

Core Leader as the Shepherd Who Facilitates Well

During Core Group time the shepherding aspect of the Core Leader is being a facilitator. A facilitator works to create a comfortable environment where others can interact and share their thoughts in a constructive and directed manner. Everything that they say and do should be focused on allowing opportunity for others to share. At CBS this means;

- Taking the time to arrange the furniture so that everyone can see each other and benefit from what is being shared.
- Read the questions clearly so that all can hear.
- Make eye contact
- Watch the time and adjust if required
- Affirm the person, not the answer. A simple “**Thank You**” is often enough!

The facilitator is seldom a participant in the discussion. And the facilitator is not a teacher, telling the group what the Bible says or what other leaders say/think. Rather the facilitator seeks to draw out what the Holy Spirit has revealed to his/her core members. God is doing the work!

These things God has revealed to us through the Spirit. For the Spirit searches everything, even the depths of God. ~1 Corinthians 2: 10

When your core members share their answers refrain from adding on. Allow others to share at that moment or during the discussion for the next question. Why are “add-ons” detrimental?

- Add-ons can make the core leader (facilitator!) appear to be a teacher.
- While add-ons can be encouraging, they can also be discouraging.
- Add-ons might affirm a person’s answer but can also communicate that an answer was incomplete or not clear enough.
- Add-ons can affirm an individual. Yet they alienate others who want to be affirmed and can’t somehow say the right thing that will get the core leader’s attention.

Even with the best of intentions, the negative aspects of add-ons can shut down individuals or the entire group. Use a simple response like thank you, good point followed by what other thoughts do some of you have?

Questions:

1. As a facilitator, how often should you participate with answering a question? Why is that ideal? When are good times for the core leader to answer a lesson question?
2. Since we are only facilitating and not teaching, we often say that there is no wrong answer. This allows our core members to share their thoughts without feeling they are being graded. There is, however, one subject that demands a correct response. What is that? (this is specifically addressed in the Servant Team Manual p. 14.7)
3. If a core member is confused about that specific subject how might you correct their response without teaching?