Teacher Selection

As the 1st VP-Spiritual Life, you will be responsible for selecting Bible study leaders. First consider whether you are looking for teachers, facilitators or a combination of both. Teachers generally instruct, using a lecture format. Most video series are taught by teachers. On the other hand, facilitators generally ask open-ended questions and facilitate, or direct, the conversation that follows. Encourage the facilitators to address *Adult Learning Styles* (see document TT-14) since studies show that adults learn best from such an approach. For simplicity sake, we will refer to Bible study leaders as teachers.

Characteristics for Teachers

At every opportunity, keep your "radar" on for potential teachers. Consider each regular attendee as a possible candidate. Look for women who show:

- A commitment to Jesus Christ and a life that reflects a personal relationship with the Savior
- A commitment to exploring Biblical truths and the desire to lead others in the same pursuit
- A commitment to be prepared for each study lesson
- A commitment to pray for and to encourage participation by group members
- A commitment to oversee the administrative details of the group

Recruitment of Teachers

Give yourself lots of time to accomplish the selection of your teachers. You will likely have to ask more ladies than you will need. Reassure them that you will provide training and encouragement throughout the teaching period. Some ladies might be interested, but inexperienced. They might be an excellent candidate to be a FIT (Facilitator-In-Training). Other ladies might be only interested in teaching a particular Bible study. Also consider the format of your studies as you evaluate candidates.

FITs (Facilitators-In-Training)

The use of FITs is a promising means for developing future teachers. Responsibilities could include:

- Preparing a different component of the Bible study in any given week (such as ice-breakers, Scripture memory, prayers, etc.)
- Being available for last minute changes to the teacher's schedule (sick child, etc.)
- Preparing the entire lesson, doing so 2-3 times a semester
- Providing feedback to the teacher about any component of the lesson
- Helping to diffuse a difficult situation
- Assuming responsibility for administrative details

Having FITs in each class provides a safety net for military and other contingencies which can quickly affect the availability of the primary teacher.

Teacher Application Process

As soon as a candidate has expressed a willingness to consider being a teacher, give them a copy of the *Teacher Application* (document TS-2). Be sure to clearly state the deadline to receive completed applications. Also clarify to whom the applications may be submitted so as to avoid misplacement of completed applications. At this point, we recommend that you personally interview each applicant. If possible, invite two executive board members to join you in during the interview process. A sample *Teacher Interview* (document TS-3) is available for your customized use. After you have prayerfully made your selections, notify each candidate of the outcome, being careful to maintain confidentiality regarding non-selectees.

Moving Ahead

Now that you have selected your Bible study materials and your teachers, you will move to the Teacher Training component of your Spiritual Life duties.