

## **Facilitator Training**

### **Requirements for Facilitators**

All leaders and facilitators must regularly attend a small group and must seek out and develop a mentor/accountability relationship within the first year of participation in the ministry.

### **Facilitators**

For the ministry to be strong over a long period of time facilitators should be men who have struggled with and are in the process of overcoming the behaviors covered. They will be the most motivated to reach other men. Facilitators will be trained in small group leadership techniques.

### **Vision & Purpose**

The curriculum supports the effort of men to develop close, transparent relationships. It is not as important to finish the curriculum as it is to enter into open, honest relationships that will last. Facilitators must be willing to be transparent and open with their own struggles and challenges.

### **Multiplication**

There will be constant reinforcement that each member should consider becoming a facilitator so that new groups can be started.

### **Mentoring/Accountability**

Each member will be encouraged to seek out a mentor/accountability partner. This must be a natural process with no pressure to match people together.

There may be times when a mentor/facilitator is asked to advise a mentoree or group member about serious psychological issues. In all cases the mentor or facilitator should encourage the mentoree or group member to seek professional advice. These relationships are not meant to replace professional counseling services.

**Legal Notice:** *Any unlawful activity or information received must be reported to the appropriate authorities. Check with your ministry leaders about how to accomplish this.*

### **Ministry Flexibility**

All leaders will make every attempt to attend training and debriefing meetings as their jobs and family circumstances allow. The goal is to receive feedback to improve, adjust and change the ministry plan as needed.

### **Church Trainers**

Experienced leaders and facilitators will be chosen to plant the Men Living Up ministry model in churches. Church planting and spreading of the ministry to as many men as possible will be the goal of every leader.

*“Therefore confess your sins to each other and pray for each other so that you may be healed. The prayer of a righteous man is powerful and effective.” James 5:16 NIV*

## MEETING PLANNING

- Decide when and where you want to meet.
- Next, invite the men to an informational meeting to discuss the small group. Pick the time, place, and stick to one hour. As you invite them... "
  - Do explain to men what you are trying to accomplish and why.
  - Introduce Phase's I-IV without asking for a long-term commitment.
  - Do graciously let men decline your offer.

## THE FIRST MEETING

- The first meeting is informational...
- Have coffee and donuts or cokes and cookies. Plan to meet for at least one hour.
- Sign confidentiality covenant and explain the importance.
- Start on time and open with a brief prayer."
- For 10 minutes: Share your story and lay the foundation for others to share their story. Be open and transparent.
- Next 35 minutes: Allow for discussion and for others to share their story. **DO NOT BE JUDGMENTAL OR ALLOW OTHERS TO BE JUDGMENTAL.** Watch your body language.
- 10 minutes: Describe the materials and topic of study. Ask for commitment to get the reading done and to come prepared.
- Last 5 minutes: Pass out materials.

## HOW TO LEAD AN EFFECTIVE DISCUSSION

Here are some hard learned lessons about leading an effective discussion....

- "Air time for every man every week."
- You should draw out the quiet man without making him feel uncomfortable. Sense his pace. Privately ask the man who talks too much to help you draw out the other men.
- Don't talk more than 25% of the time. If there is silence when you ask a question, don't try to fill the space.
- Ask open-ended questions, not ones that can be answered, "Yes," or "No." Instead of asking, "Do you struggle with making good decisions?", ask "What kind of decisions do you find difficult, and why?"

## OTHER SUGGESTIONS TO BE EFFECTIVE

- Pray for your men daily. Effective ministry starts and ends with prayer.
- Call your men each week. This is a make or break point.
- After your group is formed host a couple's social outing.
- Spend five hours per week on your personal ministry including group time (phone calls, personal visits, counseling men, etc.). Take each man to lunch once a year.
- Credo: "Long term, low pressure." A small group is many things, including a hospital for men with broken wings. Make yours a "safe place" for men. Do not put pressure on men to conform to certain behavior. Instead, show men Christ.
- If you have non-Christians attending encourage them to attend a bible believing church.
- Watch for men who you believe could become effective facilitators. Ask them in week 3 or 4 to lead a discussion. If they do well talk to them about becoming a facilitator and being interviewed and if approved, trained.
- Always reserve the last 10-15 minutes for men to open up and share their struggles.

*"Therefore confess your sins to each other and pray for each other so that you may be healed. The prayer of a righteous man is powerful and effective." James 5:16 NIV*

