



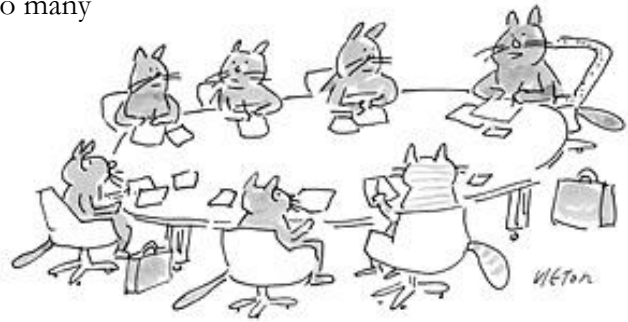
Recruiting Facilitators: A Key to Success

Good facilitators come from all age groups and all walks of life. Some may have previous training; some may not. Begin recruiting facilitators as early as possible.

We offer online training and strongly recommend you, as a coordinator, hold a facilitator training before the program begins. We provide a template for the meeting in the Coordinator Resource Center on the GoodNewsPeople website. Effective facilitator training will develop dialogue leaders who understand the principles and techniques of effective small-group reflection and dialogue. A group of well-trained facilitators is the key to a successful program.

Facilitators should be good listeners and relate well to many different kinds of people. Above all, they should be interested in creating and building a welcoming atmosphere for participants.

Facilitators should know how to help move conversation forward and address different communication styles. Good facilitators give structure to dialogue, adding their thoughts not as an authority, but as an equal participant.



Five Simple Tips for Recruiting Facilitators:

To find facilitators:

1. Ask various parish groups or committees for recommendations.
2. Use personal contacts.
3. Recruit and train young people.
4. Put notices in the parish bulletin.
5. Look for those who have led small groups in other parish roles.

Recruit from wide circles within the parish community, but particularly consider those who may have previous training:

- Leaders of small Christian communities
- People trained in facilitation or conflict resolution
- High school or college students; students trained in peer mediation
- Therapists and counselors
- Educators of all ages (remember retired teachers)