

INTRODUCTION

We have discovered that the most important variable in a small group's success is the strength of the small group leader. So, it is essential to have a clear, consistent, and thorough leader application and interview process. This enables us to vet the appropriate leaders, set clear expectations, and begin a fruitful partnership.

I. PROFILE: WHO ARE WE LOOKING FOR?

- A. Establish the filter: the 4 Cs.
1. Character: Is the leader candidate a believer in Jesus Christ and does the leader candidate's _____ line up with the Christian ethic?
 2. Competency: Does the leader candidate have the necessary _____ to effectively lead a small group?
 3. Culture: Does the leader candidate understand our church _____?
 4. Chemistry: Does the leader candidate have strong people skills and _____?
- B. Establish margin: Does the leader candidate have enough time, energy, and overall stability to lead a group for the next 12 to 18 months?
- C. All leaders must be believers in Jesus Christ, members of their local churches, and willing to meet all leadership expectations.

RECRUITING and APPROVING VOLUNTEER LEADERS

BOB HEMPEN

NOTES |

II. SURFACE: HOW DO WE FIND LEADERS?

- A. Intentionally _____.
- B. We seek recommendations from our small group leaders.
- C. We allow walk-ons—potential leaders that self-identify.

III. VETTING: HOW DO WE CHOOSE THE BEST CANDIDATE?

- A. The candidate completes the _____.
- B. A staff Groups Director reviews the application, checks references, and interviews the candidate.
 - 1. The interview usually takes 60 to 90 minutes.
 - 2. The leader candidates share their _____ and get to know the Directors.
 - 3. The Groups Director explains leader _____.
 - Presents development plan overview.
 - Gives the “_____” talk.
 - Reviews the Adult Ministry Environment agreement.
 - 4. The Groups Director answers any questions or concerns.

C. A decision is made.

1. The leader candidate is approved.
2. The leader candidate is not approved.
 - Interviewers need to provide _____
_____ for the denial.
 - Interviewers need to provide options for small group involvement and a potential _____ for future leadership.

CONCLUSION

Having a clear, thorough leader application and interview process sets you and the volunteer leaders up for success. You will know that you have the most qualified people, and they will have a clear understanding of their role and expectations.