

FAITH SMALL GROUP LEADERSHIP TRAINING STEPS **RECRUIT - DEVELOP - RELEASE**

We look for **FAT leaders**: **F**aithful - **A**ccountable - **T**eachable

Quality over Quantity - Raising leaders up takes time, energy and patience. The time to make disciples is a tedious and slow process but incredibly rewarding in the end. Jesus set the example to all with the 12 disciples. Remember, it was a 3 year journey before they changed they world at an exponential rate!

Leaders are not born, they are made - We must offer practical training and experience to potential leaders. We must see that they have been fostered in community prior to releasing them to foster community.

Leaders multiply and reproduce who they are - This is a life principle: healthy things grow and reproduce themselves. It's the natural order of the way God created his world to operate. It takes a leader to reproduce a leader.

NEW MEMBERS

Faith believes in our core value of “Grow Together” and it is found in small group life. This is discussed in detail in the Lifepoint process. We want all members to find a group to grow in and some have the potential to move toward group leadership. For those interested in group leadership, Lifepoint 4 is made up of an orientation and interview process led by a group coordinator or staff pastor. New members fill out a team application in person and the coordinator takes time to interview and get to know the person face to face. We will gather information and find out if they are currently in a small group.



Not in a group: we will encourage them to start here and help them find one. If we see they need further personal discipleship in a specific area we will direct them to a group that is right for them in the season they are in.



In a group: will find out who the leader is and contact them about their desire to be trained as a leader and start practical hands on training and experience.



Past Group Leader: If they have previous experience leading a small group successfully, we will gather that information and place them with a coordinator/staff pastor to discuss further training and experience.

All potential leaders and new members of Faith will be placed for one semester under a successful small group leader or coordinator/pastor that will work with them and give them opportunities to lead and listen as they see the culture of group life in action. The key is to move them toward leading their own group and this can naturally happen through multiplication of a small group. If this person is high capacity and already has people ready to join a group they can start their own group instead of walking through a multiplication process.

CURRENT MEMBERS

Current members of Faith will not have to go through the Lifepoint process again. If they are interested in leading a small group they will fill out an application, and have an orientation and interview process with a coordinator or pastor. (if we have something on file, we will find this information and use it to assess as needed)



Not in a group: We will find out why and then encourage them to start here and help them find one. If we see they need further personal discipleship in a specific area we will direct them to a group that is right for them in the season they are in.



In a group: We will find out who the leader is and contact them about their desire to be trained as a leader and start practical hands on training and experience.

If they have past experience leading a small group at Faith, will discuss and gather information on this. i.e: How long did they lead? when did they lead?, why did the group cease?, what type of group?, etc...



Successful leading a group: If the group was successful we can expedite to further training (leadership guide training), place them in a small group for practical experience or release them to start a small group if they are prepared and ready.



Unsuccessful leading a group: If they had an unsuccessful small group will discuss the experience. We then place them with a high capacity leader for further hands on training. This can be a current small group leader or coordinator/staff member that leads a leadership small group and mentors.

NOTE: *The small group leadership guide can be implemented at anytime during this journey to prepare current and new members of faith for success as group leaders. It can be done in a group setting or one-on-one. Most likely it will take about 60 minutes to cover. It can be taught by any coordinator or staff pastor.*