



THE ROLE OF THE FACILITATOR

Among my notes from various conferences I found a list of rules outlining the role of the facilitator. I have no idea who actually wrote these but we amended the list slightly to help our team understand this role well. I hope it is helpful.

1. The role of the facilitator is to guide his participants, not act as a coach.
2. A coach expects perfect performance from each player. A facilitator must recognize that his responsibility is to reward effort, not perfection. Even a simple, silly question can be celebrated.
3. The facilitator is one who can masterfully influence the variables to accomplish a learning environment suitable for life change.
4. A facilitator expects each individual to try new challenges and do their best, even if progress is measured only in baby steps.
5. It is a disservice to expect each individual to have the same abilities, knowledge or discernment.
6. A facilitator must realize that he/she cannot totally change each individual in a short time or completely change what it took years to develop (i.e. fear).
7. A facilitator must realize that what he has to offer is not for everyone, and should not downgrade himself if a person cannot or will not engage or chooses to engage with another House Church.
8. A good facilitator does not take complete credit for his successes or totally blame himself for the failures of the group he leads. Lead in the responses to both with direction and example.
9. The facilitator needs to be sensitive to individuals within the group and assist each individual to reach his/her next steps as a follower of Jesus.
10. As a facilitator, you must do your best to accomplish all that can be done for the moment. A casual attitude will facilitate a casual response from participants. In some people, you will only have opportunity to plant seeds. Try to plant those seeds in the best part of the individual and so with enthusiasm.
11. The greatest amount of stress in facilitating comes from the decision to continue or to stop an activity or discussion. This consideration must be kept in mind at all times.
12. The facilitator should be satisfied with an honest accomplishment by those involved, even if all that is accomplished becomes fuel for future discussion.
13. The facilitator understands that God is at work and though some may seem disconnected he continues to draw them and pray for them. The moment the heart softens is not something we are often privileged to ahead of time.
14. A good facilitator tries to answers a question with a question; unless he feels he has not clearly communicated or the discussion needs to be brought back to truth.
15. A facilitator must leave ownership of the accomplishment in the hands of the participants themselves. To become too emotionally involved in your expectations hinders more than helps.