or at certain times of the day.
- Plan events just for fun.
- Plan outreach activities or events with an outward focus.
- If your microchurch is struggling with a practice, ask someone who champions that practice well to come in and invest in your group.

Structure Of MVVC

MVVC is a network of microchurches! But, how do we see that playing out? How does a network of microchurches function as one big church family?

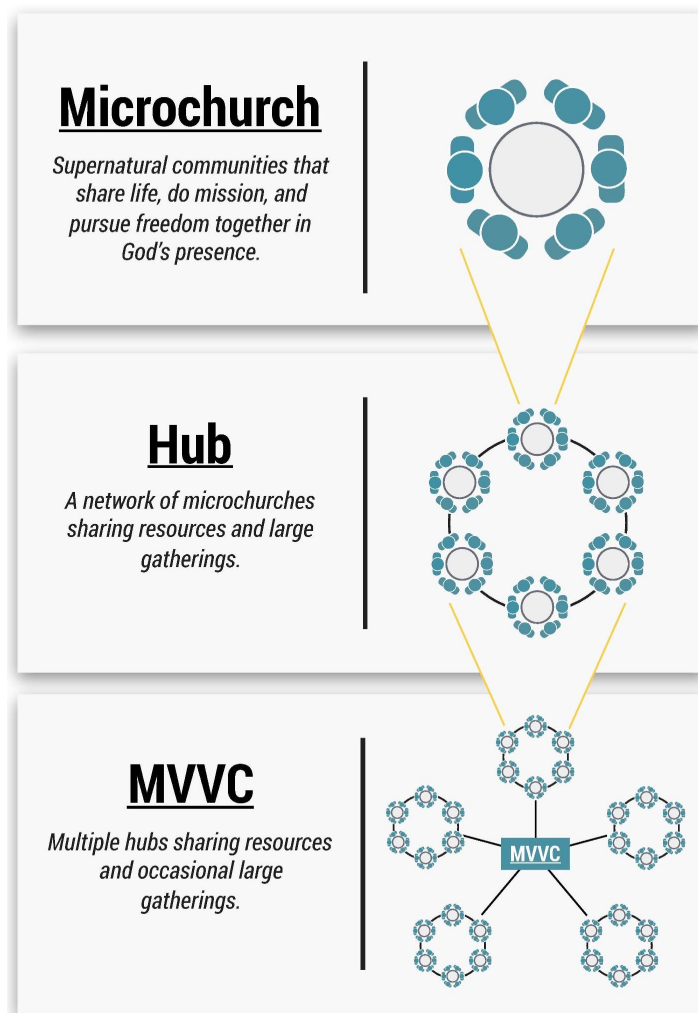
The smallest building block for our church is the microchurch.

Microchurches come together to share resources and large gatherings and form a hub. Microchurches within a hub are connected by a network of relationships with one another. We plan to have up to 150 people in a hub. When it starts to get close to that number, we begin asking God to send out and start new microchurches to form a new hub network.

With multiple hubs, MVVC is a collection of all the hubs.

This group of multiple hubs also shares resources and occasional gatherings.

Below is an illustration that depicts a microchurch that is part of a hub that is part of MVVC, a collection of hubs. All this organization is set up to ensure that we maintain these supernatural communities and that our church family gets to operate like a family and not like a machine or business.



Pods

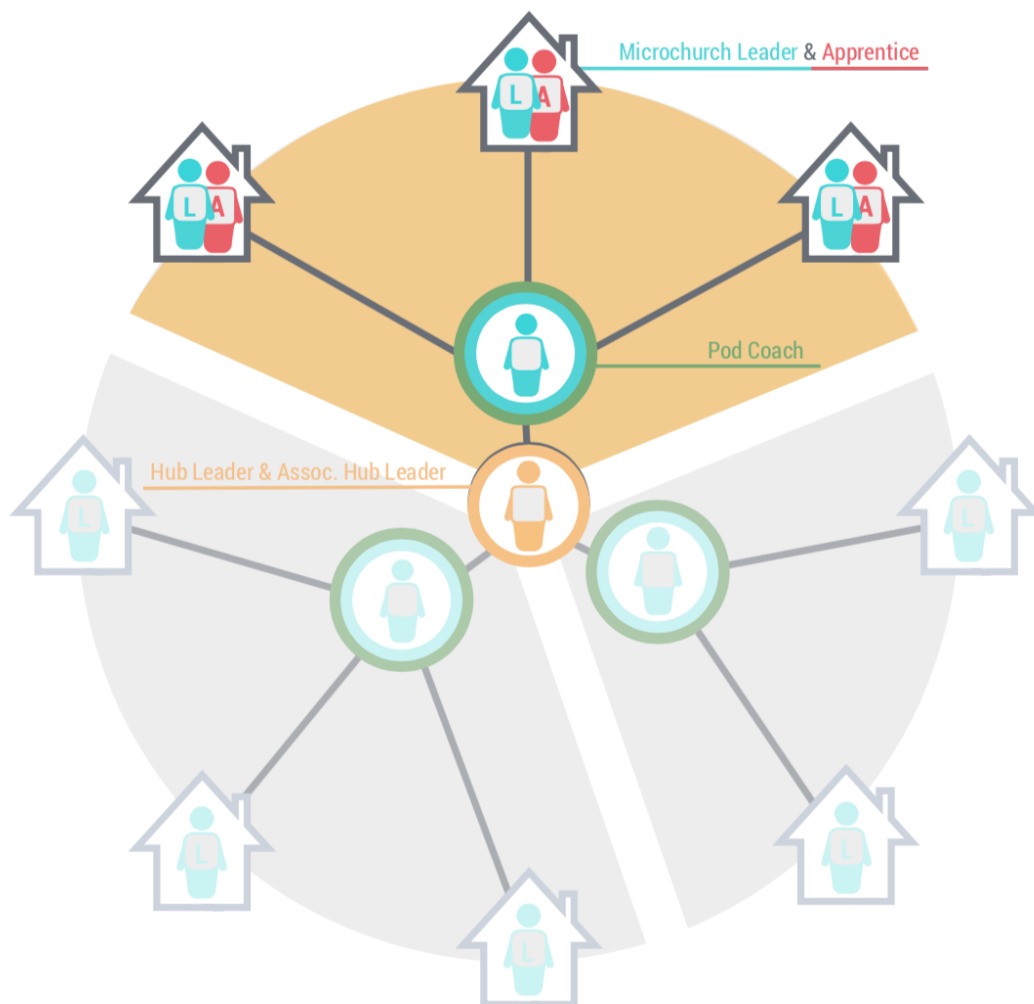
It is important for you as a leader to understand pods and their function.

A pod is defined by a Pod Coach and all the leaders they are coaching, along with their apprentices. This relational network between a pod coach and the leaders/apprentices is a pod. Each hub is made up of one or more pods. There are as many pods as there are pod coaches in a hub.

Pods are designed with multiple things in mind. First, pods are set up to make sure Microchurch leaders have the care, support, and accountability that they need. Second, pods help define relationships where peer mentoring can take place between leaders. They are trying to do the same things, so they can share what is working with them or what challenges they are facing and learn together.

Pods meet together every other month(alternating months of the Leaders Gathering).

Below is an illustration of a pod that is highlighted within a hub.



The Leader

This chapter is all about you, the leader. It is broken down into three sections that have to do with who you are and what you do. The who you are section will focus on you as a person and what you bring to the table as a leader and what effect that has on the microchurch. The second section will focus on the things you can do that have the highest degree of influence over the success and growth of your microchurch. The third section is about setting goals for personal development and growth as a leader yourself. These sections draw from pieces of the books *Groups that Thrive* and *Small Groups Big Impact*.

Who You Are

“What skills are necessary to facilitate a group? At least two: They’re summed up in the great commandments—love God and love your neighbor. All small group leaders must abundantly possess these two characteristics. More than anything else, God uses leaders who care. Anyone can successfully lead a small group—if he or she loves God and is willing to love people.” (*Groups that Thrive*)

“The surprising discovery is that there is no such thing as the perfect leader. All group members should be trained to be disciples of Jesus and in the process of making other disciples. Common thinking is that extraordinary people are needed in effective small group ministry. The truth is that ordinary people grow thriving small groups.” (*Groups that Thrive*)

“Small group leaders should be encouraged by our research. Whether you’re male or female, educated or uneducated, married or single, shy or outgoing, a teacher or an evangelist, you can grow your group. The anointing for multiplication doesn’t reside with just a few. These statistics reveal that gender, age, marital status, personality, and gifting have little to do with effectiveness as a small group leader.” (*Groups that Thrive*)

What You Do

Prepare Your Heart

“How a small group leader spends their time is pivotal to his group’s health and growth. Time spent with God and time spent with small group members and non-Christian friends help produce a vibrant small group. On the other hand, we were surprised to discover that the amount of time spent preparing the Bible lesson shows no correlation

whatsoever to small group growth. In other words, the leaders who spend five hours preparing the Bible lesson for their groups have groups that grow no faster than the leaders who spend five minutes preparing the lesson! Amazing but true.

It does make a dramatic difference, however, how much time the leader spends praying for their small group meeting. Interestingly, when we asked leaders how much time they spend preparing the lesson and how much time they spend praying for their small group meeting, most leaders told us that they spend far more time preparing their lesson than they do praying for their meeting! Few leaders realize that lesson preparation makes a negligible difference in group health and growth, but prayer makes a big difference. It is much more important to prepare your heart than it is to prepare your notes!" (*Small Groups Big Impact*)

Thriving groups don't allow the group to be curriculum driven. Rather, they want it to be Christ driven and relationally focused. For this to happen, the facilitator must be filled with the Spirit. The facilitator needs to constantly remember that thriving groups reach deeply into people's lives, applying God's Word with the goal of transformation. When preparing for the group, effective group facilitators first prepare the heart. Jesus fills them and allows the Holy Spirit to work in them and through them." (*Groups that Thrive*)

Plan Ahead

When we say, "Spend more time preparing your heart and less time preparing your lesson," we aren't saying, "Don't plan." Planning is pivotal. Realize, however, that when effective leaders plan, they do so in a dramatically different way than ineffective leaders. Ineffective leaders plan how they themselves are going to lead the meeting; effective leaders plan how they are going to involve others in leading the meeting.

Often people avoid giving away leadership because they are lazy and think it takes more work to involve others in ministry. Yes, it takes more work this week to plan ahead and involve other people. But it takes far less work next month if I am giving away ministry now.

As you prepare for group, consider what each person's next step is toward leading their own group. For a new person, bringing a snack is a logical next step to begin contributing and entering more fully into group life. Someone else is ready to try leading worship. Another person can lead the prayer time and someone else the study. Realize that your responsibility is to work yourself out of a job and to move other people into kingdom ministry. Prayerfully do that week by week." (*Small Groups Big Impact*)

Jim Egli did extensive research to determine what characteristics of small group leaders have the most impact on the growth of their small groups. The following factors had very little impact on the growth of the group. If they were young, married, well-educated, outgoing, gifted in evangelism, gifted teachers, spending extensive time preparing lessons for the meeting. The following behaviors of the leader had the most impact on

group growth, spending more time with God, praying consistently for their group members, spending more time praying for their group meetings, praying consistently for non-Christian friends, modeling and encouraging friendship evangelism, Encouraging caring relationships and fun activities, spending time with members outside their meetings, noticing and encouraging others' gifts and abilities, identifying and utilizing potential leaders.

“One very encouraging implication is that all of the factors outside of a leader’s control don’t matter to the success of a group. You can’t control how old you are, what type of personality you have or what your spiritual gifts are—but none of these things make a significant difference. The differences between successful leaders and unsuccessful ones all relate to controllable behaviors, not to predetermined traits. The research reveals that anyone can be a successful leader, no matter what his or her personality or place in life, if the leader looks to God and reaches out to others in caring ways. (*Small Groups Big Impact*)

Personal Development

The best leaders are lifelong learners and are always growing and developing. In an attempt to help you on your journey towards being a mature leader, we have provided a picture of a leader graphic. This graphic pinpoints multiple topics and areas where leaders can learn and grow.

This list does not represent requirements for leaders or apprentices, but rather it provides a target to aspire to. Any leader can spend the rest of their lives learning and growing in these areas.

The picture of a leader graphic is illustrated below.



Planning A Microchurch Meeting

We like to think of planning a meeting like going to a restaurant like Hot Head Burrito or Subway. These restaurants feature sandwiches and burritos(microchurch gatherings) that are made up of their available ingredients(practices).

At these restaurants there are pre-made options where someone has crafted a sandwich or a burrito that already tastes great and incorporates a great blend of ingredients. They also feature a build your own option where you get to construct your own creative delicacy based on the available ingredients. With this in mind, there are two ways to approach planning your microchurch gathering.

1. Use a premade gathering layout that already incorporates core values and primary practices.
2. Build your own gathering based on core values and primary practices.

Build your own gathering:

The following questions will help you plan your gathering to incorporate our core values. You do not necessarily have to incorporate all four core values at each gathering, as long as you are experiencing them all in well balanced proportions.

1. How will the microchurch enter into God's presence together?
Common practices: worship, prayer, sharing God stories, generous giving
1. How is the microchurch experiencing family together?
Common practices: communion, food, fellowship, fun, sharing God stories, care
1. How is the microchurch participating in mission together?
Common practices: intercessory prayer, evangelism, generous giving
1. How is the microchurch pursuing freedom together?
Common practices: praying for one another, learning and obeying God's word

Below is a printout of a premade layout that features a great mix of ingredients that work well together to help your microchurch experience our values and culture through a variety of practices.

Microchurch Leader's Guide

Here are common ingredients of a microchurch gathering. Pray, mix and match, enjoy!

Connect

- Eat a snack or meal together
- Fun introductions. E.g. *Tell us your name and your favorite cereal.*
- *What is exciting or stressful in your life right now?*

Reflect

- *How did you do with last week's 'I Will' statement?*
- *Did you share what we talked about with anyone?*
- *How have you seen God working recently?*

Worship

- Musical worship (Live, Youtube, mp3, etc.)
- *What are you thankful for?*
- Worship through generous financial giving
- Worship by taking communion together

Vision

Cast vision and pray for...

- The impact of this microchurch
- The lost and unchurched
- God to raise up leaders and apprentices

Learn

Pick a bible passage

--AND/OR--

Choose a resource from the digital resource vault

- Read the passage: _____
- Have someone put it in their own words
- *What stands out to you?*
- *What does this text say about God?*
- *What does this text say about people?*
- *Is there a command to obey or an example to follow?*

Apply

- *How can you specifically live out what you learned in the next few days? (Invite people to make an "I Will" statement. Have someone write them down.)*
- *Who are you going to tell about what you learned?*
- *Right now what can we do together to practice what we learned?*

Pray

- Take a couple minutes to ask God what He wants to do and listen.
- *What do you sense the Lord wants to do right now?*
- *What would you like prayer for?*

Teaching In A Microchurch Context

What Are The "Teaching" Expectations?

A microchurch leader is not expected to be "the teacher." For most people this is a relief! In fact, James 3:1 says "Not many of you should presume to be teachers, my brothers, because you know that we who teach will be judged more strictly." For a microchurch to be successful at the practice of learning and obeying God's word, all that is needed is a Bible and the Holy Spirit.

That said, if a leader is truly called to teach, that gift can benefit the microchurch! A true teacher's heart is for people to learn and obey God's word. Leaders need to understand that teaching in a microchurch is supposed to look different than teaching at an all-church gathering, for example. It's about using one's knowledge to ask questions as much as provide answers. In fact, the "talking head" model can disregard the power of the microchurch context and actually disempower the group! Teaching in microchurch unlocks the collective intelligence of the group through discussion, not lecture. In a microchurch, teaching is primarily to stir discussion around God's word by asking good questions, giving important insights, and guiding the discussion away from disruptive thoughts while partnering with what the Holy Spirit is actively doing in others. The ultimate goal is that people take ownership of the truth of God's word for themselves. This means good teaching in a microchurch will constantly create opportunities for God's word to be demonstrated and obeyed.

The more people can discover from God's word the better! Questions are the key. If you spoon feed information to everyone, the people in your microchurch can zone out and disengage. But when good questions are asked, the group is engaged, they interact with the word and the discussion. Their brains light up when they are presented with a question about what they see in the Bible. You will be surprised at what people see and what the Holy Spirit reveals to others that you would never have thought!

Think of learning objectives and develop good questions to guide others see the answers in the passage. Your primary role is not to impart knowledge, but rather to craft a learning environment where people can experience God's word, learn from the word and the Spirit and for you to direct the discussion to ultimately end in obedience or application.

The following are additional thoughts from *Groups that Thrive* on teaching in a microchurch context.

“Facilitators(Teachers) diligently mine the riches of God’s Word for the purpose of empowering the members to discover God’s treasure for themselves. They know how to study the Bible, but the fruit of their study results in increased participation.” (*Groups that Thrive*)

“Others(Apprentices/Leaders) think they must wait until they’re ready to answer any question. “You don’t need to answer every question,” I tell them. In fact, I encourage this response to difficult questions: “I’m not sure how to answer that question, but I’m going to look into it this week, and I’ll get back to you.” This humble stance will create confidence between you and your members. During the week, you can study the Bible, read Bible commentaries, and go to your supervisor or pastor to ask for help.” (*Groups that Thrive*)

“In contrast, some leaders set themselves up as the Bible answer man or woman. No one else knows quite as much biblical truth as they do. The group turns into a study time. Members are expected to sit and listen. I visited one group in which the leader rattled off numerous Greek words. “Is she trying to impress me with her knowledge?” I thought to myself. I noticed a few thick commentaries on the floor, and she liberally quoted them, teaching 90 percent of the lesson. When others dared to comment, she hesitantly acknowledged them. Quickly, however, she cut them off, preferring her own authoritative voice.
(*Groups that Thrive*)

Discussion Facilitation

Facilitating a discussion is one of the fundamentals of microchurch leadership. It doesn't take much to get started, but it is a skill that you will continually hone and develop as you grow as a leader. Included in this chapter are some basic tips and practices to help your group get the most out of discussions and to help you on your journey to become a better discussion facilitator.

What Do I Do When Someone Dominates The Discussion?

The first skill for a facilitator to develop for this challenging situation is redirection. One option that may prove helpful would be to direct the conversation away from the person who is dominating the discussion to get more voices in the conversation. You may ask other people who are in the room to share to get some other insights. Another option would be to say something like, "We have heard a lot from this side of the room, would anyone from this side of the room like to share?" When redirecting it is important that you fight for the group and the discussion and avoid fighting against or making the person who is dominating the discussion feel like you are against them. The group members should sense that you are for the discussion and not against anyone.

If it is a common occurrence for the individual to dominate the discussion, talk with that person privately to let them know how what they are doing is affecting the group. (There is a good chance that they are not even aware they are doing it.)

How Do I Engage More People In The Discussion?

It can be very frustrating for you as a leader when you spend time praying for the meeting and preparing a passage and questions for discussion and then when it is time to talk about the passage or teaching resource all you hear is crickets. It is hard to know what to do with those long uncomfortable silences that you had hoped would be filled with high energy and dynamic conversations. Luckily, many of the skills for dealing with someone dominating the discussion transfer to this situation. That is because redirecting the conversation away from someone who may talk too much and drawing out the quieter members of a microchurch all have to do with creating environments where the conversation is carried by the whole group and not just a select few members.

You may want to ask specific people, "Do you have anything that you would like to share?" This helps people feel welcome to share what they are seeing or to simply say no. Asking for someone to share from one side of the room works well in this situation as well.

As a leader, one thing you may need to grow in with regards to this challenge is learning to deal with silence. Silence is your friend. All too often the leader feels that it is their responsibility to protect the group from awkward silences and see that as an empty space that they are responsible for filling. When they do this they often shortchange the group's responsibility for the discussion and, with a quieter group, will end up dominating the discussion themselves. Do your microchurch a favor and learn to embrace silence and longer pauses and let the awkwardness or the discomfort provoke someone else to share. You will be amazed at how much God works through those silent pauses as the Holy Spirit speaks to people and their wheels start to turn when there is a break in the discussion.

How Do I Deal With Rabbit Trails?

Anyone who has facilitated a discussion is familiar with our old friend/nemesis the rabbit trail. A rabbit trail is a train of thought that is introduced into a discussion that attempts to take the discussion in an unwanted direction which tends to roam about without a specific focus. This tends to impede what you, the leader, had in mind for the discussion, it often gets the discussion further and further away from obedience as rabbit trails often have to do with thoughts, theories, and ideas, and they tend to undermine what God is doing in the group during the discussion. The question is how do I deal with rabbit trails without being rude or disrespectful towards those who have introduced the rabbit trail or those who have jumped onboard with the distraction already? This is especially difficult if you as a leader are prone to engage with rabbit trails or even if you tend to introduce them yourself.

One thing that the Discovery Bible Study process excels at is how it manages rabbit trails. This approach takes all thoughts and ideas captive and holds them up to the passage or the topic at hand. Asking, "where do you see that in this passage?" or saying something like "Let's bring it back in and focus on what the text has to say." can be a real lifesaver in this situation.

One thing that will help you as you encounter rabbit trails is understanding what you see as the purpose of discussion. If you value discussion as a way to exchange ideas and to gain more knowledge about the Bible or a topic then you may find that you are more lenient or welcoming to rabbit trails as they may hold the potential to introduce a new idea or piece of information. But if you value discussion as a way for the group to learn together from what the passage says and to share what the holy Spirit is teaching the group so that the microchurch can turn to apply and obey what they have learned, you may find that rabbit trails are not welcomed and are seen as a threat to Bible learning and application.

Please note, if the Holy Spirit is inviting the group into what seems like a rabbit trail it is a good idea to follow where He is leading. Discerning what God is doing in the moment in a meeting is very important.

How Do I Facilitate Conversations That Result In Obedience To God's Word?

Maybe you have been a part of a discussion where you have shared great insight and have taught a number of people some significant ideas and information. In the moment you felt great, but over time as that feeling faded you wonder if you are making any difference with what you are sharing. You may have even felt frustrated that people are not doing anything with that nice shiny knowledge that you are imparting. The Bible says that knowledge puffs up. Feeling puffed up may feel really great in the moment for you or your group members that have a lot of knowledge to share, but a time always comes where the feeling of being puffed up turns to feeling deflated and defeated. Having knowledge and being puffed up is the opposite of Jesus' goal for you, love.

What is the remedy for this all too common experience? Obedience.

The ultimate goal for discussion is to get to a place where the group is able to put what they have learned into practice or to plan how they will apply what they have learned. In the Great Commission, Jesus told his disciples to teach others to **obey all** that he commanded them. Teaching without obedience falls short of Jesus' commission. Jesus' love language is obedience. If you love me, keep my commands. (John 14:15)

Maybe this is a new concept to you and you need God's help to learn to value obedience to his word. Take time to pray and ask God to give you a heart for making disciples by teaching them to obey all Jesus commanded.

Pro Tip:

There are simple questions that you may ask to help the group get to obedience.

Some simple questions are:

- In light of what we have learned, what in your life needs to change?
- How would you like to live this out this week?
- How could we obey what we have learned together as a group?
- Who could you tell about what you have learned?

How Do I Deal With Weird Theology/Ideas/Heresy?

The Bible is your friend. God's word will not lead you astray. It may lead you into some challenging conversations, but outside ideas and thoughts always need to be tested by the truth of God's word.

Lean as much on the text as possible. Hold thoughts accountable to the word. If someone is going somewhere the word is not, redirect the conversation back to what the Word says. As a leader, stay on the firm ground of the word. If you begin to stray from the text, you lead the group into uncharted territory. The Bible is your best guide for the discussion, you will do well to not leave it behind in discussion. Keeping the discussion on track with what the Bible says and keeping it aimed at obedience and application will empower you and the rest of the microchurch to manage yourselves and positively contribute to the discussion.

Dynamics That Oppose Group Life

As a leader, it is important for you to understand that there are situations and practices that oppose group life. . The challenge is that you or any other member of the microchurch could engage in these practices with the best intentions and desires to help. Below is a list of a number of these practices that oppose the life and health of a microchurch. Some of them may seem simple or inconsequential, but make no mistake, these are group life killers.

Practices which oppose group life:

- Expecting agreement on personal beliefs or values
- Opposing the direction or the leadership of the microchurch
- Dominating or misdirecting microchurch conversations or activities
- Focusing on your own or others' problems, conflicts or hurts (rather than focus on God -- who brings freedom)
 - At some point there has to be a turn toward God on behalf of a person or the group to seek freedom. Sharing what is wrong, caring, and listening are all great, but if you do not turn to God you are simply licking your wounds and feeling sorry for yourselves as you commiserate. God is powerful and brings freedom.*
- Giving advice or counsel instead of praying for others' needs
 - The person may not be looking for advice, they may just be looking for support and prayer(supernatural intervention)
 - Giving advice is the best human alternative that wants to come into a setting designed for prayer. It puts the reins into man's hands instead of giving the reins to God. In general, advice almost never adds to a microchurch meeting that is in session, though it could find value before or after in casual conversation if the person is looking for advice.
- Taking up the offense of one person against the other.
 - Our battle is not against flesh and blood, don't get caught up in who is wrong and take sides, take aim at the problem, which exists in between the people.
- Working through personal conflicts with members during microchurch meetings.
- Abusing other members' generosity.

Conflict Resolution

If there is conflict between two members of your microchurch, do everything you can to stay out of the middle of the conflict. If there is tension between two group members, it

is best to suggest that they talk to one another. It may be helpful to offer to sit down and help mediate a discussion between the two of them. In this situation, treat the disconnection in the relationship as the problem and not either of the people. They may each try to get you to join their “side”, it is important to be on the side of their relationship . You can help each of them pursue the goal of connection and help them communicate to one another to resolve the problem. If you find yourself in over your head, please contact your pod coach to get the help you need to navigate this situation.

Apprenticeship

Microchurch leaders have an apprentice, a microchurch is incomplete without an apprentice. However, there may be times where a leader is without an apprentice. In which case you as the leader as well as your microchurch are encouraged to pray consistently for God to raise up an apprentice for you to train. If you have no intention to take on an apprentice you are going to have a hard time as a leader. Multiplication is an essential element when considering group health. Healthy things grow and multiply, that is apparent in the way God designed the world and in how he commissioned his church. Without an apprentice, multiplication prospects are stunted. It is important to invest in an apprentice, discipling them with the knowledge and experience you have gained along the way.

Tip: Your microchurch does not have to reach a certain size to take on an apprentice. Apprenticing when your microchurch is small is a great way to move towards multiplication and fruitfulness and it is an expression of faith that God will grow your microchurch.

Finding An Apprentice

How Do I Find An Apprentice?

It is extremely likely that you already know your next apprentice. In most cases, your apprentice is already a member of your microchurch.

The best tip for finding an apprentice is to spend time praying for God to raise up an apprentice and hear from him about who it is that he is raising up into that position.

One challenge some leaders face is that they look at their microchurch and say, "There are no leaders here." or, "No one here is mature enough to lead."

The rest of this section is aimed at expanding your vision for apprenticeship and shaping the lens you look through when searching for an apprentice.

The following are passages from *Groups that Thrive*.

"The anointing for multiplication doesn't reside with just a few. These statistics reveal that gender, age, marital status, personality, and gifting have little to do with effectiveness as a small group leader. As we'll see in the following chapters, thriving groups depend on simple basics that anyone can put into practice.

All members should be seen as "potential leaders" with the hope that they will eventually become part of a team.

Granted, not everyone will lead a group for a variety of reasons. But as soon as a small-group system is infected with the thinking that only certain people can lead a group, many believers will become frustrated, forever classified as incapable. The body of Christ belongs to Christ.

"Excitement to serve and invite friends is more common in new Christians than mature ones. When they are not allowed to serve right away, they become stagnant and lose their enthusiasm. Our problem so often is not seeing far enough down the road. We fail to connect the person who walks down the aisle to receive Jesus with future leadership in small group ministry. For lack of proper guidance, many potential small group leaders slide out the back door." (*Groups that Thrive*)

What Do I Look For?

It is the heart of an apprentice that you are after. People can learn new skills, they can develop abilities, they each have a variety of gifts. What you are looking for is something that you cannot equip the leader with and that is their heart.

The following paragraph is an excerpt from *Groups that Thrive*. It goes into detail about F.A.S.T apprentices. These apprentices are Faithful, Available, Servant-hearted, and Teachable.

"Dependability takes precedence over ability. Paul told his protégé Timothy, "The things you have heard me say in the presence of many witnesses entrust to reliable people who will also be qualified to teach others" (2 Timothy 2:2). The best facilitators are the most reliable. It's not about talent, education, or any of the other external factors. God wants to develop the internal factors that come from his Spirit. He does that through participation and gift discovery. And this often happens through the hard

knocks of failure, picking oneself up again, and pressing on. Look for those who are FAST—Faithful, Available, Servant-oriented, and Teachable.

Faithful: A person might be exceedingly fruitful, but if he or she is not faithful, that person can't be trusted. A large part of fruitful ministry is just showing up, being there on time, and possessing a quality of responsibility—people can count on the person to fulfill what he or she says. Long-term ministry requires faithfulness. It's one of the critical aspects of leadership.

Available: Availability demonstrates priority. In other words, people make time for those things that are important. When a person is willing to stay around a little longer, clean-up when everyone is gone, and volunteer for ministry assignments, it's usually a sign that ministry is important.

Servant-oriented: What kind of attitude does the potential leader have? If the person is gruff, uncaring, and even rude, they are not ready to be the point person on a leadership team. Jesus prioritized the humble servant task of washing the feet of his disciples and warned against lording over others. Possessing knowledge is far less important than applying biblical truths in a way that models the discipleship principles Jesus left with his disciples. And one of the most important discipleship truths is servanthood. Having a servant-heart is an essential trait in ministry.

Teachable: Completing discipleship equipping is a good place to start, but there's always more to learn in life. Discipleship never ends in this life. Does the potential leader act like he or she has arrived? It's very hard to coach someone who resists counsel and suggestions. Most of the deep lessons are learned along the way, in the nitty-gritty moments of life. It's best not to give leadership positions to those who are not willing to learn and willingly receive correction." (*Groups that Thrive*)

In review:

- It is easy to look only at natural gifts and abilities when looking for a leader. Remember Samuel choosing David and discerning. Jesse brought all the sons that looked like a leader on the outside, but God looks at the heart.
- Look for a reliable person who could teach others 2 Tim. 2:2
- F.A.S.T Faithful, Available, Servant-hearted, Teachable
- If someone has a desire to lead and wants to apprentice with you, take advantage of that hunger and feel out what apprenticeship could look like if it seems like that is what God is doing.
- Becoming a leader is a continuing process, not an event. Apprenticeship is a process of growth and development. It is very easy to look for people who already look like leaders. A lot of times we want an easy process with quick results, that leads us to look for people who already look like leaders that need very little development. But think about Jesus and his disciples, He used no such

lens when looking at them. They were rough and needed three years to become the types of leaders that Jesus was after. He was willing to put in the time with them to help them become what he saw in them.

Beginning an apprenticeship relationship

Apprenticeship is a commitment for both the leader and the apprentice. This commitment begins with a conversation. As a leader, this conversation should contain your best pitch for why God has put them on your heart to apprentice and an outline of what you are proposing in apprenticeship. They should leave this conversation knowing what they are being invited into and why, what the expected outcome is, and what the process will look like.

First conversation ideas:

- ICNU (“I see in you...”): In this conversation, tell them what you see in them. Explain why you think they would be a good leader. Your time is valuable, let them know that you think your time would be well spent investing in them.
- Take time to talk about what is involved in the process of apprenticeship. (meeting with you, personal development and self-feeding, helping lead your current group)
- Convey an idea of the time commitment involved with apprenticeship meetings, pod and leader gatherings, etc.
- Maybe present them with a Leader's Agreement form which spells out a lot of commitment expectations for apprenticeship and leadership.
- You can ask them to think and pray about apprenticing.

Training an apprentice, how-to's and best practices

Context Training:

Help your apprentice grow in carrying responsibility in the meeting. Help them grow in the planning and execution of microchurch gatherings.

This is a great approach to helping an apprentice grow in leading meetings and take more and more ownership of the microchurch.

1. I do. You watch. We talk.
2. I do. You help. We talk.
3. You do. I help. We talk.
4. You do. I watch. We talk.

The follow up conversations about how it went is the most valuable. This is where important questions come up that are based on real life situations, not just leadership

theories or ideas. If you use this model, you should move through the steps at a pace that makes sense to you and your apprentice.

Content Training:

MVVC is developing a content track for your apprentice. This course is designed to help your apprentice gain an understanding of who we are and what we are doing as a church family. Your role in this is to walk them through the process. It may be helpful to ask what they think, if anything was impactful to them, or if they have any questions about MVVC.

MVVC has compiled a list of helpful resources to assist you in apprenticing a future leader. These resources cover a range of topics that are intended to be helpful to you as you help your apprentice learn and grow. You may use resources that are not on the list to invest in your apprentice as you see fit.

One of your greatest resources as you learn and grow in apprenticing a future leader is your Pod. Between your Pod Coach and the peer support from other leaders in your Pod, you have access to a lot of help. The members of your pod may help you with apprenticeship, share what they have learned, pray with you, and offer various types of support.

What Is My Apprentice Committing To?

Apprentices sign the same agreement form as leaders. They sign up for a lot of the same expectations and responsibilities. It only makes sense for apprentices to sign on initially for the things that they will end up committing to as leaders.

Attached is the agreement form from the Microchurch Leader Agreement packet.

Microchurch Leader & Apprentice Commitment

Leaders and Apprentices Commit to:

MVVC as their primary church family. This includes regular participation in all-church gatherings for the hub of which your microchurch is a part. It includes giving generously to the Lord's work through MVVC by praying, *financial giving, and at times, fasting. It also includes the commitment to honor, support, and follow the leadership of MVVC's senior servant team (elders).

*A note about financial giving: We are convinced that a leader that loves the church would want to financially support what they help lead. Matthew 6:21 says "where your treasure is, there your heart will be..." We believe a leader's heart should be in what the Lord has given them the privilege to help lead. We see our leaders as people whose hearts are invested in MVVC. If there is reluctance to give generously, that person should not be an MVVC microchurch leader.

Faithfully serve their microchurch. This means loving, empowering, and regularly praying for their microchurch and its members. This is a commitment to plan regular microchurch gatherings built on the foundation of our core values of *presence*, *family*, *mission*, and *freedom* and regularly integrating our primary practices (listed in this leadership agreement).

Pursuing Christ-like character. In addition to their strong desire to play a role in God's kingdom advancement, they are F.A.S.T. leaders: faithful, available, servant-hearted, and teachable. While they do not need to be fully mature Christian leaders without struggles, they do need to be committed to growing as believers and leaders.

Regular coaching and mentoring, including 4th Friday leadership gatherings and pod gatherings.

- Leaders and apprentices commit to consistently attend pod gatherings and leadership gatherings on 4th Fridays.
- Leaders commit to receive personal coaching from a pod coach at least once a month.
- Leaders commit to intentionally mentor their apprentices so they will be able to lead their own microchurches.

Contribute helpful data. This would include any helpful data or information the staff or senior servant team (elders) ask for. It may include attendance, names of those in your microchurch, numbers of people baptized, etc.

Periodically functioning as the "leadership council." This is an advisory group to the senior servant team (elders). This means the senior servant team may periodically ask for input on specific issues from those attending leadership gatherings, both leaders and apprentices. Occasionally there may be issues that require a vote. If this is the case, only leaders may vote. For example, each year leaders will vote on which non-MVVC ministries to financially support.

How Do I Know When An Apprentice Is Ready?

Apprentice readiness walks a tightrope between two pitfalls where one could fall either way. On one side you send out an apprentice who is not ready and is not confident in their ability to lead a microchurch. On the other side you apprentice someone well beyond the point where they could be successfully sent out. Each side comes with its own challenges.

While it is important to ensure an apprentice is ready, they often need to be sent out before they *feel* completely ready. It could take years and years before an apprentice's feelings catch up with their abilities. There is something to be said for sending someone out before they are completely ready, God does this all throughout the Bible. God's focus tends to be more on the readiness of the harvest and the needs of the lost than he is on the readiness of the workers. With this being the case He is gracious in maturing those who step out to fulfil the Great Commission.

When sending out an apprentice, you want them to have the best chance of succeeding as possible. No one wants to send out an apprentice only to see them crash and burn. In determining readiness, you want to focus on factors that contribute to helping the apprentice be successful as a leader.

Below we have included a checklist that outlines six basic questions that will help you find a level of readiness that sets an apprentice up for success.

Below is a list of questions that help determine when an apprentice is ready to be sent out as a leader. These questions identify some of the best areas we know of that help ensure an apprentice has the best shot at succeeding before becoming a leader.

☐ Do they understand who we are and what we are doing ?

Understand MVVC DNA (Mission, Vision, Core Values, Primary Practices, Cultural Norms)

☐ Are they on a path towards maturity?

Are they F.A.S.T.? (Faithful, Available, Servant-Hearted, Teachable)

☐ Do they have a basic theological understanding?

You may access key theology resources in the resource vault.

☐ Do they have experience leading meetings?

Have they incorporated core values and primary practices in a meeting?

☐ Have they been equipped with or have access to relevant tools?

Everyone: Discovery Bible Study Outline, Resource Vault, MVVC App

Missionary: Harvest Tools, Understanding of how to engage the lost on their turf

☐ Do they have a plan?

Answer the Who? What? When? Where? Why? How? in regards to their leadership plans.
What is their prayer strategy?