

## Eliot Chapel Covenant Group Facilitator Description

Covenant Group Facilitators play a critical role in creating and maintaining a setting for effective Small Group Ministry.

Covenant Group Facilitators serve the mission of Eliot Chapel by offering caring and support to members and friends of the church. Covenant groups meet once or twice a month, usually for ninety minutes, in member's homes or the Chapel. Facilitators are responsible for preparing for sessions, providing logistical support, communication, and facilitating the sessions.

Covenant group facilitators receive initial training and commit to participating in ongoing workshops and meetings to enhance their skills. Good listening abilities and a mature, stable personality as well as warmth and compassion are prerequisites to serving as a facilitator. Covenant group facilitators serve Eliot Chapel by remaining alert to situations which may warrant pastoral care, bringing these to the attention of the ministers with the permission of the member.

As representatives of Eliot Chapel, Covenant Group Facilitators must hold themselves to high ethical standards in the performance of their duties. Facilitators must err on the side of caution in acknowledging the limits of their personal expertise, and should consult an Eliot minister before making any external referrals.

As stated by Robert L. Hill in "The Complete Guide to Small Group Ministry":

"At a minimum, facilitators should be asked to affirm the following commitment adapted from the Code of Professional Practices of the Unitarian Universalist Ministers' Association (changes are shown in brackets):" "I will remember that a congregation places special trust in its [shared ministry] leadership and that the members of [covenant groups may] allow a [facilitator] to become a part of their lives on the basis of that trust. I will not abuse or exploit that trust for my own gratification." Covenant Group Facilitators are part of shared leadership of Small Group Ministry of Eliot Chapel. The facilitators work with the support of the Covenant Group Development Team which is supported by the professional ministry."

Eliot Chapel has established the following guidelines for becoming a Covenant Group Facilitator:

- Understand and abide by the Congregational Covenant for Eliot Unitarian Chapel <http://images.acswebnetworks.com/1/2388/CongregationalCovenantforweb2.pdf>
- Be in active membership at Eliot for a minimum of six months
- Agree and abide by small group ministry guidelines for Eliot Chapel <http://www.eliotchapel.org/covenantgroups>
- Undergo initial training (Participation in a covenant group prior to becoming a facilitator is preferred)
- Participate in continued development with ministerial and lay leadership
- Meet a minimum of once a month with their groups
- Implement a structured small group approach designed to create an environment for safe sharing and personal/spiritual development of members
- Be able to articulate the difference between leading and facilitating
- Be approved by the Minister and the Covenant Group Development Team