

What Makes a Good Facilitator:

1. A Facilitator is connected to the wider church in visible and consistent ways. They come to worship on Sundays. They are aware and appreciative of wider church life – parties, parades, rallies, etc.
2. A Facilitator is not afraid to be the boss, temporarily and gently but firmly, to help a G-group become a Community of Care and Learning.
3. A Facilitator has a baseline of stability in their discipleship of Jesus. They are able to guide a G-group toward a closer walk with Jesus, and are comfortable modeling spiritual practices like prayer, worship, and studious conversation for deepening discipleship.
4. A Facilitator has done an assessment of their time, and has the time to spend on G-group facilitation in this season. This is not a last-minute prep kind of job; it's not only a question of whether the Facilitator has the meeting time free.
5. A Facilitator is a prayerful person who is taking time for their own spiritual nourishment, seeking additional opportunities for getting filled. This G-group may help with that, but a Facilitator knows they'll be spending themselves *[sic]* for their sake of the group.
6. A Facilitator listens: to the G-group, to the wider church, to the prompting of the living Spirit of Jesus. And they are responsive to what they hear.
7. A Facilitator is in touch with their own limits, and can ask for relief from having this responsibility before they reach the burn-out point.

Here's What a Facilitator Does:

1. **Receive training** from the pastoral staff and the Care & Feeding Team before beginning this work. And **check in** with these leaders a few times a year to think through how it's going. What do you need help with? What have you discovered? How can the resources of the church be of help to your G-group, and vice-versa?
2. As the new quarter begins, during the 3-week Sabbath break, cooperate with the Convener to **invite (or re-invite) Co-hosts** to your G-group. Send email or snail mail, FB message or text – whatever works for you and your group.
3. **Prepare** each week for the meeting; read and study; think about, pray for, prepare for, gather supplies for what is going to happen in the G-group meeting.
4. Help the G-group **develop a G-group Covenant** in its early meetings, and be the arbiter of that Covenant. See "Covenantal G-Group Covenants" below.
5. **Direct the flow** of the G-group at each meeting. Adhere to time guidelines and schedules the G-group has agreed on. See "This Is How Covenantal G-Groups Flow" below.

6. **Guide the G-group's conversation** according to the best practices of group leadership, including:
 - step back when it's going well
 - step in when group norms are being violated
 - observe how people participate, or don't; invite people into the conversation; hold silent space for those who need time to think before they speak
 - reframe conversation when necessary; help people into new narrations or metaphors; ask good questions; rephrase with "I hear you saying"...
 - do not dominate the conversation; don't let it be about you; share mutually in the group along with everyone else; help the group find its conversational balance
 - consider different learning styles, theological worlds, and life experiences of the people in the G-group; do your best to accommodate difference
7. Recognizing that some seasons require lament and protest, we hope that each G-group is progressing on a hopeful curve, rather than spiraling down in pessimism and sadness. **Be a keeper of the gospel**, the good news of God's reign embodied in Jesus Christ, as best you can.
8. Sleep the sleep of the justified. **You have done good work here.** Your church is truly grateful.