

Community Group Leader Installment Process

Phase One: Identification

A current Community Group Leader identifies someone in the group who is growing in the following areas:

- Demonstrates an authentic devotion to Jesus (Disciple).
- Displays a commitment and sense of responsibility to the group (Family).
- Willingly serves others in the group (Servant).
- Has real life examples of living on mission (Missionary).

Phase Two: Approach

After the Group Leader talks with the Lead Pastor about the possible Co-Leader, the current Group Leader should meet with the potential Co-Leader to discuss their interest and ability in becoming further involved in leading the Community Group and attending the bi-monthly Group Leadership training/meetings.

The potential Co-Leader should be asked to prayerfully consider the calling and desire to lead a Community Group (weighing the elder/deacon characteristics in 1 Timothy 3, 2 Timothy 2:2, and Titus 1), as well as to identify potential implications for personal and family life. (What might you have to give up in order to be a part of this? If married, is your spouse energized or excited to be a part of this? Is your stage of life conducive for the extra time and money it might require to help lead a group?)

Phase Three: Application

The potential Co-Leader completes the *Community Group Leader Application*, submits two references, any past church or leadership experience, and a background check to the Administrative Director (unless a background check was already conducted with the Children's Ministry).

Phase Four: Interview

The potential Co-Leader meets with the Lead Pastor and Group Leader to assess if the applicant meets the qualifications for a Group Leader, see *Group Leader Handbook* for specifics and further details.



Phase Five: Apprenticeship

The potential Co-Leader is affirmed and paired with a current Group Leader to learn, lead, and grow before being sent out to start a new group. During this time, the Co-Leader becomes more involved in the life of the Group. This can look like leading a group service project, sharing a testimony, leading discussion, etc. We encourage the Group Leader and the potential Co-Leader to meet at least once a month to discuss their Personal Development Plans, to talk about any group issues, and to work through the *Group Leader Handbook*. Throughout this assessment phase, the current Group Leader will discuss the progress with the Lead Pastor.

Once the Group Leader and Co-Leader are ready to start a new Community Group, the Co-Leader will work to put together a vision for a new Community Group using the *Missional Assessment Worksheet* in collaboration with the Group Leader and the Lead Pastor. The Group Leader will also provide support, assistance, and continue to watch the life and ministry of the Co-Leader.

Phase Six: Assessment

As the Group grows, and as interest in a new Group takes shape, the Group Leader and Co-Leader meet with the Lead Pastor to assess their growth and the future development of a new Group. At this time, they will review the *Missional Assessment Worksheet* and work on logistics for starting a new Group.

Phase Seven: Appointment

Once the potential Group Leader is ready and there are individuals ready to be sent out, final preparations for a new Community Group are made. The current Group will meet together to celebrate the appointing of a new Group Leader and a new Community Group being formed.

The new group will likely stay in relationship with the sending Group, and they will be encouraged to partner in occasional recreational gatherings and community service project partnerships between the two Groups.

