

CCS Small Group Leader Vetting Process

The CCS small group leader is a representative of CCS to the group they lead. To ensure consistency and accountability within the CCS community of faith, a vetting process will be required of each person seeking to lead a small group to be identified and supported as a part of the CCS small group ministry. The vetting process consists of the following:

1. Application: Any person seeking to serve as the leader of any CCS Small Group completes a CCS General Ministry Application, Background Check and includes a written account of the applicant's personal testimony of faith as an addendum.
2. Application Review: The CCS Small Group Ministry Leadership Team * reviews the General Ministry application and attachments for completeness. The CCS Small Group Ministry Leadership Team alerts the elders of the reception of the application. The elders approve the applicant for further vetting or redirect the applicant to another area of service.
3. Resourcing: Upon approval of the applicant for further vetting, each potential leader receives a copy of the CCS Small Group Leaders Handbook and Calvary Chapel Distinctives in preparation for their follow up interview. **
4. Interview: Following review and approval of the potential leader's application, the CCS Small Group Leadership Team schedules an informal personal interview with the applicant and his/her spouse. The interview serves the purpose of verifying and clarifying the applicant's suitability and readiness to serve as a CCS small group leader. The interviewers include two members of the Small Group Leadership Team and one elder. The Small Group Leadership Team determines suitability by the following criteria:
 - 4.1. Understanding of the principles articulated in Calvary Chapel Distinctives including:
 - A. The character and capabilities of the leader(s)
 - B. Understanding and respect of leadership structure
 - C. Empowerment by the Holy Spirit.
 - D. Building the Church God's Way
 - E. Grace Upon Grace
 - F. Priority of the Scriptures
 - G. Centrality of Jesus Christ
 - H. Eschatology: Rapture of the Church
 - I. Supremacy of Love
 - J. Striking a Balance
 - K. Ventures of Faith
 - L. Questions about CCS position on Doctrinal Issues
 - 4.2. Understanding and affirmation of, and submission to the principles articulated in the CCS Small Group Leaders Handbook including:
 - A. Group Leader Role
 - i. Group Leader Qualities
 - ii. Facilitating Spiritual Growth
 - iii. Facilitating Fellowship

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iv. Managing Discussion

B Leadership Principles

- i. Modeling Service
- ii. Modeling Devotion to God's Word
- iii. Modeling Genuine Interest in Others
- iv. Modeling Concern for Others Needs
- v. Modeling an Attitude of Prayer in all Circumstances
- vi. Modeling Healthy Boundaries

5. **Affirmation and Recommendation:** After the interview, the CCS Small Group Leadership Team confers with one another and either affirms the applicant for recommendation to the Council of Elders or redirects the applicant to another area of service.
6. **Confirmation and Commission:** Upon receiving the recommendation of the CCS Small Group Leaders Team, the Council of Elders reviews and affirms confirmation and commissions the applicant to serve as a CCS Small Group Leader or redirects the applicant to another area of service. A member of the CCS Small Group Leadership Team contacts the applicant to inform them of the decision of the CCS Council of Elders and the CCS Small Group Leadership Team and schedules further training as needed.

* The Small Group Ministry Leadership Team is appointed by the elders and consists of at least three members at large and their spouses, if applicable, plus one elder.

** CCS Small Group Leader Vetting Interview Questions

1. Share your faith story: How/when did you meet Jesus? What are the high points of learning/growth that have brought you to where you are now?
2. Describe your understanding of what makes a leader a Good Leader in the context of the Church and its ministry.
3. What do you consider to be the primary foundational truths that should guide a leader's judgment, teaching, and actions?
4. How has God equipped you to venture into leadership?
5. After reading Calvary Chapel Distinctives, describe how your personal convictions may or may not echo what you read and how you would honor the unity of the body of Christ at CC Surprise in light of them.
6. Please share your plans for starting and sustaining your Small Group.
7. (If applicable) How does your spouse feel about your investment in becoming a Small Group Leader? How will you work together to ensure both the integrity of you marriage and the ministry of the Small Group?