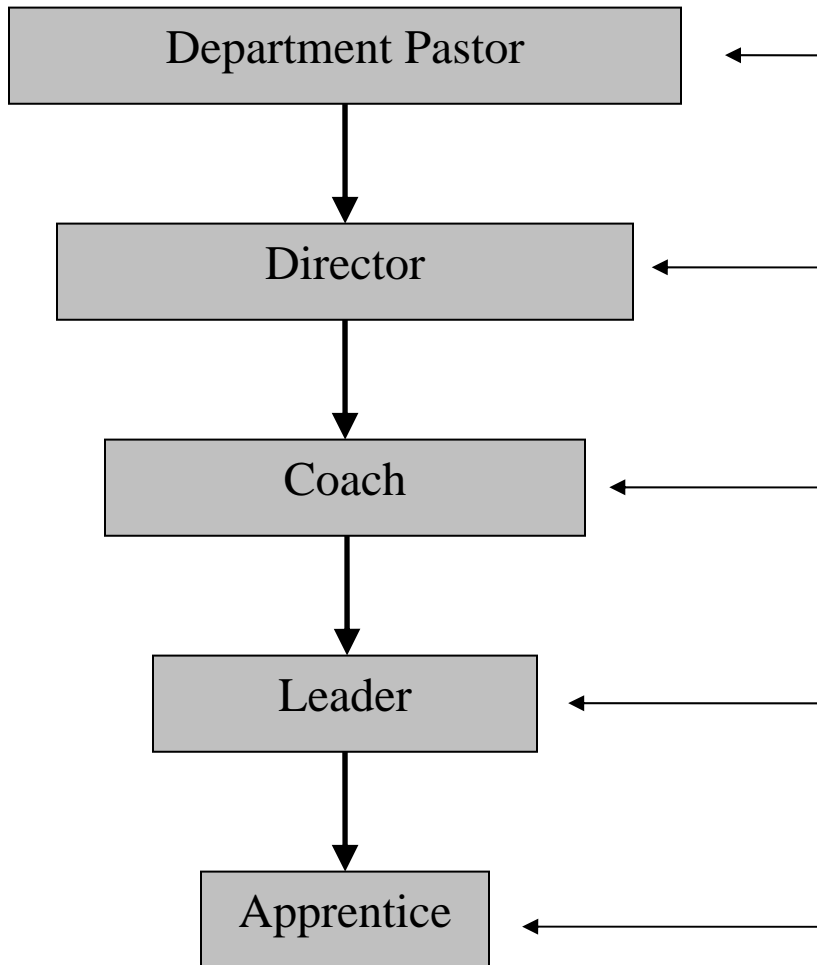


Small Group & Ministry Team  
Organization Structure  
“DCLA”  
*(How people are supervised at Crossroads)*



**Pastor** supervises overall DCLA leadership structure for a ministry area. This is typically a paid position. Focus is on caring for Directors. NOTE: Pastor defaults to Director and/or Coach if these positions are not filled.

**Director** supervises a CLA leadership sub-structure. This is typically a volunteer position. Focus is on caring for Coaches. Usually 3-10 coaches (depends on capacity of individual playing this role).

**Coach** supervises a LA leadership sub-structure. This is typically a volunteer position. Focus is on caring for Leaders. Usually 2-5 leaders (depends on capacity of individual playing this role).

**Leader** supervises a group/team of members and an apprentice. This is a volunteer position. Focus is on caring for Members (including the apprentice). Usually 6-12 members is a typical size (can be larger/smaller depending upon group/team’s focus/purpose).

**Apprentice** is a leader in training to assume full responsibility for his/her own small group or ministry team. The apprentice is not just an assistance or helper but has the intention of taking on his/her own group/team in the future.

NOTE: Every level of the DCLA structure actually has apprentice roles. Every leadership level is responsible for raising-up new leaders to expand the ministry at their level.