



Small Group Leadership Team

How to Recruit Small Group Leaders

Once the Small Group Leadership team has decided *what* to look for in a leader, it needs to understand *where* to look for leaders and *how* to best recruit them.

Where to look for Small Group Leaders

- Ask present small group leaders or small group members to suggest potential leaders from within their groups.
- Consider those who are intentionally being mentored as apprentice leaders.
- Consider those who are serving as small group hosts or assistants.
- Often those on the periphery of our church's ministry are open to a new and greater challenge.
- *A word of caution:* Be careful when considering a potential leader who has not been a part of your present small group ministry. Becoming a small group leader without understanding your ministry's structure, values and mission may lead to misunderstandings and difficulty down the line.

How to recruit Small Group Leaders

- Pray that the Lord will impress on you the names of potential leaders.
- Don't underestimate the power of "the ask"!
- In a one-on-one conversation, cast the vision for small group ministry. Honor the potential leader by telling him/her what characteristics you observe in them that equip them to be a small group leader.
- Present the role of small group leader as an opportunity, not an obligation.
- Present the basic requirements of the role. Asking for too much too fast may scare off the potential leader.
- Ask the potential leader to join you in prayer about the call to be a small group leader for a designated amount of time. Be sure to follow-up on the agreed upon date.
- You may decide to invite groups of potential small group leaders for an evening of good food and allow them to dream about a small group they'd like to lead. People own what they help create.
- *A word of caution:* Asking for volunteers is risky and can lead to the awkwardness of saying "no" to an unqualified leader who volunteers. It also devalues the role.

Small Group
Leaders are
grown not found

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For Those Launching a New or Redesigned Small Group Ministry

While many of the suggestions apply, obviously you won't be able to look to existing small groups for potential leaders. Even when you are redesigning a small group Ministry, you need to be cautious about asking someone who has led a group before to lead a group in the new design.

"A list" Example

At North Coast Church the small group leadership team develops a list of potential leaders, called the "A List". The team creates the list by asking small group leaders to suggest people that might be emerging leaders. They watch for people who have volunteered or practiced leadership skills in other ministry areas. They ask other church leaders. Once the list is compiled they begin to pray for these people. Next, they approach the people and tell them they are on the "A List". The small group team recognizes they have leadership qualities. The team asks this person if they would consider praying about becoming a small group leader. Finally, the team follows-up by asking these people whether they would like to be trained to be small group leaders. North Coast says that about 50% of those asked become small group leaders.

-----from Sticky Church Small Group Conference, April 2009

It's always much easier to mold a new leader who doesn't already "know everything" than to mold one who comes in with all the answers.¹

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¹ Osborne, Larry. *Sticky Church*, Zondervan, Grand Rapids, MI, 2008, 129.