



Hero-Maker Small Group Orientation



Pastor Stan Lubeck

legacycoaches.org

Spiritual Growth Pathway

- [Small Group Leader Basic Training – 77 Pages](#)
- [Spiritual growth map](#)
- [Small group covenant](#)
- [Basic Faith \(four weeks\) 41 Pages](#)

Spiritual Discipline - Values

- [Essential Spiritual Disciplines – 41 Pages](#)
- [Spiritual Maturity – FAT - 64 Pages](#)
- [Little Communities in the Kingdom of God - 91 Pages](#)
- [Jesus, Teach Us to Pray – 107 Pages](#)
- [God’s Design for His Church – Spiritual Gifts – 53 Pages](#)
- [Spiritual Gifts Test – Groups/Theopraxis](#)
- [Spiritual Gifts Survey](#)
- [Seeking God’s Heart for Prayer – 82 Pages](#)

Building God’s Church God’s Way

- [God’s Heart for His Church – Part 1 – 46 Pages](#)
- [God’s Heart for His Church - Part 2 – 59 Pages](#)

- [10 Leadership Values – 66 Pages](#)
- [Doing Battle in the Heavens – 77 Pages](#)
- [House of Prayer Evangelism – 30 Pages](#)
- [House of Prayer - Quick Guide](#)

Experienced:

I have experienced small group ministry in three mega-churches, a mid-sized church and even in a tiny church that we started from scratch. I have been fortunate to learn much about the core values that drive healthy small group ministry, no matter the size of the church. In every setting I have seen God show up and do what only He can do to transform lives, redeem the broken and restore the disheartened. When leaders are equipped, encouraged and coached to develop God honoring character, there is no limit to the impact possible through an ever-expanding leadership team. As people gather in small groups, seeking to know God more and become Christ followers, God shows up and lives are transformed in this relaxed, informal, yet world changing environment.

Strategic:

Small groups have played a strategic role in God's church from the beginning, so we are not talking about something strange or new. Jesus gathered his first small group of Disciples, then the New Testament Church organized into small groups from house to house. Small groups have flourished in every socio-economic and cross-cultural region of the world leading to rich community. However, human nature always seems to foul up a good thing, and history uncovers many abuses of this wonderful tool that has the potential of enabling the kind of community that is contagious.

Jesus inspired:

Jesus is building his church, without borders, just as He promised, through small group ministry. Jesus is doing this through imperfect people who are being transformed by His Holy Spirit as they learn to love God wholeheartedly and one another deeply. When small groups are the central hub of all ministry, where discipleship is the priority, God's people can flourish spiritually as everyone is cared for by someone, and life becomes a taste of heaven, on earth.

New Beginnings:

As newcomers join the family, they learn the basics of the faith as they receive quality care and mentoring from more mature spiritual family members. Everyone in this forever family has a part to play. Small groups are an "all skate" where everyone has both privileges and shared responsibilities within the family. Like with any family, greater maturity leads to greater responsibility and accountability.

Messy:

Even in the best of families, life is messy. Tragedies happen to everyone, "the rain falls on the just and the unjust." Those families with mature leadership are better prepared to navigate the expected storms in life. There are few things more disheartening than to see children trying to raise children when the

storms of life blown in. Which is why spiritual maturity is so important for every family and every church.

Meeting in homes provides the opportunity for genuine love and compassion to be expressed as people do life together. This kind of care in the first century caused the church to grow exponentially, even as persecution raged diabolically, as terrorists threatening its existence.

A network of small groups is designed to be fun, life transforming, Biblical, authentic and experiential. Jesus established the church where people could devote themselves to helping one another become more like Jesus. Jesus specializes in changing lives through these networks of relationships where everyone is engaged and contributing.

Intentional:

Being intentional about caring for individuals begins by being intentional about caring for those who lead those individuals. As the leaders go, so goes our ability to extend care to people. So, we are intentional about providing leaders with a coach who serves individuals by providing direction, encouragement and training. Everyone does better with a coach, and a coaching network provides a strategic advantage for God's church.

Tiered:

A tiered network of leadership, with leaders of leaders in place, is nothing new. It was practiced by Moses three thousand years ago, as he listened to the advice of Jethro, his wise father-in-law. Moses learned to share responsibilities with leaders of thousands, hundreds, fifties and tens (Exodus 18). This tiered network of leadership made it possible for Moses to lead more effectively, care for people more efficiently, while sharing the burden of responsibility with a leadership team.

Welcome to the team! I look forward to seeing how God uses you and the team around you, to impact your friends and neighbors for His glory. God will lead you and grow your faith as you step forward with a heart to serve others by leading them to become more like Jesus. We have a big God, so dream big, pray big and let's see what God will do through your believing faith.

In the Master's Service, *Pastor Stan*

Dwight L. Moody: "The world has yet to see what God can do with a man fully consecrated to him. By God's help, I aim to be that man."

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Section 1

THE HEART OF SMALL GROUPS

The Heart of Small Groups

WHAT WE DO

We are creating a healthy spiritual environment, where everybody is cared for by somebody as they grow to become fully devoted followers of Christ

"I've been in couple's groups, men's groups, short-term groups, longer groups-I've even sat in a women's group! But after all these years one thing is very clear to me: All of us need an authentic community." - Bill Search¹

PURPOSE

To reach people with the life-giving message of Jesus that they might become disciples of Jesus who make disciples.

VISION

To raise up people who know, worship, and obey God wholeheartedly.

SMALL GROUPS MISSION

To promote **authentic community** through small groups to equip and empower people for ministry.

Discipleship is the
process of becoming
who Jesus would be if
he were you.

Dallas Willard

Imagine moving into town, trying to find a church. You check the Internet to learn what you can about what churches are in the area. You ask people on the street about the church's reputation in the community. Ultimately, you have to see for yourself. What are you looking for? What will convince you to come back a second time? Is the church evangelical? Biblical? Exegetical? Topical? Growing? Family friendly? Passionate? Alive?

I look for a church that is both deep Biblically and wide in its impact. I want a church that "looks up" into the face of our loving God, and "looks out" to love others, driven by a spirit of authentic worship.

As Pastor Rick Warren states,

“A Great Commitment to the Great Commandment & the Great Commission will grow a Great Church” – Saddleback Church’s slogan for 30 years.

I’m looking for a healthy, prevailing church that is on mission from God.

Small groups providing the connecting tissue for holding the body of Christ together. What are you looking for?

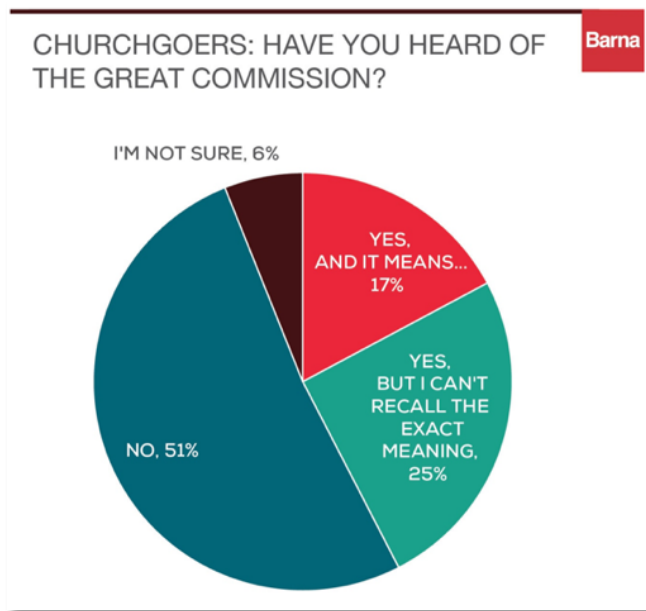
By leading a small group, you are joining a long line of Christ followers in history who believe wholeheartedly that Jesus is the Christ and were willing to sacrifice anything for that name. Notice in Matthew 16 that the first thing Jesus addresses is the issue of who these men thought Him to be. Then He moves to the implication of that truth...

Matthew 16:13–18 (NIV) When Jesus came to the region of Caesarea Philippi, he asked his disciples, “Who do people say the Son of Man is?” They replied, “Some say John the Baptist; others say Elijah; and still others, Jeremiah or one of the prophets.” “But what about you?” he asked. “Who do you say I am?” Simon Peter answered, “You are the Messiah, the Son of the living God.” Jesus replied, “Blessed are you, Simon son of Jonah, for this was not revealed to you by flesh and blood, but by my Father in heaven. And I tell you that you are Peter, and on this rock I will build my church, and the gates of Hades will not overcome it.

Many disagree on how this verse should be interpreted, as they miss the main point. Whether the church is built on Peter, or built on the statement that Peter declared, the main message is that Jesus is the Christ and His purpose is to build his church!

Incredibly, He has invited people like you and me to be tools that He uses to build that church.

How would you recognize a church where Jesus is actively building His kingdom? It is a church that is actively “tearing down the gates of hell.” The church Jesus is building is winning! The church is on the move, alive by the Spirit of Christ and providing the world with a picture of the character and presence of Jesus, on display in His people. Yet, research reveals that most churchgoers don’t understand the basic mission Jesus gave the church.



SMALL GROUPS PROVIDE THREE THINGS

1. A PLACE FOR CONNECTING

...yes, whatever a person is like, I try to find common ground with him so he will let me tell him about Christ and let Christ save him. (1 CORINTHIANS 9:22 TLB)

It is easy to feel alone in a crowd. Small groups are an open door into the life of our church family. When you are in a small group, you experience the love God designed for authentic community.

2. A PLACE FOR CRISIS.

We know what real love is because Christ gave up His life for us. And so we also ought to give up our lives for our Christian brothers and sisters. (1 John 3:16 NLT)

Imagine someone you can call when you're discouraged, someone to pray with when you are doubting, and someone who can teach you more about what God is like. Imagine a loving community of people who notice when you are away, gently sharpen you when you need it, and who help you share your faith with others. Small groups are a place where you are protected and supported.

3. A PLACE FOR GROWING.

As iron sharpens iron, so one man sharpens another.(PROVERBS 27:17)

Small groups are a place you can be equipped to become more like Jesus and to live a faith-filled life.

For those whom he foreknew he also predestined to be conformed to the image of his Son... (Romans 8:29)

We believe that every person is created with God-given potential to make a difference in the world. Small groups are a place where there are like-minded people who will inspire you to develop your faith muscles. This is how leaders are developed. We want to see you grow, flourish, and become all that God has called you to be, by faith. Jesus wants your faith to become BIG.ⁱⁱ

Him we proclaim, warning everyone and teaching everyone with all wisdom, that we may present everyone mature in Christ. For this I toil, struggling with all his energy that he powerfully

WHY SMALL GROUPS?

1. CHANGE HAPPENS BEST IN THE CONTEXT OF RELATIONSHIPS.

We are designed for relationships. Relationships define us, grow us, challenge us, strengthen us, and bless us. Life change happens best in circles of trusting relationships rather than rows.

Great sermons without great life-on-life application has limited value.



They devoted themselves to the apostles' teaching and to the fellowship, to the breaking of bread and to prayer. Everyone was filled with awe, and many wonders and miraculous signs were done by the apostles. All the believers were together and had everything in common. Selling their possessions and goods, they gave to anyone as he had need. Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts, praising God and enjoying the favor of all the people. And the Lord added to their number daily those who were being saved. (Acts 2:42-47)

Our culture DEVALUES personal relationships, but the scripture requires relationships.

*Let us not give up meeting together, as some are in the habit of doing, but let us encourage one another, and all the more as you see the Day approaching.
(Hebrews 10:25)*

Pastor Chuck Swindoll expressed the challenge we face in getting people connected relationally in such a fast-paced society,

“Busyness rapes relationships.”

Pastor Larry Osborne accurately assesses that people are like human Legos who only have a set number of connectors. Once those are filled no other connections are possible. We must be strategic in making the most of the few open opportunities in people’s hectic lives.

Recruiting and equipping new leaders, to lead new groups, to get new people connected, is a very high priority in our church. New people connect best with other new people who don’t yet have established relationships with others in the church (their Lego connections aren’t filled). Over time, people in existing groups fill up their “connectors” making it more challenging to cultivate new relationships. Add multiple young children to the mix and you understand how challenging it is for parents to add new relationships over time.

Groups who have been in existence for longer periods of time tend to have good intentions to reach out to new people but find it difficult to successfully connect with new people beyond handshakes and smiles. So, we have chosen to launch new groups for new people.

What you think about leading/hosting a small group:

- ❖ What are you looking forward to the most?
- ❖ What scares you the most? Why?

We don't believe
something by merely
saying we believe it,
or even when we
believe that we
believe it. We believe
something when we
act as if it were true.

Dallas Willard

2. WE BELIEVE OUR CHURCH MUST GROW LARGER AND SMALLER AT THE SAME TIME.

Small groups are the vehicle through which ministry takes place. They provide a setting to build dynamic relationships and facilitate spiritual growth.

We cannot provide more small group environments without providing more small group leaders. As God sends us more people, we must expand the leadership base. Church consultant, professor, futurist, George Carl published the following chart. What is most noteworthy is that small churches start with mouse-size groups and the largest churches in the world are also organized around small mouse-sized groups (a convention of mice). Every structure in between seems to complicate the goal of discipleship in its purist form.ⁱⁱⁱ Thom Rainer and Eric Geiger in the book “[Simple Church](#),” reveal how churches becomes complicated and neglect their primary calling to make disciples. Complex churches are struggling and anemic.

the programmatic rat race in most churches continues. Most churches merely exist to keep running their programs and services. They are not developing leaders intentionally and consistently.^{iv}

NAME	META-ZOO	SIZE	STRUCTURE
House Group	Mouse	3-35	V V=Volunteer Leader G=Generalist Pastor
Small Church	Cat	35-75	G S=Specialist Pastor or Program Staff
Medium Church	Lap Dog	75-200	G V V V
Large Church	Yard Dog	200-1,000	G V S V S
Very Large Church	Horse	1,000-3,000	G G S S G G
Huge Church	Elephant	3,000-10,000	G G S S G G
Beyond Huge Church	Dinosaur?	10,000+	PAC CEO Board Worship GTF Ministry VHS Administration Office
Meta-Church?	Convention of Mice!		

So, we choose to keep it simple and focus our attention on discipleship, helping people grow spiritually, developing leaders, while cutting away programs that are distractions from our primary calling to make disciples to the ends of the earth.

3. WE ARE A CHURCH OF SMALL GROUPS RATHER THAN A CHURCH WITH SMALL GROUPS.

Our model for small group ministry is the early church. The book of Acts records the tremendous growth of the first church in Jerusalem. Small group meetings in homes were the foundation of the early church and it is the hub of everything we do.

(They met) day after day, in the Temple courts and from house to house. (ACTs 5:4)

Small groups keep us connected and they are the most effective way of keeping people involved in the life of the church. Small groups are strategic for handling the pastoral care functions of the church as they provide the personal touch that people need in a crisis. The best care always comes through existing, established relationships.

3 GOALS FOR SMALL GROUPS (ABC)

A. APPLY THE BIBLE.

It is not simply a Bible study for head knowledge, but for application of God's word in daily life.

D.L. Moody, "The Bible was not given just for our information, but for our transformation."

B. BUILD RELATIONSHIPS

Building authentic relationships with others. Not phony, superficial, at the meeting only relationships. We avoid the "come when you want" syndrome by expecting a commitment of attending at least 8 out of every 10-week session. A commitment to do the homework each week also bonds the group together as everyone is contributing to the success of the group. There are exceptions made for illness, vacations, work, but not much else.

We meet in 10-week sessions, three times a year, typically taking summer and Christmas off.

C. CARE FOR EACH OTHER

Life-on-life care where you call each other during the week. Where you take soup over when someone is ill and visit each other in the hospital. Where you watch the dog and feed the cat and water the dead lawn if need be.

Caring for one another by:

- Speaking the truth in love.
- Giving Biblical advice.
- Holding each other accountable

MAIN TASKS OF THE LEADER

Hands down, the most powerful tool in any small group, is the leader who is...

1. LIVING A FULLY SURRENDERED LIFE.

This is the person who is obeying Jesus and saying “yes” to the Lordship of Christ. You must be a disciple of Jesus first, becoming more like Jesus, saying, “follow me as I follow Christ.”

2. LOVING THE PEOPLE.

You are a shepherd and the first task is to know the condition of your flock and to love them, even when you don’t like them. When Jesus asked Peter, in John 21, “do you love me,” three times, Jesus told him, if you love me, you will feed my sheep. He didn’t even ask Peter if he loved sheep... These are your two assignments. Listen to Jesus and obey His voice.

Love your people. When you love them, you will care for them, and pursue them and encourage them and confront them, because sometimes love is a swift kick in the pants.

John 13:35 (ESV) “By this all people will know that you are my disciples, if you have love for one another.”

- ❖ **Be One** – set the pace by being a disciple of Jesus
- ❖ **Make One** – Disciple someone, have an apprentice
- ❖ **For One** – have God as your audience of one

The ministry tool that is most vital for helping people “find and follow” Jesus is **you**, the small group leader!

Pastors are prominent, but you are the most significant tool of God, hands down, the most powerful element for bringing about life change in individuals, is the group leader. Organic, life-on-life influence is what discipleship, true life transformation is all about. Content driven, classroom discipleship, is NOT the most effective means of life transformation.

Knowledge driven instruction has not proven to make better disciples very often. It often just makes hypocrites who say what they believe but don’t live it out. These people know what to say, but their hearts haven’t been touched. Jesus addressed this when he said,

This people honors me with their lips, but their heart is far from me; Matthew 15:8 (ESV)

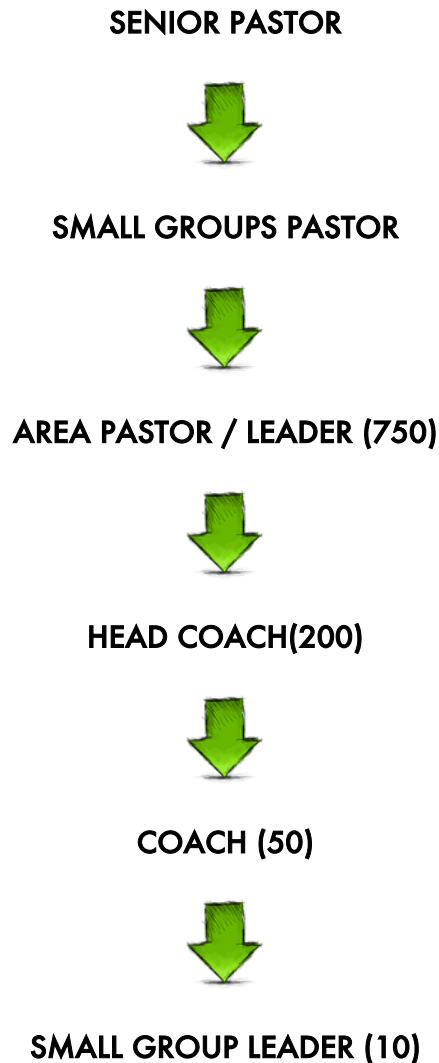
The best strategy for discipleship is an organic, life-on-life strategy where we are becoming more like Jesus in the context of healthy relationships where people are being transformed from the inside out.

1. Tiered LEADERSHIP

Everybody deserves to be cared for by somebody. Therefore, Jesus instructed us to pray for laborers in the harvest field who would care for His sheep, His people. Everyone needs a shepherd, even leaders.

Our tiered leadership environment is based on the "Jethro Principle" found in Exodus 18, where Moses delegated responsibilities to leaders of thousands, hundreds, fifties and tens. But empowering others to lead, Moses was able to handle the burden of leading 2 million people.

2. Tiered Leadership flow:



RELATIONAL LEADERSHIP

YOUR COACH

“Leadership works best when it is provided by teams of gifted leaders serving together in pursuit of a clear and compelling vision.”
George Barna^v

Small group leaders will be paired with a coach. Coaches are there for prayer covering, support, and a direct line of communication. Utilize your coach if you have a need, prayer request, or concern.

Every owner of a professional sports team knows his team can have the greatest players and still lose. Everyone from high school athletic directors to pro sports teams are looking for coaches who can lead their teams to victory. Even those who have little understanding of sports have experienced the effects a bad coach can have on an individual player or on a team as a whole.
Jim Putnam^{vi}

Coaches focus on being “hero-makers,” leader-breeders who multiply the movement by multiplying leaders.

COACHES SERVE LEADERS By:

- Praying for small group leaders daily
- Providing quality care for small group leaders and their groups through prayer, encouragement, personal contact, equipping and availability in crisis
- Visiting the small group at least once each semester
- Involvement in developing new leaders

God’s idea of a coach is one who creates a system that develops people into great players. - Jim Putnam^{vii}

1 Thessalonians 2:8 (ESV)
So, being affectionately desirous of you, we were ready to share with you not only the gospel of God but also our own selves, because you had become very dear to us.

HERO-MAKER SMALL GROUP MODEL

A “hero maker” small group system allows leaders to turn existing relationships, gifts, interests, passions, and hobbies into disciple-making small groups.

The hero-maker concept incorporates any life-giving activity (whatever your hand finds to do) that is of interest for the group leader and network of personal relationships. It is making disciples, “as you are going.” It is leveraging existing relationships and interests with a heart to help others take next steps spiritually. It is about changing the world by changing others in our sphere of influence.

Winning is not gathering a crowd. It's raising, training, and releasing a team.
Jim Putnam^{viii}

- We equip leaders who minister to others. Dying to self and living for God’s kingdom by setting others up for success, is the secret to changing the world through greater impact.

Author Marcus Buckingham states, “A leader is a person who **rallies others** to a **better** future.”

- Small group leaders are **CO-LABORERS** with God, reaching out beyond the walls of the church building. We understand that growth is not about creating more seating capacity; it’s about creating more sending capacity.^{ix}
- Types of Hero-Maker Small Groups:
 - Growth Groups – have a set curriculum with homework that everyone commits to completing prior to the meeting.
 - Support Groups – Address personal, emotional **needs** preventing spiritual growth. Cancer-Care, Grief-Share and Divorce Care are examples of support groups. Other felt needs for gathering people into groups:
 - The deaf
 - Prisoners
 - Orphans
 - Widows
 - Broken families
 - Battered women
 - Homeless
 - Shut-ins
 - AIDS victims
 - The elderly
 - Pregnant teenagers
 - Celebrate Recovery Groups – These groups address specific strongholds standing as an obstacle to spiritual growth. These are hurts, habits and hang-ups dealing with substance abuse, addictive and co-dependent behaviors.
 - Accountability Groups – focused on the disciplines of the faith that set people free to mature in the faith.

Bill Hoyt, "Churches inadvertently limit small group participation by failing to offer a variety of groups organized around different interests and purposes." Creating a System for Leader Development Long-term productivity in churches requires the continual development of effective new leaders. **The absence of a system for leader development** constitutes the primary organizational barrier to long-term effectiveness and growth.^x

It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God's people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.
(Ephesians 4:11-13)

SIX FEATURES OF HERO-MAKER SMALL GROUPS

1. Hero-Maker leaders use their **GIFTS** with their **PASSIONS**
2. Built on **FELT** needs & **COMMON** interests
3. Meet **WEEKLY** on a **SEMESTER** calendar
4. Quickly identify an **APPRENTICE**
5. Welcome **NEW PEOPLE** into the group any time during the semester
6. Leaders maintain a vital relationship with their **COACH**

Groups are as varied as are people. Group leaders use their gifts and passions to create a group that allows others to join with them in serving God. There are groups for all ages, interests, days, times, and locations. Fostering an environment where groups "do life together".

Leaders are encouraged to be innovative and creative! God has designed each person uniquely, and He can use that uniqueness as a catalyst for relationship building.

Part of growing in maturity is helping others grow in maturity. God wants you to be in churches not merely so that your needs are met, but so that you will be equipped and encouraged to care for others.^{xi}

Our focus is not on how many people are attending church functions, but rather, how many are doing God's thing, ministering in the community, to their neighborhoods, family, friends, co-workers or fellow students.

"The Church is the only society that exists for the benefit of those who are not its members," then all of humanity benefits from the leaders created and formed in the Church." William Temple^{xii}

HERO MAKER: A LEADER WHO SHIFTS FROM BEING THE HERO TO MAKING OTHERS THE HERO IN GOD'S UNFOLDING STORY.^{xiii}

True Christian leaders have died to themselves, to live for Christ. They flourish as they serve others and experience the life that is significant in ways that matter for eternity. This is a life that is inspired, empowered and enabled by the Spirit of God.

Section 2

YOUR SMALL GROUP MEETING

GETTING STARTED

Your capacity to develop **HEALTHY RELATIONSHIPS** will enhance your ability to facilitate the group in providing quality care for individuals in **TIMES OF NEED**.

Our challenge for you as a leader is, don't settle for wanting to be a hero but instead discover what it means to be a hero maker.^{xiv}

Love people! That is the key to starting your group and the only thing that will sustain it once you launch.

We did many things together, becoming a family. When someone was missing, we called to make sure they were okay. When someone was in the hospital, we visited. When someone was sick, we made meals. We celebrated together whenever there was something to celebrate.

Jim Putnam^{xv}

RECRUITING

- Start with people who are already in your sphere of influence (co-workers, friends, neighbors).
- Find people around you who are new to the church, new believers, or have shown interest in getting involved.
- Look for people who you think you can help draw out their potential.
- Pray for God to send people to you who you haven't already discovered.

LOCATION

We encourage all small groups to meet outside of the church building.

If you cannot meet in your own home, look for a host home (possibly the home of someone attending your group). Other possibilities for meeting locations include:

- ❖ Library conference room
- ❖ Recreation center
- ❖ Subdivision clubhouse
- ❖ Outdoors in a park
- ❖ Restaurant

HOW TO LEAD MY SMALL GROUP MEETING

THINGS TO DO:

Six Ingredients - 5 Mandatory/1 Optional

SHARING

- Share – Lives
- Share – Stories
- Share – Learning
- Share – Struggles/Strongholds
- Share - Gifts - Build Each Other Up
- Share - Resources

In the early stages of our small groups we will be very intentional. We use sharing questions that are very simple but designed to help you get to know the people in your group.

Questions like:

- “What are you looking forward to the most in this group?”
- Where did you live in the 3rd grade?
- Did you grow up going to church? What was it like?

These questions might seem a bit superficial at first, but they are very important. They are designed to help people get comfortable and to connect with one another in sharing some non-threatening history.

The goal is to get everyone sharing, not just a few. Everyone can answer the warm up questions. No one is alienated. This first step will lay the groundwork for deeper sharing later.

You will also be amazed at how much you learn about the people in your group along the way. These simple questions make people feel comfortable and more willing to go deeper as the group continues to meet. Getting the entire group to share is the key ingredient that we are shooting for in these opening questions.

STUDY

Each week we gather to focus on God through His Word. Most of our groups will use the Sermon Based Curriculum that is uniquely designed to build on the sermon, asking application questions to help us live out what we have heard.

Small Group studies are designed for practical emphasis.

- These groups are not designed to be “deep Bible knowledge studies,” but application oriented, living out our faith in everyday life!
- Our primary emphasis -Character Development rather than Bible knowledge alone.

John Maxwell often says that as leaders we "teach what we know, but reproduce what we are."

D.L. Moody

"The Bible was given, not for our information, but for our transformation."

- As we learn to obey God’s word, our goal is to become more like Jesus.

These are the last words of Jesus to the future leaders in His church recorded in Matthew's Gospel:

"Go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you."
(Matthew 28:19-20, NIV)

SUPPORT

We all have wounds and our strongholds are never fully and finally resolved

- Small groups are the primary place where we take care of everyone in the church
- As we grow larger, we must grow smaller at the same time. It is where we practice the “one another’s” found in Scripture.
- We cannot care for people like they deserve unless they are in a small group.
- Primary Place for spiritual growth, prayer and personal support.

SUPERNATURAL

Small groups are not just social gatherings for making friends. Learning to listen to the Spirit of God is essential to being a follower of Jesus. Jesus is with us and He wants to speak to our hearts, shepherding us in life.

Matthew 18:20 "For where two or three come together in my name, there am I with them."
(Matthew 18:20, NIV)

We gather to see what God wants to do, and we desire to join Him, being open to the Spirit’s leading, while cultivating a sense of expectancy.

- God is here – and unless He shows up each week, we are not going where God can take us. We come prepared with plans, and with our homework completed, and we have structure in place.
- God is not opposed to planning. He is not a God of confusion. We want to cultivate an attitude and environment of expectation.

Singing/Worship

(Optional)

Though this will look differently in each group, we are called to be worshipers. Each group can determine how they want to express their worship for the Lord.

Later we will discuss how to cultivate worship in your small group, discussing how to create a “worship environment” in your group

SERVICE

Community Service Experiences

- ✓ Reach Out to meet needs as the Lord leads
- ✓ A mission trip to Mexico
- ✓ Local Missions
 - Serve the homeless
 - Adopt a missionary
 - Adopt a foreign exchange student

A typical small group meeting will last an hour and one half, so this is a lot to squeeze into a group. It is up to you to determine how much of each of the sex S’s to include each time you meet.

THINGS TO AVOID:

- ❖ BUSINESS
- ❖ OFFERINGS
- ❖ UNAPPROVED SPEAKERS OR MATERIAL
- ❖ CONTROVERSIAL TOPICS

PREPARING FOR A SMALL GROUP MEETING

- ❖ Invite people to your group.
- ❖ Email or call the day before your group as a friendly reminder. Contact those who missed.
- ❖ Create nametags for everyone.
- ❖ Have food and snacks available.
- ❖ Create an inviting environment.

3. GROUP DYNAMICS

- ❖ Give time for **DISCUSSION**. Avoid doing all the talking. A good guideline is the "70-30" rule. Approximately 70% of the speaking should be from members and 30% from the leader.
- ❖ Michael Marquardt in his book *Leading with Questions*, writes, "Good leaders ask many questions. Great leaders ask the great questions. And great questions can help you become a great leader."^{xvi}
- ❖ Keep the discussion **POSITIVE**. Carefully lead the conversation back to the topic when tangents occur. Where sensitive issues or complex questions arise in your group, follow up one-on-one after the meeting.
- ❖ Men should **MINISTER** to men and women to women. Couples may minister to a single.
- ❖ Steer the discussion in a direction where **EVERYONE** can participate.
- ❖ Remember that some people may not grasp phrases that are **COMMON** to us. (i.e. spiritual warfare, washed in the blood, etc.)
- ❖ Be prepared to **CHANGE THE DIRECTION** of the meeting if needed. The primary goal is to create an environment where people feel loved and accepted as they investigate and embrace the person of Christ.

4. Hospitality

Think of a recent small group meeting, or a social gathering, that you really enjoyed. What made it encouraging or helpful, so that you were looking forward to the following week? Aim to lead a small group meeting you would look forward to attending enthusiastically!

- ❖ A **POSITIVE ATMOSPHERE** that is full of faith, hope, and love inspires people to grow, facilitates healthy relationship building, and enhances the work of the Holy Spirit. Ask God to lead you to create a culture of encouragement, blessing, and unity. Your meeting reflects the heart and vision of Jesus for His church!
- ❖ As a leader it is your role to show **hospitality** and love for every person the Lord adds to your group. You want to create a safe environment where people are free to share unsafe things.

Consider how you can create a warm, accepting and affirming atmosphere for everyone. Anticipate the importance of preparing your heart to be sensitive to the prompting of the Holy Spirit and the subtle signs of needs in group member's lives.

Cultivate a **LIFE-GIVING** atmosphere. Be a source of encouragement. You do not need to know all the answers or be the source of all wisdom. The Holy Spirit is there to help and guide you.

5. CHILDCARE

Childcare for adult small groups will be the responsibility of each individual group.

Should you, the leader, decide to provide childcare remember safety and supervision are paramount.

Also, as a small group leader, you may become aware of individuals who would like to attend a small group, but do not have the resources to pay for a babysitter each week. This can be an unspoken obstacle preventing young families from attending.

What are some solutions?

1. Pool resources as a group and hire a group babysitter.
2. Partner with another group that meets on a different night and provide child care for each other's children.
3. Check with your coach to see if the church has funds available to reimburse families with a financial burden preventing attendance.

Section 3

**BIGGER THE DREAM
BIGGER THE TEAM**

The privilege of spiritual leadership has never been reserved for those with a perfect track record. It's been reserved for those who repent and run to the cross, no matter who they are or what they've done. - Larry Osborne^{xvii}

The greatest need in the body of Christ is an army of leaders who own a vision for the future and possess a sense of Divine calling and anointing. We need more leaders like the Apostle Paul who proclaimed,

"...I was not disobedient to the heavenly vision..." Acts 26:19 (ESV)

The most strategic person and the most difficult person to lead is self. If you cannot lead yourself, you should not seek to lead others. Great leaders are first great followers who can say with the Apostle Paul,

1 Corinthians 11:1 (NIV) — Follow my example, as I follow the example of Christ.

AN INTENTIONAL LEADERSHIP DEVELOPMENT ENVIRONMENT

I've researched small groups around the world. Here's what i've discovered: small groups are not the answer. In fact, there is danger in thinking that small groups are the answer. Small groups come and go; they rise and fall over time. Unless small group members are converted into small group leaders, little long-term fruit remains. Churches do not reap the harvest because they have small groups. They reap the harvest because they have harvest workers. Churches that have no plan to develop leaders have, by default, planned to lose the harvest.

– Joel Comiskey

6 MARKS OF A HEALTHY GROUP

1. ACCEPT ONE ANOTHER.

Two questions that everyone has when they arrive to join a group

- Are these my kind of people?
- Will these people like me?

Making people feel welcome and accepted is a critical part of a healthy group.

Romans 15.7 "Accept one another, then, just as Christ accepted you, in order to bring praise to God."

What's this look like?

- The leaders, facilitators, communicators & hosts really care.
- They lead with love.
- The group cares for one another.
- There is a sense of belonging.
- Opinions matter, and people feel heard.
- There is room to disagree and still be friends.

Romans 14.1 (Message) "Welcome with open arms fellow believers who don't see things the way you do. And don't jump all over them every time they do or say something you don't agree with—even when it seems that they are strong on opinions but weak in the faith department. Remember, they have their own history to deal with. Treat them gently."

We hold on to critically important things, our doctrinal absolutes.

6. OUR "CORE" BELIEFS:

God

We believe that the God of the Bible, the only God, has revealed himself as Creator, Judge, Redeemer, and Father. God is infinite in power and wisdom, perfect in holiness, overflowing with love and grace. God is passionate about reconciling people to Himself, and He has an eternal plan to restore the universe that cannot be stopped by anyone or anything.

Jesus

We believe that Jesus is the Messiah, the divine Son of God, the Lord of the universe, and the only way to God. By His death and resurrection, Jesus delivers us from sin and death, He remains alive today as the leader of his Church, and He will one day return to judge the living and the dead. Jesus' model of intimacy with the Father, obedience to His will, and sacrificial love for people provides the pattern for His followers to imitate.

Holy Spirit

We believe that the Holy Spirit is God's personal presence in the world, the church, and individual believer. The Spirit seals followers of Jesus as part of the new creation, convicts the world of sin and unbelief, and empowers believers to experience, know, become like, and testify to Jesus. The Spirit empowers the church to wage war against the forces of evil.

Bible

We believe that the Bible tells the story of God's efforts to bring salvation to the whole world. As the inspired and authoritative written word of God, the Bible accurately reveals God's nature, His character, and His pursuit of us, as well as our path to experiencing God, knowing Him, and becoming the people God created us to be.

Church

We believe that the Church is a community of Jesus' disciples, called out from the world and blessed by God to be a blessing to others. As the body of Christ, the Church is where all different types of people come together in the name of Jesus. The Church lives together in community to love God, to love one another, and to continue Jesus' mission in the world.

Humanity

We believe that all people are created in the image of God to enjoy and reflect His power and love and goodness, but we are unable to do so because we have been corrupted by sin. We are all lost without God and we need Jesus to reconcile us to God and the Holy Spirit to transform us from the inside out.

7. WE GIVE FREEDOM IN OTHER AREAS:

We want everyone who calls our church "home" to be on the same page when it comes to our core beliefs and values. Beyond that, there are many things that Christians believe that we would not consider "core issues."

There are some things we simply won't spend any energy on.

Important, but NOT Essential:

- What is the best translation of the Bible?

- Will there be dogs in heaven?
- How old is the earth?
- Which translation of the Bible is the best?
- What specific events will occur before, during or after Christ's return?
- How are certain spiritual gifts to be used today (ie[...]"

In other words, we fully embrace Christians who have differing opinions on certain matters. Things like...

2. CREATE A SAFE ENVIRONMENT.

People have many fears when joining a group.

One of the biggest fears people have is that the group won't be safe.

So we want to make it clear that one of the marks of a healthy group is that it is safe to share unsafe things.

Safe: What's this look like? Several Things...

8. The purpose & expectations of the group are clear

- What is expected and what is required?
- What level of commitment is required?
- Is it doable? Am I going to fail? Is the bar too high?

This is one of the primary reasons we have covenants in each group.

- Covenant - Talk About
- Purpose/Goals/Expectations/Commitments
- Right Up Front - Know - What/Expect

9. PEOPLE WON'T BE EMBARRASSED

They will not be put on the spot.

They will not be asked to pray, made to feel uncomfortable or to read out loud.

They will not be asked uncomfortable personal questions inappropriately

10. THERE'S HEALTHY LEADERSHIP IN THE GROUP

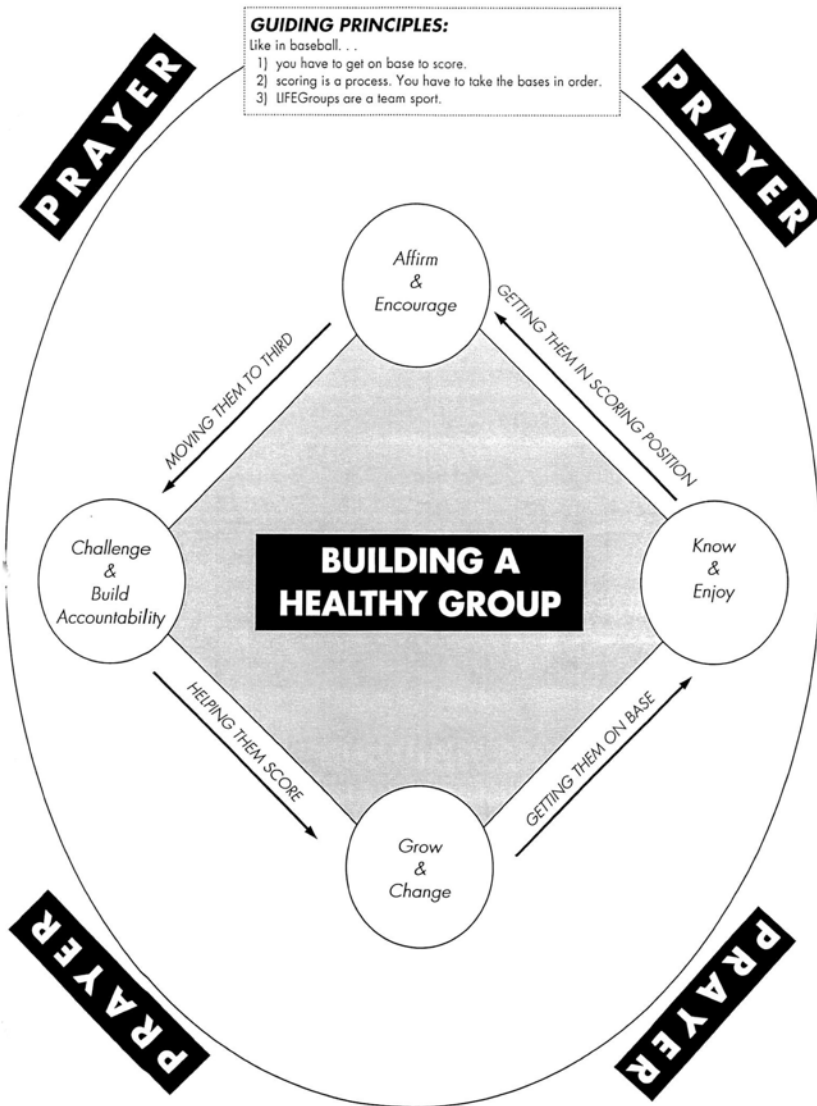
There is a tension to maintain in leading a group. Like flying a kite, there needs to be an element of control of the string or the kite will crash. Too much control and the kite will never soar. Just as in flying a kite, there is a skill to seeing a Life Group soar to great heights.

11. PEOPLE ARE REAL

- Be Authentic
- You don't have to try to be perfect, or somebody you are not.
- Relax and be willing to share your successes and failures.

12. SHARING MUST NOT BE FORCED.

One of the keys for a healthy group is that we foster safety as a high value. People will test the waters, disclosing a little bit of their lives to see if it is safe to go deeper. Self-disclosure is not easy, so we want to make sure that people know that they will not be forced to share, or expected to share before they are ready.



We are building a safe place where people can feel safe to share on an intimate level. This takes time and it is a process.

When a group starts, we take the first weeks to make sure that everyone feels comfortable and that everyone gets to know the others in the group.

- ❖ We use simple “ice breaker” getting to know you type questions.
- ❖ Everyone can participate in these questions, and they don’t require a prior Bible background.
- ❖ It might seem simple, superficial and shallow.
- ❖ We are trying to create an environment of trust.
- ❖ This will encourage people to share on a heart level later on.
- ❖ So on the first night we might ask, “where did you live in the third grade?” or “What was your favorite class in High School?”
- ❖ We are intentionally moving people around the bases (see diagram in notebook)

Walk through the logic of each bases in leading the group toward intimacy and transparency, and ultimately life change.

3. CHALLENGE ONE ANOTHER.

The whole purpose of small groups is to help people become more like Jesus. We are after life transformation, not just gaining more bible knowledge.

The agenda of becoming more like Christ is far more important than the amazing price of houses, gas or the Dodgers/Kings/Rams...Lakers? If group members are not growing, changing, learning, then we are missing the mark and missing the point!

*"And let us consider how we may spur one another on toward love and good deeds. Let us not give up meeting together, as some are in the habit of doing, but let us **encourage one another**—and all the more as you see the Day approaching." (Hebrews 10:24-25, NIV)*

- "Encourage one another" is translated, "Spur one another on" – in the NASB bible – the word used is "Stimulate."
- We Gather, not just to hang out but to stimulate one another to grow and become more like Jesus.

This Starts with you as the leader! The most important thing you do as a leader/facilitator/host is to set the pace of change and growth. When you continue to grow in your own spiritual life, seeking to apply God's word, it will rub off on others – it is contagious.

What does spiritual growth look like?

Growth = Change

- Changing perspectives
- Growing In the Word
- Gaining new insights
- Sharpening Spiritual Gifts
- Learning how to obey
- Growing in generosity
- Learning how to pray
- Deepening their character
- Practicing spiritual disciplines
- Growing in relationships
- Learning to hear God's voice
- Overcoming sin
- Gaining vision for the world
- Learning to serve

4. BUILD SIGNIFICANT RELATIONSHIPS.

Spirituality is a team sport. It is impossible to grow and become like Jesus on our own. We need other key people, mentors, friends to sharpen us.

You will not be equally close to every person in the group, but you will have significant relationships - Real Love - Connection – with the entire group. Yet it will only be maybe one or two that you will become close with.

"Two people can accomplish more than twice as much as one; they get a better return for their labor. If one person falls, the other can reach out and help. But people who are alone when they fall are in real trouble. And on a cold night, two under the same blanket can gain warmth from each other. But how can one be warm alone? A person standing alone can be attacked and defeated, but two can stand back-to-back and conquer. Three are even better, for a triple-braided cord is not easily broken."

(Ecclesiastes 4:9-12, NLT)

We want to create a healthy spiritual environment where relationships grow.

What's a healthy group look like?

- Enjoy being together
- Foster deeper friendships
- Spend time together outside the group
- Develop a strong group identity
- "Our" group
- Make memories
- Tell stories

5. TAKE CARE OF ONE ANOTHER

True love... expresses itself in a true sense of connection. People become family for one another, often closer than their own biological family.

It is impossible for the pastoral staff to love and take care of everyone in the church. It is also not the Biblical model...

And he gave the apostles, the prophets, the evangelists, the shepherds and teachers, 12 to equip the saints for the work of ministry, for building up the body of Christ, 13 until we all attain to the unity of the faith and of the knowledge of the Son of God, to mature manhood, to the measure of the stature of the fullness of Christ,
Ephesians 4:11 (ESV)

If we can break the church down into small groups, then everyone really can be taken care of by one another.

What's this look like?

13. Offer emotional support

Being there to love on and listen to and to encourage one another.

"Be devoted to one another in brotherly love. ...rejoice with those who rejoice; mourn with those who mourn." (Romans 12:10 & 15 NIV)

14. PROVIDE PRACTICAL HELP

"Carry each other's burdens, and in this way you will fulfill the law of Christ." (Galatians 6:2, NIV)

"Share with God's people who are in need. ." (Romans 12:13, NIV)

What's this look like?

- Making meals for those who are sick
- Helping relocate
- Giving rides and watching one another's children
- Helping financially

Greg and Candy Wood: A couple in their group – moved to Chicago – then the FBI raided the home because the husband was selling child pornography. The finances were frozen, and the wife was isolated and alone and without money. Greg contacted a mutual friend in Chicago who contacted an attorney who could help the woman. Then Greg and Candy contacted another couple that they knew in Chicago who could care for the woman, and they took her to church.

That is a God thing! Who could have orchestrated that?

You don't know how much you need a group until something goes wrong!

The early church was marked as a healthy church because they...

15. SERVE According to SPIRITUAL GIFTS

A healthy group uses the spiritual gifts of each group member.

"From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work." (Ephesians 4:16, NIV)

16. The "One Another's" Of The New Testament

1. "Be at peace with each other" - Mark 9:50
2. "Wash one another's feet" - John 13:14
3. "Love one another..." - John 13:34
4. "Love one another" John 13:34
5. "Love one another" John 13:35
6. "Love each other..." - John 15:12
7. "Love each other" - John 15:17

8. "Be devoted to one another in brotherly love..." - Romans 12:10
9. "Honor one another above yourselves" - Romans 12:10
10. "Live in harmony with one another..." - Romans 12:16
11. "Love one another..." - Romans 13:8
12. "Stop passing judgment on one another" - Romans 14:13
13. "Accept one another, then, just as Christ accepted you..." - Romans 15:17
14. "Instruct one another" - Romans 15:14
15. "Greet one another with a holy kiss..." - Romans 16:16
16. "... When you come together to eat, wait for each other..." - 1 Corinthians 11:33
17. "... Have equal concern for each other" - 1 Corinthians 12:25
18. "... Greet one another with o holy kiss" - 1 Corinthians 16:20
19. "Greet one another with a holy kiss" - 2 Corinthians 13:12
20. "... Serve one another in love" - Galatians 5:13
21. "Bear with each other..." - Colossians 3:13
22. "...Forgive whatever grievances you may have against one another"
- Colossians 3:16
23. "Carry each other's burdens..." - Galatians 6:2
24. "Be patient, bearing with one another in love" • Ephesians 4:2
25. "Be kind and compassionate to one another..." - Ephesians 4:32
26. "...Forgiving each other..." - Ephesians 4:32
27. "Speak to one another with psalms, hymns, and spiritual songs" - Ephesians 5:1 9
28. "Submit to one another out of reverence for Christ" - Ephesians 5:21
29. "...In humility consider others better than yourselves" - Philipians 2:3
30. "Confess your sins to each other..." -James 5:16
31. "...Prey for each other" -James 5:16
32. "...Love one another deeply, from the heart" - 1 Peter 1:22
33. "Teach one another" - Colossians 3:16
34. "...Admonish one another" - Colossians 3:16
35. "Make your love increase and overflow for each other" - 1 Thessalonians 3:12
36. "Love each other" - 1 Thessalonians 4:9
37. "...Encourage one another..." - 1 Thessalonians 4:18
38. "...Encourage one another..." - 1 Thessalonians 5:11
39. "...Build each other up..." - 1 Thessalonians 5:1 1
40. "Encourage one another daily..." - Hebrews 3:13
41. "...Spur one another on toward love and good deeds" - Hebrews 10:24
42. "...Encourage one another" - Hebrews 10:25
43. "...Live in harmony with one another..." - 1 Peter 3:8
44. "...Love each other deeply..." - 1 Peter 4:8
45. "Offer hospitality to one another without grumbling" - 1 Peter 4:9
46. "Each one should use whatever gift he has received to serve others..."
- 1 Peter 4:10
47. "...Clothe yourselves with humility toward one another..." - 1 Peter 5:5
48. "Greet one another with o kiss of love" - 1 Peter 5:14
49. "...Love one another" - 1 John 3:11
50. "...Love one another..." - 1 John 3:23
51. "...Love one another" - 1 John 4:11
52. "...love one another..." - 1 John 4:12
53. "...Love one another..." - 2 John 5

17. 101 Ways to Care for People:

1. Take time to listen. 2. Telephone them. 3. Send a note of encouragement. 4. Look them in the eye when talking. 5. Ask about previous prayer request. 6. Remember children's names. 7. Ask about their day. 8. Send them birthday card. 9. Keep confidences. 10. Welcome back from trip [message or sign]. 11. Don't interrupt them. 12. Invite them to dinner. 13. Visit in hospital. 14. Ask about children. 15. Give honest evaluation. 16. Pet sit. 17. Help find job. 18. Pray with them. 19. Have over on holidays. 20. Help them move. 21. Hug. 22. Be godparent to their children. 23. Work together on hobbies. 24. Buy candy from their children. 25. Attend their children's games. 26. Baby or child-sit for them. 27. Meet financial needs. 28. Bring meals when sick. 29. Listen to them. 30. Cry with them. 31. Laugh with them. 32. Sit next to them in church. 33. House-sit. 34. Exercise together. 35. Be honest. 36. Share your own needs. 37. Be supportive. 38. Help them see their strengths. 39. Be transparent. 40. Defer judgment. 41. Show appreciation for what they do. 42. Be there for them. 43. Build social around their interest. 44. Share resources. 45. Play golf with them. 46. Finish meeting on time. 47. Make yourself available. 48. Have SIL Leader call them. 49. Remember their anniversary. 50. Assist them through hard times. 51. Go to movies with them. 52. Go to baseball game with them. 53. Agree to disagree. 54. Don't gift project. 55. Take them to doctor appointment. 56. Be proactive. 57. Give positive feedback (verbal or note). 58. Share recipes. 59. Ask about work. 60. Take vacation together. 61. Camp together. 62. Be dependable. 63. Be patient. 64. Follow up on needs. 65. Go with them to church. 66. Help them prepare for special occasions. 67. Be ready to sit quietly with them. 68. Call and ask for prayer request. 69. Meet for coffee. 70. Walk dogs together. 71. Compliment them. 72. Introduce them to your friends. 73. Share Christian books. 74. Give them chocolate. 75. Do garage sale together. 76. Share Christian tapes/CDs. 77. Offer to carpool. 78. Help with home maintenance. 79. Adopt single mom's (or dad's) kids. 80. Give wise counsel. 81. Accept them. 82. Let them help you. 83. Confide in them. 84. Laugh at their jokes. 85. Give hand-me-downs to kids. 86. Cheer for them. 87. Find a specific verse for them. 88. Share your testimony. 89. Ask them to share their testimony. 90. Rejoice in their successes. 91. Stand up for them. 92. Provide perspective. 93. Furnish career assistance. 94. Give a gift. 95. Offer to tutor children. 96. Confront them when necessary. 97. Save them a seat at church. 98. Anoint with oil. 99. Go to court with them. 100. Give them a baby shower. 101. Be forgiving.

6. Experience The supernatural

- "Aha" moments – when God opens eyes
- Spirit led prayer
- Healed relationships
- Conviction of sin
- Physical/Emotional/Spiritual healing
- Word from God.

When Jesus shows up, everything changes. Jesus promises to be in our midst when we gather, but we are not always tuned in to His powerful presence.

For where two or three are gathered in my name, there am I among them.

18. WHAT ABOUT THE "FEAR of inadequacy"?

When you are afraid, you must **RELY** on God.

*For God did not give us a spirit of timidity, but a spirit of power, of love and of self-discipline.
(2 TIMOTHY 1:7)*

If we only do what we feel comfortable doing, we don't need **GOD**.

If you wait for perfect conditions, you will never get anything done. (ECCLESIASTES 11:4 NLT)

19. UNDERSTANDING YOUR ROLE

Pastor Larry Osborne, "at the end of the day, Jesus didn't call us to create great churches or impressive organizations. He called us to make disciples."^{xviii}

We believe you can effectively lead a small group if you can:

- ❖ **E** - ENCOURAGE PEOPLE
- ❖ **S** - SHARE SCRIPTURE
- ❖ **P** - PRAY
- ❖ **N** - NEXT STEPS

Be sure you know the condition of your flocks; give careful attention to your herds. (PROVERBS 27:23)

Your primary role as a small group leader is to help members in your small group become independently dependent on God's Spirit, knowing how to listen for the Spirit's promptings.

PRACTICAL NEXT-STEPS:

- ❖ If a group member is not in a relationship with Christ, bring him/her to a **CHURCH SERVICE**.
- ❖ Encourage group members to be **WATER BAPTIZED**.
- ❖ Challenge group members to complete a study on the **BASICS OF THE FAITH**.
- ❖ Encourage group members in daily **BIBLE READING AND PRAYER**.

If you want to go fast, go alone. If you want to go far, go together. African Proverb

20. TIPS TO BEING A SUCCESSFUL SMALL GROUP LEADER

Leadership is about calling, character, and competencies — a complete package of components that

enables a leader to help people reach their goals and potential.
George Barna^{xix}

1. **PRAY DAILY** for group members.

Tell them you are praying for them and encourage them to pray for each other.

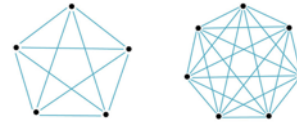
2. **DEVELOP** an assistant.

Success without a successor is failure. Reproduce yourself in the life of another. Disciples make disciples.

3. **SPEND TIME** individually with group members between meetings.
4. **FOSTER COMMUNICATION** within the group.

Have your group members exchange contact information and encourage them to connect outside the group.

As the group grows larger it becomes more difficult to connect with everyone. Notice the graphic of the increased number of communication channels of five-member versus seven-member groups. Every added member essentially doubles the complexity of keeping everyone informed.



5. **Schedule** a serve project or outreach during the semester.
6. **RALLY** the group around a member going through crisis. Provide food, child care or other appropriate act of kindness.
7. **COMMUNICATE** regularly with your Coach.

YOUR CO-LEADER

A co-leader for your small group is optional. A co-leader's role is the same as the leader's role in caring and praying for small group members. The co-leader is paired with the same coach as the leader. Invite your co-leader to come a half hour early to pray and greet the group as they arrive. It is also a good habit to ask the co-leader to stay for a few minutes after the meeting to debrief.

"Give me 100 men who hate nothing but sin and love God with all their hearts and I will shake the world for Christ!" — John Wesley

By the end of his life, John Wesley had converted a motley rag-tag group of believers into a mighty church army of 10,000 small groups and 100,000 members.

"My goal is not to draw a following that results in a crowd. My goal is to develop leaders who become a movement" — John Maxwell

21. A FAMILY WITHIN A FAMILY

God sets the lonely in families. (PSALM 68:6)

God knows we need a loving group of people around us. It is through small groups that we can see the church family functioning in relationships of genuine love and practical care. In small groups we celebrate personal victories, we support each other through difficult times, we believe in each other's potential, and we show loyalty by keeping confidences.

WE CARE FOR OUR SMALL GROUP MEMBERS IN PRACTICAL WAYS:

1. **ACCOUNTABILITY** - Ask tough questions; help them keep commitments.
2. **AFFIRMATION** - Offer words of encouragement and support; affirm their strengths.
3. **ASSESSMENT** - Evaluate their condition objectively; help them gain perspective and take next steps.
4. **ACCEPTANCE** - Provide unconditional love and grace to them even when they fail.
5. **ADVICE** - Speak words of wise counsel and give them options for their decisions.
6. **ADMONITION** - Offer words of caution and warning so they can avoid pitfalls.
7. **APPLICATION** - Direct them to discover how they can practice what they have learned.

22. Leader Responsibilities and Privileges

You are part of a long line of people, throughout history, who have answered Jesus' call to make disciples. This was a high priority in Jesus' life and those whom He trained to lead.

The Gospel writers put three-fourths of their emphasis on Jesus time spent training of the Twelve. From the time Jesus told the Twelve that he'd teach them to multiply ("I will send you out to fish for people," Matthew 4:19) until his death, Jesus spent 73% of his time with the Twelve. That's forty-six events with the few, compared with seventeen events with the masses.^{xx}

We concentrated on building leaders. Instead of merely feeding those who had been Christians for years but had never really grown up, we were going to force those who stuck around to grow up and serve.

Jim Putnam^{xxi}

With the privilege of leadership comes responsibility. In his pastoral letter to Timothy, the Apostle Paul lists some standards for leadership.

If anyone wants to provide leadership in the church, good! But there are preconditions: A leader must be well-thought-of, committed to his wife, cool and collected, accessible, and hospitable. He must know what he's talking about, not be over fond of wine, not pushy but gentle, not thin skinned, not money-hungry. He must handle his own affairs well, attentive to his own children and having their respect... The same goes for those who want to be servants in the church: serious, not deceitful, not too free with the bottle, not in it for what they can get out of it. They must be reverent before the mystery of the faith, not using their position to try to run things... Those who do this servant work will come to be highly respected, a real credit to this Jesus-faith. (1 TIMOTHY 3:1-13, MSG)

Leaders are asked to abide by an honor code and commitment located on page 47.

A SMALL GROUP LEADER IS:

1. Passionate about God and people.
2. A person of character and integrity.

“The greatest crisis in the world today is a crisis of leadership, and the greatest crisis in leadership is a crisis of character.” HOWARD HENDRICKS^{xxii}

3. Committed to personal spiritual growth.
4. Supportive of the vision and mission of the church. This includes attending a Sunday service and supporting the church financially through tithes and offerings.

When I speak of church, I mean a body of believers working as individuals and together as a team to achieve the Lord’s goals. God’s plan is to glorify Himself through this team. As individuals we minister wherever we work and live. We use our talents, gifts, and resources to minister in our communities in ways that can be done only as a collective force. Our winning team reaches the world with the message of the gospel and then disciples those who have been won to obedience and replication. - Jim Putnam^{xxiii}

Section 4

PRAYER

23. Prayer

It is important that you, as a small group leader, develop your prayer life and be able to teach others how to pray and to encourage others in their prayer life. One of your greatest responsibilities will be to pray daily for the people who are in your small group. Prayer will be a key to your effectiveness.

In James 5:16, the three key principles for prayer are given,

"the fervent, effectual prayer of a righteous man avails much."

- ❖ Fervent - This word means intently, violently or white hot - gives you the idea of being welded together. God wants us to pray with the kind of intensity that welds us together with His presence.
- ❖ Effectual - It is not enough to pray; we must learn to pray effectively.
- ❖ Avails much - You might translate this "gets results." This is where we want to end up...with results.

Prayer is the **FOUNDATION**.

YOUR SMALL GROUP MINISTRY STARTS WITH YOU

1. Your walk talks more than your talk talks. Be an example.
2. Abide in Christ so you can abound in ministry (John 15:5; 1 Cor. 15:58).
3. To share Him, you have to know Him (Col 1:28-29)
4. Point people to Jesus at every opportunity.

Prayer **COVERS, PROTECTS** and **ENLIGHTENS**.

You need to spiritually prepare the environment before group members arrive.

1. Humble yourself to be a hero-maker.
2. Pray over the house or room.
3. Invite the presence of the Holy Spirit.
4. Ask God to work in the hearts of those He is calling to be there.
5. Ask God to prepare their hearts to receive what He wants to impart.
6. Pray that the Scriptures read will come alive in their hearts.

Your group needs to offer an opportunity for the ministry of the Holy Spirit in people's lives.

1. Ask the Lord for wisdom and discernment.
2. Ask for His compassion.
3. Ask for His eyes, ears, and heart.
4. Follow the leading of the Holy Spirit.
5. Ministry is God's responsibility. You are only a tool.
6. Teach people how to listen to the Spirit of God,.

Section 5
RESOURCES

24. LAUNCHING YOUR GROUP

THE PROCESS

1. Be a member of the church
2. Complete the Basics of the Faith study
3. Attend Small Group Leadership Training
4. Complete the Small Group Leader Application and one-on-one interview
5. Agree to comply with the Small Group Leader Commitment and Honor Code

NEXT STEPS

1. Decide on a topic or an activity you love, a place to meet, and a time that works for you
2. Register your group
3. Recruit people to come to your group
4. Pray and know that God is going to do great things in your group

25. SMALL GROUP LEADER JOB DESCRIPTION

SUPPORTED BY:

- ❖ Small Group Coach

PREREQUISITES:

1. Become a member of church of the and complete the Basics of the Faith study.
2. Attend Small Group Leadership Training
3. Complete and meet the requirements of the Small Group Leader Application

RESPONSIBILITIES:

1. Pray for and coordinate weekly small group meetings to include the following: Fellowship, Topic or Activity, Spiritual Component, and Ministry.
2. Pray daily for everyone in your small group and for your coach.
3. Be an example to your small group members, equipping them to become future leaders.
4. Provide a supportive atmosphere in which small group members are able to discover and develop their spiritual gifts.
5. Maintain unity by representing the philosophy of ministry and theology of the local church.
6. Be open to counsel from your coach and provide highlights and concerns about your small group regularly.
7. Unless specified, welcome new people into the group anytime during the semester.
8. Encourage members to invite people who are outside the church.

26. HONOR CODE

As an essential part of our church leadership family, you have a responsibility to develop and exhibit mature Christian behavior. This should be the basic premise of your desire to work in a servant/leader position.

As Christians, the way we present ourselves is of vital importance to the way others perceive Christ. Our conduct should never be an embarrassment to Christ, but should exemplify the best qualities of a mature believer and servant-leader.

Exemplifying the highest moral commitment, our leaders are to maintain a disciplined life of Bible reading, prayer, and fasting. You must also refrain from such things as:

- ❖ profanity
- ❖ smoking or chewing tobacco
- ❖ gambling
- ❖ drunkenness
- ❖ dishonest gain
- ❖ illegal drugs
- ❖ pornography
- ❖ sexual immorality, and
- ❖ all behaviors which might cause Christ to grieve and others to stumble

By providing an example in speech and action, we encourage others to grow in Christ and become servant-leaders themselves. This is a way of life measured by the heart and commitment of each leader in the church family. We should regard it as an essential part of our development, not as an imposition or restriction.

27. LEADERSHIP COMMITMENT

The same goes for those who want to be servants in the church: serious, not deceitful, not too free with the bottle, not in it for what they can get out of it. They must be reverent before the mystery of the faith, not using their position to try to run things. Let them prove themselves first. If they show they can do it, take them on. No exceptions are to be made for women-same qualifications: serious, dependable, not sharp-tongued, not overfond of wine. Servants in the church are to be committed to their spouses, attentive to their own children, and diligent in looking after their own affairs. Those who do this servant work will come to be highly respected, a real credit to this Jesus-faith. (1 TIMOTHY 3:8-10, MSG)

QUALIFICATIONS

- ❖ Sincere, worthy of respect, and of a good reputation.
- ❖ Tithe regularly to the local church (Luke 16:11).
- ❖ Have a genuine desire to serve and minister to others.

- ❖ Able to lead, motivate, and teach others.
- ❖ Able to create positive group dynamics, and deal with conflict resolution within the group.

28. ICEBREAKERS

Remember, the best icebreaker is transparency. Questions to open discussions:

- ❖ What type of family were you raised in?
- ❖ What is the one thing about you that is unique?
- ❖ Who is someone who has influenced your growth as a Christian disciple? What did they do?
- ❖ How did you end up at this Small Group Meeting?
- ❖ What is your favorite childhood memory?
- ❖ Where did you live when you were growing up?
- ❖ What is your earliest recollection of God?
- ❖ What did you want to be when you grew up?
- ❖ What is the farthest place you have ever traveled to?
- ❖ What is a time during the week that you can relax?
- ❖ What do you most like about your life's calling?
- ❖ What is one thing that gives you satisfaction?
- ❖ What is your greatest joy in your faith?
- ❖ If you could change one thing about your life, what would it be, and why?
- ❖ Where would you live if you could move anywhere in the world, and why?
- ❖ How would you like to see your closest relationship develop in the next year(s)?
- ❖ What area of your faith would you like to work on in the next few years?
- ❖ If you could have three wishes come true, what would they be?
- ❖ What is your greatest anticipation of the future?

29. SOME FUN IDEAS

It is important to involve your group in other activities outside the settings of a small group meeting. One of the purposes of small groups is to develop relationships and a sense of community. Therefore, in order to get beyond certain perceived or actual barriers between relationships, you need to periodically do fun, social activities. Below is a list of ideas to use when planning an activity:

- Summer barbecue
- Pool party
- Games: Outburst, Encore, Pictionary, Charades, etc.
- Horseback riding
- Hay rides (include hot apple cider and s'mores)
- Bowling
- Christmas party
- Christmas caroling
- Progressive dinners
- Volleyball, horseshoes, badminton, roller skating, skiing
- Miniature golf
- Scavenger hunts
- Birthday parties
- Concerts, symphony, ballet, opera
- New Year's Eve party
- Picnics in the park
- Camping
- White water rafting

[https://d.docs.live.net/5248dbe29f149247/Leadership Equipping/Workshops/Basic Leader Training Seminar/_Hero Maker Small Group Ministry 2020-03-20.docx](https://d.docs.live.net/5248dbe29f149247/Leadership%20Equipping/Workshops/Basic%20Leader%20Training%20Seminar/_Hero%20Maker%20Small%20Group%20Ministry%202020-03-20.docx)

ⁱ Bill Search. Simple Small Groups: A User-Friendly Guide for Small Group Leaders (p. 11). Kindle Edition.

ⁱⁱ Matthew 14:31

ⁱⁱⁱ [Prepare Your Church for the Future](#), by Carl George, Page 54.

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