

## "ICNU": SEEING THE POTENTIAL IN OTHERS

These conversations happen when you take the focus off yourself and begin to see all the potential God has put around you. *When you shift from only seeing what God can do through your own leadership to seeing what God can do through others*, then you will intentionally let people know "I see this gift in you ..." and "I see God at work in you when you ..."

### **The Jesus Way**

We find the same intentionality throughout the life of Jesus. When Jesus says to a group of ragtag fishermen, "Come, follow me ... and I will send you out to fish for people" (Matthew 4:19), He basically tells them, "I see in you what you don't see in yourselves." They never expected Jesus to see them worth teaching and leading, but He saw in them a group that could change the world.

Ultimately, Jesus gives us permission, saying, "My Spirit is going to come, and you're going to be My witnesses to the ends of the earth" (Acts 1:8). He says to us, "I see in you the potential for leading a movement that will bring My people to me both on earth and in paradise."

*After discerning who is a good fit to be your apprentice, prayerfully approach them to have an "ICNU" conversation.* "I see in you" is a simple process for helping a person move forward in their leadership journey. Once you've set a time to meet with your potential apprentice (over coffee or a meal is a good idea), begin the conversation by praying for God to bless your time together and take a few minutes to get to know one another better (i.e. briefly share about your family, what brought you to Rock Bridge). Then move onto the steps of the "ICNU" conversation.

### **1) "I see in you..."**

Before you meet with a potential apprentice, ask yourself what it is about them that you see. Then during your conversation, begin by telling them what you see IN them. It's a good practice to write those things down before you meet together! Here are a few examples:

- "Harry, I see in you a natural ability to encourage people."
- "Larry, I see in you a real gift for engaging kids and teaching them who God is."
- "Mary, I see in you a strength in organizing people and projects."

### **2) "I think you would be great at..."**

Next, tell the person where you think they could play a more significant role within Rock Bridge or the community. Share your thoughts on what that might be with them.

- "Harry, I think you would be great at leading a small group. Someone like you shepherding them would build the kind of healthy, biblical community that so many people long for."
- "Larry, I think you would be great at serving as a small group leader with our 4th/5th grade boys in RBKids. Someone like you pointing them to Jesus would make a huge kingdom impact."
- "Mary, I think you would be great at helping us organize our HOPE projects. Someone like you would make a big difference in mobilizing people to serve our community in meaningful ways."

### 3) “Would you be willing to talk more about what that might look like?”

Ask if they would be willing to discuss what interests or excites them and how they could do ministry with Rock Bridge. If they say yes, take some time to discuss it then, set another time to talk more, or connect them with someone else if you think their gifts and skills fit another area better. The goal of “ICNU” is to encourage the person as a Christ follower and have a conversation about their next step in doing ministry, not committing to it.

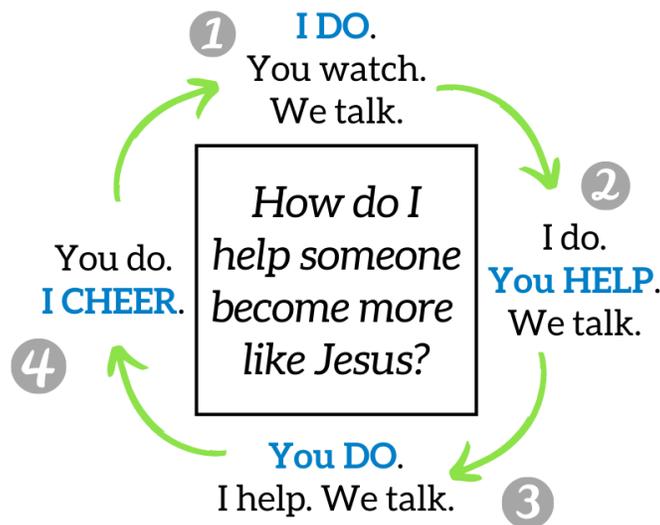
The “ICNU” conversation is also your first opportunity to cast vision for what *apprenticing and being a small group leader are all about*, so communicate the expectations for group leaders and apprentices. To a large degree, their understanding of what group leaders are supposed to be is modeled by what they see you doing. If the two of you are gifted in different ways, and they don’t feel like they can do what you do well, they may not think they’re well suited for leading a small group. This gives you a great opportunity to discuss what a small group leader is and is not with them. Once they understand the role, they may still be a little overwhelmed, but at least they will know what is expected of them.

### 4) After the “ICNU” Conversation

Encourage the person to ask God for clarity over the next week or so. Then follow up with them and see if they are ready to take their next step. If they are, great! It’s time to start developing your apprentice and giving them responsibility within your ministry area. The image below helps you develop an apprentice in a spiritually healthy way! If they say no, thank them for having the conversation and assure them you want them to continue being part of what God is doing at Rock Bridge and in our community. Encourage them to consider being an apprentice in the future because you see something that God can do through them.

**Now that you’ve had an “ICNU” conversation, it’s time to develop your apprentice!**

## DEVELOP AN APPRENTICE



### GOAL

Develop an apprentice that learns to shepherd and nurture a group of people to Love God, Love Others, and Live Sent.