

# Facilitator Recruitment

## Process: Facilitator Recruitment

### Overview

Facilitator recruitment runs from January through early March, moving from identification through personal invitation to finalization.

### Timeline

**January:** WSLT hosts check-in with current facilitators. Begin discerning which participants might serve as facilitators. Apprentices practice facilitation in their own groups.

**February:**

1. WSLT and current facilitators identify candidates.
2. Ministerial staff lead sends email to current and past Sources participants inviting them to consider facilitation.
3. WSLT and/or current facilitators extend personal invitations.
4. During a Sources session, invite participants to write down 1-2 names of people from their group who they think might be a good facilitator.
5. Volunteers fill out the [Serve Form](#) under "Adult Spiritual Deepening."

**Early March:** Facilitators are finalized. They identify preferred time slots and retreat date.

**March:** The Wellspring Annual Gathering also serves as a facilitator recruitment opportunity.

**April:** WSLT identifies mentors for new facilitators and begins onboarding.

# Key Principle

Over 1/5 of people at Foothills have been through Wellspring. The best recruitment comes from 1:1 personal invitations from current facilitators and WSLT members who have seen potential in participants.

# Requirement

Participants being considered should have been active at Foothills in attendance, small group, or volunteer capacity. This requirement needs to be faithfully adhered to. (Lesson from 2023-24: two newcomers to UU faith in one group was viewed as an impediment to full participation.)

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# See Also

- [Recruiting Sources Participants](#)
  - [Sources Facilitator](#)
  - [Full Annual Timeline](#)
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