

LET'S GET STARTED

VLE: FOUNDATIONS II



VLE: FOUNDATIONS II FACILITATOR OVERVIEW

WHAT IS VLE: FOUNDATIONS II?

Foundations II is the next step in the Vineyard Leadership Pathway to develop healthy, whole, and empowered leaders within the Vineyard. It's a nine-month program that builds on the content of Foundations I and explores leadership development, vision, and discernment in calling. While Foundations I focuses on leading self and leading others, Foundations II shifts the focus toward developing leaders who can develop other leaders - multiplying healthy, kingdom-minded leadership in your church and community.

Foundations II is built to equip lead pastors and high-level leaders as you continue to mentor emerging and current leaders in your church. It provides a clear and intentional way to raise up the kind of leaders your church needs - leaders who aren't just focused inward on church activity, but who are looking outward to their city, their neighborhood, and their mission field. Foundations II empowers leaders to think beyond themselves and begin multiplying leadership in others, fostering a culture of discipleship and release.

WHO IS VLE: FOUNDATIONS II FOR?

VLE: Foundations I is a great starting place for potential, emerging, and current leaders:

- People you see leadership potential in
- People who discern a call to leadership on their life
- Small Group Leaders
- Team Leaders
- Assistant Leaders
- Pastors or Leaders of churches joining the Vineyard

WHAT IS MY ROLE AS FACILITATOR FOR VLE: FOUNDATIONS II?

As a Facilitator, you hold the vital role of bringing structure, vision, and momentum to this transformational discipleship process. More than just managing logistics, you are creating an environment where emerging leaders can thrive, mentors can invest deeply, and the Kingdom of God can be advanced through intentional leadership development.

Throughout history, God has raised up leaders through the guidance of faithful facilitators - those who set the stage, clear the path, and provide the framework for growth. Your role is to ensure that this process is both impactful and sustainable, equipping your church to develop leaders who embody Vineyard values, Kingdom theology, and a heart for discipleship.

By organizing schedules, supporting mentors, and fostering community, you turn vision into reality. Your leadership will shape not just the participants in this program but the future of your church's leadership pipeline. You are laying the foundation for generations of Kingdom-minded leaders who will go on to disciple others, planting seeds of transformation that will bear fruit for years to come.

Thank you for stepping into this role with faithfulness and passion! Your work behind the scenes is the framework that makes discipleship possible, and your investment will have an eternal impact.

The **VLE: Foundations II Facilitator** provides ongoing communication with Vineyard USA, as well as support to the mentors and participants, to include:

- Serving as the Vineyard USA point person for VLE: Foundations I at your church, as well as the VLE: Foundations I point person for participants at your church
- Determining the VLE: Foundations II start date, Launch Retreat date, and Closing Celebration date
- Working closely with the Lead Pastor to recruit and select mentors and participants and assigning participants to mentors (if applicable)
- Working closely with the mentors to develop a monthly mentoring schedule
- Following along with the online material that your participants are engaging with
- Checking in with mentors throughout the program and providing them with pertinent information from Vineyard USA
- Participating in periodic Facilitator check-ins provided by Vineyard USA and providing feedback

STEP ONE - IDENTIFY PARTICIPANTS

HOW DO I IDENTIFY PARTICIPANTS FOR FOUNDATIONS II?

Participants of Foundations II must have successfully completed Foundations I. Churches should invite participants who show a desire and aptitude for further leadership in the church, at whatever level that might entail - from potential Small Group Leader to Associate Pastor. While participants may not be currently serving in a formal leadership role, there should be an expectation that participants are moving forward with this goal in mind.

WHAT IS EXPECTED OF A PARTICIPANT?

The **VLE: Foundations I Participant** learns, practices, and grows in their leadership through:

- Completing all assignments in a timely manner
- Attending mentoring meetings twice a month with their assigned mentor, and a closing celebration
- Participating in periodic webinars hosted by Vineyard USA for all participants nationwide
- Remaining faithful, available, and teachable as they engage with the content and their mentor
- Providing feedback to Vineyard USA through self-assessments and stories

WHAT IS THE TIME COMMITMENT FOR A PARTICIPANT?

Similar to Foundations I, the expected time commitment for participants is 5-6 hours per month, with the majority of that time being dedicated to mentor meetings.

Monthly Content and Meetings include:

- 2 video sessions within the Module (approximately 40-50 minutes total) ○ 4-5 Personal Reflection Questions per video session within the Module (approximately 45 minutes total)
- 1 Activation Assignment within the Module (approximately 45 minutes total)
- 2 Mentor Meetings (approximately 1.5 hours each)

Because the most important characteristics of a disciple are faithfulness, availability, and teachability, we do not recommend this program for participants who are unable or unwilling to commit fully. While someone may be interested in the next step of leadership development, their current circumstances or stage of life may not allow them to commit at this time fully, and that's OK!

HOW DO PARTICIPANTS REGISTER FOR FOUNDATIONS II?

At the end of Foundations I, you will receive an email from the Vineyard Leadership Pathway Team with a list of current Foundations I participants. Working with the Lead Pastor, you will identify who has successfully completed Foundations I and who is recommended to move on to Foundations II, and provide this information back to the Vineyard Leadership Essentials Team.

Approximately 2 weeks before your church starts VLE: Foundations II, approved participants will be granted access to the Foundations II content within the Learning Management System (LMS).

STEP TWO - IDENTIFY MENTORS

HOW DO I IDENTIFY MENTORS FOR FOUNDATIONS II?

Each church should identify at least one mentor to facilitate VLE: Foundations II for the participants. Ideally, this is the Lead Pastor or someone with a similar leadership role. The more mentors available to invest in the program, the better (and the more participants you can pour into).

We suggest inviting the mentors who served in Foundations I to continue to serve as mentors in Foundations II. This provides continuity, consistency, and an established level of trust and rapport.

WHAT IS EXPECTED OF A MENTOR?

The **Mentor** supports, encourages, and challenges their participants through:

- Actively participating in the Launch Retreat and Closing Celebration
- Following along with and completing the online material your participants are engaging with
- Familiarizing yourself with recommended resources for additional learning
- Utilizing the VLE: Foundations I Mentor Guides for each module with participants
- Providing mentoring meetings twice a month for assigned participants (can be large group, small group, or one-on-one) utilizing the VLE: Foundations I Mentor Guides for discussion
- Participating in periodic Mentor check-ins provided by Vineyard USA and providing feedback

HOW MANY MENTORS DO I NEED?

Most mentors can effectively mentor three to five participants. Mentoring more than five participants at one time can potentially dilute the attention and support each participant receives, impacting the overall quality of mentorship.

Because the goal of mentorship in VLE: Foundations I is to build deeper relationships through more focused attention on the individual participants and provide personalized feedback and encouragement tailored to the participant's specific needs, we recommend not having more than five participants per mentor.

STEP THREE - ESTABLISH A SCHEDULE

WHAT DOES VLE: FOUNDATIONS II LOOK LIKE?

Similar to Foundations I, Foundations II is a nine-month program that begins in September and ends in May, with a break in December.¹ Foundations II begins with a kick-off meeting and ends with a closing celebration.

40% of Foundations II will consist of content provided by Vineyard USA, but 60% will be the discipling and mentoring that happens between the mentor and the participants once the module is completed. Each month has a dedicated module, and each module is divided into two sessions. Following completion of the module, participants will meet with their mentors twice a month.

Mentor meetings are an opportunity to discuss the material and its application, connect relationally, and pray together. Additionally, there will be periodic webinars hosted by Vineyard USA throughout, which will include conversations with some of Vineyard's finest voices and friends of the Vineyard.

¹ If your church chooses, you can adapt the VLE: Foundations I start and end dates to suit your existing leadership development efforts. Live webinars will be available to watch as recordings.



Each Monthly Module Includes:

- 2 Video Sessions (30-35 min. each)
- 2 Personal Reflection Assignments
- Activation Assignment
- 2 Guided Mentoring Sessions with a Local Church Mentor

SEPTEMBER <i>LIVING A LIFE OF WORSHIP</i>	OCTOBER <i>READING THE BIBLE RESPONSIBLY</i>	NOVEMBER <i>SPIRITUAL FORMATION IN LEADERSHIP</i>
DECEMBER <i>BREAK</i>	JANUARY <i>NAVIGATING CONFLICT</i>	FEBRUARY <i>SEEKING THE HEART OF YOUR CITY</i>
MARCH <i>EVERYDAY KINGDOM MINISTRY</i>	APRIL <i>PURSuing BELOVED COMMUNITY</i>	MAY <i>CALLING AND DISCERNMENT</i>

While there is no official Launch Retreat for Foundations II, we recommend you host a kick-off meeting for Foundations II mentors and participants. After completing Foundations I and taking a break for the summer, this is a great opportunity to get back into the habit of gathering in community, cast fresh vision for the next nine months, lay out expectations and logistics, and recommit to going all-in together! We encourage you to schedule your kick-off meeting before jumping into the Foundations II content, but you have flexibility as to when works best for you and your church!

The Facilitator should work closely with the mentors to schedule a rhythm for mentor meetings prior to the start of Foundations II. Depending on the size of your group and number of mentors, these meetings can be a combination of large group, small group, and one-on-one format. We recommend you schedule at least 60 minutes per mentor meeting.

- *For groups of five participants or less:* Consider having one small group meeting with all participants and then one-on-one meetings with the participants for more personalized connection, celebration, and challenge.
- *For groups of more than five participants:* Consider having one large group meeting with all mentors and participants and then one small group or one-on-one meeting with the mentor and assigned participants for more personalized connection, celebration, and challenge.

If facilitating Foundations I and II simultaneously, we recommend scheduling the large group meetings for both to occur back-to-back, possibly with a meal break in between. This consolidates meetings for:

- Lead pastors and high-level leaders who serve as mentors to both Foundations I and II participants
- Foundations II participants who serve as Foundations I mentors

NEXT STEPS

Congratulations! You're ready to start VLE: Foundations II!

WHAT DO I DO NOW?

More details regarding the content, kick-off meeting, mentor meetings, and a closing celebration can be found in the VLE: Foundations II Facilitator Guide, as well as helpful checklists and timelines.

HOW DO I GET SUPPORT?

We, the Vineyard Leadership Pathway Team, are here to support you as you launch and run VLE: Foundations I in your church. Should questions or technical issues arise, please reach out to:

Amy Carnall, Vineyard Leadership Pathway Ministry Coordinator

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