**Developmental Process of Small Group Leaders**

Bill Donahue & Sheryl Fleisher

|  |  |  |  |
| --- | --- | --- | --- |
|  | **New** | **Intermediate** | **Seasoned** |
|  |
| **People****Skills** | Active ListeningLove Languages | BoundariesConflict resolution | Balance of God’s tough and tender love |
| **Discussion****Skills** | Facilitate through open ended questions | Learning to follow the energyAble to lead people toward personal application | Balance of Holy Spirit prompting, planning, and people dynamics |
| **Apprentice****Development** | Identify, cast vision, and make the ask | Intentional shepherding | Spiritual reproductionCoaching leaders of small groups |
| **Prayer** | Share requests and pray | Leading creative ways to pray together | Leading people to pray what’s on God’s heart; to listen and discern His voice in prayer |
| **Evangelism** | Can share testimony | Can share GospelMatthew Parties | Storytelling and prayer of relationships with lost people |
| **Community** | Promoting safety and honesty | Discussing expectationsForming a covenant | Models and leads authenticity in a shared desire to seek God together |
| **Spiritual Formation** | Desires to grow in love relationship with God Learns basics of spiritual disciplines | Practicing spiritual disciplines while learning an ongoing healthy rhythm | Abiding in HimDrawing others to be transformed by Him |
| **Vision Casting** | Inviting people to the group | Casting vision for the direction of the groupBirthing a group | Leading people wisely through change so they feel honored, blessed, and celebrated |
| **Team – Building Skills** | Serendipity questions | Play togetherServe togetherPray togetherGrow together | Everyone knows each other’s personal story while reaching out to new people |