

**AN INTEGRATED APPROACH FOR RECRUITING, TRAINING,  
AND DEVELOPING SMALL GROUP LEADERS AT  
CALVARY ASSEMBLY OF GOD,  
DOVER, DELAWARE**

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Previous efforts to encourage small groups at Calvary Assembly of God in Dover, Delaware did not incorporate a framework for training. To address this deficiency, this project provided a biblical foundation for small group leadership developed through the concepts of leadership of the laity, mentoring in biblical times, and the role of community in spiritual formation. The project also surveyed contemporary literature regarding small group and cell group structures and training with the intent of creating a leadership training seminar for small group leaders.

The field project consisted of a one-day seminar focused on beginner and intermediate group leadership skills. After the seminar, the participants' perception of the overall benefit of the seminar and their increase in knowledge about small group leadership skills were measured. The training seminar received favorable reactions and indicated that knowledge increased for certain skills. Interestingly, the project showed a marked increase in the confidence of leaders after the training session, indicating the usefulness of training even when initial knowledge of a subject exists.

The research and field project resulted in several recommendations for Calvary Assembly of God, including: (1) alignment of groups and classes, (2) alteration of some aspects of the current model of small groups, and (3) development of a leadership pipeline in conjunction with the implementation of turbo groups for leadership development.