

Facilitator role profile

The facilitator is a hugely important part of any project - their job is to **provide leadership without taking the reins**. It should be someone neutral, without agenda, and importantly, someone who has the capacity to take it on.

A facilitator is a person (or two) who **makes a process easier**. Remaining **neutral** throughout, they help a group plan and move towards a **common goal**.

Ideally, facilitation will be done by someone other than the church leader - **we want as many voices leading this process as possible**. Although we do envisage the two roles working closely together, planning sessions and guiding the process.

A good fit?

The facilitator's role:

Build **good relationships** and trust between themselves and the group and between group members.

Enable the group members to **discover their potential** as individuals and as a group to do something that will make a difference in the community.

Enable the group to **reflect** about what God might be calling them to be and do in the community.

Consider who in your congregation comes to mind as you read through the person specification below:

- Listening well to others: A facilitator **listens actively** to encourage the rest of the group to do the same, creating an **inclusive environment** by ensuring everyone is heard. Everybody needs to be **aligned** and this can only be achieved by **listening hard** to one another.
- Communicating clearly: Facilitators **help bring clarity** through confident communication - **checking understanding, summarising ideas and drawing everything together**. They don't need to be the loudest person in a group, but they need to be able to present clearly.
- Able to balance preparation with flexibility: Preparation is the key to sessions running smoothly, but things rarely go to plan and so a facilitator has to be able to **adapt quickly** and with strong **problem-solving** skills.
- Managing conflict and difference with sensitivity: People will disagree during the course of the process. A facilitator needs to be able to help people come to a solution **respectfully**, creating a **culture of inclusivity**.