



## Role 4 – Recruit

### Who do You Recruit?<sup>1</sup>

**Role 4: Recruit** – The Small Group Leadership Team recruits and develops small group leaders.

*Think of a leader who has been influential in your life. What characteristics have you appreciated about that person?*

Small Group  
Leadership  
Team

Some believe that every organization eventually becomes a reflection of its leaders. Assuming this is true; the quality of a small group ministry will reflect the quality of its leaders. When developing and maintaining a small group ministry, it's essential to find the right kind of leaders.

#### Two Key Traits of a Small Group Leader:

##### 1. Spiritual Warmth

- Characteristics of a Spiritually Warm Christian:
  - Growing in relationship with Christ
  - Obedient living
  - Ready and willing to grow

##### 2. Relational Warmth

- Characteristics of a Relationally Warm Person:
  - People enjoy being around them
  - Make others feel comfortable
  - Don't demand to be the center of attention
  - Are able to make conversation
  - Have a positive attitude
  - Smile more than they frown

*Those who don't play well with others, quickly empty the sandbox.*

(L. Osborne)

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<sup>1</sup> Based on Osborne, Larry, *Sticky Church*, Zondervan, Grand Rapids, MI, Chpt. 16.



If Jesus could trust a couple of fishermen to be His disciples and Paul could trust inexperienced believers to oversee the ministry and teaching of new churches, surely we can trust our followers of Jesus with our small groups even if they are average people.<sup>2</sup>

## Small Group Leadership Team

### Making it Your Own

Before recruiting leaders, the Small Group Leadership Team needs to make these two key traits for leaders and make them specific to their small group ministry. The following are some questions to consider before stating specific qualifications for your small group leaders:

- What spiritual markers will we pay attention to?
- What character markers do we see as important?
- What amount of past small group participation do we expect?
- What skills and abilities do we see as important?
- What recommendations will we look for?

Be careful not to raise the bar too high. Remember that when leaders are entrusted to God, He can do more than we even think to imagine or ask!

#### Examples of Small Group Leader Qualifications:

- Committed to Christ for at least a year.
- A regular attendee at our church.
- Committed to integrity and spiritual formation
- Has participated in at least one of our church's small groups
- Is recommended by his/her small group leader
- Has demonstrated some leadership skills
- People like to be with this person