

Crew Leader Training: You're Built for This

Scripture: 1 Peter 5:2–3

'Be shepherds of God's flock that is under your care, watching over them—not because you must, but because you are willing, as God wants you to be; not pursuing dishonest gain, but eager to serve; not lording it over those entrusted to you, but being examples to the flock. '

Additional Scripture References:

Matthew 28:19–20, Ephesians 4:11–13, Colossians 3:23, Proverbs 27:17

MAIN IDEA

Leadership isn't just something you do, it's something you carry. And if God placed it in your hands, He's already planted it in your heart. Crews are how we pastor people, build community, and create space for faith to come alive in everyday moments.

This is where strangers become friends, and friends become family. It's where someone's next step with God might begin — it doesn't just happen with a sermon, but can happen with a seat at the table.

Imagine preparing a space for people to gather — you would send invites, you'd clean it, set it with care, make sure every person was accounted for. Crew leadership is the same. It's both spiritual and strategic. From how you invite, to how you pray, to how you follow up — it all matters.

It's in moments that feel ordinary but become holy — a conversation over snacks, a vulnerable prayer request, a question that sparks something deeper. **Crew isn't just a gathering on the calendar; it's an altar in the middle of the week.** A place where God meets people in the everyday, and transformation begins in real time. When you lead with intentionality, you turn living rooms, restaurants, coffee shops, and Zoom calls into sacred ground.

Treasure the Role

Being a Crew Leader is a calling, not just a title. It's a sacred opportunity to create space where faith can grow, where questions are welcomed, and where people feel safe to show up exactly as they are. What you're building matters — not because it's big or flashy, but because it's intentional, consistent, and anchored in love.

You don't need to be the Bible expert or the loudest voice in the room. You just need to be **present** enough to notice, **prepared** enough to guide, and **prayerful** enough to keep Jesus at the center.

Key Reminders:

- A Crew Leader sets the tone for connection, safety, and growth.
- Consistency, character, and care carry more weight than charisma.
- Crew is where ordinary moments become life-changing encounters.

“You don't need to have it all together — just be willing to bring people together.”

Main Question:

- What excites you most about leading a Crew?

Questions To Think About :

- What part of Crew leadership resonates most with your strengths?
- What does it look like to build a Crew where people feel safe, seen, and supported?
- What's one fear or hesitation you've had about leading, and how has God been reshaping that?
- Who has modeled the kind of leadership you want to carry? What did they do that left a mark?
- How do you balance spiritual leadership with your own personal growth and challenges?
- When you think about the people who might walk into your Crew this season, what do you hope they leave with?
- What are some ways you can reflect God's heart even in the way you prepare or communicate before a Crew night?
What's a small habit or rhythm you want to commit to that will strengthen your leadership?

The Crew Leadership Framework

Crew Handbook: pg. 34, 35, 36, 37, 29, 40

Strong Crews are built with strong teams. At VOUS, we believe that healthy leaders raise other leaders — not by accident, but through intentional development, shared responsibility, and clear roles.

You're not called to carry leadership alone — you're called to **build with people** and **be supported by people**. Every Crew Leader has a **Crew Coach**, and every Coach is supported by a **Crew Captain**. These leaders exist to walk with you, pray with you, and help you grow in your role. Leadership is personal, pastoral, and deeply relational — and you're never doing it by yourself.

You're not doing this alone — you're surrounded by a team that believes in you and is committed to helping you lead well.

Key Reminders:

- Building a strong Crew starts with building a strong team.
- Leadership grows through intentional development, not just inspiration.
- There's potential already in your room — your role is to recognize it and release it.

Main Question:

- Who will you ask to be your Building Block this season?

Questions to Think About:

- Have I made space for others to step up in leadership?
- How will I regularly communicate with my Coach and ask for support?
- What's one shift I could make to lead more collaboratively and less solo?

The In Between

Crew Handbook: pg. 29, 30

Before the first person walks through the door... and long after the last person leaves, leadership is happening. Some of the most meaningful moments in Crew don't just happen in the circle — they happen in the in-between. In the texts you send. In the invites you extend. In the follow-ups that say, "You matter. Every healthy Crew has a spiritual rhythm *and* a strategic flow. The spiritual invites people in; the structure helps them stay. When we steward both well,

we create consistent, life-giving spaces where people know what to expect—and feel safe enough to grow.

The systems aren't about checking boxes. They're about honoring people's stories, respecting their time, and making sure no one falls through the cracks. A strong flow helps your Crew flourish and keeps you anchored in what matters most: people and presence.

Key Reminders:

- Be a blessing, not a burden to the system.
- What you log helps us love people better.
- Clear communication is care. Coaches are present to provide you with support
- Systems exist to serve people, not the other way around.

Main Question:

- What helps you stay organized and consistent?

Question To Think About

- Which admin task do you feel most confident in?
- What systems or rhythms will help me stay consistent and clear?
- How do I want people to feel after they leave a Crew night?
- Who are 3 people already in your life that you could invite to Crew this week?
- What space in your weekly routine (church, work, gym, class) could become a natural opportunity to extend an invite?
- How can you make Crew a space people *want* to return to after their first visit?

The Art of Dialogue

Crew Handbook: pg. 42, 45

Great Crews don't run on monologues — they thrive on meaningful conversations. As a leader, your role is to set the tone, guide the conversation, and draw out the gold in others. Dialogue is where faith becomes personal, and when led well, it can turn a moment into a move of God.

You're not just asking questions — you're opening doors. You're helping people connect scripture to real life, grow in confidence, and take ownership of their walk with Jesus. This is where the Word gets wrestled with, shared, and lived out.

Five Roles of a Great Facilitator:

1. **Acknowledge** what's said
2. **Recognize** the courage to share
3. **Listen** with presence, not with a reply ready
4. **Connect the dots** between thoughts and truths
5. **Encourage growth** — help them link scripture to life

Key Reminders:

- Ask questions that invite reflection, not just reaction.
- Let silence be sacred — not something to rush through.

Main Question

- How will I prepare for a conversation?

Questions to Think About:

- How do I respond when someone shares something honest or hard?
- Am I more focused on getting through the material or creating a meaningful moment?
- How will I track the flow of conversation and bring it back when it drifts?
- What does it look like for me to connect scripture to everyday life during Crew?
- Am I comfortable letting others lead parts of the discussion when appropriate?
- How do I balance moving the discussion forward with letting it breathe?
- What habits can I build to strengthen my ability to listen, affirm, and connect the dots?

VOUS Care: The Ministry of Showing Up

Crew Handbook: pg. 51, 53

As a Crew Leader, you'll walk with people through all kinds of seasons — some full of joy, others marked by pain, questions, or transition. You are often the **first to hear**, the **first to pray**, and sometimes the **first to recognize** when someone may need deeper support.

The good news is: **you don't carry this alone.** Our Care Department exists to ensure no one walks through hardship without spiritual covering, wise counsel, and practical resources. Your job isn't to fix everything — it's to **notice, pray, follow up, and connect people to care.**

Key Reminders for VOUS Care:

You're the First Layer, Not the Final Step

As a leader, you offer presence, prayer, and wisdom. You are not expected to be a counselor or solve every situation. You carry **part** of the mat — not the whole thing. (*Mark 2:3–4*)

Follow Up Is Leadership

A prayer during Crew matters — but so does a text the next day. A voice note later that week. A reminder that they're not just a face in a circle — they're a soul being seen and supported.

Recognize When It's Time to Loop In Support

If someone is experiencing grief, depression, financial crisis, relationship struggles, or major life transition — don't hold it alone. Talk to your **Coach**, we have several resources available

Tools & Resources:

1. VOUS Care Request Link

If someone needs prayer, pastoral care, or deeper support, they can fill out a request: vouschurch.com/requestcare

You can submit this on their behalf if appropriate. It's the front door to intentional, ongoing care.

2. Crew Hub Resource Guide

Accessible through the Crew Hub — includes tools to help you care well:

- When to refer someone to VOUS Care
- Red flags to look out for
- Sample language for follow-up
- Prayer guidelines and boundaries

3. VOUS Care Classes

We believe healing and growth happen in community. That's why we offer intentional spaces to help people walk in wholeness:

- **Family** – Relationships, parenting, and marriage
- **Finance** – Stewardship, budgeting, financial freedom
- **Freedom** – Letting go of past pain and stepping into spiritual healing
- **Formation** – Spiritual habits, maturity, and discipleship
Invite your Crew members to check out these next steps if they're looking to grow in a specific area.

Spirit-Led Leadership

Your greatest asset as a leader is your spiritual preparation.

You are called to lead people — but first, you're called to walk with God. Spirit-led leadership doesn't start in a room full of people; it starts in private — in prayer, in scripture, and in your personal relationship with Jesus.

You can't pour out what you haven't received. Your strength as a Crew Leader is rooted in **spiritual depth**, not strategy. The Word you carry, the prayers you pray, the way you pause to listen — all of it flows from how connected you are to God yourself.

Crew leadership isn't just practical — it's pastoral. It's spiritual. It's sacred. You're not just organizing a moment — you're cultivating a space where lives can be changed. And that means living surrendered to the Holy Spirit and growing in your own faith daily.

Walking Someone Toward Jesus

When someone expresses a desire to follow Jesus — in Crew or even after — you can lead them in that moment.

Here's a simple way to pray the salvation prayer:

“Jesus, I admit that I need You. I believe You died for me and rose again. I confess that You are Lord. I give You my life. Come into my heart and make me new. In Jesus' name, amen.”

(Romans 10:9–10)

After that:

- Celebrate. It's the best decision they'll ever make.
- Follow up. Help them get connected to Growth Track, water baptism, and a deeper walk.

- Keep walking with them — salvation is the start, not the finish.

Key Reminders:

- The most important part of your leadership is your personal relationship with God.
- Praying, listening, and reading the Word are how you stay ready — spiritually and practically.
- Your Crew doesn't need a perfect leader. They need a surrendered one.

Main Question:

- How do you grow spiritually in your own time — and how does it affect your leadership?

Questions to Think About:

- Am I making time with God a priority — or just preparing for the next meeting?
- What helps you stay prayerful and Spirit-aware during Crew?
- Have you ever led someone in the salvation prayer?
- Where do I feel the Holy Spirit prompting me to grow or stretch right now?
- Who am I praying for consistently — and what do I believe God wants to do in their life?
- Have you ever led someone in the salvation prayer?

SUMMARY: You're Called to This

You might feel new, but God has already equipped you with what you need to start strong. You are called to create spaces where strangers become friends, where prayer shifts atmospheres, where truth is spoken in love, and where someone's next step in faith becomes possible.

You've been given a blueprint — not just for structure, but for spiritual significance. You don't lead alone. You lead with the power of the Holy Spirit, the strength of your team, and the confidence that God is with you.

CALL TO ACTION

This week, commit to the following:

- Send 5 personal Crew invites

- Log into CCB and check your attendance tools
- Identify a potential building blocks
- Spend time praying for your Crew

DECLARATIONS

- I am a called and capable leader. (1 Peter 5:2–3)
- My Crew will be a space for spiritual growth. (Ephesians 4:12)
- I lead with faithfulness, not fear. (Colossians 3:23)
- God has already equipped me for this. (2 Timothy 3:17)

PRAYER PROMPTS

Prayer for Confidence:

God, remind me that You called me and You will carry me.

Prayer for Wisdom:

Lord, help me lead with compassion, discernment, and grace.

Prayer for My Crew:

Holy Spirit, prepare the hearts of every person who will walk through my door. May they encounter You, not just community.

Prayer for Endurance:

God, give me strength to keep showing up and sowing faithfully.

BEFORE THE FIRST WEEK

Here are all the Resources referenced in the talk! Please take some time before your first crew to read through and watch the resources:

- [How to Send a Crew Invite & Working the Crew Hub](#)
- [How to Send a Crew Invite](#)

Crew Mixer

Don't forget to sign up to serve a service at the Crew Mixer this Sunday, May 4th!

To serve, click [here](#)

