

Celebrate Recovery Roles - Refuge

Key requirements for leading in Celebrate Recovery include:

- **12 Months Sobriety:** A verified, consistent track record of sobriety is required to ensure you can be a stable example for others.
- **Step Study Completion:** You must have finished all four participant guides in a CR Step Study.
- **Active Participation:** You should be actively engaged in a [Christ-centered church](#) and have your own sponsor and accountability partners.
- **Sponsor Verification:** In many cases, the CR pastor or leader will verify your progress with your sponsor.

These requirements ensure leaders are equipped to foster a safe, supportive environment focused on healing and the 12 steps.

Leading Roles (4)

Lesson Coach

Requirement: Completion of 12 step program, Strong knowledge of CR curriculum and 12-step process. Previous experience/sponsor in a CR program.

Role: Oversees the program, ensuring it follows the CR model, and provides training to other leaders. Leads Large group in the 25 lessons. Find a volunteer to read 8 principles and a volunteer to read the 12 steps.

Celebrate Recovery (CR) is a Christ-centered, 12-step recovery program designed to help individuals overcome "hurts, hang-ups, and habits" by connecting with God and others in a safe, community-based setting.

Group Facilitator

Requirement: Completion of 12 step program, Strong knowledge of CR curriculum and 12-step process. Previous experience/sponsor in a CR program.

Role: Lead gender-specific "Open-Share" groups, fostering a safe, Christ-centered environment for individuals to overcome hurts, habits, hang-ups using 12-step biblical principles. They ensure confidentiality, enforce group guidelines (no crosstalk, no fixing), and guide discussions to promote healing and spiritual maturity. Find a volunteer to read 8 principles and a volunteer to read the 12 steps.

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A Celebrate Recovery (CR) Group Facilitator leads gender-specific "Open Share" groups, fostering a safe, Christ-centered environment for individuals to overcome hurts, hang-ups, and habits using 12-step biblical principles. They ensure confidentiality, enforce group guidelines (no crosstalk, no fixing), and guide discussions to promote healing and spiritual maturity.

Key Responsibilities and Role:

Facilitate Small Groups: Guide the group through 12-step/8-principle curriculum, ensuring all members have the opportunity to share within 3–5 minutes.

Enforce Guidelines: Maintain a safe, confidential environment by upholding the 5 Small Group Guidelines, including no cross-talk, no fixing, and no offensive language.

Model Vulnerability: Create a "judgment-free" zone by leading with empathy, active listening, and, when appropriate, sharing their own recovery journey.

Manage Group Dynamics: Handle difficult conversations, encourage quiet members, and redirect if discussions become enabling or violate safety rules.

Report Risk: Immediately report any threats of self-harm or harm to others to the ministry leader.

Connection Coach

Requirement: Completion of 12 step program, Strong knowledge of CR curriculum and 12-step process. Previous experience/sponsor in a CR program.

Role: Create report with folks in CR, hand out name tags and let lesson coach know of any new visitors. Find volunteer to read 8 principles and a volunteer to read the 12 steps.

Definition: someone who has worked through the 8 Principles and 12 Steps, and is actively living out their recovery.

Builds Culture: Fosters a culture of belonging so that newcomers don't just feel welcomed, but truly connected to a group.

Report Risk: Immediately report any threats of self-harm or harm to others to the ministry leader.

Share Group Leader

Celebrate Recovery (CR) Open Share group leaders facilitate a safe, confidential environment for participants to share struggles with "hurts, habits, and hang-ups". They enforce five key guidelines—including no cross-talk or fixing—while fostering a Christ-centered

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atmosphere. Both roles require similar leadership skills, focusing on guiding the group through the 12 Steps and supporting members.

Individuals typically need to have completed a Step Study, demonstrate a strong personal understanding of the program, and be *actively working their own recovery*. Leaders must uphold the 5 small group guidelines, including maintaining confidentiality, allowing no cross-talk, and facilitating rather than fixing.

Key Responsibilities and Differences

Open Share Group Leader: Typically leads the session by ensuring the 5 small group guidelines are followed, managing time for sharing, and starting the discussion with a focus question. They act as mentors who often have experience with similar struggles.

Shared Focus: Both leaders and co-leaders emphasize "I" statements, focus on their own journeys rather than lecturing, and ensure the group remains a safe place without fixing or giving advice.

Small Group Guidelines for Leaders

Confidentiality: What is shared in the group stays in the group.

No Cross-Talk: No interrupting or conversing while others are sharing.

No Fixing: Support, don't try to solve others' problems.

"I" Statements: Focus on personal feelings and experiences.

Time Limits: Leaders manage time to allow everyone to share.

Leaders are essential to maintaining the structure and safety of the Open Share group, providing a supportive space for recovery.

To become a Celebrate Recovery (CR) share group leader, you generally need to have a minimum of **one year of continuous sobriety** or abstinence. In addition to this, you must have completed your own 12-step study, have a sponsor, and be actively attending CR meetings.

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Volunteer Roles

Share Group Co-Leader

Co-Leaders facilitate a safe, confidential environment for participants to share struggles with "hurts, habits, and hang-ups". They enforce five key guidelines—including no cross-talk or fixing—while fostering a Christ-centered atmosphere. Both roles require similar leadership skills, focusing on guiding the group through the 12 Steps and supporting members.

Role: Supports the leader by assisting with group dynamics,, covering meetings when the leader is absent, and helping maintain a safe environment. They help with fostering connection and encouraging participants to find sponsors.

Shared Focus: Emphasize "I" statements, focus on their own journeys rather than lecturing, and ensure the group remains a safe place without fixing or giving advice.

Small Group Guidelines for Leaders

Confidentiality: What is shared in the group stays in the group.

No Cross-Talk: No interrupting or conversing while others are sharing.

No Fixing: Support, don't try to solve others' problems.

"I" Statements: Focus on personal feelings and experiences.

Time Limits: Leaders manage time to allow everyone to share.

Co-leaders are essential to maintaining the structure and safety of the Open Share group, providing a supportive space for recovery.

Security

Role: Focuses on ensuring a safe, confidential, and welcoming environment ("no-fly zone") for participants to heal from "hurts, habits, and hangups".

In Celebrate Recovery (CR), the security role focuses on ensuring a safe, confidential, and welcoming environment ("no-fly zone") for participants to heal from "hurts, habits, and hangups". This position involves maintaining the sanctity of small group guidelines, protecting attendee anonymity, and managing facility logistics to ensure trust.

Key responsibilities for security/safety in Celebrate Recovery include:

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Ensuring Anonymity and Confidentiality: Protecting the "Who you see here, what you hear here, stays here" rule, which is foundational to the program.

Creating a Safe Environment: Monitoring the premises to ensure a secure, judgment-free space, often by managing the physical environment during large group, open share, and coffee fellowship.

Enforcing Guidelines: Ensuring that small groups remain focused on personal, "I" statement sharing rather than "cross-talk" (interruption or advice-giving).

Handling Emergencies: While focusing on emotional safety, security volunteers also ensure that, if a participant threatens to injure themselves or others, appropriate, pre-defined safety measures are followed.

Physical Protection: Ensuring that no photos or videos are taken of participants in group settings to protect their privacy.

The security role is often part of the larger volunteer team, supporting leaders who, along with sponsors, guide participants through the 12 steps.

First Impressions

Role: Greet newcomers at the front door and direct them where they need to go. We will have a table set up with informational pamphlets on different issues. Feel free to move about and chat, make a meaningful connection. Put them to the Connection Coach for a name tag.

Cooks

Role: Make scrumdeliumpcious meals for folks to enjoy over some fellowship. Sometimes this meal could be what helps draw someone out of isolation.

After Fellowship Meal Cleanup

Role: Put away food in Kitchen and Fridge, wipe tables and tidy-up visible areas

Celebration Place (Childcare)

Leader/Helper Roles: You will be taking care of God's little one's in the nursery or kids zone during CR sessions. All caregivers must pass a background check. Remember the 2 to 1 rule, 2 adults to 1 child as much as possible.

Media

Role: Set up weekly CR meeting within pro-presenter and upload. Operate pro-presenter during meeting.

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End of Night Clean-Up

Role: Put away tables/chairs, clean up anything left from dinner time. Throw away trash, vacuum/sweep/mop as needed.