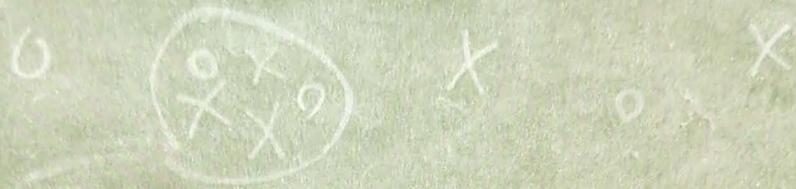


Purpose Driven
Small Groups
Conference
2007

Feb. 20-22, 2007

Saddleback Church - Lake Forest, California



General Information



Dear friend,

Welcome to the first-ever Purpose Driven Small Group Conference!

You're here for a historic moment, and I'm not just referring to the fact that you're here at the first-ever Purpose Driven Small Group Conference. I'm referring to the fact that God has brought you to Saddleback Church in Southern California this week because He is here to meet you. He wants to connect your church in a way that has not been done before. You are here because you have been called to come to a conference. He has called all of the speakers to be here. He has inspired in you what He wants discussed, and desires to continue the great work He has begun in you.

So, let me say it with even more enthusiasm — WELCOME!! I'm excited for what God is going to do in your heart and in your church as a result of our time together. I'm excited about how He is going to change you and me as a result of our encounter with Him during these three days. And I'm excited by how he will speak through each of us as we share from our own personal experiences and observations.

It is my prayer that during these three days you will find the many things that I believe God wants to invest in you here:

REFRESHMENT. Allow your heart and mind to be refreshed as you hear and understand that God is not finished with you. Times of refreshment come when we are in His presence. Be refreshed...and readied.

RENEWAL. There is a time to rebuild. It starts in your heart and then migrates to your head, hands and feet. Rebuilding doesn't always mean tearing down. Sometimes it means renewal of effort — redoubling the effort in new and different ways. Be renewed.

RECOMMITMENT. The work of ministry is profoundly affected by the state of the heart. During our time together you will surely hear God's voice asking, "Who will answer My call?" That call is to you. Get ready to respond to God's call for recommitment.

This conference notebook is our best effort to help you navigate the conference so that these three goals will be reached. Use the pages to take notes and capture the "God Moments." Pursue answers to your questions by engaging with speakers — after the general sessions, during and after the workshop sessions and all throughout the Q&A sessions. Also, share with others around you during the breaks and discussion periods. You have valuable insight that will teach others.

Get ready. God is going to do something in you at this conference. I am so glad you are here.



Steve Gladen
Pastor of the Small Group Community
Saddleback Church

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Notebooks

Please write your name in the front of your notebook. All lost notebooks can be claimed at the Information Table on the Worship Center Patio.

Nametags

Please wear your nametag to all sessions during the conference. Your nametag will allow you entry into the Worship Center and allow you to receive your lunch each day. We apologize, but we are unable to admit friends and spouses who are not registered to the main conference.

Worship Center

Please keep the following guidelines in mind while in the Worship Center:

- Food and beverages are not allowed in the Worship Center.
- As a courtesy to speakers and other guests, please turn off or mute all pagers and cell phones before each session begins.
- Any type of video or audio recordings during sessions is strictly prohibited.

Saddleback Conference Resource Area hours will be

Tuesday, February 20th	Open at 7:00am and Closed at 6:00pm
Wednesday, February 21st	Open at 7:30am and Closed at 6:00pm
Thursday, February 22nd	Open at 7:30am and Closed at 4:00pm

* resource area will be closing after last break

Internet Kiosks

Web-based e-mail can be accessed in the Pavilion.

Wireless Access

You can connect from anywhere on campus with your laptop and wireless card. Once your computer finds the SSID named "guests," access will be allowed.

Information Table

Need medical attention? Looking for something? Need to leave a message for someone at the conference? The Information Table is located on the Worship Center patio under the canopies and is well staffed with helpful, friendly people to assist you.

Lost and Found

Lost and found is located at the Information Table located on the Worship Center Patio. If you leave anything behind in the Worship Center, it will be taken to lost and found.

Prayer Box

Our prayer warriors are lifting you up all this week. If you have a specific prayer request, you can drop it in the prayer box at the Information Table.

Evaluations

You will be receiving an e-mail post conference to give us your thoughts on the overall conference, general sessions and workshops. Your comments will allow us to plan for next year's conference.

Pay Phones

Pay phones are located near the handicap parking between the Worship Center and the Plaza Building.

Promotional and/or Marketing

Saddleback Church reserves the right to use any audio, video, and/or photography of attendees or guests in Saddleback Church facilitated conferences or events.

Day 1: Tuesday, February 20

- 7:00-8:30 a.m. **Registration**
- 8:30 – 9:00 a.m. **Worship** – in Worship Center
Justin Adams
- 9:00 – 10:15 a.m. **General Session** – in Worship Center
The Call to Community
Randy Frazee, *Willow Creek Community Church*
- 10:15 – 10:45 a.m. **Break**
- 10:45 – 12:30 p.m. **General Session** – in Worship Center
How to Define Success
Steve Gladen, *Saddleback Church*
- 12:30 – 1:30 p.m. **Lunch – Q&A Discussions**
Children’s Small Groups – Holly McGee
Location: Edge - 3rd Floor in Children’s Ministry Center
Recovery Groups – John Baker
Location: Tent 3
Support Groups – Tommy Hilliker
Location: Extreme – 2nd Floor in Children’s Ministry Center
Youth Small Groups – Shaun Blakeney and Kurt Johnston
Location: 404 in Modular Building
- 1:30 – 3:00 p.m. **General Session** – in Worship Center
How to Connect Every Person In Your Church
Steve Gladen
- 3:00 – 3:30 p.m. **Break**
- 3:30 – 5:00 p.m. **General Session** – in Worship Center
How to Disciple People, Not Just Lead a Group
Steve Gladen

Day 2: Wednesday, February 21

- 8:30 – 9:00 a.m. **Worship** – in Worship Center
Justin Adams
- 9:00 – 10:00 a.m. **General Session** – in Worship Center
The Courage of Community
Joe Stowell, *Harvest Bible Chapel*

- 10:00 – 10:30 a.m. **Break**
- 10:30 – 12:00 p.m. **General Session** – in Worship Center
How to Mobilize Your Group from Sitting to Serving
 Steve Gladen
- 12:30 – 1:30 p.m. **Lunch – Q&A Discussions**
 Adults 60+ Small Groups – Ron Ferrante
Location: 411 in Modular Building
 Business and Workplace Small Groups – Ed Russey
Location: 404 in Modular Building
 College Small Groups – Brad Baker
Location: Reef – 1st Floor in Children’s Ministry Center
 Couples Small Groups – Todd Olthoff
Location: Tent 1
 Deaf Small Groups – Jim Brewington
Location: 312 in Modular Building
 International Small Groups – Tom Atkins
Location: 303
 Mens Small Groups – Kenny Luck
Location: Tent 3
 Multi-Family Small Groups – Rick Bradford
Location: 407
 Singles Parents Small Groups – Danielle Tejada
Location: Plaza 102
 Singles Small Groups – Clayton Coates
Location: Edge - 3rd Floor in Children’s Ministry Center
 Step Family Small Groups - Steve and Deanna Kaech
Location: 403
 Womens Small Groups – Debbie Eaton
Location: Extreme – 2nd Floor in Children’s Ministry Center
- 1:30 – 3:00 p.m. **Workshop Session I** (see Workshops Section)
- 3:00 – 3:30 p.m. **Break**
- 3:30 – 5:00 p.m. **Workshop Session II** (see Workshops Section)
- 5:00 – 7:00 p.m. **Dinner – On Your Own**
 See Visitor Guide in General Information for restaurant choices
- 7:00 – 9:00 p.m. **A Special Night of Worship**
 Buddy Owens, *Saddleback Church*
 Justin Adams

Day 3: Thursday, February 22

- 8:30 – 8:45 a.m. **Worship** – in Worship Center
Justin Adams

- 8:45 – 10:15 a.m. **General Session** – in Worship Center
The Cause of Community
Rick Warren, *Saddleback Church*

- 10:15 – 10:45 a.m. **Break**

- 10:45 – 12:30 p.m. **General Session** – in Worship Center
How to Move from Making Friends to Reaching Friends
Steve Gladen

- 12:30 – 1:30 p.m. **Lunch – Q&A Discussions**
Multi-sited Small Groups – Scott Hitzel and Josh Surratt
Location: Extreme - 2nd Floor in Children’s Ministry Center
P.E.A.C.E. Plan in Small Groups – Mike Constantz
Location: Tent 3

- 1:30 – 3:00 p.m. **General Session** – in Worship Center
How to Experience “God Moments” in Your Group
Steve Gladen

- 3:00 – 3:30 p.m. **Break**

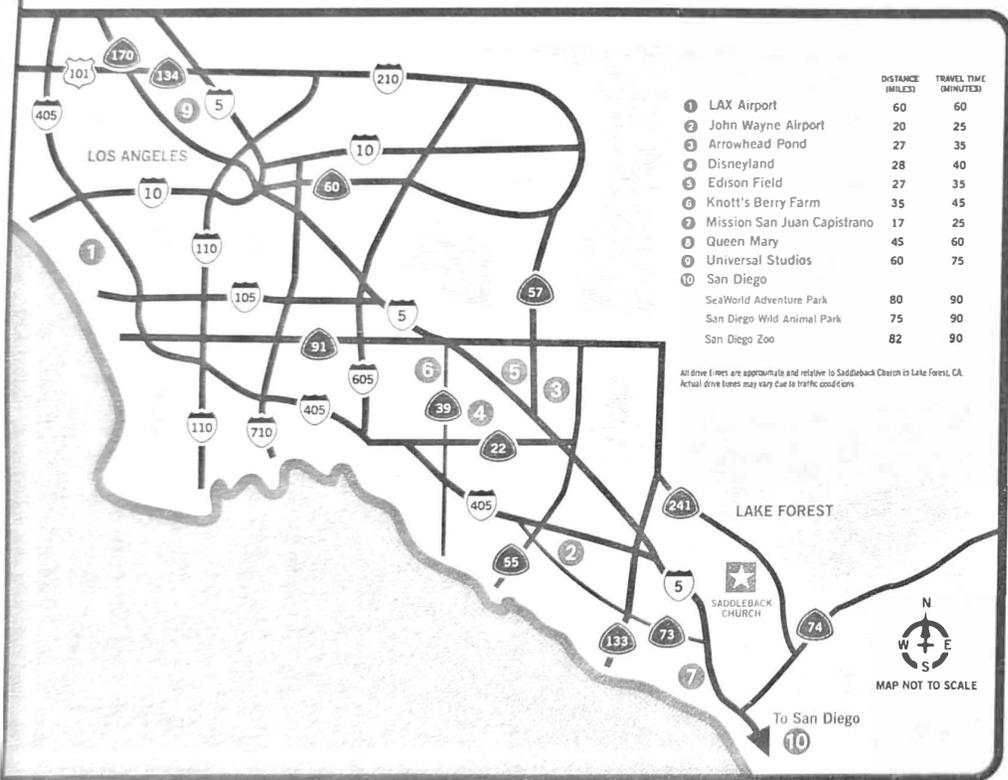
- 3:30 – 5:00 p.m. **General Session** – in Worship Center
The Cost of Community
Bishop Joseph Garlington, Covenant Church of Pittsburgh

- 5:00 – 7:00 p.m. **Dinner – On Your Own**
See Visitor Guide in General Information for restaurant choices

- 7:00 – 9:00 p.m. **Visit a Saddleback Small Group**

a guide to orange county

shopping, restaurants, and southland attractions



MEDICAL CARE

Mission Regional Medical Center
27700 Medical Center Rd.
Mission Viejo, CA
(949) 364-1400

Saddleback Memorial Medical Center
24451 Health Center Dr.
Laguna Hills, CA
(949) 837-4500

Saddleback Family & Urgent Care Centers
22855 Lake Forest Dr. 23962 Alicia Pkwy.
Lake Forest, CA Mission Viejo, CA
(949) 452-7544 (949) 452-7699
Hours: M-F 8am-8pm; Hours: M-F 7am-10pm;
Sat & Sun 8am-5pm Sat & Sun 8am-8pm

GOLF COURSES (OPEN TO THE PUBLIC)

Aliso Creek
31100 S. Coast Hwy.
Laguna Beach, CA
(949) 499-1919

San Clemente
150 E. Avenida Magdalena
San Clemente, CA
(949) 361-8384

Tustin Ranch
12442 Tustin Ranch Rd.
Tustin, CA
(714) 435-2000

Oak Creek
1 Golf Club Dr.
Irvine, CA
(949) 653-7300

Tijeras Creek
29082 Tijeras Creek
Rancho Santa Margarita, CA
(949) 589-9793

SHOPPING

Fashion Island
Pacific Coast Hwy &
Jamboree Rd.
Newport Beach, CA
(949) 721-2000

Main Place Mall
I-5 Fwy. & Main St.
Santa Ana, CA
(714) 457-7000

South Coast Plaza
I-405 & Bristol St.
Costa Mesa, CA
(714) 435-2000

Laguna Hills Mall
I-5 Fwy. & El Toro Rd.
Laguna Hills, CA
(949) 586-8282

Shops At Mission Viejo
I-405 & Crown Valley Pkwy.
Mission Viejo, CA
(949) 364-1771

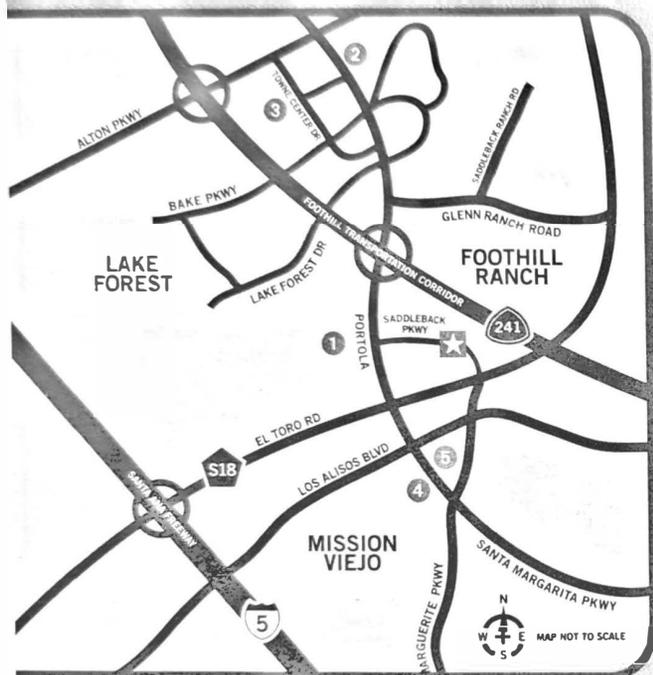
ENTERTAINMENT AREAS

Irvine Spectrum Center
Dining, Shopping & Theaters
Located at the I-5 & I- 405
(949) 450-4900 (Theaters)

City of Laguna Beach
Dining, Shopping & Beaches
Take the 133 Fwy. South
(Ends at Laguna Beach)

The Block at Orange
Located at the intersection of
the I-5 and the 22 Fwy. in the
City of Orange

SADDLEBACK CHURCH



SHOPPING CENTERS

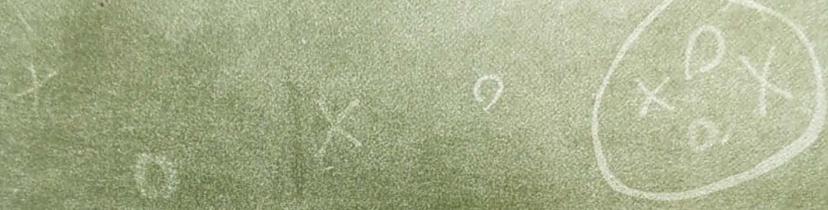
- 1 Foothill Gateway Plaza**
 Portola & El Toro Rd
 L.A. Fitness Sports
 Club Cleaners
 Michael's Coffee House
- 2 Foothill Ranch MarketPlace**
 Portola Pkwy & Market Place
 Arby's
 Baskin Robins
 Chinese Restaurant
 KD's Donut's & Chinese Food
 Pizza Hut
 Mail Box Etc.
 Subway
 Ralph's Groceries
 USA Gasoline
 Wells Fargo ATM
 Washington Mutual ATM
- 3 Foothill Ranch Towne Center**
 Portola Pkwy & Bake
 Alton Pkwy & Portola Town Center Dr.
 Chili's Restaurant
 Del Taco
 Denny's
 Wendy's
 Mervyns
 Old Navy
 Target
 World Savings ATM
 Charo Chicken
 McDonald's
 Outback Steakhouse
 Pick Up Stix (Chinese)
 Taco Bell/ Pizza Hut
 United California Bank
 ATM
 Savon Drugs
 Staples
 In & Out Burger
 Good Guys Electronics
 Goodyear Tire & Auto
 Repair
 WalMart
 Islands Restaurant (Burgers)
 Souplantation
- 3 Festival Food Court**
 House of Grind Coffee
 Dairy Queen
 Daphne's Greek Café
 Juice It Up
 New York Upper Crust Pizza
 Ntaj's Tandoori Indian Food
 Philly King Cheesesteak
 Rubio's Baja Grill
 Togo's Sandwiches
 Twin Dragon Chinese
 Peppinos Italian Food
 Regal 22 Theaters
 (949) 588-9333
 Wells Fargo / ATM
- 4 Portola Plaza**
 Marguerite & Santa Margarita Pkwy
 Donut World
 East Coast Bagels
 Juice Stop
 McDonald's
 Chinese Food
 Japanese Food
 Rubino's Pizza
 Starbucks Coffee
 Taco Bell
 Ralph's Groceries
 Long's Drugs
 Aim Mail
 T.J. Maxx
 Chevron Gasoline
 Union Bank of California (inside Ralph's)
 Washington Mutual/ ATM
- 5 Trabuco Hills Center**
 Los Alisos & Santa Margarita Pkwy
 Claim Jumper Restaurant
 Olamendi Mexican Food
 Pizza Hut
 Subway
 Diedrich's Coffee
 Golden Spoon Frozen Yogurt
 Blockbuster Video
 Valentina's Fine Italian Food
 Party City
 DeNaults Hardware
 Henry's Health Food Market

HOTELS

- Courtyard by Marriott**
 27492 Portola Parkway
 Foothill Ranch, CA 92610
 (949) 951-5700
 \$109 + tax
marriott.com
 0.6 miles from Saddleback
- Hampton Inn South Orange County**
 27102 Towne Centre Drive
 Lake Forest, CA 92610
 949-597-8700
 \$117 plus 10% tax - Complimentary Parking
hamptoninn.com
 1.06 miles from Saddleback
- Extended StayAmerica**
 20251 Lake Forest Drive
 Lake Forest, CA 92630
 949-598-1898
 \$79 plus 10.5% tax - Complimentary Parking
extendedstay.com
 1.68 miles from Saddleback
- Ayres Suites**
 28941 Los Alisos Blvd.
 Mission Viejo, CA 92692
 (949) 455-2545
 \$105 + 8.05% tax
 Complimentary Parking
ayresmissionviejo.com
 2.16 miles from Saddleback
- Candlewood Suites Lake Forest**
 3 South Pointe Drive
 Lake Forest, CA 92630
 949-598-9105
 Rate: \$99 plus 10% Tax
 Complimentary Parking
candlewoodsuites.com
 4.15 miles from Saddleback
- Courtyard by Marriott**
 23175 Avenida de la Carlota
 Laguna Hills, CA 92653
 949-859-5500
 \$119 plus 7% Tax
 Complimentary Parking
marriott.com/snlh
 6.15 miles from Saddleback
- Holiday Inn Laguna Hills**
 25205 La Paz Road
 Laguna Hills, CA 92653
 1-800-282-1789
 \$109 plus 10% tax - Complimentary Parking
 Complimentary Shuttle to and from John Wayne Airport
holiday-inn.com/lagunahillsca
 6.35 miles from Saddleback
- Homestead Studio Suites**
 30 Technology Drive
 Irvine, CA 92618
 949-727-4228
 \$79 plus 10% tax
 Complimentary Parking
homesteadhotels.com
 6.84 miles from Saddleback
- DoubleTree Hotel Irvine Spectrum**
 90 Pacifica Ave
 Irvine, CA 92618
 (949) 471-8888
 \$129 plus 10% tax - Complimentary Parking
 Complimentary Shuttle to and from John Wayne Airport
doubletreeirvinespectrum.com
 8.3 miles from Saddleback
- Crowne Plaza Irvine**
 17941 Von Karman Avenue
 Irvine, CA 92614
 (949) 863-1999A
 \$79 plus 10% tax
 Complimentary Parking
 Complimentary Shuttle to and from John Wayne Airport
irvineca.crowneplaza.com
 16.4 miles from Saddleback
- Embassy Suites Irvine**
 2120 Main St.
 Irvine, CA 92614
 (949) 553-8332
 \$109 plus 10.05% tax - Full Cook to Order Breakfast
 Complimentary Parking
 Complimentary Shuttle to and from John Wayne Airport
embassysuites.com
 16.7 miles from Saddleback
- Holiday Inn Costa Mesa**
 3131 South Bnston Street
 Costa Mesa, CA 92626
 714-557-3000
 \$82 plus 8% Tax
 Complimentary Parking
 Complimentary Shuttle to and from John Wayne Airport
hicosiamesa.com/
 18 miles from Saddleback



General Sessions





Introduction
Session Overview

SESSION OVERVIEW

Introduction:

- What benefits will there be?
- Prepare your heart
- How to navigate through this conference
- The Saddleback difference

Session One (Plenary):

THE CALL TO COMMUNITY

At the heart of small groups is a call to community. God has wired each one of us with a longing to belong – a longing for community. But life in our fast-paced, disconnected, fragmented, and broken world can make community seem like a distant dream.

Session Two (General):

HOW TO DEFINE SUCCESS

It's best to start with the end in mind. What are you really trying to accomplish through your small group ministry? Do your Small Group Leaders clearly understand their assignment? How do you know if you are being successful? How do small groups fit into your church's overall strategy and vision?

Session Three (General):

HOW TO CONNECT EVERY PERSON IN YOUR CHURCH

Most churches consider themselves successful if they have half of their weekly attendance in small groups. But the truth is that every person needs a small group family. No matter what the size of your church, you can dramatically increase the percentage of your members in small groups.

Session Four (General):

HOW TO DISCIPLE PEOPLE, NOT JUST LEAD GROUPS

Have you ever noticed that Christians tend to know more than they practice? Do you want to help your small group leaders focus more on transformation than information? See how small groups can serve as perfect incubators for spiritual growth.

Session Five (Plenary):

THE COURAGE OF COMMUNITY

Have you ever known the right thing to do but found you didn't have the courage to do it? Have you ever needed encouragement to press on with the call? Leading a church to experience community is no easy task. It takes courage, tenacity, and perseverance – but the results are worth the effort.

SESSION OVERVIEW *(continued)*

Session Six (General):

HOW TO MOBILIZE YOUR GROUP FROM SITTING TO SERVING

Research has shown that people fail to serve, not because they don't want to serve, but because they haven't been asked or haven't been offered specific opportunities. Learn how small groups are the perfect tool to catalyze and mobilize your people for ministry.

Session Seven (Plenary):

THE CAUSE OF COMMUNITY

What cause drives you? How can you turn the eyes and hearts of your small groups to the desperate world around them? In this powerful session, Pastor Rick Warren will share his vision for the P.E.A.C.E. Plan, a strategy for mobilizing small groups to take center stage in the Great Commission.

Session Eight (General):

HOW TO MOVE FROM MAKING FRIENDS TO REACHING FRIENDS

How do authentic community and passionate evangelism fit together in small group life? Can they? Research says that most Christians place evangelism low on their lists of God's Biblical purposes. So how do you get people to reach out beyond their comfort zones of Christian friends?

Session Nine (General):

HOW TO EXPERIENCE "GOD MOMENTS" IN YOUR GROUP

Do you think of worship as the latest CD in your car? Is it just the first part of your weekend church service? What does worship look like in a small group? Worship is more than music. Discover how to create an environment conducive to groups experiencing the awe of God.

Session Ten (Plenary):

THE COST OF COMMUNITY

Community has a price tag. In fact, everything you do in small group ministry has a cost. Trying to turn the dream of community into reality can drain life and passion from you. Discover how to acquire and model a healthy, balanced life that allows you to serve out of the overflow of what God is doing in your life.

We're glad you joined us this week...

Our hope in this conference is to provide you with valuable insights and practical ideas that will help you lead more effectively, have more fun with your groups and empower others to do the same.

The Purpose Driven Church Seminar has been taught to over 400,000 pastors and church leaders all around the world. You are getting the next phase of training in this conference this week. By the end of the week, we hope to answer how you might cultivate healthy and balanced disciples through modeling by you, your small group and design a plan specifically for your Small Group Ministry.

What Benefits Will There Be?

- By breaking away from your normal routine, we hope to encourage some new strategies, skills and simple techniques that could transition your current Small Group Ministry.
- You'll hear from several people that don't have all the answers, but are in the game of small group ministries too.
- You'll learn from the experiences of those around you.
- You'll experience transferable strategies for building your small groups next week.

Minds are like parachutes; they work best when they are open.

- You'll see and experience role plays, panels, videos, testimonies, table discussions, and most of all, a train-the-trainer environment.
- This conference will share some of the most recent information on small groups from Saddleback and help you apply those ideas.
- You'll have a ton of fun and start some new friendships.
- You'll hopefully be encouraged in your spiritual journey. We know Small Group Ministry can be wearing...we want you to be personally renewed, refreshed and recharged by the end of the day.
- We'll help you design your next steps, and help you after the conference.

Prepare Your Heart

1. Enter into the experience -- take some risks, engage with some new relationships and experience the moment.
2. Realize that we all are learners and need God to speak to us personally. Please resist comparison or quick judgments. It takes all kinds of churches to reach all kinds of people.

**God has not called us to be original at everything.
He has called us to be effective.**

3. Realize that you can learn from every person. Someone at your table may give you the idea of the day.
4. Don't call your office. You need and deserve this time away from distractions that could hinder a fresh perspective and future dreams. If at all possible, turn your cell phone off.
5. Write down your best ideas throughout this notebook and in your planners. These good ideas could serve your Small Group Ministry this next week.
6. Above all else, make yourself at home, have some fun and enjoy the journey together.

How To Navigate through This Conference

This conference is designed with a helpful variety of practical instructions, table interaction, and individual studies. **Before we start this conference**, keep these things in mind:

- **Think transferable principle**, not specific idea. You can probably transfer the general principle into your Small Group Ministry easier than the specific idea we've talked about. Principles for health will work with any size groups.
- **Recognize your time, help and resources will be different than ours.** Your ability to transfer principles will depend on your available time, your ability to get help and the strength of your resources.
- **Don't compare.** Comparing isn't productive. You'll either feel bad (we're worse) or arrogant (we're better). Both are negative responses. You can't see all the mistakes and failures we've made in order to learn; although we will try to give you a glimpse! Remember: other ministries always look better from a distance...this includes ours as well.
- **Don't feel guilty about the things you're not doing.** You will see many ideas and principles that have been brewing over a number of years. Don't feel guilty for not thinking of something. Is it more important to be original or effective? As you process this material, take what will work and adapt it to your setting as you can.
- **A healthy ministry takes time.** After the seminar is over, take a big breath. Look for some key areas to work on from your planners. Be patient. Be realistic. And be strategic with the principles that are assigned top priority. It may take a year or two to even begin seeing the health you desire. Take your time, build wisely, rely on God's wisdom and don't be afraid to get help from others. Network at the seminar! and after!
- **Keep processing.** Developing a Purpose Driven Small Group Ministry will challenge you. The principles within this seminar are "hand-in-glove" with the PDC church; but will still need adapting for your church, even if it is the best PDC church. Mark up this notebook, listen to the tapes, review your notes and discuss it with other leaders. The more you revisit the material and think through the principles, the easier it will become. It all makes sense, but digestion comes through different forms.

As we go through the seminar notice how the sessions are set up.
There are four types of Sessions:

Plenary Sessions: Plenary Sessions are the "vision." These sessions are inspirational, and paint the big picture on four vital dimensions of small group community.

General Sessions: General Sessions share strategy and philosophy. You will notice that each of these sessions start with the word "how." In these sessions you'll see "how" these topics fit into your life, your small group, and your church's small group strategy.

Workshop Sessions: Workshops dig into tactics. Each workshop leader will balance the time between training and experiential exercises, so you "get" it.

Q&A Sessions: The Q&A Sessions are designed to help you get answers to your specific questions. Although every Q&A is around a topic, any question is fair.

Make notes of ideas that hit you during the talks. When we use the term "small groups", don't be offended if you don't have small groups. These principles apply to Sunday schools, cell groups, meta groups, G12 groups, T4T (Training 4 Trainers), CPM (Church Planting Movement), house churches and just about any grouping of people can take these principles and make them work! You will also hear us use the term "Host". This can be equally interchanged with the term "Leader". We will explain this in Session Two and Session Three.

How is this seminar different from other small group seminars or conferences? Where some seminars try to teach you techniques and styles of how to handling the day to day pieces of group life (micro); we will be focusing on the philosophical and foundational set up the group structure (macro) and practical next steps. You need both for a healthy small group ministry. We are just recognizing what we can do in the time we have.

I hope you enjoy the week!

Blessings ~



Steve Gladen
Pastor of the Small Group Community
Saddleback Church
smallgroups@saddleback.com

The Saddleback Small Group Difference

by Steve Gladen

I'm often asked what Saddleback Church does differently in our small group strategy. My answer is, "not one thing." Because, in fact, we probably do several things that many other churches also do. But what has been so interesting is to watch how God uses the combination of many different things to reach people and connect them into life-changing small groups. This combination of eight key principles is what we characterize as the Saddleback difference.

Purpose driven groups, not special interest groups

Our small group strategy intentionally deepens the five Biblical purposes of Fellowship, Discipleship, Ministry, Evangelism, and Worship into every group. We are far more concerned about healthy groups than the number of groups. Groupings of people that meet around "special interests" are strategic, but are not groups that are trying to balance the five purposes for healthy individuals and groups.

So, while our greeter's small groups (in the Greeter's Ministry) are very important and strategic, those groups don't generally focus on "health" of the person and group, but on "greeting" people to our campus. You need specialty groups that accomplish individual purposes, but you need small groups to bring "health" to your church.

Good enough, not perfection

Our small group ministry strives to be effective, not excellent. We've made our biggest strides by pulling the trigger on ideas at the right moment, not by over-thinking every possible scenario that could go wrong. I love the passage of Scripture found in *Ecclesiastes 11:4*: "If you wait for perfect conditions, you will never get anything done." (NLT) We don't make excellence an idol, and we are not idle because we're waiting for perfection! God wants us to be good stewards of our resources, not good stoppers of every idea.

Relational, not multiplying

Small groups need a simple mission. Too often small group "theory" dictates that groups should be constantly multiplying. These strategies often place too much pressure on an average Leader to be a "church strategist" instead of a relationship builder. We help Small Group Leaders relax and use their natural desire to serve in ways that help their group grow closer.

When John and Mary walk in the front door of a small group, they're hoping that someone will be there who will greet them warmly, love them for who they are, pray for their challenges, encourage their growth in Christ, and praise their answered prayers. The last thing they want is those friends they are starting to trust, those people who they now feel ready to open up with, suddenly say, "OK, it was fun knowing you. Let's all pray about the new small groups we are going to start!" Life on life takes time. One piece of iron doesn't sharpen another piece of iron with one brush against it. Iron on iron has to happen many times in order for both to be sharpened.

The Saddleback Small Group Difference *(Continued)*

Growth by campaigns, not disrupting community

Small group ministries live in a constant tension between fellowship and evangelism. Do the people in our small groups continue to grow closer together or do we ask them to leave those groups so that we can grow the number of groups? What do we do about the people who have just recently joined a group? How long should a group stay together? These are all questions that get considered in every small group ministry, often proving that there is no light without fire. It is, after all, a delicate balance.

We have grown to more than 2,500 adult small groups at Saddleback Church because we use a campaign to launch new groups every year. Since 2002, campaigns have increased small group participation at our church from 30 percent to 110 percent. We now have more people in small groups than attend our weekend services (on average). And rather than taking energy from our small groups by forced division or multiplication, the campaign approach actually adds energy to groups. There's an excitement to being involved in a church-wide effort.

Leadership potential, not proven leaders

Our H.O.S.T. strategy is designed to first get people into serving and then build them into Leaders. If you wait for perfect people to lead your small groups, you'll be waiting until Christ's return. But you don't need "all-star, super-trained" Small Group Leaders to create a successful Small Group Ministry! All you need is people who are willing and obedient. Remember, God doesn't call the equipped, he equips the called. So, you can relax and heave a great sigh of relief. This small group strategy will help you no matter your church size. Using Biblically solid studies, even a member with a very young faith can host a small group in his or her home. We get people involved early in leading groups – and then help them get to where they need to be. Seems that's the model that Jesus showed us when he picked 12 ordinary men. His first requirement was "follow me."

But no ministry can grow much unless there is an infrastructure to support it. We look at the people who are serving as hosts and identify the ones who are natural shepherds. Then we begin to raise these people up through a "Small Group Leadership Pathway" that helps them understand the ministry, recognize God's call in their lives, and then trains them in head and heart fundamentals so they can be effective in the ministry right from the beginning. We take Hosts and turn them into Leaders! When people have reasonable knowledge of what to do, they enjoy the ministry more because they see God working through them quickly. This is literally part of a street-to-staff pathway that greets people at the front door and guides them into greater service for the Kingdom within the Small Group Ministry.

Ratios, not size

So often we get prescriptive about how big we want our small groups to get. Some churches assign people to groups so they can precisely limit size, others start the guilt train when a group hits a certain size, and there's probably at least one church in the world that preaches group size from the Old Testament. But let's face it, some people are just natural builders. You know the type. They start out with just a few people at their group and they just keep inviting others until pretty soon they have 20 or 30 people jammed into their house every Wednesday night, all trying to figure out who gets to sit down this week.

The Saddleback Small Group Difference *(Continued)*

At Saddleback, we don't penalize the people with the "gifts" of being able to gather people; instead, we encourage groups to become any size they wish to. Then we equip them for health in spite of their size. Through sub-grouping we help maintain ratios of attendees to leaders to optimum levels, so that participation and group health are not jeopardized. In other words, we say you can grow your group as big as you like and we'll show you how to foster an environment for life-changing community. In fact, sub-groups are one part of a strategy we call "large group/small group."

Simple systems, not complex structures

You don't need to spend a lot of money on staff as you grow. Saddleback uses a Leadership Development Process that can quickly build a network of 10-hour-per-week Community Leaders to develop, guide, and encourage group hosts to become Leaders. We now provide better care for our groups through a flattened structure. The beauty of this approach is it mobilizes those who have leadership potential within your small groups to serve in the ministry. Then it equips them with consistent, uniform training for service (our Saddleback Leadership Development Pathway).

The result of this process is that it helps bring health to your Small Group Network without adding to the stress of your staffing budget. Sure, organizational development books might say you need to have capillary networks, hierarchical trees, and org chart jungles with their accompanying costs in order to build a big organization. But in the end, you only want to help people get into groups that are healthy so they can experience life transformation. That doesn't take complexity; it takes simplicity.

Strategic care, not equal care

Some small group people believe that every group deserves equal care. But the reality is that not all groups are created equal. In any small group community there are early, mid, and late adopters. Some groups have very mature leadership. Some groups are brand new. Some are full of baby Christians. Others have been liberally sprinkled with challenging types of people. Of course we love them all, but we shouldn't put the same effort and attention into them all, because some simply will need more and some will need less. At Saddleback, we find that "equal care" can actually hurt leadership development and health rather than help. So, we prioritize our groups based on four categories. This simplifies care management and allows our leadership infrastructure to be more effective at providing care. The "Saddleback Small Group Difference" I shared in these three articles describes how small groups operate differently at our church. As I said in the first article, there really isn't one thing we do differently. It's all of them in combination. We don't pretend we have the perfect answers. These are just the ones that are working at Saddleback. Since 2002, God has grown small group participation in our church in a dramatic and exponential fashion. It is my prayer that your small group ministry experiences the same Kingdom impact, all for the glory of God.

INTERNSHIP OPPORTUNITIES at SADDLEBACK CHURCH

If you are looking for hands on experience, intentional training and a dynamic ministry atmosphere Saddleback Church has an internship opportunity that might be right for you.

We offer a two year internship program where you will be placed on one of our ministry teams. Here you will be exposed to a Purpose Driven church and will be given practical training in implementing, planning and programming around the biblical purposes. You will learn to transfer these purposes to any ministry setting as well as learn how to apply them to your own life.

Here is what a current intern at Saddleback Church had to say about it:

"This is the best thing that has happened to me in my life! Every day is filled with learning moments both in ministry and character wise." - Michal, Jr. High Intern from Holland

For information or to apply, please visit us at www.saddleback.com/Internships or call us at (949) 609-8000 or mail information to Saddleback Church • 1 Saddleback Parkway • Lake Forest, CA 92630

If you are interested in learning more about Internship opportunities at Saddleback Church via the postal service, please fill out this communication card and drop it in the mail and send it to the address above. We will contact you with more information and an application packet.

Name _____

Email _____

Phone # _____

Address _____

Church Name _____

Which track are you interested in?

- | | |
|---|---|
| <input type="checkbox"/> Adult Ministry Internships | <input type="checkbox"/> Student Ministry Internships |
| <input type="checkbox"/> Adult Small Groups Track | <input type="checkbox"/> High School Ministry Track |
| <input type="checkbox"/> Missions/PEACE Track | <input type="checkbox"/> Jr. High Ministry Track |
| <input type="checkbox"/> Administrative Track | |
| <input type="checkbox"/> College Ministry Track | |

SADDLEBACK CHURCH

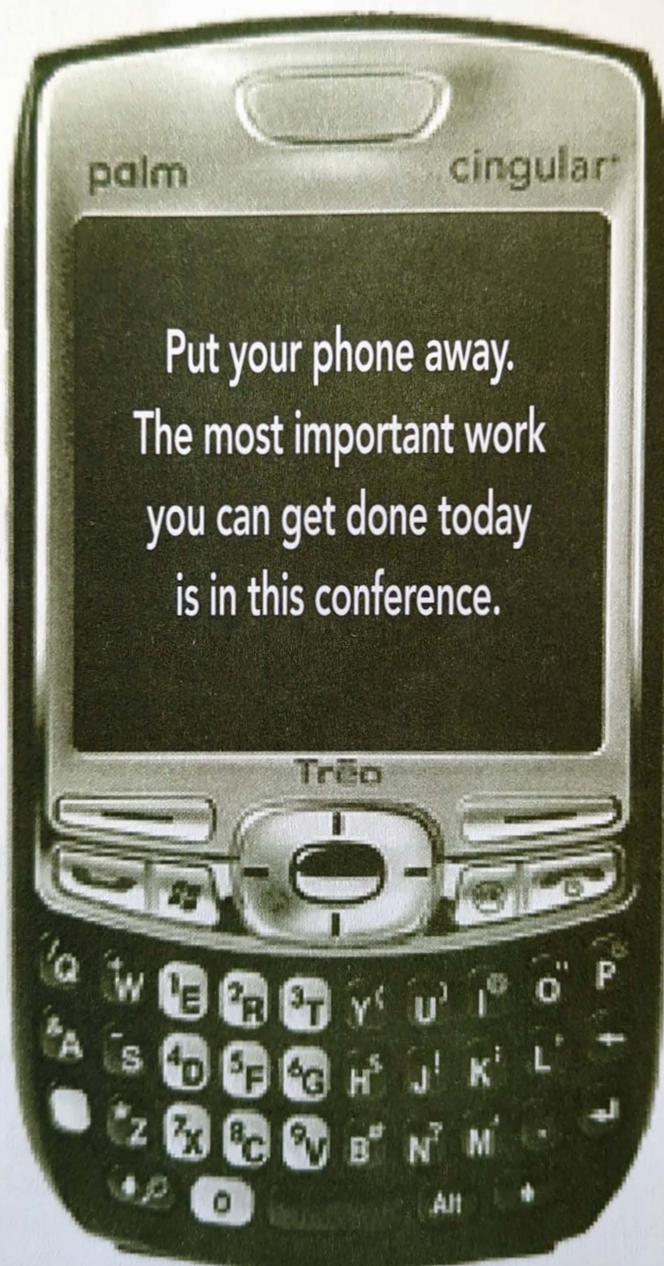
1 Saddleback Parkway • Lake Forest, CA 92630 • (949) 609-8000 • www.saddleback.com



"There can be no vulnerability without risk;
there can be no community without vulnerability;
there can be no peace, and ultimately no life,
without community."

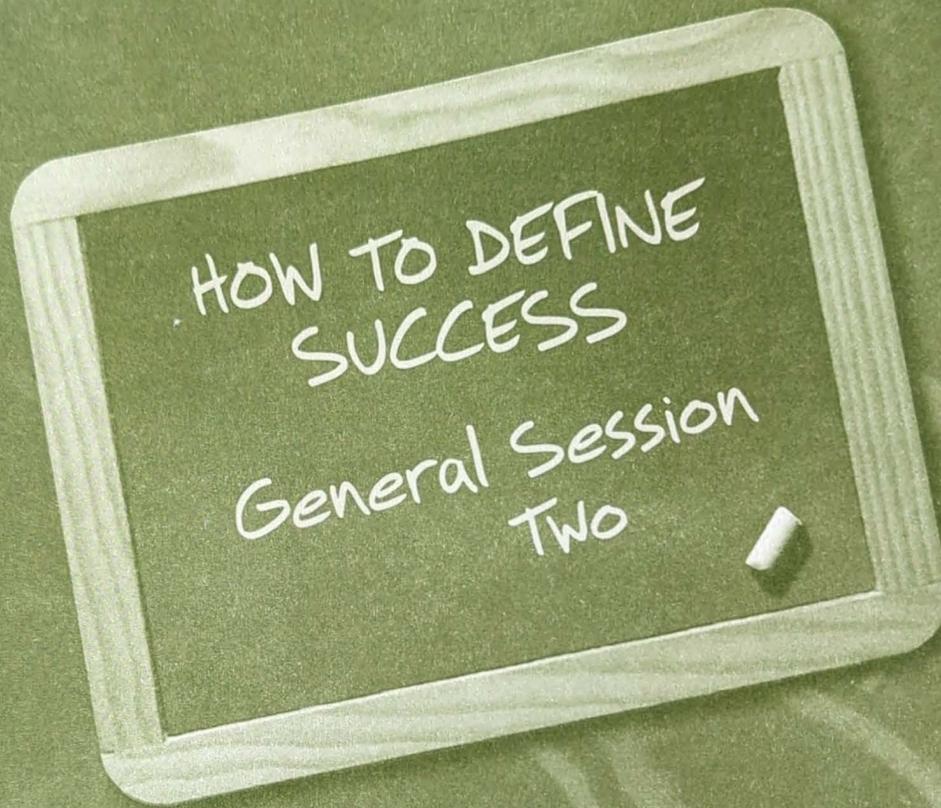
M. Scott Peck

Randy Frazee is a teaching pastor at Willow Creek Community Church, overseeing adult ministries and a new neighborhood strategy. An emerging leader and innovator in biblical community and spiritual formation, he has collaborated with George Gallup, Jr. on The Christian Life Profile.



Southwest Airlines' Approach

1. A bias for action: Allow people to make decisions.
2. Close to the Customer: Listen to and make changes based on customer feedback.
3. Autonomy and entrepreneurship: Allow for innovation and risk taking.
4. Productivity through people: Treat your leaders well.
5. Hands-on, value driven: Know what is happening in all aspects of the operation.
6. Stick to the Knitting: Keep it focused. Don't expand too quickly.
7. Simple form, lean staff: Fewer layers of hierarchy.
8. Simultaneous loose-tight properties: Focus on quality, reliability, action, regular informal communication, and quick feedback.



"There is nothing more difficult to take into hand,
more perilous to conduct, or more uncertain in its success,
than to take the lead in the introduction of a new
order of things.

Nicolo Machiavelli

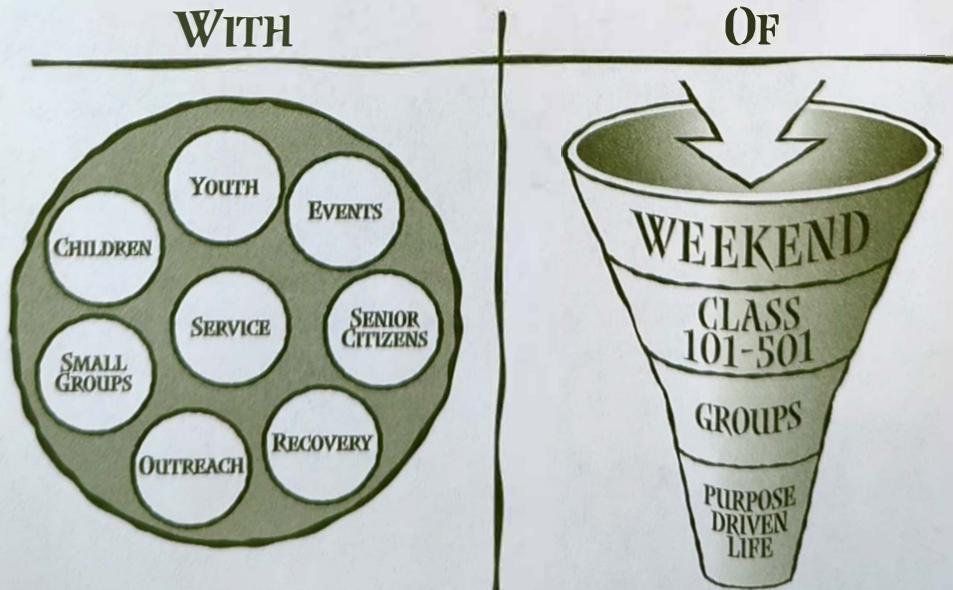
To Master Change
 your _____ must switch
 from what you will _____
 to what you will _____.

1. UNDERSTAND HOW GROUPS FIT IN YOUR _____ STRATEGY.

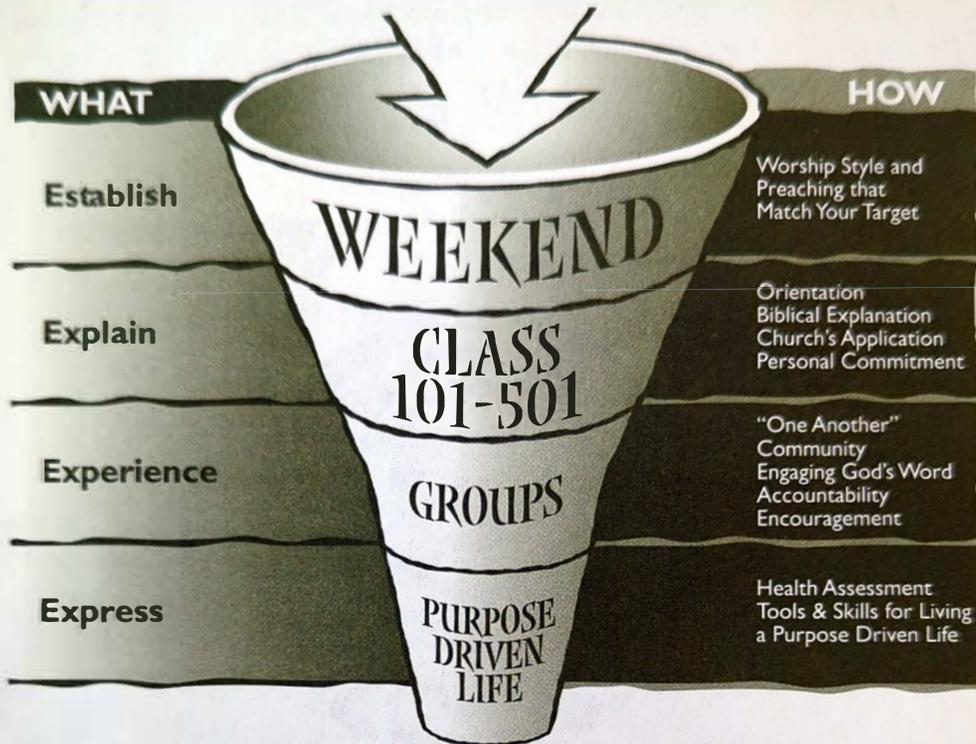
"Day after day, in the temple courts and from house to house, they never stopped teaching and proclaiming the good news that Jesus is the Christ." Acts 5:42 (NIV)

- Philosophically

CHURCH GROUPS



- How we approach and implement groups



The number one task of leadership is to continually clarify and communicate the purpose of the organization.

Concentric Circles for a Small Group Ministry and a Small Group

The goal of your small group or Small Group Ministry is to "Think Developmentally". You want to move people from the outer circle (Community) to the inner circle (Commissioned). Wherever people in your small group or your Small Group Ministry are at, you want to think, what the next step is and how our small group can or Small Group Ministry can develop people.

Just as a computer has many systems running in the background so your programs work well; so you, as the Host or Small Group Ministry Point Person, have the developmental process of the concentric circles running in the background of your strategy.

So where are the people in your small group or Small Group Ministry?



Community

Small Group Ministry: The local population unconnected in and around your church.

Small Group: Those not in your group you are praying for to connect.

Crowd

Small Group Ministry: Those in your churches database that are connected to a small group.

Small Group: Those attending your Small Group.

Congregation

Small Group Ministry: Number of people in a Small Group taking on a role.

Small Group: Taking on a role (formal or informal) in the small group.

Committed

Small Group Ministry: The number of people who have the role of Future Host in the group.

Small Group: Those committed to being a Future Host.

Core

Small Group Ministry: The number of people hosting a group.

Small Group: The Host of the Small Group.

Commissioned

Small Group Ministry: the number of small groups engaged in the P.E.A.C.E. Plan.

Small Group: The group is committed to P.E.A.C.E. Plan with a P.E.A.C.E. Champion.

2. KNOW THE _____ AND _____ OF THE SMALL GROUP MINISTRY.

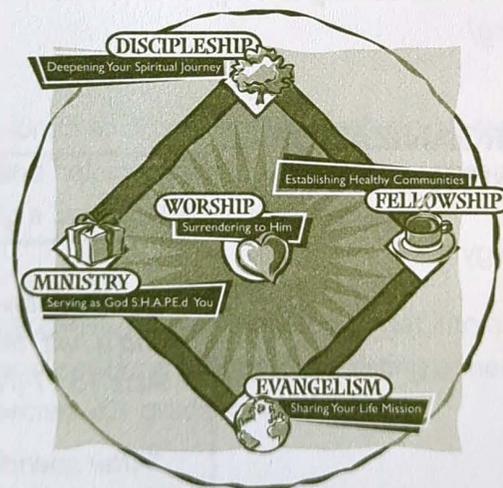
We remain committed to seeing the five biblical purposes deepened in the church, large groups/ small groups, small groups and each individual life.

VISION *Why We Are Here*

To see every person,
from the core of our church,
to the ever-growing community,
connected in a **HEALTHY** small group.

*"You can develop a healthy, robust community that lives right with God and enjoy its results only if you do the hard work of getting along with each other, treating each other with dignity and honor."
James 3:18 (Msg)*

- Repeatedly cast vision – beware of vision leakage.



MISSION *What We Do*

To help spiritual seekers
become transformed believers
who model Purpose Driven Lives
and motivate others to do the same.

With _____

"I am the Good Shepherd. The Good Shepherd puts the sheep before himself, sacrifices himself if necessary.

A hired man is not a real shepherd. The sheep mean nothing to him. He sees a wolf come and runs for it, leaving the sheep to be ravaged and scattered by the wolf. He's only in it for the money. The sheep don't matter to him."

John 10:11-13 (Msg)

With _____

"He felt great pity for the crowds that came, because their problems were so great and they didn't know where to go for help. They were like sheep without a shepherd. He said to his disciples, "The harvest is so great, but the workers are so few. So pray to the Lord who is in charge of the harvest; ask him to send out more workers for his fields."

Matthew 9:36-38 (NLT)

With _____

"Sooner or later we'll all have to face God, regardless of our conditions. We will appear before Christ and take what's coming to us as a result of our actions, either good or bad."

2 Corinthians 5:10 (Msg)

3. UNDERSTAND THAT ORGANIZATIONAL _____ IS A CRITICAL PART OF HEALTH

- Community Leaders Strategy
 - Small Group University
 - Relational connections
- Area Leaders Strategy
 - Relational one-on-ones
- Small Group Ministry Strategy
 - Relational (health over reports)
 - Affinity
 - Geography

*"So Paul stayed there for the next year and a half, teaching the word of God."
Acts 18:11 (NLT)*

*"After spending some time in Antioch, Paul set out from there and traveled from place to place throughout the region of Galatia and Phrygia, strengthening all the disciples."
Acts 18:23 (NIV)*

Community Leader Strategy 1:25



Community Leader Tasks

GIVING CARE:

Each Community Leader cares for 25 to 30 small groups including a monthly connect, handling problems/issues as they arise, and helping groups balance the purposes by completing the Spiritual Health Assessment and creating a Spiritual Group Health Plan.

CONNECTING PEOPLE:

Oversee the connection of all people in your area looking to get into a small group. This involves a reactive effort to connect all people seeking groups into existing or new groups. Proactively, the team will work to connect all unconnected 201 grads to small groups.

TRAINING LEADERS:

Oversee all training of all new Hosts in your area. This involves getting new Hosts to Leader Training 1 (centralized) and delivering the content of Leader Training 2 (decentralized) to provide the Host with the tools needed to lead a group.

P.E.A.C.E. COACHING:

To help a small group successfully complete a P.E.A.C.E. trip and to help them continue taking the next steps in missions.

Role	Goals
CONNECTING PEOPLE	<ol style="list-style-type: none"> 1. Connect all people referred. 2. Make sure all interested people have connected to a small group.
TRAINING LEADERS	<ol style="list-style-type: none"> 1. 50% of leaders through LT1 and LT2 the end of the year. 2. Develop training calendar/process.
P.E.A.C.E. COACHING	<ol style="list-style-type: none"> 1. To shepherd, encourage, motivate and team building. 2. Help identify a Small Group P.E.A.C.E. Champion in every group. 3. Provide available resources to help small groups do P.E.A.C.E.
<p>PERSONAL CARE</p> <ol style="list-style-type: none"> 1. Attend all CL meetings. 2. Complete Health Assessment and have a Health Plan. 3. Be in a small group. 	<p>GROUP CARE</p> <ol style="list-style-type: none"> 1. Contact all of your assigned groups monthly. 2. Categorize your groups into four tiers. <ul style="list-style-type: none"> • Priority Care - those groups which are new • Personal Care - those groups where a relationship is formed • Phone/email care - those groups where we know them and are confident with their experience • Persistent Care - those groups which are late adopters. 3. Have each group complete a Health Assessment and Health Plan. 4. Get all group leaders to take the next step in training (LT1 or LT2).

SMALL GROUP RESOURCES

WORKSHOPS

Area Leader Strategy 1:250



1000

CONNECTION

Affinity Events to bring awareness across the church.

Ex. Campaigns, Men's Conference, etc.



100

COMMUNITY

Affinity Events which utilize people's gifts to reach 25 to 100 people.

Ex. Retreats, Seminars, etc.



10

CURRICULUM

Affinity based tools and resources to support small groups.



CARE

Care for Community Leaders using the Health Assessment/Planner, training, events, and meetings.

Small Group Ministry Strategy

PURPOSE	GOAL	OBSTACLE	STRATEGY	LEADER DEVELOPMENT
Fellowship	Connect to Community	Isolation	Campaigns	LT1 LT2 Skills
Discipleship	Being Like Christ What's your next spiritual step?	Immaturity	Curriculum Pathway	LT2 Health LT2 Inductive Studies
Ministry	Ministry to Believers	Insignificance	Serving Pathway	LT2 Ministry
Evangelism	Mission to Unbelievers	Inadequacy	P.E.A.C.E. (personal, local, global)	LT2 P.E.A.C.E.
Worship	Surrender to Christ	Intimacy (lack of)	Health Assessment Health Plan Spiritual Partner	LT2 Character LT2 Worship*

*This module is being developed.

4. KNOW THESE BIBLICAL EXAMPLES OF WHAT A PURPOSE DRIVEN SMALL GROUP DOES.

A. Defining Scriptures

The Great _____ Matthew 28:19-20 (NIV)

"Therefore, go and make disciples of all nations (Evangelism), baptizing them in the name of the Father and of the Son and of the Holy Spirit (Fellowship), and teaching them to obey everything I have commanded you (Discipleship)."

The Great _____ Matthew 22:37, 39 (NIV)

"Love the Lord your God with all your heart and with all your soul and with all your mind (Worship)."

"Love your neighbor as yourself (Ministry)."

Saddleback Church Staff Values

1. We value Servantheartedness
People are not interruptions to your ministry. They are your ministry. (Matthew 20:28)
2. We value Diversity
Build on the strengths of those on your team so that their weaknesses become irrelevant. (1 Corinthians. 12:27)
3. We value Authenticity
You don't have to be perfect to serve on this staff-but you do have to be authentic. (2 Corinthians 4:1-2)
4. We value informality
It is more important to be personal than professional. (1 Peter 3:8)
5. We value Simplicity
Practice the "good enough" principle: It doesn't have to be perfect for God to use and bless it. (Proverbs 13:7; Ecclesiastes 7:29)
6. We value Flexibility
Blessed are the flexible-for they shall not be broken! We have made a decision that we value GROWTH over CONTROL. (Matthew 9:17)
7. We value Teamwork
We hate gossip. We strive for humility. (Philippians 2:3-4).
8. We value Continual Learning
Growing churches require growing leaders. (Proverbs 19:8)
9. We value Margin
Rest is not just a good idea, it is God's command. (Psalms 127:2)
10. We value Humor
Take God very seriously, but don't take yourself too seriously! (Proverbs 17:22)
11. We value Risk taking
Make at least one mistake a week. Just not the SAME mistake! (Matthew 9:29)

B. Five Elements: Acts 2:42-47

1. _____

"They devoted themselves to the Apostles' teaching..."
Acts 2:42 (NIV)

2. _____

"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, ..." Acts 2:46 (NIV)

**Christians need relationships to grow. We don't grow in isolation;
we develop in the context of fellowship.**

3. _____

"Everyone was filled with awe..."
Acts 2:43 (NIV)

4. _____

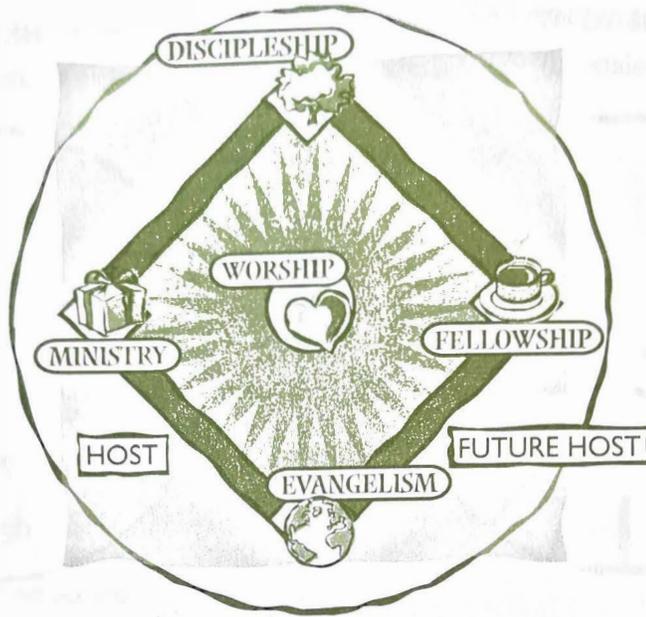
"They gave to anyone as he had a need..."
Acts 2:45 (NIV)

5. _____

"And the Lord added to their number daily those who were being saved."
Acts 2:47 (NIV)

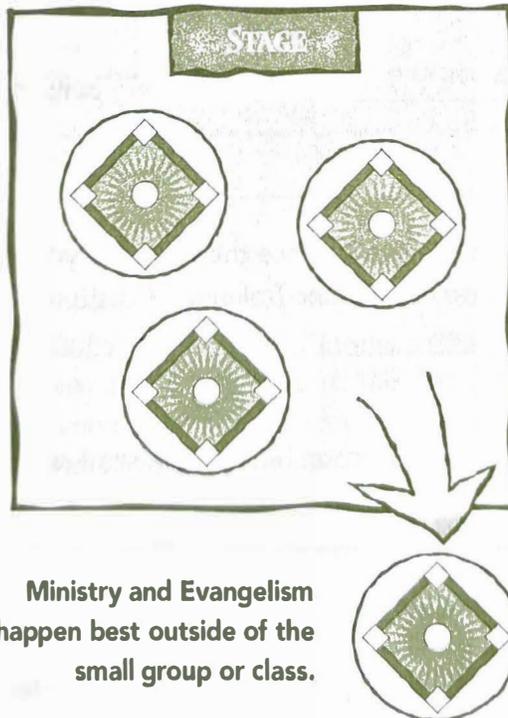
DECENTRALIZED SMALL GROUPS

(off campus)



CENTRALIZED SMALL GROUPS

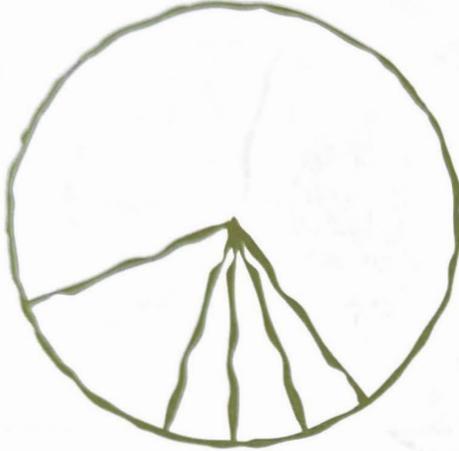
(on campus)



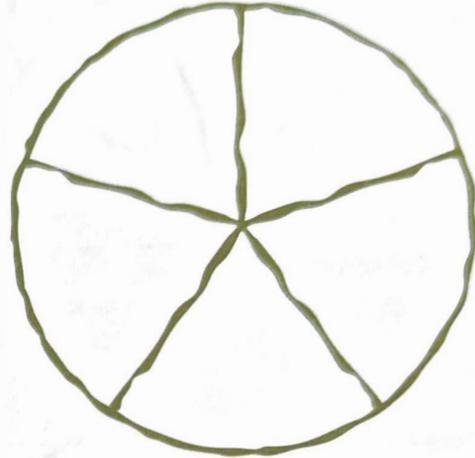
Ministry and Evangelism happen best outside of the small group or class.

5. _____ OF THE PURPOSES IS THE KEY IN THE SMALL GROUP.

UNHEALTHY
(unbalanced)



HEALTHY
(balanced)



The key issue for groups in the twenty-first century will be health, not growth.

A. Understand it's not _____ every purpose when your group meets.

For more tools to balance the health of your group, look into our Leader Training 2 Health module.

B. _____ your group health on a semi-annual basis.

Without a system and a structure to balance the five purposes, your small group will overemphasize the purpose that expresses the gifts and passions of its Host/Leader.

6. DEVELOP A CLEAR AND SIMPLE _____ FOR LEADERS TO FOLLOW.

"Since a dull ax requires great strength, sharpen the blade. That's the value of wisdom; it helps you succeed." Ecclesiastes 10:10 (NLT)

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

- Don't give too much training; encourage continued education
- Encourage training to be passed on to those they lead
- Make the training as relational as possible
- Make training high quality with multiple delivery systems
- Make training an expectation
- Speak to their heart

**The number one task of leadership is to continually clarify
and communicate the purpose of the organization.**

"It's human nature to get distracted by minor issues. ... Without a clear purpose, you will keep changing directions, jobs, relationships, churches, or other externals – hoping each change will settle the confusion or fill the emptiness in your heart. You think, maybe this time it will be different, but it doesn't solve your real problem – a lack of focus and purpose. The Bible says, 'Don't live carelessly, unthinkingly. Make sure you understand what the Master wants.'" Ephesians 5:17 (Msg)

Purpose Driven Life, Pastor Rick Warren (p. 32)

Small Group Leadership Development Pathway Overview

"For this reason I remind you to fan into flame the gift of God, which is in you through the laying on of my hands. For God did not give us a spirit of timidity, but a spirit of power, of love and of self-discipline."
 2 Timothy 1:6-7 (NIV)



SMALL GROUP LEADERSHIP DEVELOPMENT PATHWAY

Congratulations! You are embarking on a journey today that will help you as a Small Group Host reach your leadership potential. As Pastor Rick Warren says... "Leaders are learners! The moment we stop learning we stop leading." So it is our goal to help you learn more about who God has made you and how that impacts how you lead within your small group and the Small Group Ministry of our church. We strive to achieve this goal by...

- Empowering you to discover and develop your SHAPE for leading
- Equipping you through transferable training modules
- Encouraging you through ongoing support and accountability

As you glance at the Small Group Leadership Development Pathway you will notice a sequential process including on-campus and off-campus training. The following is a brief outline of each step of the pathway.



HOST: This is the starting point of our pathway. A Small Group Host is a member of Saddleback Church that desires to help facilitate a group of people towards living a Purpose Driven Life.



LEADER TRAINING 1: This is our monthly, on-campus, basic training for all new Hosts. This course focuses on three main areas of the Small Group Ministry to prepare you for your new role.

1. Small Group Strategic Overview
2. Small Group Survival Guide
3. Small Group Support System



COMMUNITY LEADER: You will not be alone as you journey through the Small Group Leadership Development Pathway. Because relationships are a vital ingredient to your success, you will be teamed with a Community Leader (CL) throughout your small group leadership journey. A CL is a seasoned member of our Small Group Ministry that the church has identified as someone that "gets it and lives it". In addition, your CL cares about you and the success of your small group.



LEADER TRAINING 2: This is our five-module off-campus training course, based around the five biblical purposes, facilitated by your Community Leader. Module one focuses on the biblical character traits of leaders and how they intersect with your life (Worship). Module two focuses on the most common skill sets needed to build a healthy community (Fellowship). Module three focuses on how to build a healthy Purpose Driven Small Group that strives to balance and fulfill all five biblical purposes in community (Discipleship). Module four helps us empower our small groups for service (Ministry). Module five focuses on how your small group can be an instrumental part of the P.E.A.C.E. Plan.



LEADER: Upon completion of Leader Training 1 and 2, you are now considered a Leader in the Small Group Ministry. We recognize Small Group Leaders as people who show leadership.

- Listen more than you speak.
- Engage in ongoing care and development.
- Actively reach out to those beyond your group.
- Develop a healthy and balanced group.
- Encourage every member to share a group role.
- Remember God's calling in your life.
- Surrender all that you are to God.
- Humbly lead your group with authenticity
- Invest your time in potential leaders
- Pray consistently for your group



SMALL GROUP HOST GATHERING: All Leaders are learners. As a Small Group Leader we want to continue to invest in your development. The Small Group Host Gathering (SGHG) will consist of large group worship, training focused around one of the purposes, followed by elective workshops to meet your specific leadership needs.

CORE VALUES: The Small Group Leadership Development Pathway is directed by four core values, which govern every aspect of our efforts.

1. **LEADERSHIP! (your development)** We believe every Leader must continually be pursuing biblical excellence in their own life and leadership to properly impact those they cross paths with.
2. **RELATIONSHIP! (your personal group's development)** We believe encouragement, support, and accountability are vital ingredients to lasting spiritual transformation. Therefore, we strive to provide the right balance of coaching, encouragement, and accountability.
3. **STEWARDSHIP! (their individual development)** We believe part of honoring God is honoring whom He has made us. Therefore, we challenge every host and leader to discover and develop their God-given SHAPE and use it for His glory.
4. **PARTNERSHIP! (team development)** We desire to learn the best practices within our entire Small Group Ministry, recognizing that greater success comes through the sharing of ideas, talents, and resources.

"The planned multiplication of small groups is made possible through the continual development of leaders as a by-product of the normal group life."

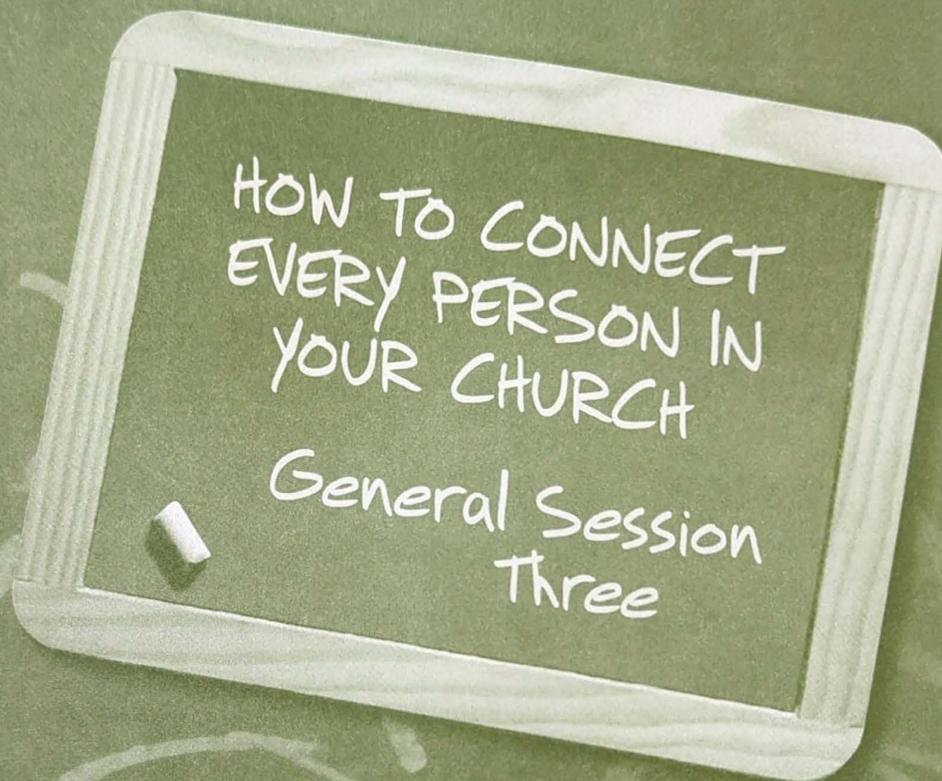
Christian Schwarz, *Natural Church Development*

7. USE THE _____ TO BALANCE THE PURPOSES IN YOUR LIFE AND THE LIVES OF YOUR GROUP MEMBERS.



PERSONAL EXERCISE

- *Take the Health Assessment and set one goal in one purpose*



"Connecting is life. Loneliness is the ultimate horror.....
rugged individualism, proud independence, and chosen isolation
violate the nature of our existence
as much as trying to breathe under water."

Larry Crabb

How do you bring _____ of the people in and connect them into Life Changing Communities?

1. BE _____ -- REMOVE THE BARRIERS AND FOCUS ON THE BENEFITS.

"I know the sheep and the sheep know me." John 10:14 (NIV)

Understand the minds of unconnected sheep. Never forget the feeling of doing something for the first time.

- What are the barriers and concerns?

- Childcare
 - 1) Each family gets own babysitter
 - 2) Find a house close to where you are meeting (childcare at one home/study at the other home)
 - 3) Dedicate one room in the house for childcare (each family can contribute money for childcare costs)
 - 4) Rotate one member out of small group to provide childcare
 - 5) Family group (meet in park)
 - 6) High school students provide childcare as their "ministry" project
 - 7) Trade child care with another small group
- Fear of intimacy
- Lack of spiritual maturity
- Time availability
- Lack of biblical literacy
- Past experiences with groups

- What are the benefits?

- _____
- _____
- _____
- _____
- _____

"You have to spend time with people -- *lot of time* -- to build deep relationships. This is why fellowship is so shallow in many churches; we don't spend enough time together, and the time we do spend is usually listening to one person speak."

Rick Warren

When people are trying to connect to your small group, these are things you need to be aware of:

1. Needs people have:

- To know and be known transparency
- To love and be loved unconditional
- To serve and be served servant's heart
- To celebrate and be celebrated affirmation
- To give and be given generosity
- To admonish and be admonished truth telling

The greatest gift you can give someone is your time.

2. Questions people have:

- Do I fit here? This is the question of acceptance.
- Does anybody want to know me? This is the question of friendship.
- Am I needed? This is the question of value.
- What is required for joining this group? This is the question of expectation.
- What is the advantage of joining this group? This is the question of benefit.

2. SHARE JESUS' DREAM OF _____ FOR EVERY SHEEP.

"When he saw the crowds, he had compassion on them, because they were harassed and helpless, like sheep without a shepherd. Then he said to his disciples, "The harvest is plentiful but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field." Matthew 9:36-38 (NIV)

"For Christ's love compels us..." 2 Corinthians 5:14 (NIV)

3. UTILIZE ALL _____ AVENUES FOR GETTING PEOPLE CONNECTED.
(MAKE FELLOWSHIP A VERB!)

- Pray to the Lord of the Harvest
- Personal invitations
- Pulpit announcements
- Classes & events
- Bulletin/website -- 1, 2, 3 Steps
- Small Group table at weekend services
- Sign-ups
- Testimonies
- Target Communities

"Small groups are the most effective way of closing the back door of your church. We never worry about losing people who are connected to a small group. We know that those people have been effectively assimilated."

Purpose Driven Church, Rick Warren (p. 327)

4. VIEW _____ AS STRATEGIC TIMES TO HELP CONNECT PEOPLE.

- **Significant events:** baptisms, baby dedications, weddings
- **Struggles:** loss of a loved one, financial trouble, separation, blending a family, single parenthood, health problems
- **Spiritual steps:** 101, 201, 301, new believers, seekers
- **Seasonal beginnings:** New Years, fall, winter, spring, week after Easter
- **Starts/Stops:** new curriculum series, starting a new class, campaigns

God uses both change and pain to make people receptive to the gospel and connect with to others.

What are the steps from "sign up" to "start up"?

1. Decide on qualifications for new Hosts.

Work through theological ramifications

- What will you allow small group Hosts to do?
- What role can women play in Small Group Leadership?
- Can Small Group Hosts administer communion and baptism?
- Work hard not to send mixed signals -- "You are the shepherd of your small group . . . but you can't serve communion in your group"

2. Recruit new Hosts. Be clear about expectations and requirements. Don't be afraid to ask people for this commitment.

Fish in several ponds for new hosts.

- Elders and deacons
- Current ministry leaders
- Current small group members
- People with gifts of hospitality

3. Collect information on new Hosts. Get accurate and adequate contact information.
4. Provide training for new Hosts. Give them a basic orientation and tell them just what they need to know to get them started. Don't overwhelm them.
5. Provide resources. Make available basic resources that help people with thing like...
 - ✓ How to invite people to your group
 - ✓ How to plan for the first meeting
 - ✓ Using the curriculum
 - ✓ How to share the ownership of the group
6. Provide support. Try to provide each Host the name of someone who will support them as a new Host.

Group Exercise

Describe in one minute your church's process for recruiting and moving people into small group leadership.

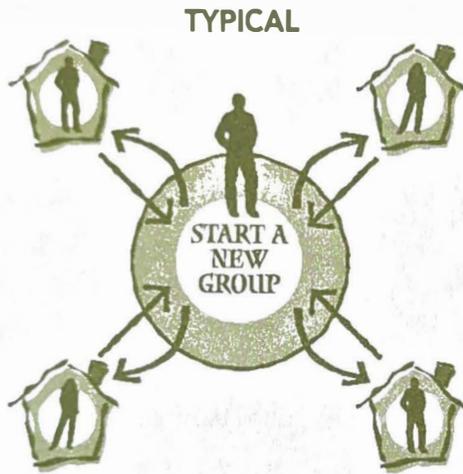
5. UNLEASH THE POWER OF THE _____ STRATEGY. (DECENTRALIZED)

Key elements

- Host vs. Leader terminology
- Exponential thinking – add a _____

What is a Host?

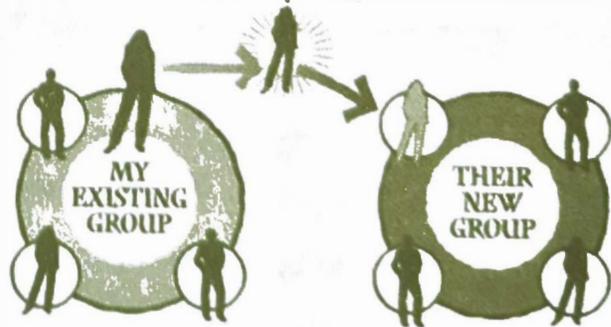
Have a heart for people
Open your home
Serve a snack
Turn on the video



HOST STRATEGY
Your Group Growth



New Host Exponential Growth



- Put responsibility on the Host to fill the group
- They fill the group with people they already have some relationship with
- Senior Pastor buy-in
- Short-term opportunity (six week commitment)
- Training and curriculum that are simple and easy to use
- Small Groups as the distribution point of the campaign
- Hosts need support from someone that can encourage, answer questions, give guidance and pray for them. This can come from coaches, volunteer leaders in your church or staff.
- Topic that is user friendly

You can either structure for growth or for control

6. USE CONNECTION EVENTS AS A STRATEGY TO GET _____ IN GROUPS. (CENTRALIZED)

Small Group Connection, a methodology that works

- Primary benefits:
 1. Ownership from the start
 2. New Hosts have a high felt need for coaching and training
 3. Connections are a quick way to identify Hosts and Future Hosts
 4. "Helps for Hosts" that puts 3-5 minutes of Host Training on the video before each lesson
- Questions you can use to get relationships started at the Connection:
 1. Share your church connection (How you heard about your church and what you love about it.)
 2. Spiritual journey (Where you've been and where you're going.)
 3. Small group ministry experience (What you've done & skills learned.)
 4. Something you need prayer about (Where your heart is.)

Fellowship is being as committed to each other as we are to Christ.

Selection Questions:

1. Who is the most likely Host in the group?
2. Who has the spiritual maturity & growing heart for God?
3. Who has the most small group/ministry experience?
4. Who is someone you would be willing to follow for 6-12 weeks?

After the Connection, then you can provide Host Training, curriculum and a Community Leader.

Have some kind of strategy

7. PROVIDE A _____ ENVIRONMENT TO HELP RELATIONSHIPS GO DEEPER ONCE PEOPLE GET CONNECTED.

Cultivating community takes frequency

Language Groups at Saddleback

Arabic/Persian	3
Japanese	8
Brazilian	2
Korean	9
Chinese	21
Vietnamese	5
Filipino	5
Indonesian	2
Spanish	17
Romanian	1
Russian	1
ASL	10
	<hr/>
	84

S _____ **Authentic Connections**

- Create an environment where people can be real and authentic
- Let your group be one where honesty is not awkward

The most difficult risk of all is to be honest with ourselves and with others.

- Let weakness be a strength in the group
- Don't let the agenda drive out the Holy Spirit

"Perfect love casts out fear." 1 John 4:18 (NIV)

A _____ **One Another**

- Listening skills (slow to speak & quick to listen)
- Rephrase what was said, affirm "thanks" ... "appreciate you sharing" ... "makes sense", use the "pause" ... "Is there anything else?", repeat last few words

F _____ **Leadership**

- Conflict resolution - protect the flock from harmful people
- Extra grace required people – the difficult people that Jesus died for too
- Deal with late people through the Small Group Guidelines
- Understand basic skills that can enhance your group time such as dealing with child care, humor, humility, eye contact and appropriate dress

E _____ **Shared Ownership**

- Use the Small Group Guidelines
- Use the Small Group Evaluation (what's working, what's not and what's next?)
- Subgroup whenever you get 4 or more

Moving from _____ group
to _____ group.

Remember, when the numbers go
_____ the care goes _____ .

"All those who were in distress or in debt or discontented gathered around him, and he became their leader. About four hundred men were with him". 1 Samuel 22:2 (NIV)

Critical Moments in the Small Group

Caring For E.G.R.'s:

In the life of any Small Group, there will come a time when the Small Group Leader will have concerns and struggles as to how to handle difficult people within their groups. With many different personalities attending a small group each week, the Small Group Leader must have a firm handle on how to identify and care for each of the personalities within their groups. Those group members who present special challenges are called "E.G.R's (Extra Grace Required). If not handled properly, an "E.G.R." will impede the dynamic and overall chances for healthy growth in the small groups they are attending.

In looking at the issue of how the Small Group Leader can better care for E.G.R.'s, we find the Apostle Paul giving us three distinct E.G.R. personalities, and the remedies for getting a better handle on ministering and caring for these individuals.

Theme Verse:

"And we urge you, brethren, admonish the unruly, encourage the fainthearted, help the weak, be patient with all men." 1 Thessalonians 5:14

E.G.R. Type #1 – The Unruly: "Admonish Them ..."

The "unruly" group member seems to have a knack for drawing the life out of every group they attend. Week after week, they use the small group as a therapy couch, lamenting about all of the problems in their lives (which never seem to improve). This type of "E.G.R." is completely unaware of how much of the small group's time they are actually consuming. Upon closer observation, the unruly E.G.R. might be most properly labeled as "in need of attention."

"Unruly" E.G.R. Character Traits

- Needy
- Loud
- Opinionated
- Controlling
- Non-repentant
- Conflict-driven

Caring For "Unruly" E.G.R.'s -- "What They Need Most is to Be Challenged!"

"Simon, Simon, behold, Satan has demanded permission to sift you like wheat; but I have prayed for you, that your faith may not fail and you, when you have once turned again, strengthen your brothers." Luke 22:31-32

1. Understand them as being under attack from Satan.
2. Pray for them for what they could be.
3. Understand the art of confrontation (one "intensity step" above).
4. Attempt to make them an ally ("Help me get others to share as you do.")
5. Speak privately about their need to consume the group's time.
6. Caution them that continued behavior will result in their dismissal.
7. Control the time given to each person to share ("All of us will have one minute to share on this issue").

E.G.R. Type #2 – The Fainthearted: “Encouraging Them...” (Continued)

The fainthearted E.G.R. will most likely resemble the “church mouse” within the setting of their small group. This type of E.G.R. may have recently begun to take spiritual inventory, and are beginning to make life changes in how they think about and view God. They may spend months just attending, listening, and just “taking it all in.” The fainthearted E.G.R. may not be used to relating their faith or praying with other believers. They would feel threatened if the Small Group Leader were to put them “on the spot” to share anything.

“Fainthearted” E.G.R. Character Traits

- Quiet
- Guarded (non-transparent)
- Fearful
- Timid
- Lacking Self Esteem
- Wary
- Under Construction in their Faith

Caring for the “Fainthearted” E.G.R.**“What They Need Most is to Be Cheered!”**

1. Pray specifically that God would begin encouraging them to “open up” over time. Until then, be patient.
2. Understand that God is using the small group to help them reevaluate and draw closer in their faith.
3. Encourage tenderly that their attendance is “important” and “appreciated.”
4. Be careful not to put them on the spot during sharing time.
5. Affirm them tenderly that God is in control of their lives.
6. Find the one positive thing in their personality and character and build on it.
7. Affirm them sincerely anytime they share.

E.G.R. Type #3 – The Weak: “Help Them...”

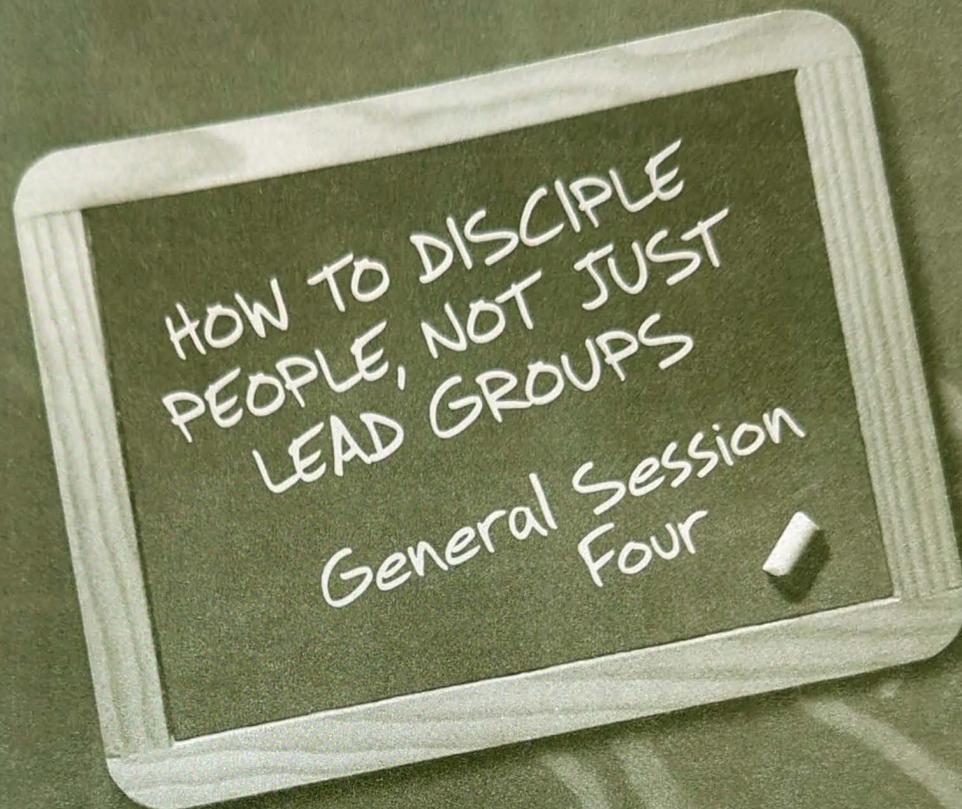
The weak E.G.R. quite often is a person struggling to get “off the mat” in their lives. The storms of life have blown harshly. Many Christian E.G.R.’s in this category may have recently had a death in the family, lost a job, or may have lost it all due to a substance abuse problem. They come to the group bewildered, and wonder if God really cares for them. Many E.G.R.’s in this category are living day-to-day with economic and emotional pressures. If the truth could be known, these E.G.R.’s would tell you that they are just trying to survive. Another E.G.R. in this category would be the non-believer who is attempting to get closer to God, but is finding it increasingly difficult to draw closer because of an addictive, sinful lifestyle.

The “Weak” E.G.R. Character Traits (Christian & Non-Christian)

- Coming out of tragedy
- Faithless
- Destructive life patterns
- Highly sensitive
- In bondage to sinful lifestyle
- Barely surviving
- Non-committal

Caring for the “Weak” E.G.R.**What They Need Most is to Be Carried!”**

1. Extra personal touches required (letters, phone calls).
2. Need to be loved and affirmed.
3. Never ignore.
4. Need to be taken by the hand.
5. Counseled to take life one day at a time.
6. May need specific guidance.
7. Good candidate to be the recipient of grace and gifts from their Small Group.
8. Extreme levels of patience and understanding.



"... there can be no maturity in the spiritual life, no obedience in following Jesus, no wholeness in the Christian life apart from immersion and embrace of community. I am not myself by myself. Community, not the highly vaunted individualism of our culture, is the setting in which Christ is at play."

Eugene Peterson, *Christ Plays in Ten Thousand Places* (2005)

1. GET CLEAR ABOUT THE _____ OUTCOME -- HEALTH

"And as the Spirit of the Lord works within us, we become more and more like him and reflect his glory even more." 2 Corinthians 3:18b (NLT)

- Give emphasis to all five purposes – The Purpose Driven Life
- The goal of discipleship is transformation, not information
- Regularly cast vision for holistic discipleship
- Evaluate against health, not attendance

"My dear children, for whom I am again in the pains of childbirth until Christ is formed in you." Galatians 4:19 (NIV)

Group Exercise

Who do you have a relationship with that has made significant impact on your spiritual growth? Specifically, what did they do that stimulated growth in your life?

How would you describe your church's discipleship strategy?

Foundational Questions that every church must answer regarding discipleship -

- What would a disciple look like?
- What are the key practices that stimulate spiritual growth?
- What is the delivery system for discipleship in your church?
- What role do groups play in the discipleship process?

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2. SPIRITUAL GROWTH IS MORE _____ THAN TAUGHT.

Jesus made and modeled discipleship relationally.

"He appointed twelve -- designating them apostles--that they might be with him and that he might send them out to preach." Mark 3:14 (NIV, emphasis added)

"And you should follow my example, just as I follow Christ's." 1 Corinthians 11:1 (NLT)

"Don't lord it over the people assigned to your care, but lead them by your good example." 1 Peter 5:3 (NLT)

"As a leader, the greatest gift you give people is who you are becoming in Christ. People follow you for who you are more than what you do." Dallas Willard

Leaders must take time to feed their own souls.

- It is possible to do ministry in such a way and at such a pace that your work FOR God can destroy the work OF God in you.
- Leaders must authentically share from their own journey.
- Provide spiritual growth tools and resources that leaders can grow from and pass on to others.

Want to move fast, go alone. ...

... Want to move far, go together.

The Foundations of Leadership

1. Identification: Know Who I Am.
2. Clarification: Know What I Want To Accomplish.
3. Motivation: Know Who I Am Trying To Please (God).
4. Collaboration: Work With A Small Group.
5. Concentration: Focus On What's Important.
6. Meditation: Listen To God Continually.
7. Relaxation: Take Time To Recharge.

by Rick Warren

"To see real transformation, our small groups must begin with reality. By removing our masks through the discipline of confession, we acknowledge the reality of who we are and open ourselves to God's transforming work." John Ortberg Discipleship Journal

3. YOU _____ FROM A DISTANCE, BUT YOU _____ UP CLOSE AND PERSONAL.

*"For you know that we dealt with each of you as a father deals with his own children, encouraging, comforting and urging you to live lives worthy of God, who calls you into his kingdom and glory."
1 Thessalonians. 2:11-12 (NIV)*

- Spiritual partners
 - ✓ Support and encourage
 - ✓ Accountability (someone I have invited to help me keep my commitments to Christ)
 - ✓ Truth telling

**Most people have no one in their lives who love them
enough to tell them the truth.**

- Life on Life discipleship
 - ✓ Who are you? (Hear their story and spend time getting to know them)
 - ✓ How are you? (This is a bit more personal as you now begin to discover their hopes, challenges or needs)
 - ✓ How can I help you? (This is the step of beginning to coach and mentor. You must have earned the right to fulfill this role)

**We need more than the Bible in order to grow;
we need other believers.**

"Many people assume all that is needed for spiritual growth is Bible study and prayer. But some issues in life will never be changed by Bible study or prayer alone. God uses people. He usually prefers to work through people rather than perform miracles, so that we will depend on each other for fellowship. He wants us to grow together."

The Purpose Driven Life, Rick Warren (p.176)

4. MAINTAIN A HEALTHY SPIRITUAL _____.

- Have multiple delivery channels
 - ✓ Curriculum
 - ✓ Web
 - ✓ Workshops and seminars

- Utilize the power of video curriculum
 - ✓ Types
 - List by purpose

OR

 - Categories
 - Biblical passages and stories
 - Doctrinal/apologetic
 - Equipping/life skill
 - ✓ Advantages
 - Opens up leadership to more people
 - Hosts can spend more time caring for the group
 - Builds confidence regarding quality and accuracy of teaching
 - ✓ Use curriculum that reinforces the purposes
<http://www.purposedriven.com>
 - ✓ Use curriculum that helps people become doers of the word – it's not just about academics.

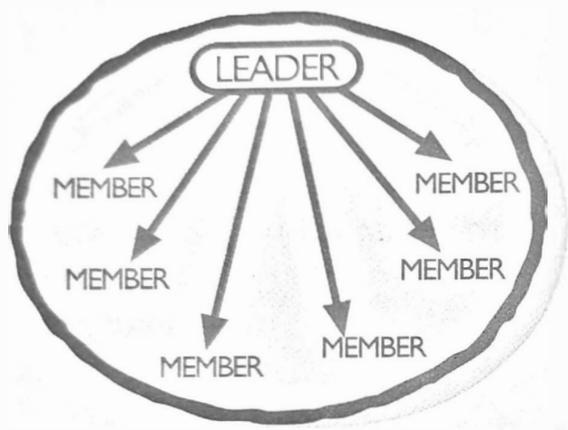
- Community Leaders should know what groups are studying and help Hosts with curriculum choices.

Focus on developing people, not just discussing a passage.

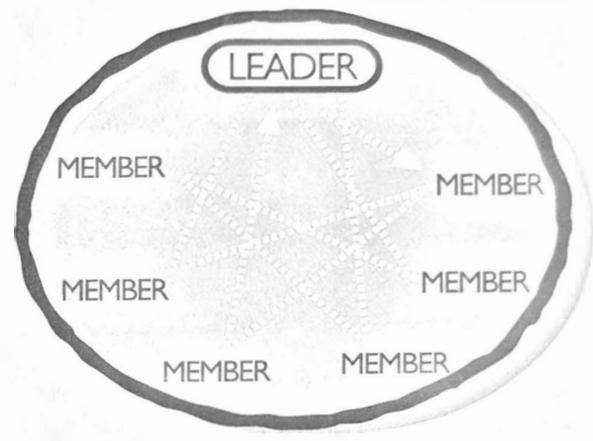
5. DON'T UNDERESTIMATE _____ MOMENTS IN YOUR GROUP MEETING.

- Facilitate for _____

DISPENSING INFORMATION



FACILITATING INFORMATION



Facilitation Tips

- Don't answer your own questions.
- Get comfortable with silence and quiet.
- Encourage more than a yes-or-no answer (Anything else?...How about?...Someone else?)
- Give affirmation whenever you can.
- Try to involve everyone.
- Be good listeners—provide support, not quick fixes
- Be sensitive to the leading of the Holy Spirit
- Begin and end on time

- Don't focus on getting through all the material – focus on helping people grow spiritually.
- Teach Hosts how to deal with sin issues – (Matthew 18:15-17)
 - ✓ Gossip
 - ✓ Heresy / Doctrinal issues
 - ✓ Divisiveness

6. REALIZE THE POWER OF _____ .

- Encouragement

"But encourage one another daily, as long as it is called today, so that none of you may be hardened by sin's deceitfulness." Hebrews 3:13 (NIV)

Regularly look for ways to speak blessing and affirmation into people's lives

- Resolving conflict

"There is no intimacy without conflict. Groups and marriages are often scared to death by conflict. So we do everything we can to avoid it. Nothing ever gets resolved, nobody grows, we just make nice.

Question: What is it in your group that's an issue but nobody wants to talk about it? This is a major barrier to real fellowship, to real relationship. The strongest marriages and the strongest groups are ones that grow through conflict and resolution. Not by pouting, not by covering up, but by dealing honestly with issues."

Rick Warren

Change will be necessary. And change will require courage.

In hindsight, those who resist change often look short-sighted. In the early 1800's, Martin Van Buren was the Governor of New York. He wrote a letter to President Andrew Jackson that illustrates the foolishness of resisting change. His letter went this way:

*To President Jackson,
The canal system of our country is being threatened by a new form of transportation known as the "railroads". The federal government must preserve the canals for the following reasons:*

One. If canal boats are supplanted by the "railroads", serious unemployment will result. Captains, cooks, hostlers, repairmen, and lock tenders will be left without means of livelihood, not to mention the numerous farmers now employed in growing hay for horses.

Two. Boat builders must suffer and towline, whip, and harness makers would be left destitute.

Three. Canal boats are absolutely essential to the defense of the United States. In the event of the expected trouble with England, the Erie Canal would be the only means by which we could ever move the supplies so vital to waging war. As you may well know, Mr. President, "railroad" carriages are pulled at the enormous speed of 15 miles per hour by "engines" which, in addition to endangering life and limb of passengers, roar and snort their way through the countryside, setting fire to crops, scaring the livestock and frightening women and children. The Almighty certainly never intended that people should travel at such breakneck speed.

Martin Van Buren

I believe that God intended us to travel much faster.

ABC's of Conflict Resolution

- A**sk God for direction
- B**e praying for the people involved
- C**are enough to confront

- Truth telling

"An honest answer is a sign of true friendship." Proverbs 24:26 (TEV)

Honesty is cultivated in an environment of authenticity.

Honesty is earned through relationship.

"Being candid and being connected go together. Healthy relationships and healthy groups are built on honesty, not flattery." Rick Warren

7. CONSTANTLY AND CONSISTENTLY ENCOURAGE SPIRITUAL _____

- Personal challenge to spiritual habits
- Classic Christian books
- Roles within the group
- Participate in a ministry or mission project
- CLASS 101-401

Real maturity shows up in relationships.



"The place where God calls you is the place where your deep gladness and the world's deep hunger meet."

Frederick Buechner

Joseph Stowell serves as the teaching pastor at Harvest Bible Chapel in Elgin, Illinois. A persuasive teacher of the Bible, God has frequently used him to penetrate and motivate the hearts of church leaders worldwide. For nearly 20 years, he served as president of Moody Bible Institute where his passion for spiritual formation impacted tens of thousands of students.

Problems to Avoid.

Losing perspective

- Stay around the sheep
- Model group life as an attender/Host

Forgetting the motivation of why you do groups

"For we must all appear before the judgment seat of Christ, that each one may receive what is due him for the things done while in the body, whether good or bad."

2 Corinthians 5:10 (NIV)

"'Woe to the shepherds who are destroying and scattering the sheep of my pasture!' declares the LORD. Therefore this is what the LORD, the God of Israel, says to the shepherds who tend my people: 'Because you have scattered my flock and driven them away and have not bestowed care on them, I will bestow punishment on you for the evil you have done,' declares the LORD. 'I myself will gather the remnant of my flock out of all the countries where I have driven them and will bring them back to their pasture, where they will be fruitful and increase in number. I will place shepherds over them who will tend them, and they will no longer be afraid or terrified, nor will any be missing,' declares the LORD. 'The days are coming,' declares the LORD, 'when I will raise up to David a righteous Branch, a King who will reign wisely and do what is just and right in the land.'" Jeremiah 23: 1-5 (NIV)

Ezekiel 34

"The word of the LORD came to me: 'Son of man, prophesy against the shepherds of Israel; prophesy and say to them: This is what the Sovereign LORD says: Woe to the shepherds of Israel who only take care of themselves! Should not shepherds take care of the flock? You eat the curds, clothe yourselves with the wool and slaughter the choice animals, but you do not take care of the flock. You have not strengthened the weak or healed the sick or bound up the injured. You have not brought back the strays or searched for the lost. You have ruled them harshly and brutally. So they were scattered because there was no shepherd, and when they were scattered they became food for all the wild animals.'" Ezekiel 34:1-5 (NIV)

Campaigns key to church going from 0 to 200 small groups

by Tobin Perry

SAN ANTONIO, Texas (PD) - For more than 50 years of the church's ministry, Concordia Lutheran Church in San Antonio, had been a place where God's Word had come alive regularly. Yet despite growing to more than 2,000 people in attendance there was still something missing — a place where people could grow spiritually in the midst of true community.

That changed in 2002 with 40 Days of Purpose and the arrival of small groups. The church started 60 small groups during that initial campaign. Three years later the church has more than 200 small groups. Learning to grab a hold of the natural ebbs and flows of the church calendar has been the key, according to Mike Newman, the church's associate pastor of adult discipleship.

More than 60 percent of the church's weekly attendance — 2,000 people on average — were connected through small groups during each of the last two bi-annual spiritual growth campaigns. Besides the 40 Days of Purpose campaign, the other campaigns have been created by the church, using a similar approach. These campaigns harness the momentum of the entire congregation by keeping everyone focused on the same material for a particular period of time.

"People need to stay passionate about small groups," Newman said. "If you are trying to keep a high level of passion 365 days a year, you are just going to get your people tired and worn out."

For example, Newman says people typically take breaks over the holidays and in the summer, and there are natural launching points at the beginning of the calendar and school years.

"You need to capitalize on that rhythm," Newman said. "Really get the passion and recruitment going for the fall and then revitalize it again after the first of the year. Don't feel like a failure if, in the summer, you aren't peaking out on your small group attendance."

While the church gives small group leaders a variety of curriculum options to use after the campaigns, the staff focuses its attention on the two campaigns. Newman said this excitement has been what drives the growth of the church's small groups.

"I'm seeing a lot of people coming to the church excited about getting into a small group, and the people in small groups enthusiastically inviting others to their group," Newman said. "There is a contagious atmosphere of seeing the church be what it is supposed to be."

In each of the two annual campaigns, small group studies run alongside of the weekend preaching schedule with the small group Bible studies and the weekend sermons having the same general topic each week. The church also pushes small groups intensively during the campaign. Because so much emphasis is put on small groups during this time, Newman believes the campaigns help church members understand that groups aren't a small club in the church but rather a vital and essential part of how the church chooses to minister in the community.

Campaigns key to church going from 0 to 200 small groups *(Continued)*

With such a huge influx of people in small groups, Concordia needed a structure to help care, resource, and support these new small group leaders. Volunteer coaches now connect with between 10 to 15 small group leaders. Two division leaders help serve the coaches. Newman believes the structure was essential to allowing ministries to grow in a healthy manner.

The church has made e-mail the central communication vehicle between coaches and small group leaders, making the process much easier for both according to Newman. He also says e-mail has allowed them to care for many more leaders than they ever could have before.

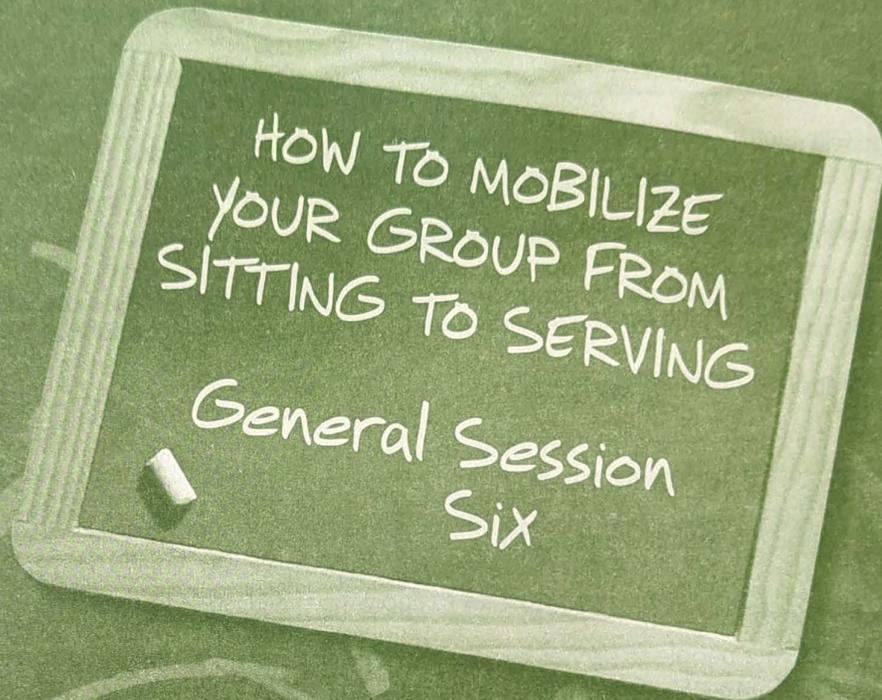
"We've found that our small group leaders did not want to be bothered much," Newman said. "They want to be accountable. They want solid training. They want to be on-board and give all the rosters, numbers, reports, and such, but the old system was that all the coaches are going to call the leaders every month to give them that information. But that really became cumbersome and overwhelming for the small group leaders."

Because it had been so instrumental to the church in 2002, Concordia went through 40 Days of Purpose a second time in the fall of 2004. Understanding that many people in the church had already been through the small group studies when the church did it the first time, Newman wrote specialized curriculum on different aspects of Rick Warren's best-selling book The Purpose Driven Life for different types of small groups, such as seniors, singles, and couples.

The campaign became so effective that small groups started forming in the oddest places — including on CB radios. Newman says that a truck driver in his congregation formed one group that was done completely over the radio with other small group members sitting in their own trucks. Others small groups formed outside of Texas, in states such as Minnesota and North Carolina, through people who visited the church and wanted to participate despite living out of state.

Newman hopes that eventually the number of people involved in small groups will surpass the number of people attending worship services. Believing that goal is central to where Concordia is going in the future, the church plans on adding a new staff position who will exclusively focus on growing the church's small group ministry.

"The body of Christ is a vital organism," Newman said. "Jesus never meant for it to be boring or detached or anonymous. Small groups really help the church stay fresh and vibrant."



"Everybody can be great... because anybody can serve.
You don't have to have a college degree to serve.
You don't have to make your subject and verb agree to serve.
You only need a heart full of grace. A soul generated by love."

Martin Luther King Jr.

1. CULTIVATE PEOPLE WITH A HEART AND _____ FOR SERVICE.

"So he got up from the table, took off his robe, wrapped a towel around his waist, and poured water into a basin. Then he began to wash the disciples' feet and to wipe them with the towel he had around him." John 13:4-5 (NLT)

You will never arrive at the state in life where you're too important to help with menial tasks. It's a vital part of your character curriculum.

There are some things you do in a group, not because you are gifted, but because you are part of a family.

- Model servanthood personally
 - Give people opportunities to understand this biblically (1 Corinthians 12:12-27)
- Mention opportunities to serve
 - Give people opportunities to apply this practically
- Motivate people to service by your encouragement and challenge
 - Give the ministry away, utilize the power of the "ask"

"A spiritual gift is given to each of us as a means of helping the entire church." 1 Corinthians 12:7 (NLT)

2. CHALLENGE PEOPLE TO _____ AND _____ THEIR GOD-GIVEN S.H.A.P.E. FOR MINISTRY.

"Make a careful exploration of who you are and the work you have been given, and then sink yourself into that. Don't be impressed with yourself. Don't compare yourself with others." Galatians 6:4 (Msg)

Your shape reveals your ministry, but your servant's heart will reveal your maturity.

Spiritual Gifts**H**earth**A**bilities**P**ersonality**E**xperience

- Teach a spiritual gifts class (CLASS 301) – use a sign up sheet for CLASS in the small group
- Encourage exploring interviews and ministry meetings (share progress)
- Do a “hot seat” exercise (Ask the group to share; I see you serving . . . I can see God using you to . . .)

One of the most life-changing gifts you can give people is the discovery of their “sweet spot” in ministry

“God has given gifts to each of you from his great variety of spiritual gifts. Manage them well so that God’s generosity can flow through you.” 1 Peter 4:10 (NLT)

“Whoever wants to be great must become a servant” Mark 10:43 (Msg)

How to Get Time Back

Seven techniques can help you get control of your top management agenda and make sure meeting time is spent building value.

1. Deal with operations separately from strategy.
2. Focus on decisions, not on discussions.
3. Measure the real value of every item on the agenda.
4. Get issues off the agenda as quickly as possible.
5. Put real choices on the table.
6. Adopt common decision making processes and standards.
7. Make decisions stick.

Taken from Harvard Business Review September 2004

3. CHALLENGE EVERYONE IN THE GROUP TO SHARE _____ .

"And let us consider how we may spur one another on toward love and good deeds."
Hebrews 10:24 (NIV)

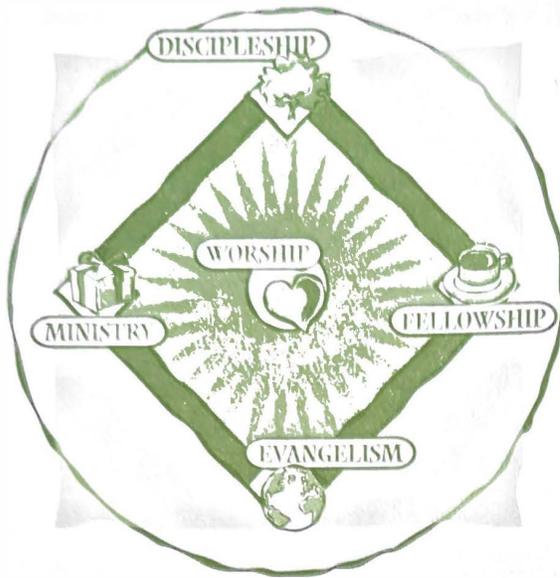
People grow the most when they are serving and taking responsibility. Every task, no matter how small is an opportunity to serve.

Find a role for every person in the group

"You were put on earth to make a contribution. You weren't created to consume resources—to eat, breathe, and take up space. God designed you to make a difference with your life. While many best-selling books offer advice on how to "get" the most out of life, that's not the reason God made you. You were created to *add* to life on earth, not just take from it. God wants you to give something back."

The Purpose Driven Life, Rick Warren (p. 227)

- **Worship**
 - Singing in the group
 - Oversee prayer
- **Fellowship**
 - Coordinating refreshments/meals
 - Celebrations and parties
- **Discipleship**
 - Co-host
 - Help with spiritual partners
- **Ministry**
 - Find ministry projects for group
 - Coordinate meals for a group member in crisis
- **Evangelism**
 - Oversee outreach plans
 - Help the group partner and participate in mission projects

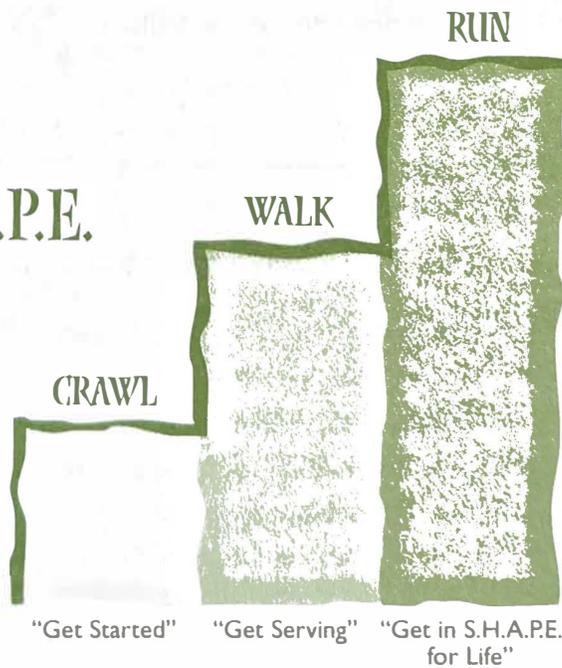


Rotate Leadership

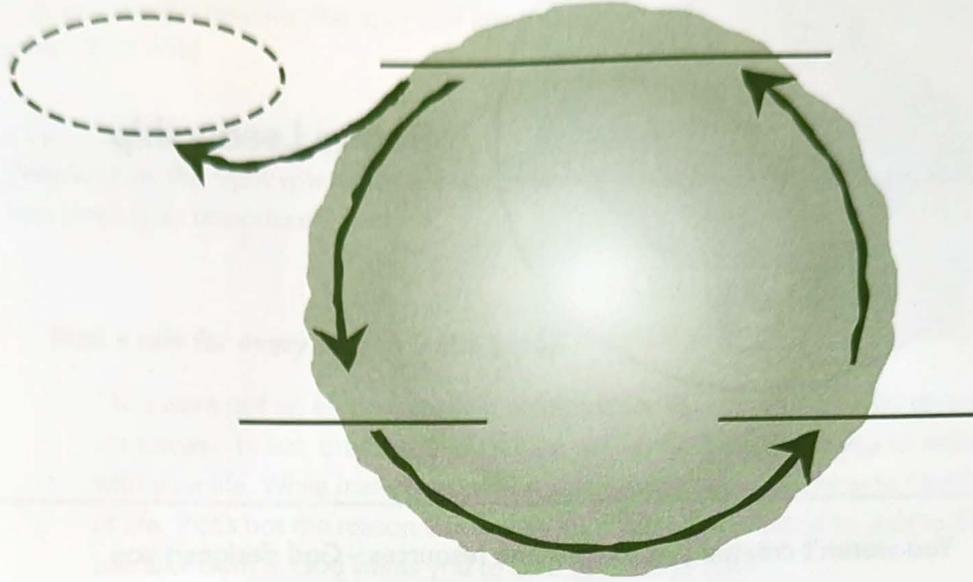
You weren't created just to consume resources – God designed you to make a difference with your life.

4. CHAMPION OPPORTUNITIES FOR SERVICE THAT ARE _____ APPROPRIATE.

STEP INTO S.H.A.P.E.



Key question: "Who's next and what's next?"



"[Rick] Warren didn't invent the cellular church. But he's brought it to an amazing level of effectiveness. The real job of running Saddleback is the recruitment and training and retention of the thousands of volunteer leaders for all the small groups it has."
Robert Putnam, Harvard Political Scientist

Look for Hosts who have the traits of a servant's heart.

- Do they have a willing heart?
- Do they take initiative?
- Do they follow through?
- Are they willing to take on menial tasks?
- Does their service seem motivated by love?
- Do they celebrate others who serve?

Thinking

The following concerns a question in a physics degree exam at the University of Copenhagen: "Describe how to determine the height of a skyscraper with a barometer."

One student replied: "You tie a long piece of string to the neck of the barometer, then lower the barometer from the roof of the skyscraper to the ground. The length of the string plus the length of the barometer will equal the height of the building."

This highly original answer so incensed the examiner that the student was failed immediately. He appealed on the grounds that his answer was indisputably correct, and the university appointed an independent arbiter to decide the case. The arbiter judged that the answer was indeed correct, but did not display any noticeable knowledge of physics.

To resolve the problem it was decided to call the student in and allow him six minutes in which to provide a verbal answer which showed at least a minimal familiarity with the basic principles of physics. For five minutes the student sat in silence, forehead ceased in thought. The arbiter reminded him that time was running out, to which the student replied, that he had several extremely relevant answers, but couldn't make up his mind which to use.

On being advised to hurry up the student replied as follows: "Firstly, you could take the barometer up to the roof of the skyscraper, drop it over the edge, and measure the time it takes to reach the ground. The height of the building can then be worked out from the formula $H=0.5g \times t$ squared. But bad luck on the barometer. Or if the sun is shining, you could measure the height of the barometer, then set it on end and measure the length of its shadow. Then you measure the length of the skyscraper's shadow, and thereafter it is a simple matter of proportional arithmetic to work out the height of the skyscraper. "But if you wanted to be highly scientific about it, you could tie a short piece of string to the barometer and swing it like a pendulum, first at ground level and then on the roof of the skyscraper. The height is worked out by the difference in the gravitational restoring force $T=2 \pi \text{sqrt}(1/g)$. "Or if the skyscraper has an outside emergency staircase, it would be easier to walk up it and mark off the height of the skyscraper in barometer lengths, then add them up. "If you merely wanted to be boring and orthodox about it, of course, you could use the barometer to measure the air pressure on the roof of the skyscraper and on the ground, and convert the difference in millibars into feet to give the height of the building. But since we are constantly being exhorted to exercise independence of mind and apply scientific methods, undoubtedly the best way would be to knock on the janitor's door and say to him 'If you would like a nice new barometer, I will give you this one if you tell me the height of this skyscraper'." - The student was Niels Bohr, the only Dane to win the Nobel Prize for Physics. Another great example of thinking outside of the square you live in.

5. _____ OPPORTUNITIES AND OPTIONS FOR SERVICE.

"Equip the saints to do the work of the ministry." Ephesians 4:11

- Look for group-serving opportunities—serving as a team helps to build memories and relational depth.
- Review roles and responsibilities—consider rotating roles occasionally.
- Do a group brainstorm "What would make our group better?" Then, "Would you be willing to...help make that happen?"
- Have a church-wide ministry fair.
- Occasionally, do a ministry project instead of having your regular group meeting.

"Small groups are networks. They create bonds among people. Expose people to needs, provide opportunities for volunteering, and put people in harm's way of being asked to volunteer. That's not to say that being there for worship is not important. But, even in earlier research, I was finding that if people say all the right things about being a believer but aren't involved in some kind of physical social setting that generates interaction, they are just not as likely to volunteer." Robert Wuthnow, Princeton Sociologist

6. _____ SERVANTHOOD.

- Take time in your group meeting for "serve" stories
- Take time in your group meeting to honor those who have served
- Take time for the group to affirm what they see in people's gifting
- Take time to recognize even the menial tasks that people do

_____ is fuel for the fire of motivation.

**God determines your greatness by how many people you serve,
not how many people serve you.**

7. PRACTICAL SUGGESTIONS FOR _____ THE _____ OF MINISTRY IN GROUP LIFE

- Have the entire group take CLASS 301 together.
- Do a spiritual gifts curriculum.
- Have the group adopt and serve another group within the church.
- Have specific ministry projects available that can be done as a small group.
 - ✓ Seasonal opportunities
 - ✓ Centralized (on your church campus) and decentralized (out in the community)
- Have people share their SHAPE with the group.
- Rotate leaders and subgroup.
- Do a simple personality inventory in the group—this can be a lot of fun and provide some very stimulating discussion.
- Look for ways to put into practice what you are learning in Bible study.
- Rally the group to meet needs that arise in the group.
- Have people in the group plan a next step that would help them develop their gifts and abilities.
- Have a discussion regarding how each person's gifts can make the group stronger.

**The last thing many believers need today is to go to another Bible study.
What they need are serving experiences.**

"In a Christian community, everything depends upon whether each individual is an indispensable link in a chain. Only when even the smallest link is securely interlocked is the chain unbreakable. A community which allows unemployed members to exist within it will perish because of them. It will be well, therefore, if every member receives a definite task to perform for the community, that he may know in hours of doubt that he, too, is not useless and unusable. Every Christian community must realize that not only do the weak need the strong, but also that the strong cannot exist without the weak. The elimination of the weak is the death of the fellowship."

Bonhoeffer

"The Christian community is a community of the cross, for it has been brought into being by the cross, and the focus of its worship is the Lamb once slain, now glorified. So the community of the cross is a community of celebration, a eucharistic community, ceaselessly offering to God through Christ the sacrifice of our praise and thanksgiving. The Christian life is an unending festival. And the festival we keep, now that our Passover Lamb has been sacrificed for us, is a joyful celebration of his sacrifice, together with a spiritual feasting upon it."

John Stott

BATTLESHIPS

1. Plot your ships (as per size) on "Your Ships" plot
2. Take turns firing a salvo at your enemy, calling out squares as "A3, B3" etc
 - A salvo is = number of Your Ships you have left (strategic).
 - A salvo is = 1 for kids (simple)
3. Mark salvos fired on "Enemy Ships" plot (and salvos received on "Your Ships" plot) with a / then mark hits as \ resulting in an "X".
 - you must accurately call out hits and also tell when a ship is sunk.
4. The winner is the first to sink all the enemy's ships

Your Ships

	1	2	3	4	5	6	7	8	9	10
A										
B										
C										
D										
E										
F										
G										
H										
I										
J										

number	ship	size
1 X	Aircraft carrier	5
1 X	Battleship	4
1 X	Cruiser	3
2 X	Destroyer	2
2 X	Submarine	1

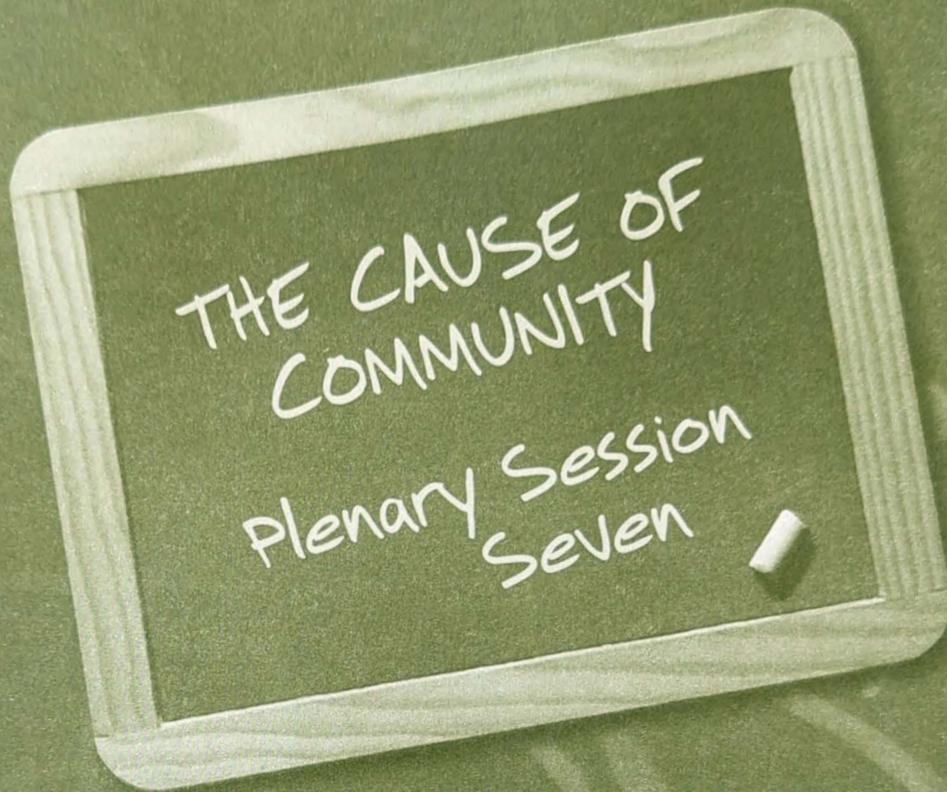
example

	1	2	3	4	5	6	7	8	9	10
A										
B										
C										
D										
E										
F										
G			/	X	/					
H										
I										
J										

Enemy Ships

	1	2	3	4	5	6	7	8	9	10
A										
B										
C										
D										
E										
F										
G										
H										
I										
J										

drawn by: Dom Bragge



"P.E.A.C.E. -- Ordinary people doing what Jesus did."

Rick Warren

Rick Warren is the founding pastor of Saddleback Church, and author of the best-selling books *The Purpose Driven Church* and *The Purpose Driven Life*. Rick is a big believer in small groups and attributes much of Saddleback's health, growth, and development to them.

THE GLOBAL P.E.A.C.E. PLAN

"I am the Lord, the God of all mankind. Is anything too hard for me?" Jeremiah 32:27 (NIV)

"With God's power working in us, God can do much, much more than anything we can ask or imagine." Ephesians 3:20 (NCV)

I. WHAT ARE THE WORLD'S BIGGEST PROBLEMS? "GLOBAL GIANTS"

- *"Everything is meaningless, utterly meaningless! What do people get for all their hard work? Generations come and go, but nothing really changes ... Everything is so weary and tiresome! No matter how much we see, we are never satisfied. No matter how much we hear, we are not content." Ecclesiastes 1:2-11 (NLT)*

- *"My work all seems so useless! I have spent my strength for nothing and to no purpose at all." Isaiah 49:4 (NLT)*

- *"The people are like lost sheep. They are abused, because there is no shepherd." Zechariah 10:2 (NCV)*
- *"As surely as I am the living God, you had better listen to me: My sheep have been attacked by wild animals that killed and ate them because there was no shepherd. The shepherds did not try to find the sheep. They were taking care of themselves and not the sheep." Ezekiel 34:8 (TEV)*

- *"Without wise leadership, a nation falls." Proverbs 11:14 (NLT)*

- *"Their skin has shriveled on their bones; it has become as dry as a stick. Those killed by the sword are better off than those who die of famine; racked with hunger, they waste away for lack of food." Lamentations 4:8-9 (NIV)*

- *"Prophets who spoke long ago, before my time and yours, predicted that war, starvation, and diseases would come to many nations and powerful kingdoms." Jeremiah 28:8 (TEV)*

- *"My people are destroyed from lack of knowledge." Hosea 4:6a (NIV)*

II. WHAT DID JESUS DO?

1. HE PLANTED A CHURCH

"I will build my church, and the gates of Hades will not overcome it." Matthew 16:18 (NIV)

2. HE EQUIPPED LEADERS

"Jesus appointed twelve – as apostles – that they might be with him and that he might send them out to preach." Mark 3:14 (NIV)

"I have given you an example to follow: do as I have done to you." John 13:15 (LB)

3. HE ASSISTED THE POOR

"The Spirit of the Lord ... has appointed me to preach Good News to the poor..." Luke 4:18 (NLT)

4. HE CARED FOR THE SICK

"Wherever Jesus went, he healed people of every sort of disease and illness." Matthew 9:35 (NLT)

5. HE EDUCATED PEOPLE

"Jesus went throughout Galilee, teaching in their synagogues, preaching the Good News of the Kingdom, and healing every disease and sickness among the people." Matthew 4:23 (NIV)

"Let the little children come to me, and do not hinder them, for the Kingdom of God belongs to such as these." Mark 10:14 (NIV)

Jesus' model is the antidote!

**What Jesus did in his physical body while on earth
he expects his spiritual body (the Church) to continue!**

III. HOW CAN WE CONTINUE IT? THE P.E.A.C.E. PLAN

"When you enter a house, first say, 'Peace to this house.' If a man of peace is there, your peace will rest on him; if not, it will return to you." Luke 10:5-6 (NIV)

**DEFINITION: Ordinary people – empowered by God making a difference together
– wherever they are.**

- 1) **PERSONAL** P.E.A.C.E. – your personal ministry to the people in your life.
- 2) **LOCAL** P.E.A.C.E. – your small group's ministry to others in your country.
- 3) **GLOBAL** P.E.A.C.E. – our church's ministry to the entire world!

P

"My ambition has always been to share the Good News where the name of Christ has never been heard, rather than where a church has already been started by someone else." Romans 15:20 (NLT)

"The one who plants and the one who waters work as a team with the same purpose. Yet they both will be rewarded (for) their own hard work." 1 Corinthians 3:8 (NLT)

E _____
"I will give you leaders after my own heart, who will guide you with wisdom and understanding." Jeremiah 3:15 (LB)

"Pass on what you heard from me in the whole congregation to reliable leaders, who are competent to teach others." 2 Timothy 2:2 (Msg)

A _____
*"If you see someone in need, and have the means to do something about it, but turn a cold shoulder and do nothing, what happens to God's love in you? It disappears!"
 1 John 3:17 (Msg)*

"What God considers to be pure and genuine religion is this: to take care of orphans and widows in their suffering ..." James 1:27 (TEV)

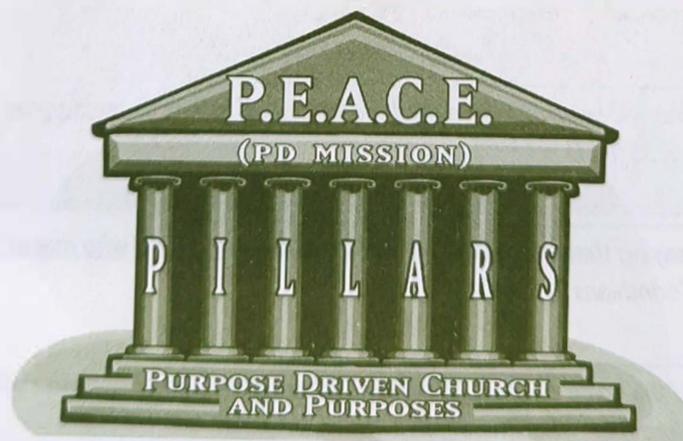
"If you help the poor, you are lending to the Lord – and he will repay you!" Proverbs 19:17 (NLT)

C _____
*"You must be compassionate, just as your Father is compassionate." Luke 6:36 (NLT)
 "Live a life of love, just as Christ loved us and gave himself up for us ..." Ephesians 5:2 (NIV)*

E _____
"So the next generation will know, and all the generations to come – Know the truth and tell the stories, so your children can trust in God ..." Psalms 78:6-7 (Msg)

*"Teach the children how they should live, and they will remember it all their lives."
 Proverbs 22:6 (TEV)*

IV. WHAT'S DIFFERENT ABOUT THE P.E.A.C.E. PLAN?



SEVEN PILLARS: THE UNIQUE CHARACTERISTICS

PURPOSE DRIVEN – P.E.A.C.E. is a *purpose driven* strategy, built on the five purposes given in the Great Commandment and Great Commission.

INVOLVES EVERY MEMBER – P.E.A.C.E. is a *lay movement*, designed to mobilize average church members to do normal tasks that can change the world. There aren't enough doctors, teachers, missionaries, and other professionals to defeat the global giants. Everyone can participate in personal, local, and global P.E.A.C.E. projects.

LINKS CONGREGATION – P.E.A.C.E. is a grassroots, *church-to-church* strategy, linking congregations around the world to make a difference together.

LED BY GROUPS – P.E.A.C.E. is a *small group* strategy that utilizes group dynamics for support and accountability. Jesus always sent his followers out in teams.

ATTACKS ALL FIVE GIANTS – P.E.A.C.E. is a *comprehensive* strategy, which attacks all five problems because they are entwined. NGOs specialize and governments ignore the spiritual dimension, but churches are called to care about all of the problems.

RESPECTS THE LOCAL CHURCH – P.E.A.C.E. is a *church-based* strategy that makes local congregations the heroes, rather than government or NGO staff. It honors and values their role in their communities. We believe local church leaders understand local needs better than outsiders, and that churches, because of their location, motivation, longevity, and credibility, are the best grassroots organization to tackle the five giants.

SENDS TO THE WHOLE WORLD – P.E.A.C.E. is a *global* strategy. Our goal is to mobilize every church in every nation.

V. WHAT WILL IT TAKE?

1. WE MUST _____

"God will give you all you need from day to day if you live for him and make the Kingdom of God your primary concern." Matthew 6:33 (NLT)

2. WE MUST _____

"... do whatever will help you serve the Lord best, with as few distractions as possible." 1 Corinthians 7:35 (NLT)

3. WE MUST _____

"We are not saying that we can do this work ourselves. It is God who makes us able to do all that we do." 2 Corinthians 3:5 (NCV)

4. WE MUST _____

"Then I heard the voice of the Lord saying, 'Whom shall I send? And who will go for me?' And I said, 'Here am I. Send me!'" Isaiah 6:8 (NIV)

Small Groups Word Search

P	G	E	P	A	N	J	P	W	L	F	P	N	E	X
P	I	H	S	E	L	P	I	C	S	I	D	Z	Y	Y
X	S	H	Z	O	A	U	Q	U	Y	R	I	H	L	N
O	V	L	S	X	P	C	K	O	P	L	S	P	B	M
Q	F	W	K	R	N	R	E	X	I	K	F	I	H	I
G	U	E	L	E	E	I	U	B	H	B	P	H	G	N
L	N	W	Y	I	F	D	O	P	S	X	Q	S	D	I
U	R	C	P	X	A	M	A	J	W	N	B	R	D	S
C	A	M	P	A	I	G	N	E	O	A	N	O	T	T
T	C	E	N	N	O	C	N	I	L	T	P	W	Y	R
Z	P	U	K	V	O	O	S	A	L	L	T	B	Q	Y
W	T	I	J	K	L	S	N	S	E	S	X	P	L	G
L	S	H	O	C	I	C	Y	X	F	U	K	N	E	J
Q	X	U	H	M	E	D	R	I	V	E	N	V	U	F
H	P	U	S	K	L	V	Z	X	K	M	K	K	R	U

BALANCE

DRIVEN

MISSION

CAMPAIGN

FELLOWSHIP

MOBILIZE

CONNECT

LEADERSHIP

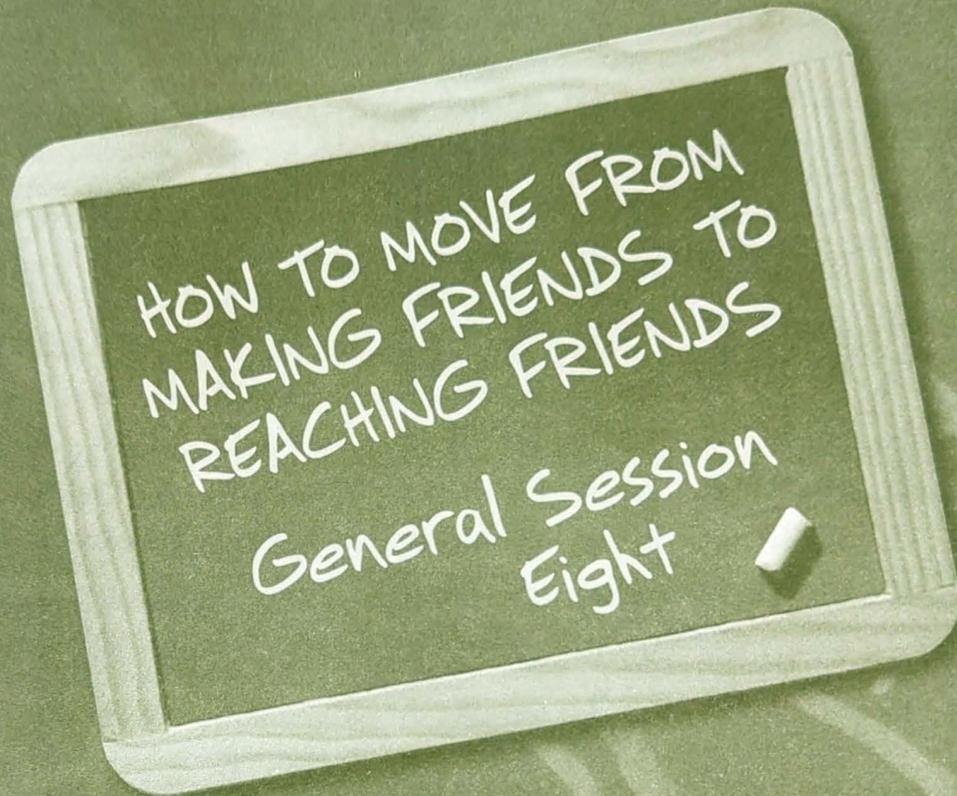
PEACE

DISCIPLESHIP

MINISTRY

PURPOSE

WORSHIP



"I think one of the first things I would do, would be to get a small group of eight or ten or twelve men around me that would meet a few hours a week and pay the price!"

Billy Graham

1. _____ TO THE LORD OF THE HARVEST TO SEND FORTH WORKERS.

"The harvest is plentiful but the workers are few." Matthew 9:37 (NIV)

"All this is from God, who reconciled us to himself through Christ and gave us the ministry of reconciliation..." 2 Corinthians 5:18 (NIV)

The Great Commission

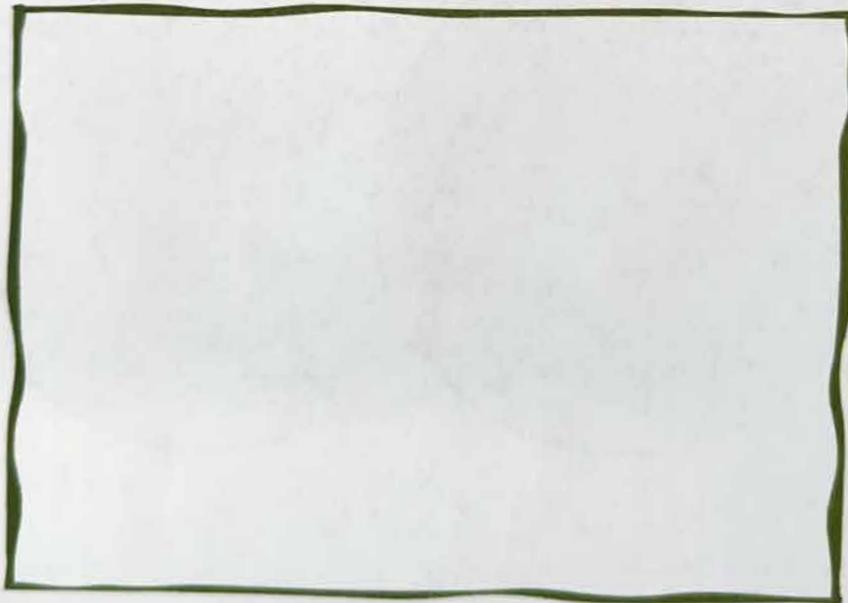
"This commission was given every follower of Jesus, not to pastors and missionaries alone. This is your commission from Jesus, and it is not optional. These words of Jesus are not the Great Suggestion. If you are a part of God's family, your mission is mandatory. To ignore it would be disobedience. You are the only Christian some people will ever know, and your mission is to share Jesus with them."

The Purpose Driven Life, Rick Warren (p. 283)

The Great Commission was given to every follower of Jesus.

2. BE SENSITIVE TO THE NEEDS OF YOUR _____.

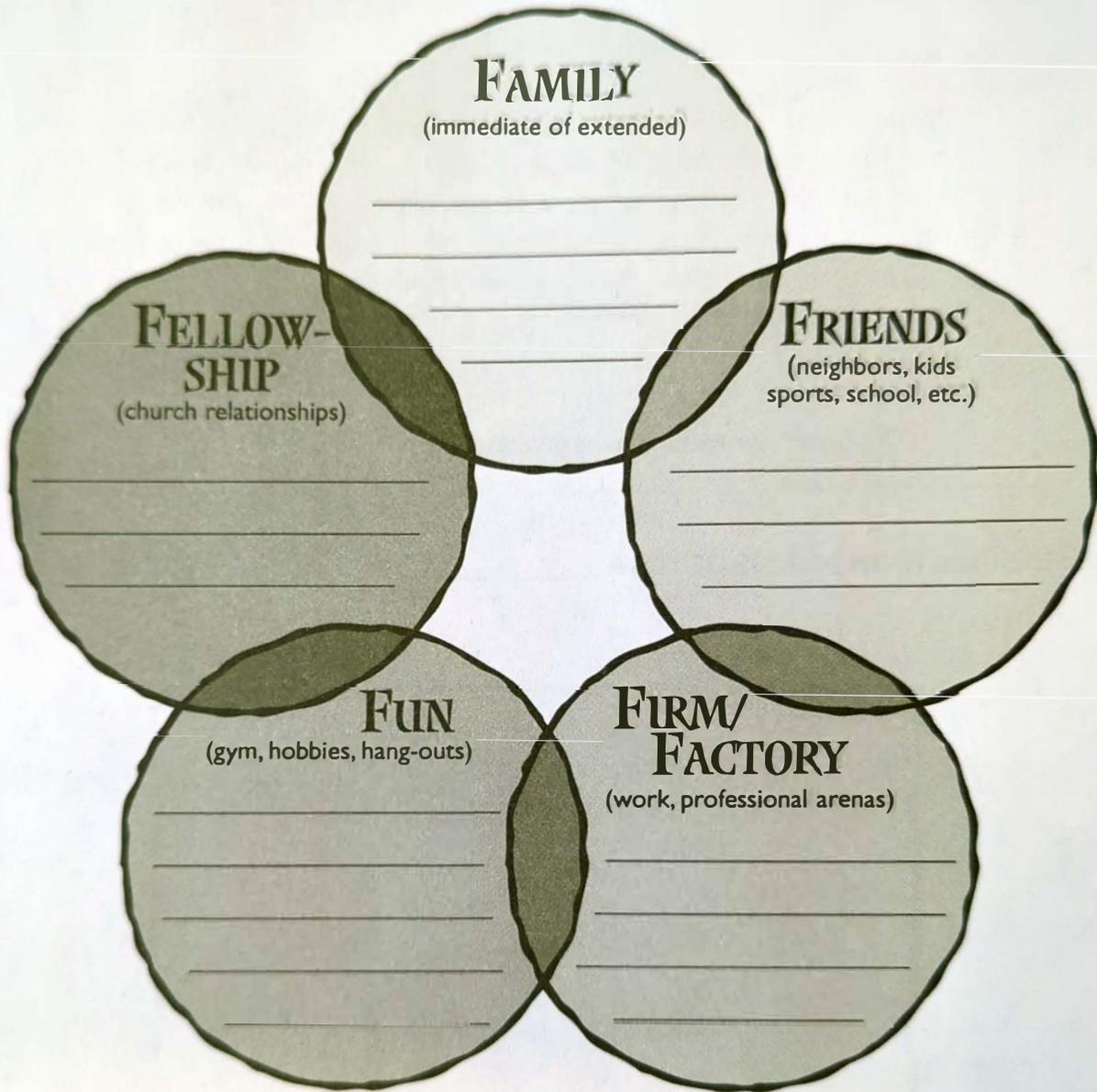
- "Map Your Neighborhood"



Most unbelievers are looking for relief, not truth.

3. _____ STARTS WITH _____ .

- Intentionally – Your plan



- Spontaneously – Your heart
- Providentially – God’s plan

SHOULD MY SMALL GROUP BE OPEN OR CLOSED?

This is a common question in Small Group Ministry; "Is your small group open or closed?" Most small groups think this question is asking, "Will you welcome new people in your group?" At Saddleback, we want everyone to be interested in reaching and connecting people. But, how they connect people in small groups can happen in different ways. So, all of our small groups are "open" philosophically, but the way each group adds people to their small group can be very different. Here are a few examples:

1. Listed as an open group in our database because they want to add new members – but personal evangelism never stops.
2. Listed as a closed group but they are willing to add people from personal contacts – and personal evangelism never stops.
3. Listed as a closed group due to group dynamics, so adding new people is not appropriate at this time – but personal evangelism never stops.
4. Listed as a closed group, but once there is a natural break in the group dynamics the group will welcome new people again – but personal evangelism never stops.

For Saddleback, the term "open" and "closed" is mainly for group connections made through referrals.

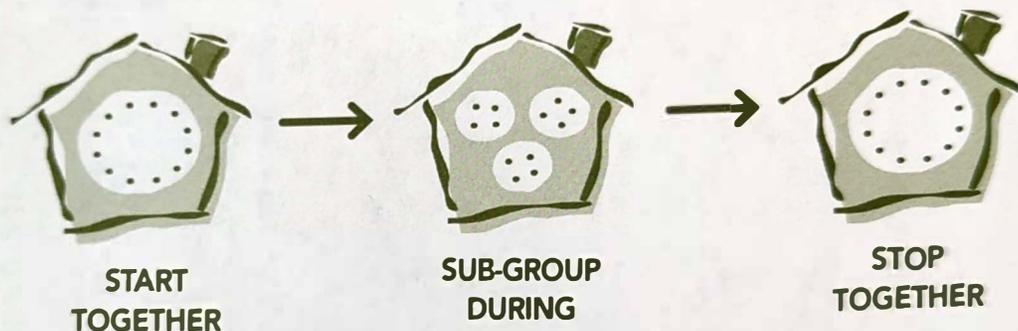
We trust groups to know when to add new people and when dynamics aren't the best. We try to instill three things in groups: First, personal evangelism never stops whether the group is open or closed. Secondly, it is always easier and safer to not reach out, but at campaigns we will all be risk takers. And lastly, we know there will always be a tension between Fellowship and Evangelism. Acknowledge it. Then make friends with new people at small group socials, so when they are added to your group, culture shock is minimal to the group.

4. _____ IS KEY TO GETTING GROUPS READY AND REACHING NEW PEOPLE.

- Almost anyone could facilitate a group of 4.
- You could keep going and growing if you sub grouped every week into groups of 4-6.
- You have the "Hosts" who are natural "gatherers".

The laborers of tomorrow are in the harvest of today.

GROUP MEETING



To raise up Future Host:

- S _____
- S _____
- S _____

To raise up Future Groups:

- M _____
- M _____
- M _____

The incubation of leaders in the small group is a key strategy to reaching your community.

5. RECOGNIZE THERE WILL ALWAYS BE _____ TO DO EVANGELISM IN GROUPS.

Why? Because of the tension between Fellowship and Evangelism.

- It meets a need in their life
- Fractured Community
 - Geographically (miles or states apart)
 - Family structure broken (divorces)
 - The culture of family
- Evangelism doesn't come easy
 - Comfort versus risk

How? Through understanding the relationship between Worship and Evangelism.

- Be an open group
- Be a closed group, but open to evangelism individually
- Be ready for campaigns
 - Some people need an excuse to leave
 - Leave/raise a leader/come back
 - Leave to start a new group
 - Enlist new hosts

6. DEVELOP _____ FOR EVANGELISM IN YOUR GROUP.

- Cast vision from the first day
- Group vs. individual approach
- Remind and review the vision regularly
- Pray about who your group should reach
- Rotate leadership
- Honor core relationships (sub groups)
- Focus on balance and new groups will come
- Watch how you ask – give people small steps
- Host a (Matthew Party or Open House) Party on Purpose
- Keep the open chair visible
- After releasing a leader, have quarterly (family) reunions

"I don't care about my own life. The most important thing is that I complete my mission, the work that the Lord Jesus gave me -- to tell people the Good News about God's grace." Acts 20:24 (NCV)

"In the same way that you gave me a mission in the world, I give them a mission in the world." John 17:18 (Msg)

"Go therefore and make disciples of all nations..." Matthew 28:19 (NIV)

7. HAVE A _____ STRATEGY.

Evangelism curriculum recommendations:

- 40 Days of Purpose - Small Group Kit [Small Group Edition] by Rick Warren
- Just Walk Across the Room Participant's Guide: Four Sessions on Simple Steps Pointing People to Faith by Bill Hybels with Ashley Wiersma
- Holy Conversations [12 sessions for Groups] by Richard Peace
- Becoming a Contagious Christian [Small Group Version] by Mark Mittleberg, Releasing Winter 2007
- How to Share Your Faith by Dr. Kent Tucker (4 week study)
- Refer to the Small Group Resources section for small group curriculum pathway ideas on page 157.

10 Ways to Meet New People in Your Community

1. Join a health club.
2. Explore your community's offerings.
3. Join a book club.
4. Walk your dog.
5. Go to seminars.
6. Get involved with local politics.
7. Join an investment club.
8. Join a business association.
9. Attend or host community events and parties.
10. Volunteer.



"In today's competitive culture we are taught to never give up and never give in – so we don't hear much about surrendering. If winning is everything, surrendering is *unthinkable*. We would rather talk about winning, succeeding, overcoming, and conquering, than yielding, submitting, obeying, and surrendering. But surrendering to God is the heart of worship."

Rick Warren

1. ONGOING SURRENDER REQUIRES ONGOING _____ AND _____.

For you – you need a friend (Spiritual Partner) that you can connect with.
(a Barnabus – Son of Encouragement for Paul)

For them – they need a Shepherd or caregiver as well. Who will it be?
Pair up or group up as Spiritual Partners.

"If you are not getting more than you are giving, then you won't last the long haul".

- Encourage your members to develop a health plan
- Share with your circle (model)
- Have an update night (plans/progress/prayer) in your group
- Help people get where they want to be spiritually
- Listen to them, love on them and lead them along

2. FULL SURRENDER REQUIRES _____ WITH SOMEONE.

Name(s): _____

Who: Spouse, friend, parent, or trusted group member

I want to surrender: _____

What: Stuck areas, secret sins, stressful times or spiritual dryness

I will take this step: _____

How: Simple structure, monthly connections, a few questions or significant connections through your Health Plan.

This is when I will tell them: _____

Key: You have a name and a time.

"Love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength." Mark 12:30 (NIV)

"You are worthy, O Lord our God, to receive glory and honor and power. For you created everything, and it is for your pleasure that they exist and were created." Revelation 4:11 (NLT)

"Therefore brothers I urge you, in view of God's mercy, to offer your bodies as living and holy sacrifices which is your spiritual service of worship." Romans 12:1 (NIV)

3. _____ FOR MEANINGFUL WORSHIP EXPERIENCES.

- Worship is more than _____.
- Break into subgroups of three or four. Think of specific people who serve in your church, and pray for God's blessing on their lives.
- James 5:19 says: *"If you know people who have wandered off from God's truth, don't write them off. Get them back."* (Msg) Break into subgroups of three or four people. Pray for people you know who have wandered from the faith. Ask God to show you if there is anything you can do to bring them back.
- Rick says, "To avoid being stung, stay away from the bees." As an act of worship, and because it will please the Lord, what is an outside influence you are willing to give up that contributes to a persistent temptation: a soap opera or other TV show, R-rated movies, a magazine subscription, a place you visit, an unhealthy relationship, etc.?
- What do you want to say to God as your best friend? Take a moment to write out a brief prayer expressing your desire to pursue a friendship with God.
- Worshiping God is one way of fixing your eyes on what is eternal. Take some time as a group to speak out prayers of praise and thanksgiving to God. This is a challenging exercise in prayer. Don't ask God for anything yet; just praise him for who he is and for what he has done.

Anything you do that brings pleasure to God is an act of worship.

- _____ and _____ from your life journey.
 - Hear a group member's testimony.
 - During your worship time share a "God story".

40 Days of Community prepares congregation to minister to hurricane victims through small groups. by Tobin Perry

LAFAYETTE, La. (PD) — When Hurricane Katrina hit the Gulf Coast last month, East Bayou Church in Lafayette, La., was ready.

Because the church had already participated in *40 Days of Community*, it had an ideal ministry network lined up to help victims of the hurricane — a network of small groups.

"We were one of the pilot churches that participated in 40 Days of Community," said Mike Walker, senior pastor of East Bayou Church. "You know what that did for us? It got us ready for the show. It got us ready to minister to all of these people coming into our community after Hurricane Katrina."

Two-and-a-half hours away from New Orleans, Lafayette became like many other cities neighboring the Gulf Coast region — a safe haven for those forced to leave their homes because of the hurricane. Walker estimates the city population has grown by nearly 40,000 people following the evacuation of the gulf. Many of these people have come to town with nothing — no money, no housing, and no food. As many as 7,000 people have taken refuge in the city's Cajun Dome since the hurricane.

More than 30 adult "anchor" groups, East Bayou's name for small groups, have participated in the effort through all sorts of practical assistance, from cooking to purchasing more than \$1,150 worth of Wal-Mart gift cards to give to displaced families. All but one of the adult groups have ministered to hurricane victims as a group. The church's children and youth have even gotten involved through their anchor groups. According to Walker, small groups have spearheaded the church's entire ministry to displaced families in the community.

Walker believes this was only possible because of the church's experience with the two spiritual growth campaigns, particularly *40 Days of Community*.

During *40 Days of Community*, churches practice doing God's purposes (worship, fellowship, discipleship, ministry, and evangelism/missions) together through small groups. Besides going through a 40-day devotional, weekly Bible study, and sermon series as a church family, small groups also participate in community mission projects together. More than 3,000 churches have been through the campaign.

The campaign is the sequel to the popular *40 Days of Purpose* campaign. More than 30,000 churches worldwide have participated in the 40-day study of the best-selling book by Rick Warren, *The Purpose Driven@Life*.



Helping others

A small group of men from East Bayou Church in Lafayette, La., clear trees knocked down by Hurricane Katrina in Covington. Pastor Mike Walker said that *40 Days of Community* helped to prepare the church for projects like this because of its emphasis on small groups.

(Continued)

What the church discovered together about ministry through small groups during *40 Days of Community* has become the church's standard mode of operation ever since.

"Whatever we do in ministry, we're trying to do it through our anchor groups," Walker said. "When we do this, it's the anchor group that benefits. They benefit first because their ministry matters. But secondly, doing ministry together bonds them. It brings them together physically, spiritually, and emotionally. It solidifies that anchor group. When you do a project together, it brings you together."

Walker said he has been using Purpose Driven principles in his ministry for years. A former youth pastor, Walker came to East Bayou Church 21 years ago and began transitioning from its traditional approach to a more contemporary ministry philosophy.

The church participated in *40 Days of Purpose* as one of the pilot churches in 2002. According to Walker, the campaign had an amazing effect on his church and the community as a whole.

"*40 Days of Purpose* gave us a real shot of caffeine – like a can of Red Bull," Walker said. "It gave us a good surge. We drew in people, and people's lives were changed through it."

Not only did the church get its own people involved in the campaign, but it even formed groups within a local Roman Catholic Church as well.

Although Walker says the church had already been a vibrant community-influencing church before the campaign, *40 Days of Purpose* served as an ideal step forward – toward making their small groups the key ministry component of the church.

But truly it was *40 Days of Community* that set the church up for its ministry potential in the wake of Hurricane Katrina. With its intensive focus on small groups reaching out into the community, the campaign prepared small groups to care for the hurricane victims.

"*40 Days of Community* was a different animal," Walker said. "People in our congregation – not just the leaders who already knew this, but everyone – discovered that God could use them in ministry. They discovered, 'I can do things that count.' Once lay people realize that they can do things that count for Christ, that they can be his hands and feet, it gives them confidence."

Even more important, according to Walker, was that *40 Days of Community* used a proven vehicle for community ministry – small groups.

"When we told the congregation, 'OK now go out and minister to Katrina victims in small groups,' it was old hat to them," Walker said. "They knew what to do."

4. THE DEEPEST LEVEL OF WORSHIP IS _____ GOD IN SPITE OF _____;
TRIALS, TEMPTATION, SUFFERING, OR DISTANCE FROM GOD.

The beginning of healing is revealing.

- Be there in a time of crisis.
"God whispers in our joys and shouts in our pain." C.S. Lewis
"Weep with those who weep..." Romans 12:15
- Because God is often silent in crisis, we need our own group to lean on.

David frequently complained of God's apparent absence.
(Psalms 10:1, 22:1, 43:2, 44:23, 74:11, 88:14, 89:49)

- It could be sin
- It could be a test of faith
- How do you or your group worship in these times?
 - Tell God exactly how you feel – He is not afraid of your questions
 - Focus on who God is – His unchanging nature

*"You gave me life and showed me kindness, and in your care you watched over my life."
Job 10:12 (NCV)*

*"But he knows where I am going. And when he has tested me like gold in a fire, he will
pronounce me innocent." Job 23:10 (NCV)*

"So he will do for me all he has planned. He controls my destiny." Job 23:14 (NCV)

*"But as for me, I know that my Redeemer lives, and that he will stand upon the earth at last."
Job 19: 25 (NCV)*

- Trust God to keep His promises.
- Remember what God has already done for you.

**When you feel abandoned by God and continue to trust Him;
you worship Him in the deepest way.**

5. TEACH YOUR GROUP HOW TO _____ IN COMMUNITY.

"and never stop praying." 1 Thessalonians 5:17 (CEV)

- "Our Father who art in Heaven...." Jesus taught His Disciples
- Start slowly and don't make people pray
- Leader to model brief and simple prayers
- Pray more than share about your prayers
- Write them down on a group praise and prayer list
- One word or sentence prayers
- Share together and pray in triads
- Pray over a simple Psalm (Psalm 23)
- Read out loud, reflect (in quiet) and respond
- Share journal entries, quiet time reflections
- Stop and pray right then and there for someone whenever they share a need, hurt, or hope

"As Jesus and his disciples were on their way, he came to a village where a woman named Martha opened her home to him. She had a sister called Mary, who sat at the Lord's feet listening to what he said. But Martha was distracted by all the preparations that had to be made. She came to him and asked, 'Lord, don't you care that my sister has left me to do the work by myself? Tell her to help me!' 'Martha, Martha,' the Lord answered, 'you are worried and upset about many things, but only one thing is needed. Mary has chosen what is better, and it will not be taken away from her.'" Luke 10:38-42 (NIV)

6. GROW THEM INTO A _____ AND _____ EXPERIENCE.

- Favorite acapella song
- Music accompaniment (guitar)
- CD-led worship (Maranatha Music Series)
- Empower someone with musical gifts

The best style of worship is the one that most authentically represents your love for God.

7. CONSTANTLY BRING THEM BACK TO THE _____.

- Communion, see Small Group Resources (page 151)
- Fasting and prayer
- Special prayer times
- Surrender exercise
- Prayer walk
- Meditation
- Solitude moments
- Foot washing, see Small Group Resources (page 152)

GENERAL INFORMATION

GENERAL SESSIONS

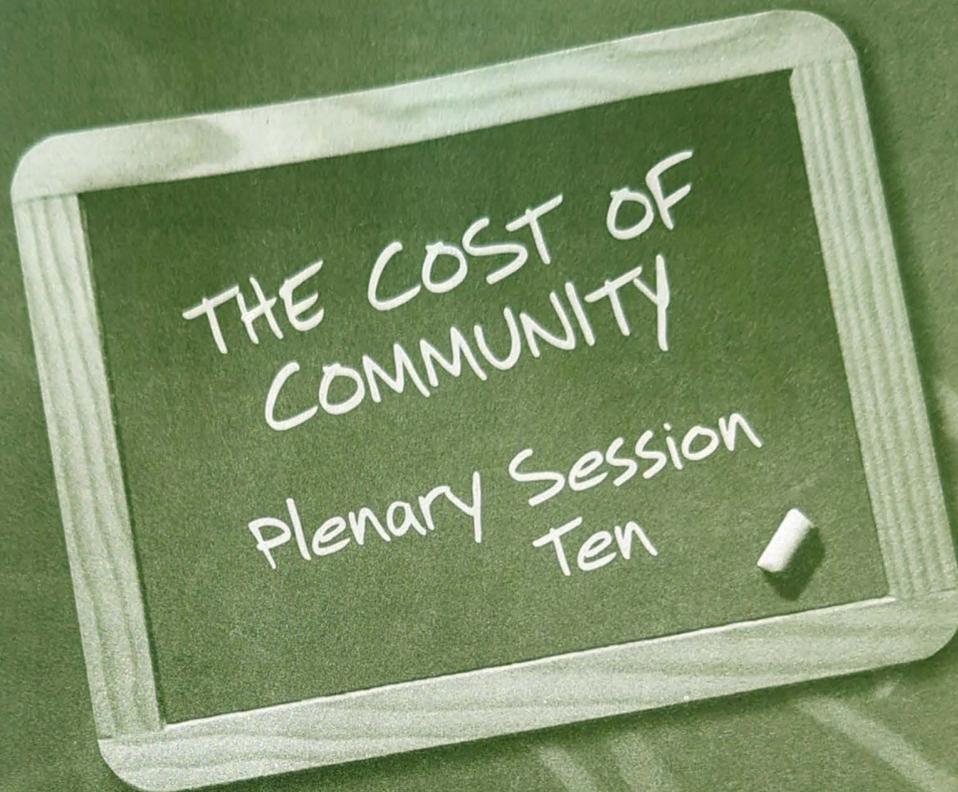
THE GAME PLANS

SMALL GROUP RESOURCES

WORKSHOPS

To have
Steve Gladen
come train your
Small Group
Leaders...





"The purpose of Christianity is not to avoid difficulty, but to produce a character adequate to meet it when it comes. It does not make life easy; rather it tries to make us great enough for life."

James Christensen

Bishop Joseph Garlington is known for calling people to a lifestyle of worship. As the senior pastor of Covenant Church of Pittsburgh, he has cultivated a grace-filled urban community of believers who are committed to the Great Commandment and the Great Commission.

The Paperclip Story

I have a gift for you that is attached to this paper.

It's not the most expensive gift (it's the thought that counts, right?), it's not much -- just a paperclip. I gave you a message on the clip that says "Building Healthy Small Groups" and I pray it brings some changes to the way we view our life mission for small groups. For each one of us has only so many days before 2 Corinthians 5:10!

When Jesus was here, He used many illustrations to show examples of life:

withered fig tree- lesson of faith

farmer sowing seed- soul winning

The greatest lessons of life were framed in the lilies of the field and much of nature's world.

However, he didn't have a paperclip (if he did I bet he would have used it), but let me share with you how this sums up our challenge for today.

Lloyds of London, a famous bank, studied the lives of 100,000 paperclips. Not how long of a life, but its purpose or mission in life. This is how the paperclips were used:

20,000 used to clip papers together
 19,143 used to twist and play with while on phone
 19,163 used to clip chips in card games
 5,423 pick teeth or scratch ear
 5,308 clean fingernails
 3,916 unclog tobacco in pipes
 2,047 misc.
 25,000 swept in the trash
 Total 100,000

Some were used for their intended purpose. To sum that up:

1/5 fulfilled their purpose, and that was to clip papers together
 1/5 totally unusable (twisted)
 1/3 use in a far less noble task than was planned (i.e. tooth pick, chips, Q-tip, nails, etc.)
 1/4 left place of service (the desktop) and fell from that place to the trash

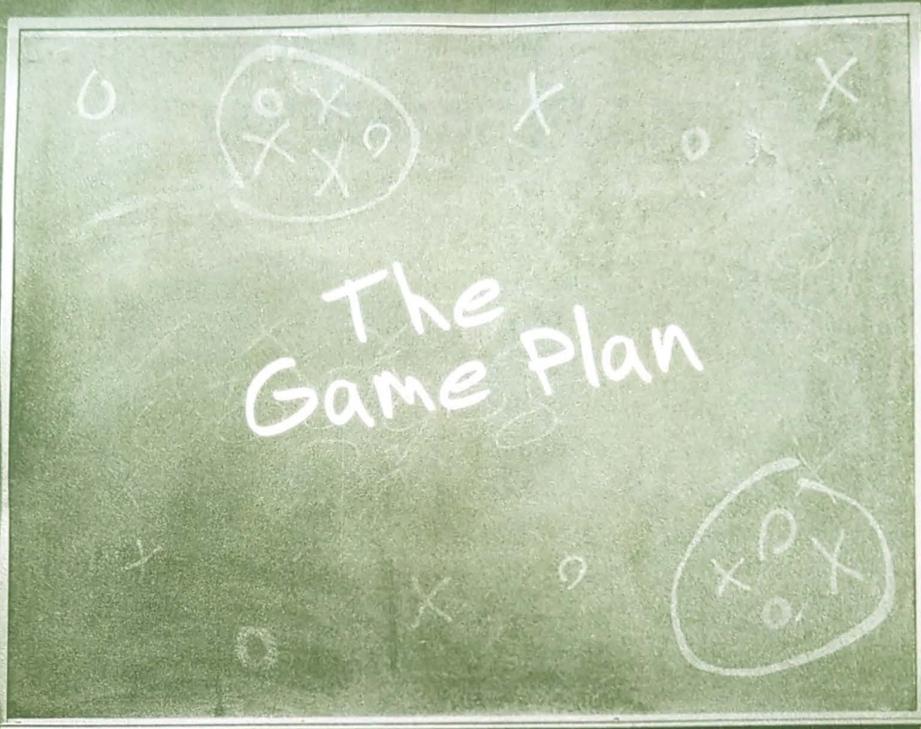
In that sense, many of our small groups are like these paper clips.

I want you to write down this truth that affects each of us:

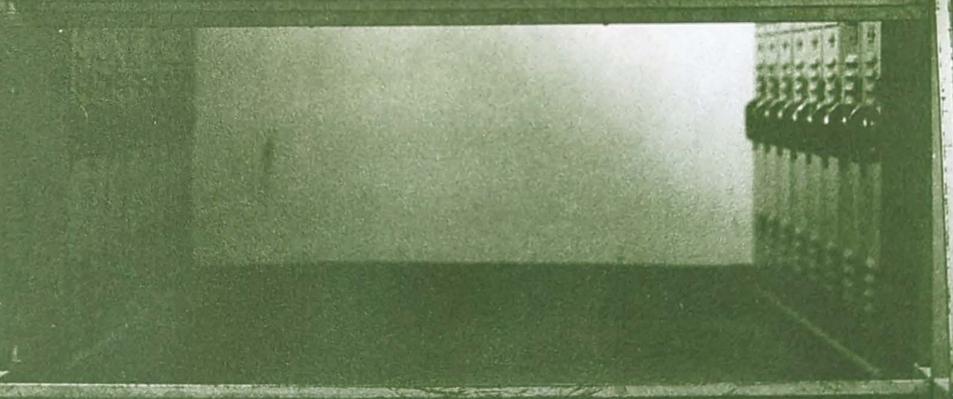
Truth -- you were brought here today, not by accident, but to help your small group be a healthy group balancing the five purposes. Don't let them exist for anything other than what they were created to be!

Each one of us will fall into one of these truths with our life mission. So whenever you see a paper clip, let it remind your small group of its purpose...to build healthy balanced groups!

- Excerpts from Time Magazine Monday February 17, 1958



The Game Plan



MY GAME PLAN



"HOW WELL DO I UNDERSTAND?"

LIVING LIFE ON PURPOSE

None of us are an accident. God created us for a purpose: to live a purpose driven life. We are called to balance God's five purposes for our life:

- Worship: Planned for God's pleasure
- Fellowship: You were formed for God's family
- Discipleship: You were created to become like Christ
- Ministry: You were shaped for serving God
- Evangelism: You were made for a mission

It is our calling, our purpose as followers of Jesus to balance these five aspects of the life he has called us to. But how do you know if you are balancing the five purposes in your life? To help you evaluate your own life in light of the five purposes, we have put together the Purpose Driven Life Spiritual Health Assessment. The assessment involves rating yourself on a series of statements designed to get at the heart issues behind each of the purposes. Once you have completed the assessment you will have a snapshot of how well you are balancing the five purposes in your life. This snapshot will enable you to see areas in which you may need to pursue further growth and areas where you have a strength that you could share with others who may need your insight to help them grow in that area. We have included a health plan that gives some ways you can start to grow on purpose.

It is important to understand that this assessment and the items contained in it are only a starting point and are not intended to be all-inclusive of every aspect of life and faith. As a starting point, they are merely a way to begin thinking about how you are balancing God's purposes for your life. Remember, we will not be perfect this side of heaven so don't use this assessment to grade yourself in terms of perfection. The assessment is to be used as a way to help you see where you might want to pursue growth and to point you in the direction of growth opportunities. This will help you form a plan that will help you balance God's five purposes for your life.

The assessment is designed to be taken in the context of your small group and it is in the context of relationship that we are able to grow as we help keep each other on the path towards growth. This tool could be used to help you determine the overall health of your group to help you determine where you may need to focus as a group in terms of study, ministry, and activities and give you a snapshot of how you are balancing the purposes as a group. To determine this, average the total scores for each member of your group using the Spiritual Health Plan on page 118. This would give you a health plan for each individual in the group and one for the whole group itself. Our prayer is that God will use this tool to strengthen your life for Him, for others, and for the Great Commission he has called us to.

HOW DO I USE THIS ASSESSMENT?

Passionately committing to Christ:

Make following Christ and becoming more like Him a priority in your life. Be sure you have committed your life to Christ and publicly proclaim your commitment by baptism.

Praying for the Holy Spirit's guidance:

It is important for us to realize that our spiritual growth does not ultimately take place by our efforts alone, but by the work of the Holy Spirit in our lives. Our spiritual growth isn't so much what we can do for God, but rather our being open and intentional about pursuing God so He can work in and through our lives.

Participating in accountability:

Spiritual growth does not happen in a vacuum. In any other area of life we rely on others to help us to reach our goals. The same is true for our spiritual health. Get involved in a small group or connect with another person who can help keep you accountable and can encourage you in your growth.

Planning your growth annually:

Taking this assessment will help you to determine how well you are balancing the purposes and where you may need to grow. After targeting those areas you will be able to develop a strategic plan to move you toward growth.

Plugging into growth opportunities:

To facilitate your growth on your spiritual journey, we are committed to having multiple growth opportunities. We will provide you with various resources and experiences designed around the five purposes. We want to help you learn and grow in the ways that work best for you. Take advantage of the opportunities available.

Progress assessment:

Set goals for yourself on an annual basis and then take some time to evaluate your growth by taking the health assessment again. You may find that your scores will drop because you have developed a more realistic assessment of yourself. That's natural. The important thing is that each of us continues to grow.

SPIRITUAL HEALTH ASSESSMENT

Fellowship: You Were Formed for God's Family

	Doesn't describe me	2	3	4	5 Generally describes me
I am genuinely open and honest about who I am	1				
I regularly use my time and resources to care for the needs of others	1				
I have a deep and meaningful connection with others in the church	1				
I have an easy time receiving advice, encouragement, and correction from others	1				
I gather regularly with a group of Christians for fellowship and accountability	1				
There is nothing in my relationships that is currently unresolved	1				
There is nothing in the way I talk or act concerning others that I would not be willing to share with them in person	1				

Fellowship Total _____

Discipleship: You Were Created to Become Like Christ

I am quick to confess anything in my character that does not look like Christ	1				
A review of how I use my finances shows that I think more about God and others than I do about myself	1				
I allow God's Word to guide my thoughts and change my actions	1				
I am able to praise God during difficult times and see them as opportunities to grow	1				
I find I am making better choices to do what is right when I am tempted to do wrong	1				
I have found that prayer has changed how I view and interact with the world	1				
I am consistent in pursuing habits that are helping me model my life after Jesus	1				

Discipleship Total _____

Ministry: You Were Shaped for Serving God

I regularly use my time to serve God	1				
I am currently serving God with the gifts and passions he has given me	1				
I regularly reflect on how my life can have an impact for the Kingdom of God	1				
I often think about ways to use my God-given gifts and abilities to please God	1				
I enjoy meeting the needs of others without expecting anything in return	1				
Those closest to me would say my life is a reflection of giving more than receiving	1				
I see my painful experiences as opportunities to minister to others	1				

Ministry Total _____

Evangelism: You Were Made for a Mission

I feel personal responsibility to share my faith with those who don't know Jesus	1				
I look for opportunities to build relationships with those who don't know Jesus	1				
I regularly pray for those who don't know Christ	1				
I am confident in my ability to share my faith	1				
My heart is full of passion to share the good news of the gospel with those who have never heard it	1				
I find that my relationship with Jesus comes up frequently in my conversations with those who don't know him ...	1				
I am open to going anywhere God calls me, in whatever capacity, to share my faith	1				

Evangelism Total _____

Worship: You Were Planned for God's Pleasure

How I live my life shows that God is my highest priority	1				
I am dependent on God for every aspect of my life	1				
There is nothing in my life that I have not surrendered to (kept back from) God	1				
I regularly meditate on God's Word and invite Him into my everyday activities	1				
I have a deep desire to spend time in God's presence	1				
I am the same person in public that I am in private	1				
I have an overwhelming sense of God's awesomeness even when I do not feel His presence	1				

Worship Total _____

Transfer your scores to the Spiritual Health Plan.

FRIEND-FEEDBACK ASSESSMENT

Fellowship: You Were Formed for God's Family

	Doesn't describe	Partially describes	Generally describes
It is apparent that this person is genuinely open and honest about who he/she is, with others	1	2 3	4 5
This person regularly uses his/her time and resources to care for the needs of others	1	2 3	4 5
This person has a deep and meaningful connection with others in the church	1	2 3	4 5
This person has an easy time allowing someone that knows them, speak truth about them	1	2 3	4 5
This person gathers regularly with a group of Christians for fellowship and accountability	1	2 3	4 5
There is currently nothing in this person's relationships that is unresolved	1	2 3	4 5
There is nothing in the way this person talks or acts concerning others that they would not be willing to share with them in person	1	2 3	4 5
Fellowship Total			

Discipleship: You Were Created to be Like Christ

This person is quick to confess anything in his/her character that does not look like Christ	1	2 3	4 5
A review of how this person uses their finances shows that he/she thinks more about God and others than he/she does about him/herself	1	2 3	4 5
This person allows God's Word to guide his/her thoughts and change his/her actions	1	2 3	4 5
This person is able to praise God during difficult times and see them as opportunities to grow	1	2 3	4 5
This person finds he/she is making better choices to do what is right when tempted to do wrong	1	2 3	4 5
This person has found that prayer has changed how he/she views and interacts with the world	1	2 3	4 5
This person is consistent in pursuing habits that are helping them model his/her life after Jesus	1	2 3	4 5
Discipleship Total			

Ministry: You Were Shaped for Serving God

It is apparent that this person regularly uses his/her time to serve God	1	2 3	4 5
This person is currently serving God with the gifts and passions He has given them	1	2 3	4 5
This person regularly reflects on how his/her life can have an impact for the Kingdom of God	1	2 3	4 5
This person often thinks about ways to use his/her God-given gifts and abilities to please God	1	2 3	4 5
This person enjoys meeting the needs of others without expecting anything in return	1	2 3	4 5
Those closest to this person would say his/her life is a reflection of giving more than receiving	1	2 3	4 5
This person is able to see his/her painful experiences as opportunities to minister to others	1	2 3	4 5
Ministry Total			

Evangelism: You Were Made for a Mission

It is apparent that this person feels personal responsibility to share his/her faith with those who don't know Jesus 1	1	2 3	4 5
This person looks for opportunities to build relationships with those who don't know Jesus	1	2 3	4 5
This person regularly prays for those who don't know Christ	1	2 3	4 5
This person is confident in their ability to share his/her faith	1	2 3	4 5
This person finds that their relationship with Jesus comes up frequently in his/her conversations with those who don't know Him	1	2 3	4 5
This person's heart is full of passion to share the good news of the gospel with those who have never heard it . . .	1	2 3	4 5
This person is open to going anywhere God calls them, in whatever capacity, to share his/her faith	1	2 3	4 5
Evangelism Total			

Worship: You Were Planned for God's Pleasure

It is apparent by the way this person lives his/her life that God is his/her highest priority	1	2 3	4 5
This person is dependent on God for every aspect of his/her life	1	2 3	4 5
There is nothing in this person's life that he/she has not surrendered to (kept back from) God	1	2 3	4 5
This person regularly meditates on God's Word and invites Him into his/her everyday activities	1	2 3	4 5
This person has a deep desire to spend time in God's presence	1	2 3	4 5
This person is the same person in public that he/she is in private	1	2 3	4 5
This person has an overwhelming sense of God's awesomeness even when he/she does not feel His presence.	1	2 3	4 5
Worship Total			

Transfer your scores to the Spiritual Health Plan.

PERSONAL SPIRITUAL HEALTH PLAN

Spiritual Health Plan for _____ (your name)

I will share my plan with _____ who will be my spiritual partner to help me balance the five biblical purposes in my life.

PURPOSES	PRACTICES	PARTNERSHIP	PROGRESS
<i>What purposes are out of balance?</i>	<i>What do I need to do?</i>	<i>How will my spiritual partner help me in this purpose?</i>	<i>What progress have I made?</i>
Worship How I scored myself _____ How my friend scored me _____			
Fellowship How I scored myself _____ How my friend scored me _____			
Discipleship How I scored myself _____ How my friend scored me _____			
Ministry How I scored myself _____ How my friend scored me _____			
Evangelism How I scored myself _____ How my friend scored me _____			

FELLOWSHIP

Using the chart below, choose a step you would like to take and transfer it to the Health Plan page.

ASSESSMENT QUESTION	CRAWL	WALK	RUN
I am genuinely open and honest with others about who I am.	Have a friend or spouse complete the Friend Feedback Assessment in the Spiritual Health Assessment. Discuss openly the differences between how your friend/spouse views you and how you view yourself..	Honestly share your faults and struggles with someone who will commit to praying for you on a regular basis.	Give a testimony to your group or church about how God helped you in your struggles.
I regularly use my time and resources to care for the needs of others.	Pray for a need that someone has. Make it a point to ask them about it when you see them and pray for them on the spot.	Find someone who has a need in your small group or at church, and then meet that need.	Rally your small group to care for someone who has a need. Contact the church for more information on people who have needs in the church or community.
I have a deep and meaningful connection with others in the church.	Attend a worship service or class on a regular basis.	Take Class 101 or a similar church membership class, and become a member of your church.	Invite others to church.
I have an easy time receiving advice, encouragement, and correction from others.	Establish a friendship and share something of your life with that person.	Find a mentor and meet with him or her about a specific issue in which you would like to grow.	Be a mentor to someone else.
I gather regularly with a group of Christians for fellowship and accountability.	Attend a small group weekly.	Invite others to your small group.	Lead a small group weekly.
There is nothing in my relationships that is currently unresolved.	Pray for someone you have a conflict with. Make this a regular prayer that will move you towards reconciling the relationship.	Make it a point to seek forgiveness or give forgiveness to someone you have a conflict with.	Mend a broken or hurting relationship in your life, and seek to reconcile with that person.
There is nothing in the way I talk or act concerning others that I would not be willing to share with them in person.	Don't participate in gossip.	Challenge those who gossip to speak with the person directly.	Make it a point to share directly with a person instead of talking about the person behind his or her back.

DISCIPLESHIP

Using the chart below, choose a step you would like to take and transfer it to the Health Plan page.

ASSESSMENT QUESTION	CRAWL	WALK	RUN
There is little in my character that does not look like Christ.	Evaluate your character.	Have a friend take the Friend Feedback Assessment found in the Spiritual Health Assessment and get feedback on the results.	Establish a relationship of accountability.
A review of how I use my finances shows that I think more about God and others than I do about myself.	Give something to the church or someone in need.	Give the first 10% of your income to your church on a regular basis.	Give from your abundance above the first 10%.
I allow God's Word to guide my thoughts and change my actions.	Read one Bible verse a day.	Read the Bible straight through like a story or novel.	Make a regular habit of studying the Bible in depth. You may want to get some tools to help you or take a class at your church.
I am able to praise God during difficult times and see them as opportunities to grow.	During a crisis thank God for all he has done for you and how he will help you grow through this trial. Share what you are learning with a friend or mentor.	Journal about your circumstances to see how God is working in and through them. Spend some time reminding yourself of his work by re-reading what you have written.	Minister to others through the pain you have experienced by joining ministries at church that specifically focus on meeting the needs of those who are struggling where you have struggled.
I find I am making better choices to do what is right when I am tempted to do wrong.	Examine the areas of your life where you struggle with temptation. What are those areas of struggle and what should you start doing to avoid them?	Develop a plan for handling specific temptation in your life. Find a mentor to help you.	Make confession and repentance a regular part of your time with God. Name the things you have done and commit to yourself to make the right choices in the future.
I have found that prayer has changed how I view and interact with the world.	Pray a one sentence prayer from time to time to bring God into your circumstances.	Spend some time praying through structured prayers on a daily basis.	Make spontaneous prayers a regular part of your day.
I am consistent in pursuing spiritual habits that are helping me model my life after Jesus.	Develop the spiritual habit of praying. After waking up, take a moment to offer a prayer to God.	Take Class 201 or a similar discipleship class at your church.	Commit to practicing regular spiritual habits on a daily basis such as quiet time, prayer, etc. Have a spiritual friend help you evaluate which habits you need to implement.

MINISTRY

Using the chart below, choose a step you would like to take and transfer it to the Health Plan page.

ASSESSMENT QUESTION	CRAWL	WALK	RUN
I regularly use my time to serve God.	See your family and/or job as a ministry.	Give one hour to serve at your church on a Sunday morning.	Commit to serve in a ministry at church that may require more time.
I am currently serving God with the gifts and passions he has given me.	Volunteer at your church.	Commit to serve in some kind of ministry.	Lead a ministry.
I regularly reflect on how my life can have an impact for the Kingdom of God.	List five ways your life can impact the Kingdom. Seek a pastor if you need help.	Take CLASS 301 or a similar ministry class at your church and discover your SHAPE for ministry.	Commit to serve within a ministry that best expresses your SHAPE for one year.
I often think about ways to use my God-given gifts and abilities to please God.	Take a spiritual gifts survey to discover your strengths.	Meet with your pastor to discover where your spiritual gifts and abilities can best be utilized in your church.	Start a new ministry in or through your church to serve others based on the gifts and abilities God has given you.
I enjoy meeting the needs of others without expecting anything in return.	Discuss with a friend five practical ways you can meet needs around you.	Pick one practical way to meet a need and do it.	Serve at the your church on a weekly basis helping out the staff.
Those closest to me would say my life is a reflection of giving more than receiving.	Serve at your church during the weekday helping out the staff.	Take on a volunteer project at your church.	Take on a leadership role within a ministry that best expresses your SHAPE.
I see my painful experiences as opportunities to minister to others.	Write out how Christ has healed or used a painful experience in your life for God's glory.	Share with a friend or your small group how Christ has healed or used this painful experience for God's glory.	Share this painful experience with your pastor to see if you can use it to help others in your church.

EVANGELISM

Using the chart below, choose a step you would like to take and transfer it to the Health Plan page.

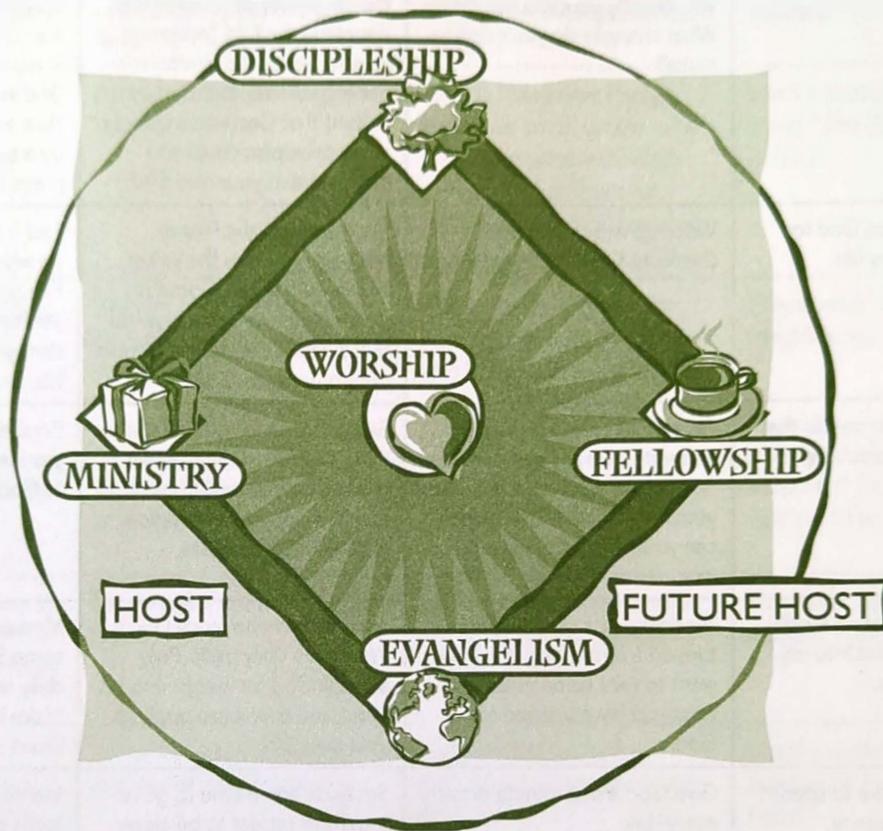
ASSESSMENT QUESTION	CRAWL	WALK	RUN
I feel personal responsibility to share my faith with those who don't know Jesus.	Take class 401 or a similar evangelism class if it is offered by your church.	Lead your small group through an evangelism curriculum.	Lead a small group for seekers.
I look for opportunities to build relationships with people who don't know Jesus.	Invite an unsaved neighbor over for dinner.	Host a "Matthew Party" with your small group where you invite unsaved neighbors or friends over for dinner, a time of fellowship, or a social event.	Lead a seeker small group using "The Passion" curriculum.
I regularly pray for those who don't know Christ.	Identify names of unsaved people and pray daily for their salvation.	Ask your small group for names of unsaved friends and hold each other accountable to share your faith with them.	Prayer walk through your neighborhood.
I am confident in my ability to share my faith	Write out your testimony and share it with a friend.	Lead your small group through a study focused on evangelism.	Volunteer for a local cross cultural mission project.
My heart is full of passion to share the good news of the gospel with those who have never heard it.	Prayer walk your neighborhood.	Lead a seeker small group using "The Passion" curriculum.	Volunteer for a local cross cultural mission project.
I find that my relationship with Jesus comes up frequently in my conversations with those who don't know him.	Write out your testimony and share it with a friend.	Lead your small group through an evangelism curriculum.	Lead a seeker small group at work or in your neighborhood.
I am open to going anywhere God calls me, in whatever capacity, to share my faith.	Pray for an unsaved people group.	Volunteer for a local cross cultural mission project.	Explore serving on a short term mission trip.

WORSHIP

Using the chart below, choose a step you would like to take and transfer it to your Health Plan page.

ASSESSMENT QUESTION	CRAWL	WALK	RUN
Pleasing God with my life is my highest priority.	Ask a friend or spouse to help you identify your top priorities. What changes do you need to make?	Spend time reading through the life stories of some of the people in the Old Testament. Journal about the characteristics in their lives that demonstrated that God was a priority. What principles could you implement in your own life?	Make it a daily habit to reflect on your activities for that day. Journal or spend time in prayer over how you saw God in your daily activities. How are your priorities shaped by a recognition of God's presence?
I am dependent on God for every aspect of my life.	Wake up with a prayer of thanks to God every morning.	Read through the Psalms. Note all the times the writer of the Psalms talks about his dependency on God. How do those words describe your own dependence on God?	Fast from food or some object on which you normally depend. Focus on God as you fast, and remind yourself how dependent you are on God for your life. Do this on a regular basis.
There is nothing in my life that I haven't surrendered (kept back) from God.	Take an inventory of your life and note everything you have not surrendered to God. Share your results with a friend. How can you work on these things to surrender them to God?	Set up a plan for giving up one thing you have held back from God. You may need to ask a friend or spouse to hold you accountable to do this.	Regularly fast from the things you have trouble surrendering to God.
I regularly meditate on God's Word and invite him into my everyday activities.	Meditate on a verse of scripture on a daily basis. You may want to take some notes on what you have learned about God.	Set aside time to study God's Word on a daily basis. Pray and ask God for insight into his Word and how it can apply to your daily life.	Memorize Scripture. Choose some Scriptures from your daily reading to memorize. Make it a priority to hide God's Word in your heart.
I have a deep desire to spend time in God's presence.	Give God a one minute prayer every day.	Set aside some time to go on a spiritual retreat to be alone with God.	Identify a place you can go to focus on God and worship him. Make it a habit to spend time in this place on a regular basis.
I am the same person in public that I am in private.	Have a friend or spouse complete the Friend Feedback Assessment, in the Spiritual Health Assessment.	After your friend completes the health assessment on you, talk about why they scored you as they did. Take notes on some things you may need to change and set some goals to accomplish those things in your life.	Set up a regular appointment with a friend, spouse, or mentor to discuss how well you are living a life that is transparent. Allow this person to speak the truth to you, and to hold you accountable.
I have an overwhelming sense of God's awesomeness even when I do not feel his presence.	Study the names of God using the Psalms. You may want to keep a journal to remind yourself what you have learned about God.	Prepare yourself for a worship time by arriving at the service early and praying for the pastor, those leading worship, and that your own heart would be open to what God wants to say to you during that service.	Practice the presence of God in your everyday life by looking for ways to invite him into your everyday activities.

MY GROUP GAME PLAN

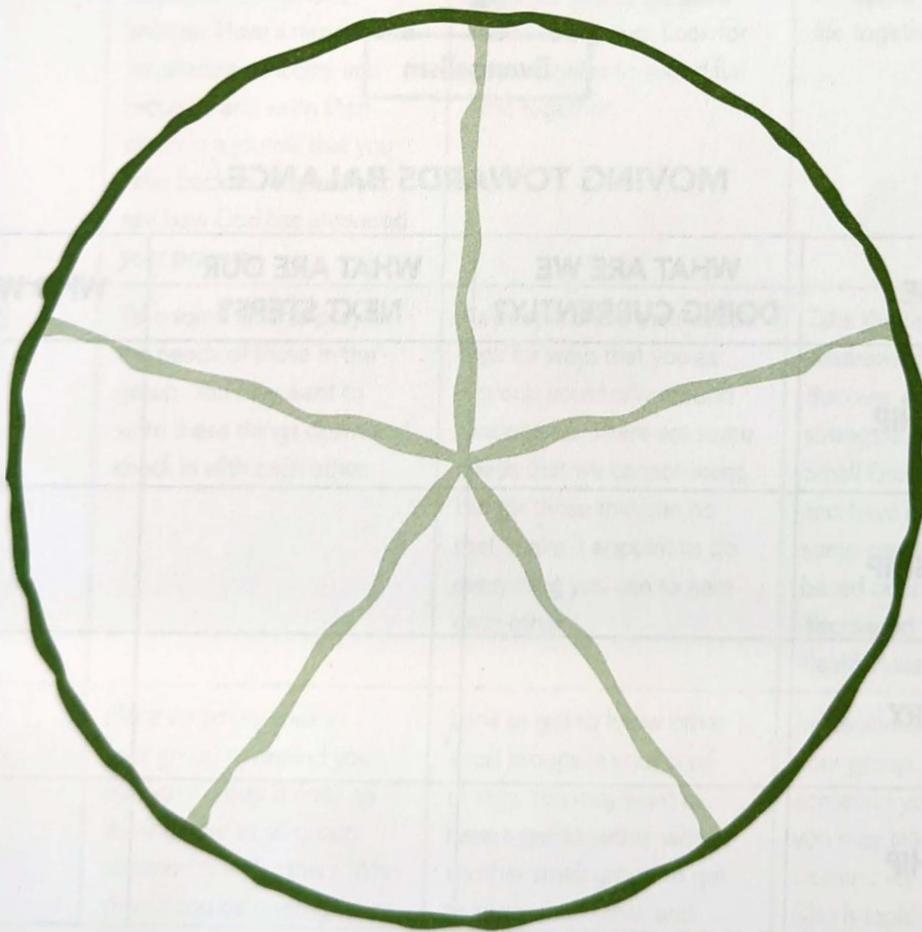


"HOW WELL DOES MY SMALL GROUP UNDERSTAND?"

Exercise: How balanced is your small group?

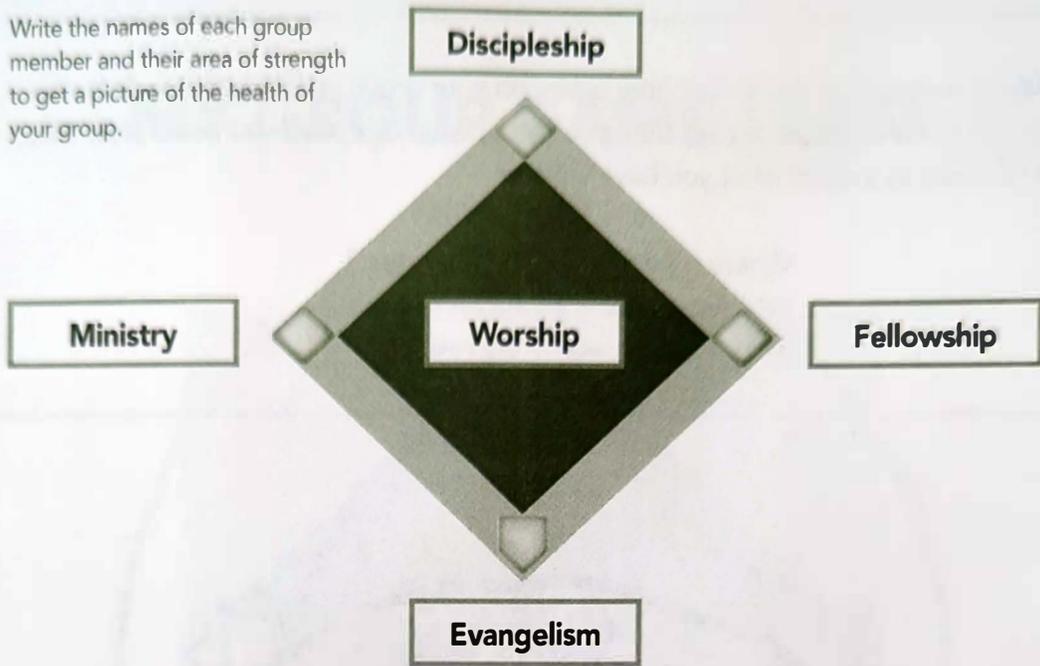
Take a moment to determine how balanced your group is. Using the circle below sketch out the percentage of time your group spends in each purpose. Now take a moment to look at what you have written:

Where is your group the strongest?
Which purpose is your lowest score?
Are you surprised by the results?



GROUP HEALTH PLAN

Write the names of each group member and their area of strength to get a picture of the health of your group.



MOVING TOWARDS BALANCE

PURPOSE	WHAT ARE WE DOING CURRENTLY?	WHAT ARE OUR NEXT STEPS?	WHO WILL HELP?
FELLOWSHIP			
DISCIPLESHIP			
MINISTRY			
WORSHIP			
EVANGELISM			

SMALL GROUP HEALTH PLAN IDEAS

FELLOWSHIP

ASPECT OF FELLOWSHIP	CRAWL	WALK	RUN
Building Community	Celebrate significant occasions as a group (birthdays, spiritual birthdays, etc.). Look for opportunities to play together.	Have an affirmation night where each person is on the "hot seat" while group members share what they appreciate about that person.	Go on a retreat together as a small group. This could be an affinity retreat (couples, singles, etc.) or a spiritual retreat. Carve out some time to be together.
Deepening Relationships	Make prayer a central part of how you deepen your relationship with one another. Have a regular time for sharing concerns and requests and write them down in a journal that you refer back to frequently to see how God has answered your prayers.	Take a night in between studies and go to dinner together and/or go see a movie as a group. Look for opportunities to spend fun time together.	Plan a weekend trip or go to a camp together. Look for fun opportunities to share life together.
Meeting Needs	Take some time to pray for the needs of those in the group. You may want to write these things down and check in with each other.	As people share their needs, look for ways that you as a group could rally around that person. There are some needs that we cannot meet, but for those that can be met, make it a point to do everything you can to help each other.	Take the Spiritual Health Assessment as a group and discover each member's strengths. Go through the Small Group Health Plan and have members meet some needs in your group based on the strengths they discovered from the Spiritual Health Assessment.
Sharing Community	Place an empty chair in your group to remind you that your group is open to sharing your small group community with others. Who should you be praying for to fill that chair?	Look to get to know other small groups in your community. You may want to have a get together with another small group to get to know each other and share together.	Invite someone new into your group. You may know someone you can invite or you may talk with your Community Leader about who is looking for a group in your area.

SMALL GROUP HEALTH PLAN IDEAS

DISCIPLESHIP

ASPECT OF DISCIPLESHIP	CRAWL	WALK	RUN
Curriculum	For your next series, spend time talking as a group about what the next topic of study should be. Have people share what their needs are and what they feel would be a beneficial topic to study at this time. Then choose one as a group.	For your next series, choose a topic that you have never considered as a group to stretch you and make your group more balanced. If you always study books of the Bible, try studying a topic like life stage related or a spiritual habits study. If you always do topical studies, try studying a book of the Bible. Have fun expanding your horizons.	Plan your curriculum or topic of study a year in advance. Try to move to a place where your curriculum is balanced. Make it a goal to do a study on at least 1 book of the Bible (Discipleship), 1 life stage related study (Fellowship) 1 spiritual health/discipline study (Worship), and 1 outreach/Ministry related study (Evangelism/Ministry). Make your curriculum reflect the balance you want for your group.
Accountability	Have each member of your group take the Spiritual Health Assessment. Have each person share with one other person the area they have chosen to work on so they can pray for one another.	Take the Spiritual Health Assessment as a group. Have each person share their strength and the area they need to work on. You may want to have people pair up based on strengths and weaknesses to be a Spiritual Partner to one another by same sex (ex. I am weak in evangelism so I pair up with someone who has evangelism as a strength). Make taking the assessment a regular occurrence (annual, bi-annual, etc.).	Have your group take the Spiritual Health Assessment and then walk through the Small Group Health Plan together. Look for ways to have people in your group take ownership of the group based on the strengths and passions they have for a particular purpose. Set goals as a group for how you will balance the purposes over the next 9 months.
Spiritual Disciplines	Have each member of your group connect with another person in the group for prayer support. Have people share things they would like prayer for and make it a point to have those pairs ask each other about those requests regularly.	Have your group take some time to share with one another the struggles they have in their lives and one way the group can help them to grow. You may want to divide your group into men and women and have the men go in one room and the women in the other to allow for open discussion. Pray for each other's needs and follow through on the ways people said you could help them to grow.	Take the results from each person's Spiritual Health Assessment and match people up in the group (same sex) based on strengths and weaknesses as Spiritual Partners (ex. If I am weak in discipleship and that is a strength for someone else, then we should pair up). This will allow members of your group to build into each other's lives in a natural way and not be seen as task masters trying to hold me to a plan. Share the results from time to time with the group.

SMALL GROUP HEALTH PLAN IDEAS

MINISTRY

ASPECT OF MINISTRY	CRAWL	WALK	RUN
Understanding Your SHAPE	Take CLASS 301 together and/or take the 8 week video curriculum "Serving God Together".	Schedule some time to have a SHAPE Guide come to your group and share with the group some of the ministry opportunities available based on the SHAPE of the members of your group.	As a group, spend some time sharing each person's SHAPE. What are some ways that each person can contribute to owning the group based in a particular purpose? Affirm and look for ways for group members to contribute to the health of your group based on their passions for a particular purpose area.
Serving Your Group	Pick a way you can serve the members of your small group. You may want to wash a car for someone in your group, babysit their children, take care of the yard or prepare a meal for them. Look for practical ways to serve each other.	Have each person in the group take on a role to help make the group better. You will want to structure this around the purposes to help your group to be balanced. For instance, someone may want to handle the food (Fellowship), another handle prayer (Worship), or someone else trade off teaching (Discipleship). Look for ways to include everyone so that each person can serve the group.	As a group, look for ways to serve other small groups. You may want to find out what the needs of another group are and try to meet those needs. Or you may want to offer to watch the children for a group so they can have a night out to build their fellowship together. Look for ways to connect with and serve other groups in your area.
Serving Your Church as a Group	Take a night to serve the church by doing a ministry in a box project. Call the church office and request a box to do as a group, swing by the church office and pick up a box, and then have fun finishing the project together.	Take on a ministry event together as a group. You may want to volunteer to serve at one of the Easter or Christmas services as a group.	Find a ministry that your group can support or serve in as a group on a regular basis. Get a copy of the Church-Wide Ministry Guide and look through the opportunities. Choose a way you can serve together as a group.
Serving Your Church with Your SHAPE	Take some time as a group to reflect on the SHAPE of each of the members of your group. Have each person take turns being on the "hot seat" and have the rest of your group share the gifts and passions they see in that person. Do this for each member of your group. How could these gifts be expressed in a ministry or the church?	Have each person in your group take some time to try serving in one or two ministries in the church to get a feel for where they might best serve.	Encourage your group members to commit to serving in some kind of ministry at the church. Reflect regularly as a group about what God is doing in and through each person as they serve and celebrate God's goodness together.

SMALL GROUP HEALTH PLAN IDEAS

EVANGELISM

ASPECT OF EVANGELISM	CRAWL	WALK	RUN
Personal P.E.A.C.E.	As a group, take the class "Sharing Your Faith Without Fear". Spend some time together discussing what you learned and how you could implement it in your group.	Take some time as a group to hand out our L.I.F.E. kits to those who don't know Christ. It could be a new neighbor kit, a new baby kit or a comfort kit. Spend some time sharing what happened in the experience and pray for the people you gave the kit to.	Identify three people that you will pray for and make it a point to share something of your faith with them. You could do this as a group by inviting them to church with your group.
Group P.E.A.C.E.	Share a name of a person in your neighborhood who doesn't know Christ. Spend time praying for that person and give updates to the group.	Plan on going through an evangelism small group curriculum.	Invite your friends who don't know Christ to a small group party to share a little about the community you have as a group. You may find that some of your friends may want to attend your group.
Local P.E.A.C.E.	Spend some time as a group mapping your neighborhood. Who doesn't know Christ? You could also use the "sharing starts with caring" exercise to identify those in your spheres of influence who you could share with and invite to your group.	As a group, serve together in your local community. You may want to volunteer at a food bank or serve food at the holidays at a local mission. Go out for coffee afterward and take some time to share about your experience.	Choose to sponsor a need or cause in your local community. It may be a school, a mission, etc. Look for opportunities through the Mission Team at your church.
Global P.E.A.C.E.	Choose an unreached people group (UPG) that your small group will commit to pray for. Get more information about the UPG groups from the Mission Team at your church. For more information: Refer to Wycliff Bible Translators or check this link online http://www.saddlebackfamily.net/peace/ or call 949-609-8400 or email peace@saddleback.net	Take CLASS 402 "An introduction to the P.E.A.C.E. Plan." For more information check this link online http://www.saddlebackfamily.net/peace/ or call 949-609-8400 or email peace@saddleback.net	As a group, volunteer for a P.E.A.C.E. trip focused on the unreached people group you have been praying for. For more information check this link online http://www.saddlebackfamily.net/peace/ or call 949-609-8400 or email peace@saddleback.net

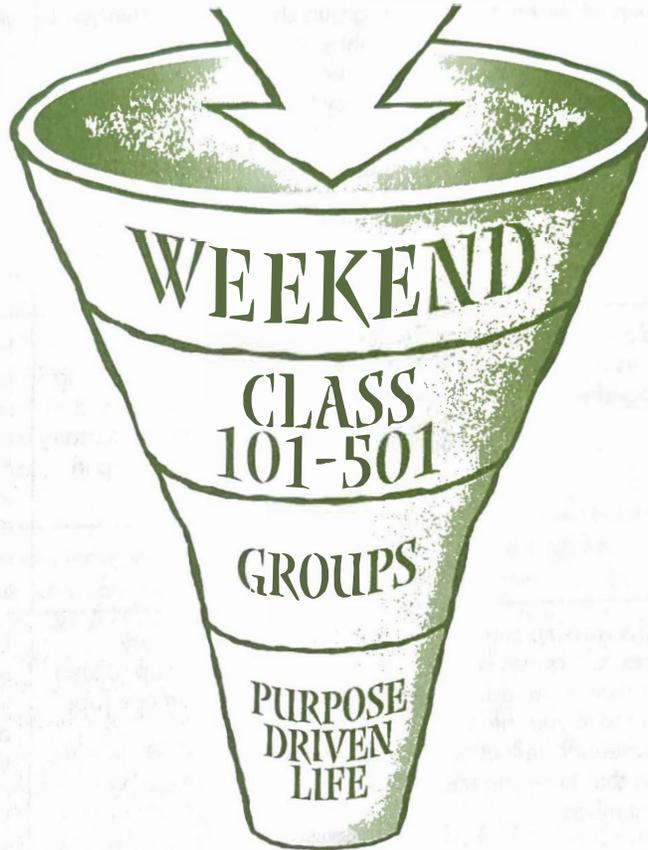
THE GAME PLAN

SMALL GROUP HEALTH PLAN IDEAS

WORSHIP

ASPECT OF WORSHIP	CRAWL	WALK	RUN
Prayer	Make it a point to pray for the group when you meet. You may want to open in prayer or close in prayer, but be sure you take the lead in making prayers a part of your group.	Have members of your group share specific things they need prayer for and then pray for them. You may have one person pray for all the requests or have each member pray for one person. Be sure to keep a record of these prayers and be sure to ask about their requests on a weekly basis.	Take some time to lead your group through a time of structured prayer and meditation.
Singing Praise	Attend a worship service together as a group and praise God together.	Invite someone in your group to lead worship during your group time. You could also have someone come to play and lead your group in worship.	Make singing and a time of praise a normal part of your small group meeting. You could sing acapella, use the musical talents of members in your group who may play an instrument, or use a worship video/CD to help you to worship together.
Communion Foot Washing	Attend a worship service together as a group where communion is served. Spend some time in your next group meeting reflecting on how that time impacted each member.	Invite your Community Leader to your group to lead you in communion or a foot washing.	Lead your group or have someone in your group lead you in a time of communion or foot washing together. If you need more information on how to do this see the Small Group Resource section. Make this a regular occurrence in your group.
Surrender	Go through a "Solitude Study" as a group. What ways could you make this a practice in your group?	As a group, spend some time discussing things that each of you needs to surrender to God. (You may have written this in your Spiritual Health Plan). Make it an open and confidential time of sharing your lives together. Commit to pray for those things that were shared. Spend some time taking communion together remembering Christ's sacrifice of surrendering His life for you.	Agree as a group to fast together. It could be for one day or a specific time of day and it could be from food or some other thing (those with physical issues could fast from things other than food). Spend the time together reflecting on your own dependence on God. Spend some time thanking God for all he has done for you and what he will do in the future.

MY CHURCH GAME PLAN



"HOW WELL DOES MY CHURCH UNDERSTAND?"

MY CHURCH'S GAME PLAN

Action Learning Plan for _____ Church Name _____ February 2007

What's your church's plan...

PURPOSE	DREAM	OBSTACLE BARRIER	ACTION
... For Connecting (Fellowship)			
... For Growing (Discipleship)			
... For Serving (Ministry)			
... For Reaching (Evangelism)			
... For Worshipping (Worship)			

GENERAL INFORMATION
GENERAL SESSIONS
THE GAME PLANS
SMALL GROUP RESOURCES
WORKSHOPS

FELLOWSHIP

ASPECT OF FELLOWSHIP	CRAWL	WALK	RUN
Connecting People	<i>Individual strategy:</i> Have a one by one plan to get people connected into groups.	<i>Connection strategy:</i> For those already attending your church, hold an event to connect the unconnected into a new or existing group.	<i>HOST strategy:</i> Pick a time on the church calendar to do a church wide campaign such as 40 Days of Purpose or Community. Think of even repeating 40 Days of Purpose if it's been awhile.
Influencing Your Church Culture	<i>Form a Small Group Team:</i> Start to rally a group of people around you so that you are not championing small groups on your own. These people can be volunteers who have the same passion as you.	<i>Be an influencer:</i> Whether in your church as members or on the church staff build relationships with those people who hold a stake in where the church is headed. Remember, relationships build trust which allows you to speak truth.	<i>The Senior Pastor:</i> Build a relationship with your Senior Pastor or senior leadership in the church. I know this sounds funny, but take them to lunch, build a relationship before you sell your passion of groups. Seek to understand before you want to be understood.
Communicating the Value of Groups	<i>Touch points:</i> Make sure you're doing the basics of church announcements about groups, plugs from the teaching pastor, bulletin presence, web presence, and a small group table after the services for someone to be able to chat to a real person.	<i>Testimonies:</i> Have testimonies in the service of people who God has changed their lives through small groups. Remember the pastor is the salesperson and the testimony is the satisfied customer...you need both.	<i>Timely sermon series on calendar:</i> If and when you have the relationship, see if you can speak into a sermon series focused on groups or strategically connecting people at seasonal times (i.e January—New Year Groups; Mother's Day—New Moms Groups; Father's Day—New Dad's Groups, etc...think like Hallmark!).
Measuring your Progress	<i>Track Hosts:</i> Track Hosts with a spreadsheet (like Excel) in a database to know the Leaders.	<i>Track Members:</i> Track the Hosts and members of groups to know who is connected.	<i>Track Development:</i> Track the details of the groups to know the developmental next steps of individuals and groups.

DISCIPLESHIP

ASPECT OF DISCIPLESHIP	CRAWL	WALK	RUN
Small Group Member	<p><i>Model a Purpose Driven Life:</i> Use the Spiritual Health Assessment and Spiritual Health Planner on your life first. Let people see the change in you before you ask them to be a better disciple... it's called modeling.</p>	<p><i>Implement the Spiritual Health Assessment and Planner in the small group community:</i> Get all the Hosts to model and use the Spiritual Health Planner and bring it to their small group members.</p>	<p><i>Implement Spiritual Partners in the small group community:</i> Get every small group member to set up Spiritual Partners so that no one stands alone in life.</p>
Small Group Host and Community Leaders	<p><i>Curriculum strategy:</i> If curriculum shapes groups, then be intentional about what you want them to study. Have the first, second and third year of suggested curriculum that would help their groups to be healthy</p>	<p><i>Leadership pathway:</i> Every Host and Leader needs to know where you want them to go, developmentally and spiritually; so make sure you give them the path you want them to take. At Saddleback, we use the Small Group Leadership Development Pathway so everyone is clear.</p>	<p><i>Flattened infrastructure:</i> Span of care of your groups will make or break your Small Group Ministry AND set you up to retain new groups or lose them. What's your infrastructure going to look like and what are you going to ask Hosts to become and Community Leaders to do?</p>
Small Group Meeting	<p><i>Balanced:</i> What do you want to grow your people into? Each Host needs a clear picture of what that looks like. At Saddleback, it's someone who is balancing the purposes in their heart.</p>	<p><i>Becoming:</i> Discipleship doesn't stop with the individual. We need a value of discipling our Hosts to disciple people.</p>	<p><i>Being:</i> In today's culture it's all about "doing". To grow our people, they need to be exposed to spiritual disciplines, nurturing their soul, developing character, etc.</p>
Small Group Tools and Resources	<p><i>Surveys:</i> Use surveys to learn and know how well you are helping the people to grow spiritually.</p>	<p><i>CLASS system:</i> Implement the CLASSES (101-401) to help your groups understand the purposes.</p>	<p><i>Experiential:</i> Quarterly expose groups to a solitude exercise or prayer walking as a way to develop discipleship.</p>

MINISTRY

ASPECT OF MINISTRY	CRAWL	WALK	RUN
<p>Serving in the Group</p>	<p><i>Round out the Leader:</i> Set a goal that is simplistic but developing. Such as if you have 10 Hosts, pray for 10 Future Hosts to be developed.</p>	<p><i>Roles for everyone:</i> Every person gravitates toward one of the Biblical purposes. Set a goal that every group "informally" has the purposes owned in the groups. Don't bog it down with reporting, but trust the Host.</p>	<p><i>Rotate leadership:</i> Through subgrouping, give people in the group the opportunity to lead a small portion of the study. Good Leaders are always developed in the groups not the classes.</p>
<p>Serving in the Church</p>	<p><i>In the individuals:</i> Through a study or each one going to CLASS 301, help each person in the group know their SHAPE and where they are using their giftedness in the church.</p>	<p><i>In the groups:</i> Have each group own caring for the basic needs of the group (i.e. shared babysitting to enhance the couple or single parent; someone sick, take them to the doctor; team up to help someone with a task they need done at their house, etc.). Have groups learn the value of serving the body together (i.e. helping the church out at Easter, do a task for the church as a group, etc.).</p>	<p><i>In the church:</i> Help your church learn how to celebrate servant hood. It doesn't have to be fancy, but it needs to be done. Gratification is the fuel for servant hood. Honor those who volunteer.</p>
<p>Providing Opportunities</p>	<p><i>Spontaneous opportunities:</i> These are ways to serve the church family in the community at anytime on any day. For example, rake leaves for an elderly member of your church, watch the kids of a single mom so she can go shopping, or bring a meal to a widow.</p>	<p><i>Seasonal opportunities:</i> These are ways to serve the church family during special events like Christmas and Easter.</p>	<p><i>Short-term opportunities:</i> These are ways to serve the church family on campus during weekends.</p>

EVANGELISM

ASPECT OF EVANGELISM	CRAWL	WALK	RUN
Personal P.E.A.C.E.	<p><i>Map your neighborhood:</i> Challenge each group to map their neighborhood; label who lives in each house and their spiritual temperature. Then have them pray for their neighbors as they would pray for their family.</p>	<p><i>Outreach event:</i> This is as simple as challenging the groups to be like Jesus — hang out with those who don't know the Lord (Mark 2:15-17). Exposure to nonbelievers is an education beyond a study in your small group. What event could your Small Group Ministry host or go to?</p>	<p><i>Share your faith:</i> From having groups practice writing their testimony to sharing it with the group — it's the old statement "practice makes perfect", so why not use the group time to practice. Then comes the prayer time to have God open an opportunity for people to share what they are practicing!</p>
Numerical Growth	<p><i>Group growth:</i> Let groups grow as large as they can by sub-grouping and honoring ratios of 1:10. Make a list of who they could invite to the next study.</p>	<p><i>New group growth:</i> Plan on the calendar when you want to launch new groups off a weekend message. Make sure you target new Hosts before the launch.</p>	<p><i>Exponential growth:</i> What's a goal for new groups that you are comfortable with, then add a zero and start the journey of faith with God on how He is going to make that happen. Our 40 Days of Purpose Kit will help you plan and meet this God goal.</p>
P.E.A.C.E. Strategy	<p><i>Introducing P.E.A.C.E.:</i> Have groups own an Unreached People Group or area of the globe to pray over, learn about and maybe some day visit.</p> <p>For more information see link http://www.saddleback-family.net/peace/ or call 949-609-8400 or email peace@saddleback.net</p>	<p><i>Local P.E.A.C.E.:</i> Have your groups work with your Missions Team to help do P.E.A.C.E. in your local community. This could be a one time project, but helps the group reach out together.</p> <p>For more information see link http://www.saddleback-family.net/peace/ or call 949-609-8400 or email peace@saddleback.net</p>	<p><i>Global P.E.A.C.E.:</i> This is where small groups link up with other small groups to travel together to do P.E.A.C.E. overseas.</p> <p>For more information see link http://www.saddleback-family.net/peace/ or call 949-609-8400 or email peace@saddleback.net</p>

WORSHIP

ASPECT OF WORSHIP	CRAWL	WALK	RUN
Weekend Alignment	<p><i>Senior Pastor buy in:</i> Find out where your pastor is with small groups as the delivery system for health in your church. From that point you know where to start your prayer and relational building to help bring Acts 5:42 to your church (Temple Courts—Weekend Services and House to House—Small Groups).</p>	<p><i>Program alignment:</i> List out the programs you have on the weekend and throughout the week and see what “is” and “isn’t” aligned to bring health and balance through groups. What steps need to be taken to help your church people know the system for health?</p>	<p><i>Confessional preaching:</i> If we want our people to be real, it needs to start from the top. People are more endeared to us through our weakness than strength. Pray for the pastor to use personal experiences through his small group in his messages so people see him as a real person verses someone to put on a pedestal.</p>
Loving God	<p><i>Prayer Team:</i> Get a group of people who believe in the power of prayer to intercede with you for the obstacles that are before you.</p>	<p><i>Engage groups in the presence of God:</i> Give your group leader good books to read such as The Pursuit of God by Tozer and Desiring God by Piper for spiritual development.</p>	<p><i>Testimonies in services of “God moments”:</i> Have a testimony from a group on a “God Moment”. The super-natural isn’t all signs and wonders, but so often we are scared to share what God is doing in those “God Moments”. Be professional, but be real about what God has done.</p>
Your Surrender and Call	<p><i>Absolute surrender:</i> What does God want you to surrender? We all have an achilles heal. What will bring you closer to God as the Point Person for Groups which will in turn bring you closer to the cause?</p>	<p><i>Your call:</i> Go back to John 21:15 and read this passage. To do Small Group Ministry takes a “calling” to a church. What will help remind you that your “calling” wasn’t a mistake?</p>	<p><i>Stay focused:</i> We all have 168 hours a week. We all pour 40+ hours a week into our ministry. Are you using your hours the best way possible as the Point Person and the primary support for Small Group Ministry at your church? Just for fun, take an accounting of your hours. Where are they going? Are they spent on groups? Are they used the most strategically?</p>
Worship	<p><i>Weekend:</i> Have small groups sit together at the weekend services regularly.</p>	<p><i>Group:</i> Have a night of worship to bring groups together for corporate worship. There doesn’t have to be a sermon, but time to reflect on God.</p>	<p><i>Experiential:</i> Quarterly expose the Small Group Ministry to experiences such as communion, foot washing, nailing sins to a cross, etc.</p>

THE GAME PLAN

SMALL GROUP RESOURCES

WORSHIP

Did You Know...?

68 % of employed adult Americans surveyed said an incentive program would cause them to set, and then work toward, job-related goals. 70 % of employees who planned to make job related resolutions say those goals include increasing workplace productivity, while 52 % want to improve their attitudes. 69 % of employees setting goals say an ongoing company-sponsored incentive program would keep them motivated throughout the year.

Source: American Express Incentive Services

The Ten Commandments of Goal Setting -By Gary Ryan Blair**Commandment #1: Thou Shall Be Decisive!**

The difference between what one person and another achieves depends more on goal choices than on abilities. The profound differences between successful people and others are the goals they choose to pursue. Individuals with similar talents, intelligence, and abilities will achieve different results because they select and pursue different goals.

Commandment #2: Thou Shall Stay Focused!

Focus creates a powerful force: goal power. The moment you focus on a goal, your goal becomes a magnet, pulling you and your resources toward it. The more focused your energies, the more power you generate. There is a seismic shift in performance that takes place when you move from decisiveness to focus.

Commandment #3: Thou Shall Write Down Thy Goals!

Writing challenges thought. When you write a goal, you actually see what you're thinking. You have a target to aim for...something that takes shape and grows legs. By writing your goals, you take a step toward achieving them. Goals not written down fall victim to the "out of sight... out of mind" phenomenon!

Commandment #4: Thou Shall Plan Thoroughly!

You can virtually guarantee your success in any endeavor if you know who you are, what you want, where you are going, how you will get there, and what you will do once you arrive. Planning before you act helps you to do things better, faster, and cheaper!

Commandment #5: Thou Shall Involve Others!

It is your prime responsibility to acquire useful knowledge from others and to apply it appropriately. You don't have to reinvent the wheel. It behooves you to do your homework, to read, and to converse with others who have first-hand knowledge based on actual experience. Shortening your learning curve saves buckets of blood, sweat, tears, time, and money.

Commandment #6: Thou Shall Welcome Failure!

People are naive about the benefits of failure. Wrongly founded assumptions about failure replace potentially accurate assessments of what is necessary to achieve success. Failure, which spends much of its life in the gulag of public perception, is, by all measures, essential to success.

Commandment #7: Thou Shall Take Purposeful Action!

In real estate, it's location, location, location. In goal-setting its action, action, action! You can't just stick out your thumb and hitchhike your way to success. You've got to roll up your sleeves and do the work that needs to be done. The acid test of goal setting is purposeful action.

Commandment #8: Thou Shall Inspect What Thou Expect!

The purpose of measuring performance and inspecting expectations is to improve performance. You must know how you are performing the "must do" actions necessary to achieve your goals. Inspecting expectations allows you to know what you are looking for before you actually see it!

Commandment #9: Thou Shall Reward Thyself!

A goal, once achieved, symbolizes commitment, concentration, and courage, and it deserves to be rewarded. A reward provides an effective but uncomplicated means of reinforcing the actions most important to success. Rewards are reminders of our potential for achievement. We should reward ourselves daily for small accomplishments; this simple act becomes fuel for future achievement.

Commandment #10: Thou Shall Maintain Personal Integrity!

Personal integrity is the countdown clock of your goal. It starts ticking the second you begin and stops when you achieve the goal or quit. The "Promised Land" is for those who exercise personal integrity. Personal integrity means maintaining a commitment to your commitment. It's about setting a goal and keeping your promise to achieve it...end of story!



Small Group Resources



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SMALL GROUP GUIDELINES AND AGREEMENT

It's a good idea for every group to put words to their shared values, expectations, and commitments. Such guidelines will help you avoid unspoken agendas and unmet expectations. We recommend you discuss your guidelines during the first small group meeting; in order to lay the foundation for a healthy group experience. Feel free to add anything that is important to your group.

If the idea of a written agreement is unfamiliar to your group, we encourage you to give it a try.

WE AGREE TO THE FOLLOWING VALUES

Clear Purpose	To grow healthy, spiritual lives by building a healthy small group community.
Group Attendance	To give priority to the group meeting (call if I am absent or late).
Safe Environment	To create a safe place where people can be heard and feel loved (no quick answers, snap judgments, or simple fixes).
Be Confidential	To keep anything that is shared strictly confidential and within the group.
Conflict Resolution	To avoid gossip and to immediately resolve any concerns by following the principles of Matthew 18:15-17 which begins with going directly to the person with whom you have an issue.
Spiritual Health	To give group members permission to help me live a healthy, balanced spiritual life that is pleasing to God.
Limit our Freedom	To limit our freedom by not serving or consuming alcohol during Saddleback small group meetings or events so as to avoid causing a weaker brother or sister to stumble. 1 Corinthians 8:1-13, Romans 14:19-21
Welcome Newcomers	To invite our friends who might benefit from this study and warmly welcome newcomers.
Building Relationships	To get to know the other members of the group and pray for them regularly.
Other	_____

WE AGREE TO THE FOLLOWING ITEMS

- Refreshments/Mealtimes _____
- Childcare _____
- When we will meet (day of week) _____
- Where we will meet (place) _____
- We will begin at (time) _____ and end at _____
- We will do our best (some or all) to attend the following service together:
 - Sat 4:30 pm Sat 6:30 pm
 - Sun 9:00 am Sun 11:15 am Sun 4:30 pm Sun 6:30 pm
- Review date of this agreement _____

SMALL GROUP EVALUATION

Here's a chance for a 10-15% improvement on any group at anytime. Give a copy to every member and return to the Host. Be honest, practical but affirming too. Discuss the results with suggested changes at the next meeting.

1. What's working in our group? _____

2. What's not working in our group? _____

3. What's next for our group? _____

Name (optional): _____ Date: _____

10 IDEAS FOR PROMOTING SHARED OWNERSHIP

Right off the bat...

1. It's important to understand the biblical principles behind developing individuals for each purpose in your group. First, the priesthood of all believers — "Every member is a minister". The challenge here is not that a few should minister in the body, but that everyone should be in ministry, no matter how small or large the role. Second, the biblical principle of spiritual gifts (1 Corinthians 12:7). We all have them and they need to be discovered and developed. They could develop naturally within the small group you lead. Third, we believe in balancing the 5 biblical purposes, not only as a church but as a small group as well. This balance leads to health and health leads to growth.
2. Initially, you (as the Host) will own each purpose. Over time, passing them to your members is the true goal. Some get all 5 purposes covered in the first meeting and others roll them in over time. This is totally up to you, but don't underestimate what your people can do or limit their growth by waiting too long.
3. From a matter of perspective, you don't need them to help, but they need a role to grow and develop. This helps to build ownership and spiritual maturity in your people over time. Don't be hesitant, they will grow because of it.
4. Give people "bite-size" roles to begin with. Let the roles match their spiritual maturity. Have them bring meals, plan an event or help another group member, and grow them into more responsibility over time.
5. Don't expect perfection and be ready with lots of affirmation. This will be messy at first but it's the path of personal and spiritual development. Be ready to support new steps. People will need loads of attention after accepting new responsibilities.
6. In terms of process, some people will be overwhelmed with the "formal" titles versus the "functional" roles. Don't sweat it! Just ask them to take on a simple role, activity or function and bring the titles in later. The bottom line is help them grow and become participants, not spectators, in your group.
7. There are several ways to identify and select individuals for each purpose in your group:
 - (A) The most effective way comes out of a discussion of every member's personal passion (SHAPE) and goals.
 - (B) The second method is for you and your Future Host to pray over who you think would be best in which role and simply ask them to try it for a few weeks.
 - (C) The final method is to ask the group to share who they think would be well-suited to take on that purpose and why. This builds ownership, a sense of being called and chosen as a valued contributor and affirms them in the small group community. Then ask them try it for 3 months.
8. You intentionally want to rotate roles over time so that people can grow and develop in new and necessary areas of their life. Some will be selected for certain roles but desire to experiment in another. You can team up on a purpose or share the covering of several bases. It's totally flexible. Have fun and remember the goal is growth and not getting a job done.
9. Begin praying for God's leading today on "who" is in your group and "where" He wants to take them.
10. Just try it this week...there is a whole new dimension to your people and your group ahead. The best is yet to come.

SMALL GROUP HOST ROLE DESCRIPTION

Purpose

To cultivate a healthy (Purpose-Driven) group that produces healthy disciples over time.
Hebrews 10:24-25; Ephesians 2:19; Colossians 1:28

Primary Role

What is a Host?

Have a heart for people
Open your home
Serve a snack
Turn on the video

Profile

Reluctant and yet ready, shepherd's heart, servant leader and growing spiritually.

Philosophy

The Host strategy is designed to give people a simple step into small group leadership.

- Video curriculum brings the master teacher to them (prevents heresy)
- It's a short term experience
- A baby step to being a Small Group Leader
- Training happens from the video section "Helps for Hosts"
- Simple curriculum to lead
- Follow-up strategy from Host to Leader through the Small Group Leadership Development Pathway

SMALL GROUP TEAM ROLES

FUTURE HOST

Purpose: To serve the group Host & regularly rotate leadership. "These things which you have heard from me... teach faithful men who will be able to teach others also." 2 Timothy 2:2

Primary Function: Is to assist the Host and have on-the-job training with the intent to be a Host.

Possibilities:

- ✓ Share weekly leadership within the group with the Host (selected questions, opening discussion, closing prayer time, etc.).
- ✓ Regularly rotate the leadership of the group (once or twice a month).
- ✓ To eventually start a new short-term group.

Profile: Shepherd's heart, servant leadership, spiritual walk and spirit of humility

MINISTRY ROLE

Purpose: To champion the individual SHAPE discovery process inside the group & around the church.

Ephesians 4:11-13; 1 Corinthians 12:7; 1 Peter 3:10

Primary Function: To encourage everyone in the group to discover their ministry (through SHAPE) and coordinate infrequent group service opportunities (at the church or to other believers)

Possibilities:

- ✓ To place every member into a group role or "baby step" responsibility.
- ✓ Challenge members to attend CLASS 301 and to complete the SHAPE interview process.
- ✓ Celebrate discovery, development and deployment of next steps.
- ✓ Ministry projects

Profile: Cheerleader, goal-oriented, loves to see people develop and grow themselves.



FELLOWSHIP ROLE

Purpose: To champion the fellowship and community building activities within the small group. *Hebrews 10:24-25; Ephesians 2:19*

Primary Function: To encourage the group to discover community and transparency by welcoming newcomers, honoring people and deepen personal sharing.

Possibilities:

- ✓ Coordinate group socials and celebrations (birthdays, dinners and group activities).
- ✓ Follow up on new and absent people with calls and cards.
- ✓ To manage the group roster and Small Group Guidelines and Agreement.

Profile: Social, fun-loving, encouraging and has hospitality gifts.



EVANGELISM ROLE

Purpose: To champion outreach to the unconnected/unchurched in your community and around the world. *Matthew 28:18-20; Acts 20:24*

Primary Function: To encourage the sharing of Christ through the P.E.A.C.E. Plan (Personal, Local, & Global).

Possibilities:

- ✓ Encourage members to pray for unchurched friends or family members.
- ✓ Encourage members to invite an unchurched friend or neighbor to your group (to fill the open chair).
- ✓ To keep the small group aware of mission prayer requests and/or participate in short term mission projects.
- ✓ Adopt the P.E.A.C.E. plan in your group.

Profile: Includer and bringer, heart for people (especially unconnected/unchurched people in our country and around the world), cross-cultural experiences and involvement.



DISCIPLESHIP ROLE

Purpose: To champion the spiritual growth and personal next steps of each member in your group. *Colossians 1:28; Ephesians 4:15*

Primary Function: To encourage the overall spiritual formation process of your group by encouraging various spiritual exercises, experiences or practices that will enhance one's spiritual growth.

Possibilities:

- ✓ Encourage people to take their next step in CLASS (101, 201, 301, 401, 501).
- ✓ To encourage people to complete the Spiritual Health Assessment & Growth Plan.
- ✓ Share progress and plans about individual time with God and His Word (Spiritual habits).
- ✓ Spiritual Partners

Profile: Loves learning, heart for the Word, desires a growing walk with God.



WORSHIP ROLE

Purpose: To champion the purpose of worship and whole life surrender in your small group. *Romans 12:1-2; John 4:24*

Primary Function: To encourage the group to experience worship in a wide variety of ways; understanding that worship is more than music.

Possibilities:

- ✓ Coordinate a weekly praise and prayer list. Encourage members to personally cultivate their individual worship time with God (Praise and Worship CDs/tapes in the home or car).
- ✓ To coordinate your group attending worship services together in community. (Encourage people to attend in subgroups of two to four, if not all together.)
- ✓ To host a communion service or worship time for your small group (CD, instruments or acappella).

Profile: Encourager, heart for personal and corporate worship, desires a deeper walk with God through prayer. (Enjoys music and singing).



NEW SMALL GROUP TEMPORARY ACL (Associate Community Leader) ROLE DESCRIPTION

(for campaigns -- a 6 month commitment)

Purpose

To cultivate the health and balance of 3-5 new Hosts and their groups.

Primary Functions

To establish relationships with your Hosts

To build relationships with the Host and Future Host, over the course of a month, do one of the three:

1. To **meet** one-on-one with Hosts for spiritual development
2. To do **small group visits** to support, share and supervise the Host
3. To **host a huddle** to build leadership skills by teaching Leader Training 2 modules

To interview and qualify new Hosts for service

To identify and develop Future Hosts and Purpose Champions

To receive care and coaching from your Community Leader

Priorities of an ACL

- A** Available and flexible with time to make Small Group Ministry a priority with passion
- C** Cultivates healthy & balanced Hosts and their groups (Health Assessment & Health Plan)
- L** Lives and models a Purpose Driven Life

Personal Qualifications

1. Completed the CLASS process & committed to the covenants.
2. Willing to fulfill this Role Description.

SMALL GROUP COMMUNITY LEADER ROLE DESCRIPTION

Functional

- Relationship
- Resources
- Reaching

Formal

- 70% care; 30% (P.E.A.C.E., connection or training)
- 10 hour per week strategy

Instill Values

- Rotating Leaders
- Readyng Leaders for campaigns
- Future Host
- Campaign Strategies
- Look for natural, organic means of developing leaders
- Saddleback curriculum
- View group life as a leadership engine

Personal Qualifications

1. Completed the CLASS process & committed to the covenants.
2. Fulfill biblical character requirements listed in Psalm 78:72
3. Willing to fulfill this Role Description.

SERVING THE LORD'S SUPPER

"...The Lord Jesus, on the night he was betrayed, took bread, and when he had given thanks, he broke it and said, 'This is my body, which is for you; do this in remembrance of me.' In the same way, after supper he took the cup, saying, 'This cup is the new covenant in my blood; do this, whenever you drink it, in remembrance of me.' For whenever you eat this bread and drink this cup, you proclaim the Lord's death until he comes."

1 Corinthians 11:23-26 (NIV)

Steps in Serving Communion

1. Open by sharing about God's love, forgiveness, grace, mercy, commitment, tenderheartedness, faithfulness, etc., out of your personal journey (connect with the story of your people in the room).
2. Read the passage:
"...The Lord Jesus, on the night he was betrayed, took bread, and when he had given thanks, he broke it and said, 'This is my body, which is for you; do this in remembrance of me.'"
3. Pray and pass the bread around the circle (could be time for quiet reflection, singing a simple praise song, or listening to a worship tape).
4. When everyone has been served, remind them that this represents Jesus' broken body on their behalf. Simply state, Jesus said, "Do this in remembrance of me." Let us eat together, and eat the bread as a group.
5. Then read the rest of the passage:
"...In the same way, after supper he took the cup, saying, 'This cup is the new covenant in my blood; do this, whenever you drink it, in remembrance of me.'"
6. Pray and serve the cup, either by passing a small tray, serving them individually, or by having them pick up a cup from the table.
7. When everyone has been served, remind them that the juice represents Christ's blood shed for them, then simply state, "Take and drink in remembrance of Him. Let us drink together."
8. Finish by singing a simple song, listening to a praise song, or having a time of prayer in thanks to God.

Several Practical Tips in Serving Communion

1. Prepare the elements simply, sacredly, and yet remember, symbolically.
2. Be sensitive to timing in your meeting.
3. Break up pieces of cracker or soft bread on a small plate or tray. Don't use large servings of bread or grape juice. We ask that you only use grape juice, not wine, so you will not cause a brother or sister to struggle.
4. Have all of the elements prepared beforehand, and just bring them into the room or to the table when you are ready.

Communion passages: Matthew 26:26-29; Mark 14:22-25; Luke 22:14-20; 1 Corinthians 10:16-21, 11:17-34

PERFORMING A FOOT WASHING CEREMONY

Scripture to Look At - John 13:1-17

Background - In John 13, Jesus makes it quite clear to His disciples that His position as the Father's Son includes being a servant rather than being one of power and glory only. To properly understand the scene and the intention of Jesus, we must realize that the washing of feet was the duty of slaves and indeed of non-Jewish rather than Jewish slaves. Jesus placed Himself in the position of a servant. He displayed to the disciples self-sacrifice and love ("*...that you also should do what I have done to you.*" John 13:15). In view of His majesty, only the symbolic position of a slave was adequate to open their eyes and keep them from lofty illusions with respect to the Position. The point of foot washing, then, is to correct the attitude which Jesus discerned in the disciples. It constitutes the permanent basis for mutual service, service in your group and for the community around you, which is laid on all Christians.

How to Prepare

What you need

- Towels: For the washing and drying of many toes
- Bowls: Make sure you have enough bowls to be able to have fresh water for washing and rinsing
- Liquid Soap: Not a necessity, but a nice touch

Things to be considerate of

- The opposite sex: Guys wash guys' feet, gals wash gals' feet
- Religious upbringing: Be sensitive to where your group is coming from
- Know your group: Be sensitive to the bonding of your group
- Earn the right: Make sure you have enough meetings under your belt for your group to know your heart and get the full impact of the foot washing
- Know your options: If someone in your group has limitations (i.e., a lady may come wearing stockings, person may have an open wound or cast) or is uncomfortable with the washing of feet...
 - 1) See if you can wash the hands
 - 2) See if the spouse (if there is one) can wash the feet
 - 3) Give the person the right to "pass"

Attitude and objectives:

- Be in an attitude of prayer for what God can do in and through you. Communicate servanthood. Let servanthood. Let them understand the attitude of humility (both on the "giving" and "receiving" end). Pray for the best time to do a foot washing in your group. Timing is everything.

When to Implement

Under "How to Prepare" for a foot washing, we talked about the importance of earning the right to do a foot washing. When to implement a foot washing in your "group time" can be as important as "earning the right". There are three primary places we would recommend you insert a footing washing:

1. During a break in the magnification section of your group
2. During a break in the maturity section of your group
3. At the closing of your group

A special time of prayer for each person as he gets his feet washed can be added to the foot washing time.

Some Neat Ideas

- 1) After the foot washing, you may want to give each member of your group a new pair of socks to put on to enjoy the rest of the group time.
- 2) Before sending a member of the group on a mission trip or to multiply a new group, do a foot washing to serve them before they go out to serve.

SMALL GROUP TERMINOLOGY

Host Facilitates the overall care and coaching for the members and ministers (Future Hosts and Champions) in the group. After attending training, Group Hosts can assist the Pastoral staff in believers baptism and communion. [see page 146]

Future Host A Group Host in training; a subgroup Host (groups of three to four). Not an assistant or co-Host, but a Host in training. (This could be two months or two years in process.) [see page 147]

Fellowship Role Shepherding functions, group sharing/mixers and fellowship activities. [see page 147]

Discipleship Role Provides teaching, encourages formation of (201) spiritual habits (Bible study, prayer, group involvement, and tithing) and champions CLASS attendance. [see page 147]

Ministry Role Individual SHAPE discovery/deployment/development and infrequent group serving opportunities (church or community). [see page 147]

Evangelism Role Prayer and activities to reach out to unconnected or unchurched friends through the open chair and cross-cultural mission discussions and experiences. [see page 147]

Worship Role Group worship, communion and service attendance (some or all of the group attending a service together). [see page 147]

Open Chair Represents the unconnected and the unchurched sheep from the core of our church to the ever growing community that need to be connected into groups.

ACL (Associate Community Leader) A temporary role for 6 months to see if being a Community Leader is a fit. [see page 148]

SMALL GROUP TERMINOLOGY *(continued)*

Community Leaders provide care and coaching for 20-30 host groups and their Future Host.
[see pages 35 - 36 and page 149]

Area Leaders provide the care and coaching for four to twelve Community Leaders and their Associate Community Leaders. They also lead an area huddle that provides a model group experience.
[see page 37] page?

Small Group Host The historical term used to define a leader of a small group. They are all still called small groups, but they are lead by Group Hosts. [see page 146]

Multiply The term used when a group sends their Group Host or Future Host to begin a new group during a campaign.

Group Visit A group visit is done by a Community Leader. Periodically a Community Leader will visit a Host's Group to see how things are going and to offer support and coaching steps.

Subgrouping Subgrouping is taking your original group and managing it in smaller sizes to improve the quality of the group experience (i.e., during the prayer time of your group, instead of all twelve of the group members praying together, you break up into four groups of three and create an environment to develop intimacy and future leadership.

Huddle An infrequent gathering of Group Hosts or Community Leaders by their members for the purpose of their own care and coaching needs.

Releasing Hosts The term used when a Host, Future Host or Purpose Champion in a group goes to start a new group, primarily during a campaign.

SMALL GROUP RESOURCE GUIDE

Fellowship

The Connecting Church by Randy Frazee
 Better Together: Restoring the American Community by Robert Putnam
 The Safest Place on Earth by Larry Crabb
 Life Together: The Classic Exploration of Faith in Community by Dietrich Bonhoeffer

Discipleship

The Purpose Driven Life by Rick Warren
 Personal Bible Study Methods by Rick Warren
 The Life You've Always Wanted by John Ortberg
 Sacred Pathways by Gary Thomas
 Renovation of the Heart: Putting on the Character of Christ by Dallas Willard
 An Invitation to Solitude and Silence by Dallas Willard

Ministry

S.H.A.P.E. Finding & Fulfilling Your Unique Purpose for Life by Erik Rees
 The Church of Irresistible Influence by Robert Lewis
 19 Gifts of the Spirit: Which Do You Have? Are you Using Them by Leslie Flynn
 The Servant Leader by Ken Blanchard and Phil Hodges
 The Volunteer Revolution: Unleashing the Power of Everyone by Bill Hybels

Evangelism

Conspiracy of Kindness: A Refreshing Approach to Sharing the Love of Jesus With Others by Steve Sjogren
 The Master Plan of Evangelism by Robert E. Coleman
 The Antioch Factor: The Hidden Message of the Book of Acts by Ross Paterson
 Share Jesus Without Fear by William Fay and Linda Shepherd
 Out of the Salt Shaker and Into the World: Evangelism As a Way of Life by Rebecca Pippert

Worship

The Way of a Worshiper by Buddy Owens
 The Worship Answer Book by Rick Muchow
 The Air I Breathe: Worship As a Way of Life by Louie Giglio
 Facedown (The Worship Series) by Matt Redman
 The Unquenchable Worshipper: Coming Back to the Heart of Worship (Worship Series) by Matt Redman
 Fresh Wind Fresh Fire SC : What Happens When God's Spirit Invades the Hearts of His People by Jim Cymbala and Dean Merrill

SMALL GROUP RESOURCE GUIDE (continued)

Leadership

Courageous Leadership by Bill Hybels

Unlearning Church: Just When You Thought You Had Leadership All Figured Out
by Michael Slaughter and Warren Bird

An Unstoppable Force: Daring to Become the Church God Had in Mind by Erwin Raphael McManus

Leading the Revolution by Gary Hamel

General Small Groups

Houses that Change the World by Wolfgang Simson

Leadership Explosion: Multiplying Cell Group Leaders for the Harvest
by Joel Comiskey, Joel T. Comiskey

Building a Church Of Small Groups by Donahue and Russ Robinson

The Seven Deadly Sins of Small Group Ministry by Bill Donahue and Russ Robinson

Walking the Small Group Tightrope: Meeting the Challenges Every Group Faces
by Bill Donahue and Russ Robinson

Making Small Groups Work by Dr. Henry Cloud and Dr. John Townsend

SMALL GROUP CURRICULUM PATHWAY IDEAS

Objective – To assist Hosts and groups in planning out an annual curriculum calendar for the purpose of spiritual growth, developing a healthy small group diet, balancing the purposes, and identifying which studies would be most helpful to them as they develop their small group health plan.

Three approaches:

1. Categories

- Books of the Bible
- Doctrine
- Life Skills
- Evangelism/Seeker
- Spiritual Growth

2. Purposes

- Fellowship
- Discipleship
- Ministry
- Evangelism
- Worship

3. Year long plan

- 1st year
- 2nd year
- 3rd year
- 4th year

Suggested Annual Curriculum Pathway:

1st year –

	Length	Category	Purpose
• 40 Days of Purpose	6 weeks	Spiritual Growth	All
• Books of Bible (choose one)			
James – Vol. 1 & 2	12 weeks	Bible	Discipleship
1 Thessalonians – Vol. 1 & 2	12 weeks	Bible	Discipleship
• Doctrine (choose one)			
Foundations – Intro/Bible	4 weeks	Doctrine	Discipleship
Foundations – God	4 weeks	Doctrine	Discipleship
Foundations – Christ	4 weeks	Doctrine	Discipleship
Foundations – Holy Spirit	4 weeks	Doctrine	Discipleship
• Spiritual Growth (choose one)			
The Power of Prayer	6 weeks	Spiritual Growth	Discipleship
• Life Skills (choose one)			
Couples group – Sacred Marriage	6 weeks	Life Skills	Fellowship
Others – Building Community	6 weeks	Life Skills	Fellowship
• Annual campaign	6 weeks	-----	-----
	<u>40 weeks</u>		

2nd year –

	Length	Category	Purpose
• 40 Days of Community	6 weeks	Spiritual Growth	Fellowship
• Books of Bible (choose one)			
James – Vol. 1 & 2	12 weeks	Bible	Discipleship
1 Thessalonians – Vol. 1 & 2	12 weeks	Bible	Discipleship
Inside Out Living – <i>a Blessed Life</i>	6 weeks	Bible	Discipleship
• Doctrine (choose two)			
Foundations	4 weeks	Doctrine	Discipleship
• Spiritual Growth (do both)			
Serving God Together	6 weeks	Spiritual Growth	Ministry
Managing Your Money	6 weeks	Spiritual Growth	Discipleship
• Spiritual Health Assessment	2 weeks	Spiritual Growth	Discipleship
• Annual campaign	6 weeks	-----	-----
	<u>40 weeks</u>		

SMALL GROUP CURRICULUM PATHWAY IDEAS (continued)

3rd year -

	Length	Category	Purpose
• 40 Days of PEACE	6 weeks	Spiritual Growth	Evangelism
• Books of Bible (choose one)			
James - Vol. 1 & 2	12 weeks	Bible	Discipleship
1 Thessalonians - Vol. 1 & 2	12 weeks	Bible	Discipleship
Inside Out Living - <i>a Blessed Life</i>	6 weeks	Bible	Discipleship
• Foundations - Christ	4 weeks	Doctrine	Discipleship
• The Way of A Worshipper	6 weeks	Spiritual Growth	Worship
• Sharing God's Heart for People	6 weeks	Evangelism	Ministry
• Annual campaign	6 weeks		
	<hr/> 40 weeks		

4th year -

	Length	Category	Purpose
• 40 Days of PEACE	6 weeks	Spiritual Growth	Evangelism
• Books of Bible (choose one)			
James - Vol. 1 & 2	12 weeks	Bible	Discipleship
1 Thessalonians - Vol. 1 & 2	12 weeks	Bible	Discipleship
Inside Out Living - <i>a Blessed Life</i>	6 weeks	Bible	Discipleship
Ephesians - Vol. 1 & 2	12 weeks	Bible	Discipleship
• Doctrine (choose two)			
Foundations	4 weeks	Doctrine	Discipleship
• Life Skills			
Couples groups - Parenting	6 weeks	Life Skills/Seeker	Fellowship
Others - Singles	6 weeks	Life Skills	Fellowship
• Evangelisms/Seeker			
The Passion	3 weeks	Seeker	Evangelism
I Have a Friend...Who is Mormon	3 weeks	Evangelism	Missions
• Annual campaign	6 weeks		
	<hr/> 41 weeks		

Miscellaneous Others -

• Passover	1 week	Spiritual Growth	Worship
• Gifts in His Name (Christmas)	2 weeks	Bible	Discipleship
• I Have a Friend...Who is Mormon	3 weeks	Evangelism	Missions
• Spiritual Pathways	6 weeks	Spiritual Growth	Discipleship
• Purpose Driven Life series	42 weeks	Spiritual Growth	ALL
• Doing Life Together	42 weeks	Spiritual Growth	ALL
• Inside Out Living			
Living Beyond Yourself	6 weeks	Bible	Discipleship
Living in Pursuit of God	6 weeks	Bible	Discipleship
Living with the End in Mind	6 weeks	Bible	Discipleship

DO YOU SUDOKU?

A

Sudoku ★★★★★ 4puz.com

8	6			9	4
	7	9		5	6
5		6	8		3
2	6	1	7	9	5
4	1	9	5	7	6
3		4	9		7
	4	7		6	3
6	2			8	9

Fill in the squares so that each row, column, and 3-by-3 box contain the numbers 1 through 9.

If you can solve these three Sudoku puzzles and find enjoyment in them you may have the tendencies of an Executive Pastor!
We have a couple of different puzzles for you, with the answers below, so no peeking. Nobody likes a cheater.

B

Sudoku ★★★★★ 4puz.com

		3	8	9	6			
8		7	2	1	3		9	
4	3	6				2	5	7
2	5	9				8	1	6
1		2	9		6	5		4
		8	5		4	7		

Fill in the squares so that each row, column, and 3-by-3 box contain the numbers 1 through 9.

C

Sudoku ★★★★★ 4puz.com

4								3	
1	2			4		6			
			1					2	
3		1			9			8	
	8	7				9	5		
	9		8			1		2	
	4				2				
		3		7				9	5
	7								8

Fill in the squares so that each row, column, and 3-by-3 box contain the numbers 1 through 9.

ANSWERS:

A.

6	4	8	1	7	2	5	9	
1	8	9	2	5	8	7	4	6
3	8	1	4	6	7	9	5	2
9	2	5	2	6	8	1	4	7
5	7	6	9	4	8	1	3	2
8	3	6	7	9	5	2	1	4
2	1	7	8	9	4	6	5	3
4	9	2	5	8	7	1	3	6
7	6	3	4	5	8	9	2	1

B.

1	2	3	4	5	6	7	8	9
8	7	2	1	3	9	6	5	4
4	3	6	9	8	7	5	2	1
2	5	9	8	1	6	7	4	3
1	2	9	6	5	4	8	7	3
8	5	4	7	3	2	1	9	6
3	6	5	4	7	2	1	9	8
9	8	7	6	5	4	3	2	1
5	4	3	2	1	9	8	7	6

C.

8	4	5	1	6	7	2	9	
5	6	7	2	9	1	8	3	4
9	1	2	7	8	3	5	4	6
2	8	1	9	4	7	6	5	3
7	9	4	8	1	6	5	2	3
3	8	7	2	9	5	1	6	4
1	2	9	6	5	4	8	7	3
4	3	6	9	8	7	5	2	1
2	5	9	8	1	6	7	4	3
1	2	9	6	5	4	8	7	3

SMALL GROUP RESOURCES



Workshops

GENERAL INFORMATION

GENERAL SESSIONS

THE GAME PLANS

SMALL GROUP RESOURCES

WORKSHOPS



WORKSHOPS Wednesday, February 21
1:30 – 3:00 p.m. (Repeated 3:30 – 5:00 p.m.)

BEGINNING SMALL GROUPS

Using Campaigns to Launch Small Groups

Sharina Husted, *Trinity Church, Lansing, MI*

Extreme

Campaigns are like fireworks - they can be powerful and inspiring, but if you're not prepared for the long haul, they have the potential to blow your hands off!! Discover 7 simple keys to launching a church-wide small groups campaign. Walk away with a plan that will help your small group ministry grow through the fireworks!

How to Connect With One Another in Your Group

Keith Jackson, *The Church at Rock Creek, Little Rock, AR*

Room 405-407

Connecting people into small groups is what small group ministry is all about. How you accomplish that determines how successful your ministry will be. There is an art to connecting people into productive relationships. Come find out from the book of Philemon about the only three relational connections we will ever have in life and how to make those connections happen for your people.

Disciple Maker vs. Group Manager

Matt Adams, *Westside Family Church, Shawnee, KS*

Room 401-403

The easiest part of small group ministry is starting new groups, but how do you help those groups to become disciple makers? Most Christians have never been taught what it means to disciple another. Learn the principles for developing a culture of communities that reproduce disciple making followers of Christ.

First Steps in Beginning a Small Group Ministry

Jon Bodin, *Central Christian Church, Henderson, NV*

Reef

Considering starting or restarting a Small Group Ministry? Regardless if you feel fully supported or not supported at all, this workshop will interact with you with practical tips and problem solving solutions. I will be excited to share some of foundational essentials in building a dynamic Small Group Ministry.

WORKSHOPS Wednesday, February 21
1:30 – 3:00 p.m. (Repeated 3:30 – 5:00 p.m.)

STRENGTHENING SMALL GROUPS

Rethinking Your Coaching Strategy

Bill Willits, *North Point Community Church, Alpharetta, GA*

Tent 3

Leader development is a critical part of any thriving small group system. And coaching can be the hinge to an effective leader development strategy. But more times than not, it is the curse of small group strategies. Maybe it's time to rethink what we're doing. Come look at a fresh approach to this vital aspect of group life.

Creating an Environment for Spiritual Growth (1:30 – 3:00 ONLY)

Bill Donahue, *Willow Creek Community Church, S. Barrington, IL*

Worship Center

When it comes to spiritual growth, we are all environmentalists. God causes the growth, but we are challenged to nurture the environment. This session will give you the essential tools you need to create an environment that facilitates life-change and encourages everyone to participate in the process of spiritual growth together. We will look at small group processes, the spiritual climate of the group and discuss ways to integrate truth with life.

Create a Framework For Small Group Leadership

Rex Minor, *Calvary Church, Westlake Village, CA*

Room 409-411

We want to build a team of committed, skilled, and passionate small group leaders. But how do we do this in a way that prepares and honors our leaders so they can be at their best? Explore how to create a strategic, intentional, and spiritually forming development plan for your Small Group Leadership. Learn the major components to consider as you spiritually develop your leadership to become great Small Group Leaders in your church context. Don't just pick a destination and start driving. Make sure you have enough gas for the long haul.

How to Build a Self-Sustaining Infrastructure

Ron Wilbur, *Saddleback Church, Lake Forest, CA*

Room P102

Having small groups without an infrastructure is like trying to drive across the country on one tank of fuel. Sooner or later you'll run out of gas. So, how do you build an infrastructure that continues to support and grow your small groups? And how do you ensure that people in your infrastructure are long-term partners in the ministry? This workshop will share strategies that are proven winners, look at a few ideas that failed and describe tactics that will scale to your ministry. Here's a peek at what you'll learn in this workshop:

- Five places where your small group infrastructure is most vulnerable (and what to do about them);
- Four tools that your infrastructure must have to survive; and
- Three high-impact tactics that will jumpstart your infrastructure from a dead stand-still

Don't just pick a destination and start driving. Make sure you have enough gas for the long haul.

WORKSHOPS Wednesday, February 21
1:30 – 3:00 p.m. (Repeated 3:30 – 5:00 p.m.)

Be Still

Room 301-303

Be Still. A look at the history, importance, and power of contemplative prayer from a cross-denominational point of view.

In an age in which multi-tasking has become second nature, the idea of being “still” almost seems luxurious. Yet achieving stillness through Christian prayer is a spiritually rewarding practice that can change your life forever.

One of the greatest challenges for believers today is to stop, be silent and listen to the still, small voice of God. How can we BE STILL enough to find Christ in the midst of all the noise and distraction of our 24/7 culture? Contemplative prayer is one of the oldest, most fulfilling Christian spiritual disciplines in the history of the Church, yet it has virtually disappeared amidst the busyness of modern life. This compelling discipline enables Christians to find closer alignment with the heart of Christ through silence and meditation on Scripture. Many Christians have a difficult time incorporating this vital discipline into their schedule-driven days, still, they long for more intimacy and greater depth in their spiritual lives.

Find out how you can give your small groups:

1. A structure of prayer which uses Scripture and silence to invite God’s presence and direction.
2. A way to incorporate the vital discipline of listening prayer into everyday life.
3. Support for handling the stressors of modern living.

Prayer is vital to the life of a Christian and BE STILL will help to start a movement of prayer in your community that invites the presence, power and direction of the Living God!

WORKSHOPS Wednesday, February 21
1:30 – 3:00 p.m. (Repeated 3:30 – 5:00 p.m.)

Transitioning Small Groups

Leaping from "With" Small Groups to "Of" Small Groups (3:30 – 5:00 p.m. ONLY)

Bill Donahue

Worship Center

In this workshop ministry leaders will address the barriers that keep them from having a fully integrated group strategy in their churches. You will discover how to gain ministry-wide clarity about the role of groups, assess your current group structure, leadership development, connection strategies, and the management of change as you transition the church.

Turning Sunday School into Small Groups

Sammy Waller, *Flamingo Road Church, Ft. Lauderdale, FL*

Edge

Due to facility and growth challenges, most churches today struggle to develop a small group ministry in the home or off campus. It is possible with the right strategy to move existing groups into the home. At Flamingo Road Church our growth had led to our Children's Ministry to all of our Adult classroom space. We developed a plan that successfully moved 90% of our Adult group into the home. It can be done, without bloodshed. We will discuss the strategy we used at Flamingo Road Church and interact about your current space dilemma.

What to Do When Your Senior Pastor Isn't On Board

Dave Holden, *Lake Gregory Community Church, Crestline, CA*

Room 404

Nothing can be as discouraging as having a God-given vision and having it opposed or ignored by the church's God-given leadership. Your senior pastor is the key to the success of your small group efforts. In this seminar you will learn how to 1) support his ministry, 2) listen for his fears, 3) overcome his objections, 4) sell him on your ministry blueprint, and 5) obtain his enthusiastic partnership for your small group plan. This practical seminar will allow for answering your questions "live and on-the-fly." Come prepared to get your pastor to buy into your small group vision and launch out on a whole new level of ministry success.

Transition Mistakes to Avoid

Troy Gramling, *Flamingo Road Church, Ft. Lauderdale, FL*

Tent 1

Transition or change is a very personal thing for those experiencing it and those leading it. During this seminar, we will discuss practical leadership decisions that can help lead through transition—what to do when your transitioning strategy has stalled or is just "not working." We will also talk about how to deal with the emotional side of leading transition, as well as what the people you are leading through transition are feeling and why that is important.



Sharina Husted

Using Campaigns to Launch Small Groups

Description:

Campaigns are like fireworks - they can be powerful and inspiring, but if you're not prepared for the long haul, they have the potential to blow your hands off!! Discover 7 simple keys to launching a church-wide small groups campaign. Walk away with a plan that will help your small group ministry grow through the fireworks!

Session Goal:

To gain practical ideas and next steps in growing your small groups ministry.

Speaker:

Sharina Husted is Director of Adult Ministries at Trinity Church in Lansing, MI. Born and raised on the island of Maui, she has a Bachelor's degree from Michigan State University, an MBA from California State University and is a Ph.D. candidate in Organizational Leadership.

Prior to Trinity, Sharina served as the Programming Director of Operations at Willow Creek Community Church and worked overseas with the Alliance for Saturation Church Planting in post-communist Eurasia.

Her corporate experience includes working for Procter & Gamble, General Electric and Ford Motors. Sharina enjoys cliff diving, aerobics, watching college basketball/football and makes her home in Lansing, Michigan with husband Ryan and girls Riley (2 years) and Malia (6 months).

Using Campaigns to Launch Small Groups

1. VALUE _____ & _____, NOT _____.

2. DEVELOP A _____.

A. Believe that God will do the impossible

B. Designate a small groups point person

C. Recruit & deploy leaders

1) Criteria: Character, Competency, Chemistry

2) Ideas for recruiting leaders

✓ Ask existing groups with many leaders to put their group on hold for 6 weeks and each lead their own group of new people

✓ Recruit a recruiting team of key influencers in the church to help you recruit

✓ Recognize your leaders and set them up to lead well

D. Care structure/organizational plan

E. Timeliness of the campaign

1) Clear the calendar

In groups of 3-4, discuss the following:

- Who you are, what you do, where you're from
- What church-wide campaigns you've done & the results of these campaigns on your church body.

3. _____ AND HAVE _____ !**A. 3 reasons to celebrate**

- 1) Give glory to God
- 2) Vision Cast
- 3) Be Authentic

B. Celebration ideas

- 1) 40 days of purpose small group celebration
- 2) Volunteer celebration
- 3) Leaders night

4. EXECUTE A SEAMLESS _____ and _____ STRATEGY**A. Conduct a thorough debrief mid-term in the campaign**

- 1) Share stories
- 2) Problem solve
- 3) Ensure gracious conclusions
- 4) Celebrate healthy groups

B. Plan your next big push or campaign

C. Provide a detailed plan of action

1) Next steps

Campaign	Next Step
40 Days of Purpose	The Purpose Driven Church
40 Days of Transformation	James Study

2) 101-401 track

101 Connect	201 Grow	301 Serve	401 Share
The Purpose Driven Life	The Life You've Always Wanted	Network	Contagious Christian

In groups of 3-4, discuss the following:

- What you've done in your church to celebrate groups
- What has worked to transition groups into normal life after a campaign

THE CHURCH OF THE FUTURE
 SMALL GROUP RESOURCES
 WORKSHOPS

5. LEVERAGE _____ TO CONNECT PEOPLE AND _____ NEW GROUPS

A. Help other ministries to be intentional with events

- 1) Baseball diamond

B. Use multiple connection vehicles to get people into groups

- 1) Online web connector
- 2) Bulletin tear off response card
- 3) First impression callers
- 4) Mapping center software
- 5) Mid-sized groups
- 6) Interactive CD

C. Develop and implement a connection process

D. Use creative connection events

- 1) 40 days of purpose
- 2) 40 days of transformation
- 3) Community Picnics
- 4) Connection Events
- 5) Passion
- 6) Small group Sunday's

6. _____ AND _____ YOUR LEADERS.

A. Develop & equip your leaders

1) Yearly training calendar

September	October	November	December	January
New Leaders Training	40 Days Campaign	Holiday serving projects	Holiday evangelistic parties	New Leaders Training
Leaders Night	Connection Event			Jump start groups from the holidays
Connection Event				Small Group Sunday

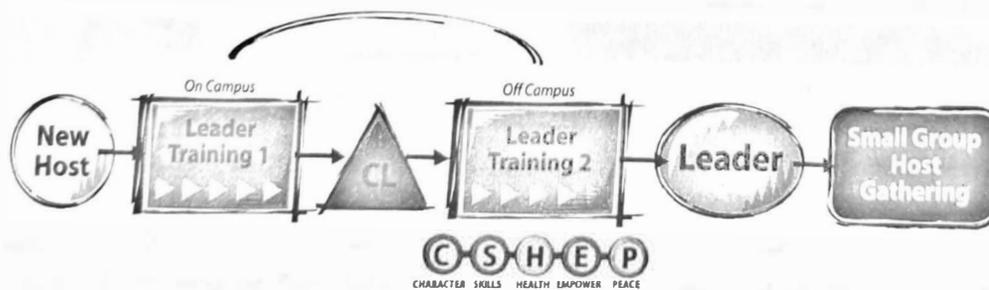
February	March	April	May	June
Leadership Training	Serving Emphasis	Evangelistic Emphasis	Wrap up the ministry season with a Volunteer Celebration	
Connection Event				

2) Communications

- Newsletters 3x's/year
- Quarterly emails

3) Resources

- Saddleback's Leader Training



- Willow's Leadership Summit or Small Groups Conference DVD's

GENERAL SESSIONS
 THE GAME PLAN
 SMALL GROUP RESOURCES

WORKSHOPS

Idea Network



ideanetwork.trinitywired.com

Idea Network

- [FAQ](#)
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- [Register](#)
- [Profile](#)
- [Log in to check your private messages](#)
- [Log in](#)

The time now is Wed Jun 02, 2004 11:03 am
ideanetwork.trinitywired.com Forum Index

[View unanswered posts](#)

Forum	Topics	Posts	Last Post
Small Groups IdeaNetwork			
Connecting Ideas! Icebreakers, socials, interaction, etc	19	19	Fri May 28, 2004 12:29 pm shusted
Growing Ideas! studies, activities, experiences, etc	6	74	No Posts
Serving Ideas! community projects, acts of kindness, etc	7	18	No Posts
Sharing Ideas! outreach, evangelism, neighborhood events, etc	3	38	No Posts
Worship Ideas! surrender, celebration, etc	2	19	No Posts
Group Leadership Ideas! resources, conferences, tips, etc	9	42	No Posts
General Ideas!	2	16	No Posts

[Mark all forums read](#)

All times are GMT - 3 Hours

Who is Online



Our users have posted a total of **28** articles
We have **26** registered users

In total there is **1** user online :: 0 Registered, 0 Hidden and 1 Guest [Administrator:] [Moderator]
Most users ever online was **3** on Fri May 28, 2004 10:52 am
Registered Users: None

This data is based on users active over the past five minutes

Log In

Username:

Password:

Log me on automatically each visit



New posts



No new posts



Forum is locked

[Go to Administration Panel](#)

Online Small Group Curriculum Forum

Note: Trinity Church makes the Small Group Network available as a service to small group area leaders, division leaders, coaches and small group leaders. We do not verify the specifics of each resource listing and make no endorsement regarding particular authors or publishers. Small Group Leaders are encouraged to determine the suitability of a particular resource based on their understanding of their group member's spiritual formation plan and their experience as a small group leader.

Title	Search	
Beginning Life Together (The Doing Life Together Series) Brett & Dee Eastman, Todd & Denise Wendorff, Karen Lee-Thorp Zondervan	Top Recommended Studies DVD 6 Sessions	More
Beginning Life Together (The Doing Life Together Series) Brett & Dee Eastman, Todd & Denise Wendorff, Karen Lee-Thorp Zondervan	Top Recommended Studies Study Guide 6 Sessions	More
Connecting with God's Family (Fellowship) Brett & Dee Eastman, Todd & Denise Wendorff, Karen Lee-Thorp Zondervan	Top Recommended Studies DVD 6 Sessions	More
Connecting with God's Family (Fellowship) Brett & Dee Eastman, Todd & Denise Wendorff, Karen Lee-Thorp Zondervan	Top Recommended Studies Study Guide 6 Sessions	More

Live Resources

What is a Live Resource?

A live resource is a qualified person who is capable of teaching and facilitating learning around a particular subject.

What are the benefits?

Groups benefit from having an outside expert brought in to the group for a period of 1-4 weeks and are invigorated/re-energized with a change of pace and new ideas.

How does this work?

Group leaders contact the "Live Resource" directly to determine if the content fits the group dynamics and schedules. Various groups can merge together for a period of time if other leaders are interested in the same material.

Frequently requested Live Resources

Conflict resolution, How to study your Bible, Freedom from sin, Spiritual disciplines, Bible answer man, How to share your faith, Discovering your spiritual gifts, How to manage your finances, Life management, Foundations of your faith

Next Steps:

Identify your top 4 live resources. Get a list of qualified people. Cast vision and ask. Write a description of the resource, the number of weeks, contact name and information. Distribute to group leaders.

GENERAL SPIRITUAL FORMATION
GENERAL SESSIONS
THE GAME PLANS
SMALL GROUP RESOURCES
WORKSHOPS

B. Develop & equip yourself

- 1) Attend conferences to sharpen your skills
- 2) Build a regional network
 - How to start a network
 - How it works

Sept	Nov	Feb	May
Why small groups?	Recruiting, developing and retaining leaders	Coaching and care	Connecting people into groups

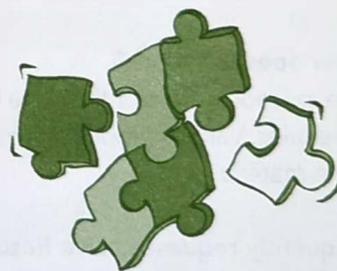
Great Lakes Small Group Pastors Network

Join small group pastors and key leaders from around the region as we sharpen our vision for building life-changing communities

Who: Small Group Pastors, Directors or Point Leaders

What: Quarterly gathering covering topics such as recruiting and training leaders, using events to connect people, coaching, 40 Days of Purpose, leadership development and much more.

When: May 3rd from noon – 2pm (\$5 lunch donation)
Hosted this quarter by Ada Bible Church
8899 Cascade Road SE, Ada MI



If you'd like to connect with this network, contact Sharina Husted at sharina.husted@trinitywired.com or (517)272-3842.

In groups of 3-4, discuss the following:

- What's working for your church in connecting people to small groups?
- What's working in training group leaders?

7. BE _____!

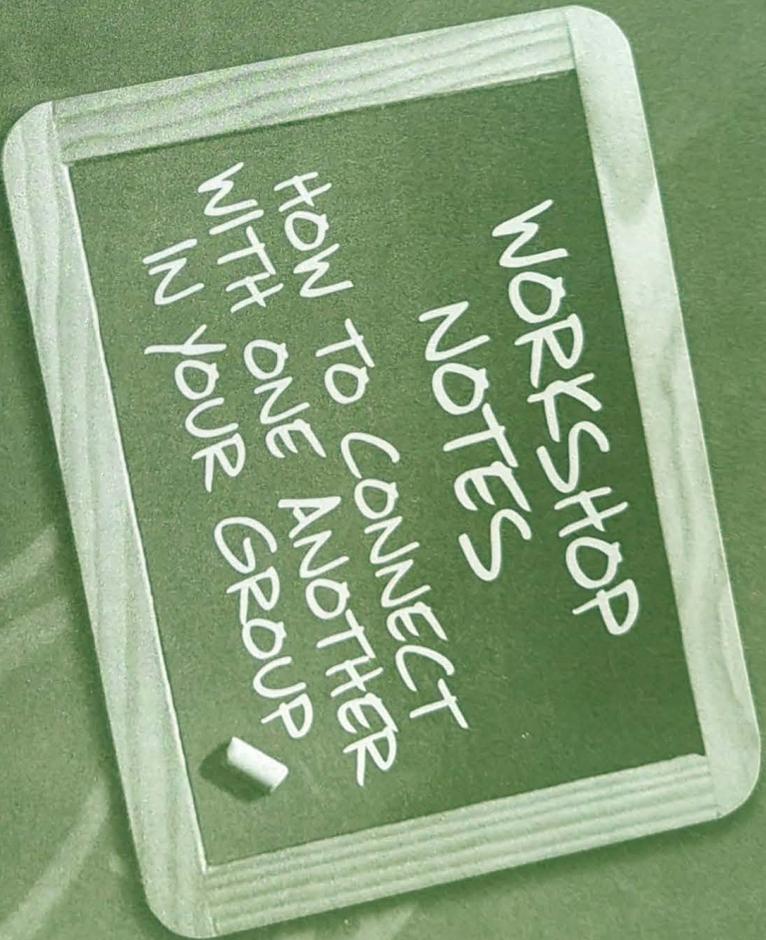
SPEED LEARNING

What is the most important insight or idea that made an overall impression on you today?

What action steps will you take when you return home to apply what you've learned?

Q&A

SMALL GROUP RESOURCES
THE GAME PLAN
WORKSHOPS



Keith Jackson

HOW TO CONNECT WITH ONE ANOTHER IN YOUR GROUP

All of life is about building relationships. Since you are involved in small group ministry it demands that you and the leaders in your ministry learn the art and practice of connecting with people. Fortunately for us, the book of Philemon is a blueprint for building positive, productive interpersonal relationships. The intent of Paul's writing is not just to win friends but to keep them in long-term, mutually beneficial relationships.

3 Points of Connection You Must Make to Succeed:

1.) The Source

The Eternal Connection

2.) The Switch

The Internal Connection

3.) The Socket

The External Connection

1. Relationships with others is the _____.
2. Relationship with self is the _____.
3. Relationship with God is the _____.

KEY PRINCIPLE: YOU WILL NEVER BE PROPERLY RELATED TO OTHERS UNTIL YOU ARE PROPERLY RELATED TO YOURSELF AND YOU WILL NEVER BE PROPERLY RELATED TO YOURSELF UNTIL YOU ARE PROPERLY RELATED TO GOD.

3 Benefits of Productive Relationships

- 1.) Connectedness
- 2.) Companionship
- 3.) Communication

A pat on the back is an essential element in the development of positive and productive relationships.

- 1.) Appreciation
- 2.) Authentication
- 3.) Aspiration
- 4.) Anticipation
- 5.) Admiration
- 6.) Affirmation

Assignment: Write a letter or note to your _____ and tell them what qualities you admire about them.

6 Elements of effective affirmation:

- 1.) Make it personal.
- 2.) Make it _____.
- 3.) Make it present.
- 4.) Make it _____.
- 5.) Make it plain.
- 6.) Make it _____.

How people view relationships:

- 1.) Competition
- 2.) Compromise
- 3.) Complacency
- 4.) Capitulation
- 5.) Cancellation
- 6.) Cooperation

How to make your relationships WIN-WIN

- 1.) Be sensitive.
- 2.) Be submissive.
- 3.) Be _____.
- 4.) Be sensible.

BURYING THE HATCHET

The capacity to forgive others or ourselves is a key element in maintaining positive, productive interpersonal relationships.

CROSSING THE RUBICON OF RELATIONSHIPS

4 Steps to Take:

- 1.) Openness
- 2.) Obligation
- 3.) Objectivity
- 4.) Optimism

Refresh someone's heart this week. Write their name here and detail how you plan to refresh their heart.

- 1.)
- 2.)
- 3.)
- 4.)

ACCOUNTABILITY: *Don't Leave Home Without It*

It requires 3 things.

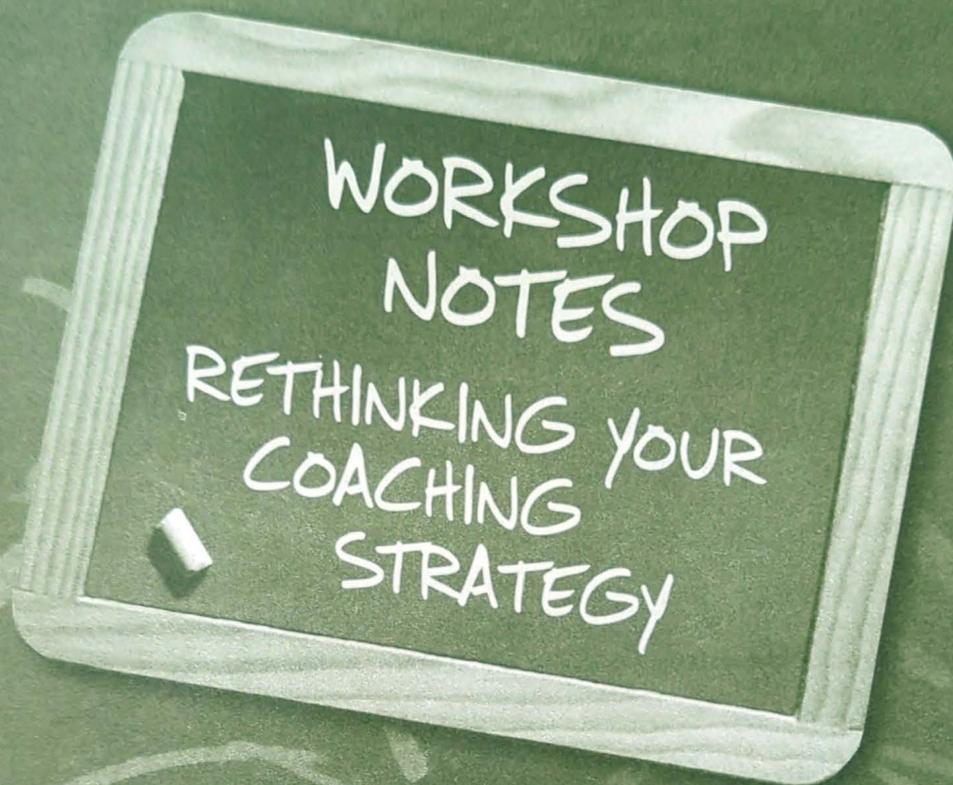
- 1.) Insight

4 Elements of Insight

- A. Transparent
- B. T_____
- C. Teachable
- D. T_____

- 2.) Hindsight
- 3.) Foresight

GENERAL INFORMATION
GENERAL SESSIONS
THE GAME PLANS
SMALL GROUP RESOURCES
WORKSHOPS



Bill Willits

Rethinking Your Coaching Strategy

Initial Thoughts...

1. Your coaching system is perfectly _____ to produce the _____ you are currently getting

2. Coaching is _____

Without it:

- Groups drift
- Leaders self-define
- Care & support is inconsistent
- Ministry becomes compromised

3. Coaching is _____

4. Coaches want to be _____

5. All coaching strategies require some _____

- Time
- Leadership
- Resources

Clarifying Questions...

1. What do you want to _____?

Note: Your coaching strategy will be determined by how you answer this question

- Develop leaders
- Monitor groups
- Provide support
- Shared learning
- Some of the above
- All the above

2. Are your expectations _____?

3. Is your strategy _____?

System Options...

1. _____ coach

Shepherds/monitors 5-7 leaders

Advantages:

- Allows you to leverage the expertise of your best leaders
- Provides effective monitoring of groups
- Requires less resources

Disadvantages:

- Unrealistic for most volunteers
- Not scalable as the system grows
- Varying levels of investment from leader to leader

2. _____ coach

Shepherds/monitors 25-40 leaders

Advantages:

- Allows you to leverage the expertise of your best leaders
- Provides a more consistent level of investment across all leaders

Disadvantages:

- Candidate pool limited to those with flexibility to work part time
- Requires more resources

3. _____ coach

Shepherds/develops 60-80 leaders

Advantages:

- Better leader enlistment and development
- More consistent care across all leaders
- Greater intentionality in development of leaders

Disadvantages:

- Requires a unique blend of personality and task gifting
- Requires more resources

Our Conclusion...

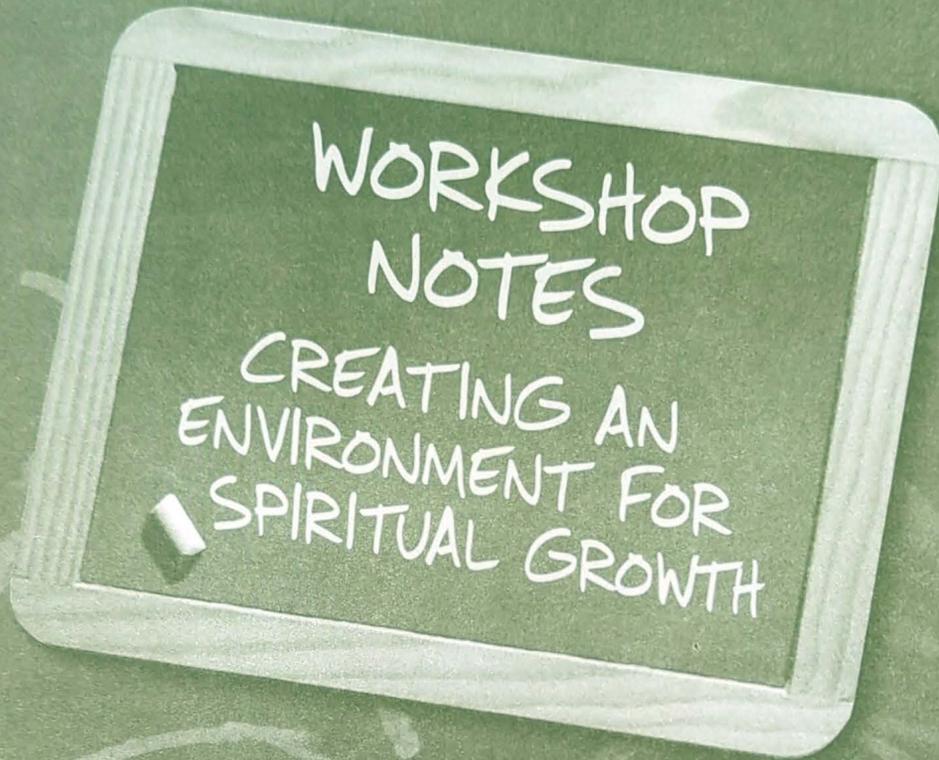
1. Volunteers do not have the _____ to effectively monitor groups and develop leaders
2. We eliminated the _____ so staff are responsible for the _____ and care of group leaders

The Results...

1. It's provided meaningful _____ for leaders & staff
2. It has increased _____ at training events
3. It has enhanced the _____ we provide leaders
4. It has improved the _____ of data
5. It has infused new _____ into the staff's role
6. It has earned _____ from coaches and leaders

Next Steps...

1. Determine what you want to accomplish
2. Verify that your expectations are reasonable
3. Ensure your system is scaleable and will take you where you want to go as you grow



Bill Donahue

Creating an Environment for Growth

Q: What are we doing: Having a Meeting or becoming a *Family*?

MEETING

Structure

Event

Length

Study

Closed

FAMILY

Nurture

Relationship

Depth

Learning

Open

Q: What is the Role of Truth, and how do we Approach the Bible?

INFORM

Quantity

Linear

Critical

Individual

Problems

Study Jesus

Be a Master

TRANSFORM

Quality

Holistic

Humble

Communal

People

Know Jesus

Be Mastered

1. The Fellowship of the Table

The table is a healing place

"...I have eagerly desired to eat this Passover meal with you..."-Jesus

Kinds of Tables

- Kitchen
- Conference
- Negotiation
- Coffee
- Seminar
- Operating

Table Manners

- Care = *we are for you*
- Safety = *come as you are*
- Authenticity = *let's be real*
- Growth = *take steps forward*
- Help = *offer our resources*

Look at your Table:

2. The Ministry of the Towel

When you pick up the towel, you create a *humble* place

"...he wrapped a towel around his waist and began to wash his disciples' feet..." – John 13:4

Towel Habits

- "Others" Mindset
- Listen Attentively
- Identify Needs
- Take Risks
- Use Spiritual Gifts

Look at How you Pick up the Towel:

3. The Practice of the Truth

When you practice truth, you create a *holy* place

"...Now that you know these things, you will be blessed if you do them..." – Jesus, John 13:17

Truth Training

- Obey Scripture
- Confess Weakness
- Admit Wrongdoing
- Extend Forgiveness
- Express Convictions

How You Can Practice the Truth:



Rex Minor

Building a solid corps of committed and skilled leaders requires strategic planning. Explore how to craft an intentional, strategic and proactive plan for developing current and future small group leaders in your church context.

GOAL: Discover how to craft an intentional, strategic, and proactive plan for developing small group leaders.

The Foundation: Strategic Thinking

Gather the team, cast a vision, define reality, and set leadership goals.

There are four steps to getting started on the road to strategically developing current and future small group leaders.

1. Assemble a Team

A strong team can help leaders gain insight and plan strategically. This team will become the guiding coalition for your small groups movement. The following are the kinds of people you will want on the team:

- *Group practitioners:*
- *People who think globally:*
- *Critical thinkers:*

2. Determine the Overall Goal

If you don't know where you're going, you are probably going to end up somewhere else. Start by asking questions: Why do we do small groups? What do we want our small group ministry to be about? Here are four sample purposes for small groups:

- *Transformation:*
- *Community:*
- *Compassion:*
- *Mission:*

Your church may have different reasons for doing small group ministry. It is up to each church to determine their own purposes. Until you are crystal clear about why you do small groups you cannot go much further because it is from your purposes that you extract your specific leadership principles and practices.

Once you have determined the goals for your small group ministry, ask the following questions for each goal. *What is it that small group leaders need to do that contributes to that goal?*

3. Define Current Reality

Once you have gained clarity on the goals of your small group ministry, be ruthlessly honest about the state of your ministry. Ask: *What is the current reality of our small group ministry?* and *What is our small group ministry currently about?* To answer these questions in an honest way, be proactive in obtaining accurate data.

1. What is reality for the typical small group member?

- Church-wide surveys
- Small group leader surveys
- Focus groups

2. What is reality for the typical small group leader?

- One-on-one conversations with leaders
- Group observation through visits

As you have these conversations, make sure that you ask the right kinds of questions:

- Do group leaders know what they are supposed to do? If the answer is no, they need information and training.
- Do they know how they are doing? If not, give them feedback. At times, leaders want to quit because they don't understand that they are doing the right thing.
- Is there an obstacle that prevents them from doing their work? If so, remove it.
- Do they have the potential to do the job? If not, release them. Sometimes it is better for everyone to graciously release them to another church ministry.

4. Juxtapose Your Goals with Your Reality

Once you have determined the goals for your small group ministry and you have defined your current reality, bring both sets of information together. In your conversations with small group leaders, keep a running list of the needs that you see recurring. This will help you determine the gap between the ideal or goal for small group leadership and the current reality for your ministry as a whole and for your individual leaders.

Design Your Strategy

Develop your leaders by taking these five steps.

1. Determine What Skills Are Needed

Brainstorm a list (not categories) of what a leader should be able to do and should know.

2. Establish the Sequence

In what order do you train leaders once you know the critical topics and categories?

A. Get senior staff and church leadership on board with your training schedule.

B. Determine the appropriate timing for your leadership development.

1. *What is mission critical?*

2. *What are the leaders' greatest needs, both felt and actual? What are they feeling? What new initiatives may impact their felt and actual needs?*

C. Determine the appropriate pace for your leadership development. The key questions about pace are:

1. *What are your resources?*

2. *What does your data tell you?*

D. Look for short-term wins. You want short-term wins because they are critical to long-term development.

3. Choose a Method of Delivery

Educators have developed the chart below to describe several different kinds of adult learning experiences. The best learning environments will use all four methods of delivery in collaborative and reinforcing ways.

Four Quadrants of Development

Classroom/ Workshops

Mentoring

Self-Directed

On-the-Job

Quadrant I: The Classroom/Workshop environment is content driven.

- *Interactivity*

- *Implementation*

Quadrant II: Mentoring

Quadrant III: Self Directed

Quadrant IV: On-the-job

4. Identify the Obstacles

- *Location*
- *Content*
- *Duration.*
- *Publicity*
- *Expense*

5. Continue to Evaluate Your Strategy

- Coaching conversations
- Surveys
- Group visits
- Focus groups
- Online survey tools. (See "Further Resources")

Key Practices for Effective Small Group Leaders

These eight skills were our keys to a leader's success. We wanted leaders to be growing in proficiency in these areas. Each leader has strengths in some areas and weaknesses in others. These skills relate to how the leader interacts with and leads group members.

1. Modeling: Growing in Christlikeness

Follow God with increasing joy, humility, and gratitude so that you are growing in the life of full devotion you're inviting others to live.

"Follow my example, as I follow the example of Christ." 1 Corinthians 11:1

2. Guiding: Shepherding people intentionally

Listen and intentionally explore the work of God in one another so that you can help others identify and take their next step of spiritual growth.

"...[P]repare 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 4:12-13

3. Facilitating: Maximizing group interaction

Conduct dynamic small group gatherings, both formal and informal, so that group members build authentic relationships in an environment of mutual accountability.

"As iron sharpens iron, so one man sharpens another." Proverbs 27:17

4. Reconciling: Engaging and resolving conflict in a healthy manner

Create an environment where the truth is spoken in love so that group members experience reconciliation in their relationships with God and with other people.

"Correct, rebuke, and encourage—with great patience and careful instruction." 2 Timothy 4:2

5. Caring: Cultivating a servant's heart

Guide group members to tangible expressions of Christ's compassion so that they are caring for people's needs personally and through the resources of the church.

"For anyone who does not love his brother, whom he has seen, cannot love God, whom he has not seen. And he has given us this command: whoever loves God must also love his brother."
1 John 4:20-21

6. Connecting: Becoming an inclusive community

Lead the group to invite and include others so that everyone can experience community.

"...I was a stranger and you invited me in." Matthew 25:35

7. Reaching: Initiating spiritual conversations

Help group members understand each seeker's story and the best ways to impact that person with God's love so that seekers can experience a personal relationship with Christ.

"I will search for the lost and bring back the strays." Ezekiel 34:16

8. Reproducing: Developing future group leaders

Guide the growth of a new generation of leaders so that so that Christ's redemptive purposes can be accomplished in our lives, in our groups, and in our community.

"And the things you have heard me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others." 2 Timothy 2:2

Additional Resources

Books, downloads, and websites to help develop small group leaders.

Building Group Leaders: Small group ministry training resource from Christianity Today International

■ BuildingGroupLeaders.com

Building Church Leaders: Leadership training resources from Christianity Today International.

■ www.BuildingChurchLeaders.com

"Healthy Small Groups" Training Theme and PowerPoint

"Growing Small Groups" Training Theme and PowerPoint

"Spiritual Formation" Training Theme and PowerPoint

"Recruiting and Staffing" Training Theme and PowerPoint

"Building a Team" Training Theme and PowerPoint

"Volunteer Development" Training Theme and PowerPoint

WillowGroups: Small groups resources site of the Willow Creek Association

■ www.willowcreek.com/smallgroups

Life Together: Offers ideas and programs to help manage and grow small groups

■ www.ChurchTeams.com

Making Small Groups Work by *Dr. Henry Cloud & Dr. John Townsend* (Zondervan, 2003; ISBN 100310250285)

Zoomerang: A company that offers online survey software; www.zoomerang.com

Coaching Life-Changing Small Group Leaders by *Bill Donahue and Greg Bowman* (Zondervan, 2006; ISBN 139780310251798)

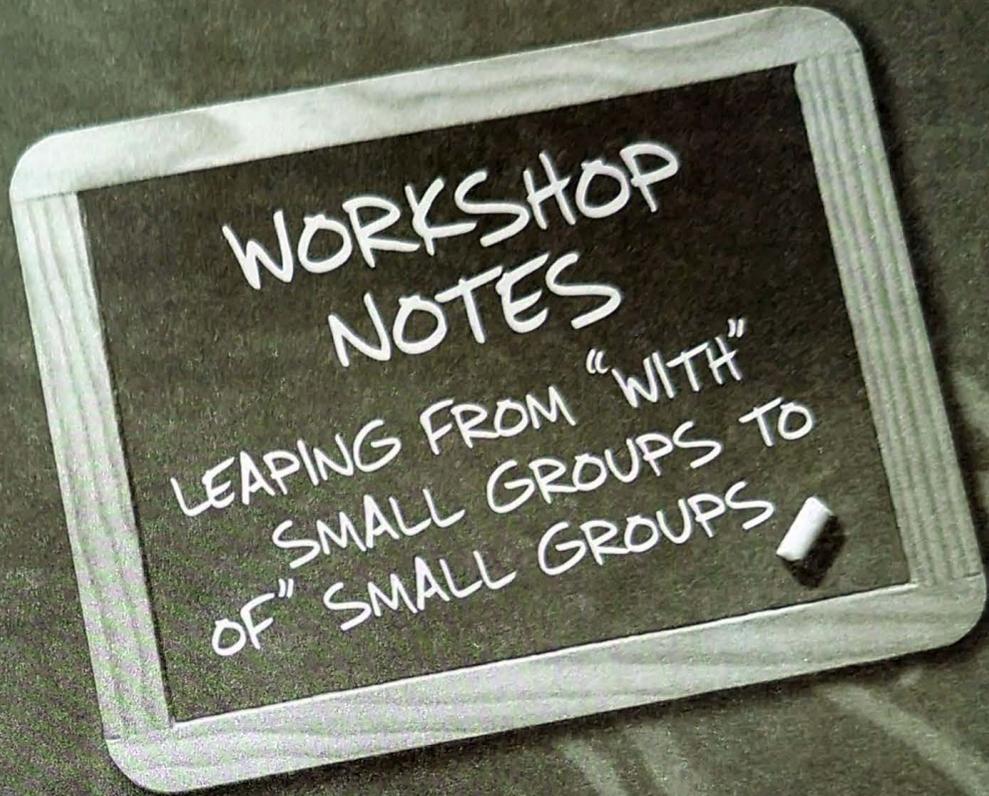
Analyzing Performance Problems (or You Really Oughta Wanna) by *Robert Mager and Peter Pipe* (Lake Publishing, 1997; ISBN 1879618176)

How to Build a Small Groups Ministry by *Neal McBride* (NavPress, 1994; ISBN 0891097694)

Leading Life-Changing Small Groups by *Bill Donahue* (Zondervan, 2002; ISBN 0310247500)

Nine Keys to Effective Small Group Leadership by *Carl George* (Kingdom, 2001; ISBN 188390613X)

The Safest Place on Earth by *Larry Crabb* (Word, 1999; ISBN 0849914566)



Bill Donahue, Ph. D

Bill is Executive of Small Group Ministries for the Willow Creek Association. Presently Bill leads a small group and lives in Dundee, Illinois with his wife, Gail, son Ryan, and daughter Kinsley.

Starting in 1992 Bill served on the staff of Willow Creek Community Church helping launch and develop the church-wide small group ministry. His passion for helping other churches develop leaders and build small group ministries led him to join the Willow Creek Association 1998. Bill is author of the best-selling *Leading Life-changing Small Groups*, and co-author of *Coaching Life-changing Small Group Leaders* with Greg Bowman.

With Russ Robinson Bill has also written *Building a Church of Small Groups*, *The 7 Deadly Sins of Small Group Ministry* and *Walking the Small Group Tightrope*. To help groups grow spiritually he developed the book *In the Company of Jesus* and the accompanying small group series *Jesus 101*. He edited and contributed to a number of other study series including *Bible 101*, the *Interactions Series*, and the *New Community Series*.

Bill serves as an adjunct faculty member at several seminaries and consults with a number of churches and ministry organizations worldwide. He can be contacted at bdonahue@willowcreek.org for speaking engagements and consultations.

Session Goal

To provide you with the processes and tools for taking the strategic steps necessary to transition from a church with an existing small group ministry to a church filled with small groups.

SMALL GROUP MINISTRIES

WORKSHOPS

I. BE CLEAR ABOUT SMALL GROUP STRATEGY

Where are we going,
and why are we
going there?

A. Make the Case for Community in the Church

1. Outline the Evidence

- a. God Dwells in Community—the Theological Evidence
- b. We Are Created for Community—the Sociological Evidence
- c. The Church Should Be Built on Community—the Organizational Evidence

2. Teach Key Passages on the Value of Community

- ◆ Genesis 1:24-2:25
- ◆ Genesis 6, 17
- ◆ Exodus 18
- ◆ Psalm 133
- ◆ Proverbs 15:22
- ◆ Proverbs 18:24
- ◆ Ecclesiastes 4:9-10
- ◆ Mark 3:14
- ◆ John 17
- ◆ Acts 2:41-47; 4:32-37
- ◆ Romans 12
- ◆ 1 Corinthians 12
- ◆ Ephesians 2,4
- ◆ 1 Peter 5:1-4

3. Recognize the Impact for Making the Case

- a. Keeps the bar high when compromise sets in
- b. Keeps your passion high when you need fresh inspiration
- c. Keeps the plane of communication high when vision is challenged
- d. Keeps the sense of need high to sell the problem

PROCESS TIME – TESTING THE REALITY OF YOUR THEOLOGY

How many sermons/messages have there been in your church in the last twelve months whose primary focus was community?

Is community/small group life...

Yes

No

...included in the core strategy of the church?

...expected for church membership?

...modeled personally by the majority of staff and key leaders?

...included by teaching pastor(s) in their message illustrations?

WORKSHOPS

B. Determine the Role of Small Groups in Building Community

1. Church with Small Groups: Groups are a worthwhile, important program to participate in
2. Church of Small Groups: Groups should pervade every area of ministry in the church
3. Church is Small Groups: Groups are the fundamental expression of the Church

ROLE OF SMALL GROUPS

	CHURCH WITH GROUPS	CHURCH OF GROUPS	CHURCH IS GROUPS
Purpose	Help People Find a Place in the Church	Core of Church as Community	Primary Expression of the Church
Group Membership	Not Required for Church Membership	Essential for Church Membership	Required for Church Membership
Role of Group Leaders	Mostly Reactive Leader	Proactive Shepherd-Leader	Pastoral Shepherd-Authority
Use of Curriculum	Chosen by Leader	Recommended by Staff or by Leader	Designated by Staff
Church Authority Over Group	Low	Low	High
Church Monitoring of Groups	Low	High	High
Group-based Evangelistic Activity	Possible	Encouraged	Expected
Models	Neighborhood, ABF	Meta-Church, Free Market, Common Cause, Purpose Driven	Cell, G-12, House Church

C. Research and Compare Existing Small Group Models

■ Cell Model (*Where Do We Go From Here*, Ralph Neighbor)

- Evangelism is the focus; all life is in the cell
- Leadership development is key; larger gatherings of cells
Website: www.touchusa.org
Additional Voices/Authors: Randall Neighbour, Scott Boren
Churches: Vineyard Church (Houston); Hosanna Church (Houston)

■ G-12 Model (*Groups of Twelve and Leadership Explosion*, Joel Comiskey)

- Groups of 12 are training groups; cells are used to find leaders
- 3 groups per week, plus training, plus encounter weekends
Website: www.comiskey.org
Additional Voices/Authors: Larry Stockstill
Churches: Bethany World Prayer Center (Baker, LA)

■ House Church Model (*The Church Comes Home*, Robert & Julia Banks)

- Decentralization is key; leadership is cooperative
- Based on a family gathering, children included
Website: www.hccentral.com
Churches: Boston Church of Christ

■ Free-Market Cells (*Dog Training, Fly Fishing...*, Ted Haggard)

- Short-term groups, driven by response to needs and interests
- Affinity is the organizing principle; leadership is fluid
Website: www.newlifechurch.org/smallgroups
Churches: New Life Church (Colorado Springs)

■ Meta-Church (*The Coming Church Revolution*, Carl George)

- Leadership development through apprenticing
- Promotes open chair and birthing; intentional discipleship
Website: www.metachurch.com
Churches: Willow Creek Community Church

■ Neighborhood Model (*The Connecting Church*, Randy Frazee)

- Assimilation by neighborhood; mapping members of the church
- Evangelism through natural relationships; some affinity groups
Website: www.theconnectingchurch.org
Churches: Pantego Bible Church (Fort Worth)

■ Adult Bible Fellowships (*The ABF Book*, Knute Larson)

- Small groups formed out of ABF's
- ABF is primary place for building community
Website: www.abfresources.com
Churches: The Chapel (Akron, OH)

■ **Common Cause** (*Church of Irresistible Influence*, Robert Lewis)

- Small groups initially formed for fellowship – up to 3 years
- Groups then take on a cause into the community

Website: www.fbclr.com

Churches: Fellowship Bible Church (Little Rock)

Checklist for Evaluating Small Group Models

1. Clear Strategy

- Biblical Support – How is Scripture used to create a theology for small groups in the local church?
- Vision for the Church – What view does the model have of the local church, and how are small groups integrated into the overall philosophy and strategy?

2. Point Leader

- Role of Senior Leadership – How supportive of the point leader are the senior pastor, elders, deacons, or other key boards and committees?

3. Coaching Structure

- Organization and Structure – What is the span of care that is provided, and how does the structure release people for ministry?
- Supervision Process – What role do staff and coaches play in the supervision of small group leaders, and how are people held accountable for results?

4. Promote Leadership Development

- Leadership Development – How are existing leaders supported and developed, and what is the strategy for developing apprentice leaders?
- Evaluation and Feedback Process – How often is evaluation provided to leaders in the small group structure, and what criteria are used for measuring success?

5. Connection Strategy

- Assimilation Pathway – How does someone move from “visitor” to being fully connected in a small group, and who is responsible for this?

6. Create Open Groups

- Meeting Format and Frequency – How often should groups meet, and what is accomplished when they gather?
- Use of Curriculum – How is small group curriculum used, and who is responsible for selecting or developing study guides?

7. Expanding the Ministry

- Kinds of Groups – Does the model offer an array of groups as entry points into the small group life of the church?

D. Choose and Adapt a Model

Example: Willow Creek's "Seeker plus Meta-Model" Adaptation

1. Seeker Model Distinctives:

- Two Services
- Seeker-Targeted Emphasis

2. Meta + Seeker means merging an Evangelistic model with a Developmental Framework (our 5 G's):

- Grace
- Growth
- Groups
- Gifts
- Good Stewardship

E. Aligning Your Ministries to Your Model

1. Vertical alignment: Focus on a common goal
2. Horizontal alignment: Work together to reach the goal

Alignment = Communication + Coordination + Collaboration

II. ESTABLISH/DEVELOP A POINT LEADER

A. Select the Right One

1. Spiritual Gifts:

Primary:

- Leadership
- Administration (Management)
The ability to create systems and processes to turn vision into reality on a consistent basis.

Secondary:

- Discernment
- Wisdom
- Teaching
- Shepherding

2. Core Competencies (Hay/McBer research, www.hayresourcesdirect.haygroup.com)

- Conceptual Thinker – “What?”
- Intellectually Curious – “Why?”
- Strategically Oriented – “How?”
- Others Focused – “Who?”

3. Experience Building a Ministry, Organization, Business, etc.

4. Healthy Spiritual Life

Who will lead this movement in the church?

“In my experience, no church has successfully launched a cell system without averaging three turnovers of leadership. In other words, pastors typically flounder twice with each cell system startup before they discern and train the right person.”

Carl George, *Prepare Your Church for the Future*

B. Position them well

POINT LEADER AUTHORITY: Influential vs. Positional

1. Critical Factors
 - a. Be Clear about Role
 - b. Support the Role

III. IMPLEMENT A SHEPHERDING STRUCTURE

The Need for a Coaching Structure

1. Biblical
2. Metaphorical
3. Practical

Barriers to Overcome

1. Priesthood of all believers
2. Staff can get distracted
3. Events vs. execution
4. Coaches doing the wrong things
5. Communication/development continuum

Keys to Making Coaching Work

1. Select the Right Coaches
 - a. Recruit coaches by relationship, not assignment
 - b. Best coaches grow their own leaders

2. Position them Correctly
 - a. Emphasize nurture over mentoring
 - b. Focus more on shepherding than leadership
 - c. Emphasize frequency of connection with leaders more than impact
 - d. This is more about encouragement than management
 - e. This work is more spiritual than organizational

COACHING MODELS

1. Developmental Model: 1:5 Ratio

2. Peer Coaching Model: One-to-One Mentoring

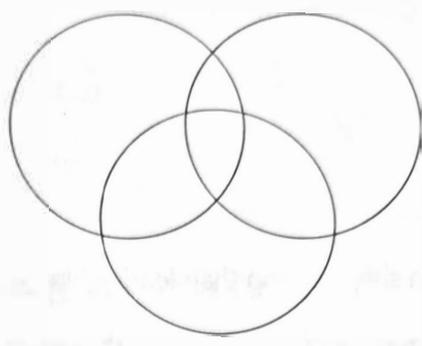
3. Mass Coaching Model: 1:25 ratio

4. Senior Coaching Model: Developmental Model Expanded

5. Hands-Free Coaching Model: No Specific Coach

VII. ISSUES THAT FACILITATE CHANGE

A. Understanding the Context of Your Work



Possible Change Strategies:

- Books
- Blueprint
- "Stop" List
- Key Influencers

B. Distinguishing Between Philosophical & Practical "Buy-in"

1. Words
2. Thoughts
3. Heart
4. Behavior

Issue: Talking "Church Of" but acting like "Church With"

QUESTIONS

WORKSHOPS

