



# MARS HILL CHURCH

## *Community Group Leader Affirmation Form*

### **Community Group Leader Affirmation Form**

*Print this for use during the interview. Take any needed notes and post interview fill out this form in soft copy and send to the appropriate campus administrator.*

Name (last, first) \_\_\_\_\_

Interviewed by \_\_\_\_\_

Interviewer's relation to applicant \_\_\_\_\_

Affirmed as a Community Group Apprentice?       YES /  NOT YET

Community Group \_\_\_\_\_

Other areas of Mars Hill service? \_\_\_\_\_

Primary Campus attendance: \_\_\_\_\_

Reason for NOT YET decision (check all that apply):

- Availability of time to dedicate to role
- Spiritual maturity to lead a Community Group
- Lack of spouse support and/or concerned of the need to focus on personal issues at home first
- Not a MHC member or disagrees with MHC Member Covenant / Theology
- Admits a habitual sin that would disqualify from leadership at this time
- Lack of Service in any area at MHC (need to see more so can be "tested and approved" first)
- Uneasiness/Check in your spirit which may indicate Godly discernment from the Holy Spirit
- Leadership or communication skills to lead a Community Group effectively
- Character/heart concerns about how they might coach others and care for people in need

**If "Yes", any comments or areas for development that would be helpful for their CG Leader/Coach:**

**If a "Not Yet" decision, please include notes here with pertinent details:**



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### **Interview Checklist**

- Make sure you have the candidate's Interview prep application and that you have thoroughly reviewed it
- Open in prayer
- Use the application as needed to facilitate conversation and probe for any concerns

### **Initial conversation flow on basic criteria:**

- Give a quick 2-3 minute overview on yourself (where live/family, how long at MHC, Community group history)
- Why do you want to be a Community Group leader? Did you have any initial questions after reviewing the Community Group Leadership Packet?
- What Community Group are you currently attending? Other service areas at Mars Hill and what you learned?
- Time Commitment – Can you think of any reason you could not fulfill the time commitment needed? If married, does your spouse support you in this decision?

### **Character & Spiritual Maturity Questions:**

- Higher call – Being a Community Group leader is a key leadership foundational role in the health of our church and membership. So we need people to be accountable and open to Biblical standards in regards to: sexual purity, healthy relationships, personal walk with Jesus, financial stewardship, and positive reputation inside and outside of Mars Hill. Question: “Are you currently struggling with a habitual sin or if we did reference checks and background checks on you is there anything that might come up we should discuss?”
- Question: “If you died tonight, stood before Jesus, and He asked you why He should let you into the kingdom of heaven, what would you say?” (This reveals much about their understanding of sin, atonement, and forgiveness.)
- Are there any areas of Mars Hill Member Covenant or Theology that you find difficult to agree with? If so, describe.
- What does a healthy relationship with Jesus look like? How are you intentionally striving toward this?
- Describe a time a specific sin in your heart was exposed. How did you respond and what did you learn?

### **Caring Questions:**

- Without naming names, please describe a situation where you needed to speak openly with another Christian on a difficult matter. What was the result from this conversation? How did this point him/her toward Jesus?
- What are ways you encourage people around you? For example: If a guy in your group was going through a time in a relationship or at work – how would you respond? How would you respond differently if it was a gal?

### **Leadership Questions:**

- Describe a past experience leading a Christian small group. If none, describe an experience leading people. What worked well and what might you do differently today?
- What might mentoring/coaching someone in a Community Group setting look like?
- What do you feel makes a “healthy” community group? What would you do to ensure this?
- What type of ways do you think people could serve in the group to help ease your time burden?
- Reviewing 3 questions from the last sermon – how did you feel these would facilitate discussion? What if someone talked too much/too little/verbally abusive in the group – how would you respond?

### **Wrap-up and Explain next steps**

- Any final questions?
- Thank them for their time and desire to serve at Mars Hill Church and remind them of your positive experience being a Community Group leader
- If you have determined this person has Community Group leader potential (remember it is an Apprenticeship) – outline areas for them they could potentially focus on in their growth to be ready. If you have concerns and feel they are “Not Yet” ready and feel comfortable – it would be good to discuss these areas with them. The Pastor has the final say and may want to follow-up if needed (or if requested by you).
- Next steps: Character Integrity Questionnaire and Background check to be completed through campus administrator
- Ask them if they wish to close in prayer, or close in prayer yourself
- Complete Community Group Leader Affirmation Form in writing or email to campus administrator