

Onboarding Conversation Guide

What is an Onboarding Conversation?

As a Tribe Community Leader, you can define a successful onboarding conversation like this:

1. You're confident your new leader is ready for the role of Tribe leader.
2. You've started a personal relationship with your new leader. The leader feels known, appreciated, and supported.
3. Your new leader understands the Tribe leader role, and you've helped them determine their specific next steps.

Tips for Your Conversation

- Keep it informal, but start and end on time.
 - Balancing casual conversation and staying on topic will take practice. This is conversation, not instruction. The goal is to introduce the leader to the principles that will help them succeed. The key to doing both will be preparing so that the key ideas can come out as your thoughts.
- Pick the right place for the conversation.
 - Avoid a noisy or distracting environment. A quiet coffee shop, restaurant, or a quiet area of the TVC lobby are good ideas. If you have the conversation at a home, plan a time when you can sit and focus without too much distraction.
- Start a relationship.
 - This is an opportunity to build a connection with this leader. Spend as much time getting to know each other as you do going over details. Talk and listen.
- Know how you'll redirect the conversation if the leader isn't ready for the leader role.
 - If any concerns arise during the "Your Story" part of the conversation, you may need to either redirect the conversation and follow up to share your concerns with your Tribe Campus Leader and Campus Pastor.
- Listen for what's not being said.
 - The majority of a person's communication will be non-verbal. Pay attention to cues that help you understand how a leader is feeling and adjust your approach accordingly.
- Customize the conversation to each leader.
 - Some leaders need a lot of support. Some don't. Some leaders have a clear plan of action. Others won't. Figure out where each leader is, and go there with them.
- Realize you're empowered!
 - You're a Community Leader because you're trustworthy. I want you to feel confident in representing TVC. I want you to be empowered and equipped to serve in this role.

This is a Guide, Not a Script

Please use this as a guide to learn from, not a script to memorize. You're having an onboarding conversation, not leader training. Use this guide to gather your thoughts ahead of time. If you need notes or reminders, make those on your phone or a notepad to bring with you. The times and order of this guide are suggestions. Feel free to adjust as needed.

Get Started – About 3 Minutes

Thanks for taking some time to get together with me. Talking with new leaders is my favorite thing I get to do as a Tribe Community Leader. This should take us about an hour, depending on how much we talk. By the time we finish, my hope is that you'll feel like you know: what to do next, what you need to start leading well, and most of all that I'm here to help you succeed.

Your Story – About 20 Minutes

Before we jump into the guide, I'd like to take a few minutes to get to know your story.

- When did you become a follower of Christ? How?
- What's your family life like right now?
- How would you describe your relationship with Christ?
- Do you have relationships with people who help you grow? What are they like?
- What made you want to be a leader? How did you get to this point?

I have a couple of other questions I need to ask. They may feel awkward, but openness will help us to support you in any areas that might hinder your leadership.

- Do you have anything in your life that would be a hindrance to you leading in this role?
- Are there any aspects of your life that do not reflect a biblical view of sexuality?
Some examples of purity:
 - Not viewing pornography. Not having sex outside of marriage. Not cohabitating in a relationship outside of marriage. Not being active in or promoting a homosexual lifestyle

***Note to Tribe Community Leader: If something concerns you about this person's readiness to lead, you have two options.**

1. If you're certain this person should not be a leader now, redirect the onboarding and let them know that for the time being you want to help them work through the challenge and help them find another area of service in the meantime.
2. If you have concerns but you're unsure whether this person should be in a leadership role, continue on through the end of the onboarding conversation. Then, make sure you bring your concerns to your Campus Leader and Campus Pastor.

Why Tribes? – About 5 Minutes

- Tribes are the people with whom you share life. They're the friends with whom you grow, laugh, and serve.
- Luke describes this type of group in Acts 2:42-47. Small groups of followers of Christ meeting on their own, facilitated by a leader, are not a new phenomenon. In the first few hundred years of the church, these kinds of groups were basically the only way the church gathered.
- Tribes are still the backbone of our church.
- TVC thrives when we empower leaders like you to share your faith by leading community.

Here are three ways you can lead community:

1. Start an ongoing Tribe.
 - a. It's important to make a good plan for the unique focus of your group because the group will take shape around your vision. I'll show you a tool you can use called a Tribe Plan, and I'll help you work on your plan if you want some help thinking it through.
2. Start a short-term Tribe.
 - a. We always need leaders like you. Some groups may last just one series and some will run longer, but they all have a specific focus and ending point. Some may go on to become ongoing Tribes.
3. Form a Tribe from existing relationships.
 - a. How will you create intentionality with your existing set of relationships? You'll want to make a Tribe Plan to clarify your vision for making the most of the friendships you already have to foster community, serve, and help each other grow.

Which approach best describes your group?

What will I do for you? – About 3 Minutes

As your Tribe Community Leader, I'm here to help you in three ways:

1. **I'll help you get going.** I want to help you find what you need to get going. If you need a lot of support, you can count on me for that. If you'd rather just take the ball and run with it on your own, that's great too. Help me know what you need, and I'll meet you right where you are.
2. **I'll help you as you go.** I will be in touch with you every month to start and want to support you in whatever way I can. After a few months, if you're doing great, then I'll stay out of your way. If you're struggling or frustrated with anything, I'll be ready to help again.
3. **I'll help you own your growth.** We have some great leadership development tools, plus there's a ton of continually updated tips and resources for you as a leader at www.tvclifegroup.com. Think of that as your go-to for ongoing training and development. I'm here to help you process your leadership and take ownership of your development for the long term.

***Before we move on, I want to be sure you have my contact information.**

Great Leaders Share – About 10 Minutes

Step into the game. - We learn best in the game.

Experience will provide you with reality-tested development. Don't hesitate to step in and start learning.

- Seek out training at www.tvctribes.com. You'll find timely tips, plans, and resources about the topics you face.
- Use the five development tools. Take advantage of these tools to own your own growth as a person and leader. www.tvctribes.com/personaldevelopment

Have a plan. - Starting a Tribe will present challenges along the way. Leaders thrive when they start with a plan.

- Create your Life Group Plan at www.tvctribes.com/lifegroupplan. With this tool, you'll clarify your Tribe's vision and discover how to accomplish it.

Ask people you know first. - Your faith community should start where you are with people you know. Then, invite others to join in.

- Friends you already hang out with.
- People you work with or work out with.
- People you share hobbies, interests, service, or a neighborhood with.

Relate to people. - Community happens when people share relationship. Relationships happen when people feel needed, known, and loved. Relate to people this way and lives will be changed forever.

- Celebrate- Have fun in your Tribe. Celebrate the big and small things in life
- Connect- Great Tribes are connected to God and each other. Look for ways to create real authentic connection.
- Contribute- Give back. We ask that you join us as a church in serving 3 times a year as a Tribe at the Blitz, Days of Caring, and Christmas Serving Event.

Enjoy our connection. - All this relationship talk applies to you, too. I want you to feel connected! It's so much easier to be a leader when you share connection with other leaders.

- How can I best support you?
- How frequent would you like to connect?

*See the Tribe Leader Manual for more helpful tips and ideas

Your Next Steps – About 5 Minutes

How are you feeling at this point?

I have a few things that every leader has to do to get started:

- ✓ Complete Step 2 on **Get Started** watching the training videos
- ✓ Complete Step 3 reviewing the manual. This can be found on **Get Started**
- ✓ Complete Step 4 developing the Tribe plan found on **Get Started** (The leader can do this alone or you can help the leader do this)

*Community Leader checklist

- ✓ Work through the entire onboarding guide process
- ✓ Once the leader completes their life group plan. You will need to connect again to get information such as group description, day, time, etc... You can then fill out a new group startup request at www.tvctribes.com/communityleader.
- ✓ Notify the Campus Leader and Campus Pastor of the new group