

# **Small Group Leader Training**

## **Why Small Groups**

Our win: When people find freedom as they grow in their relationship with God, believers, and outsiders (non believers)

Small groups are:

1. A place to connect with others.
2. A place to protect each other.
3. A place to grow together.

*“Therefore confess your sins to each other and pray for each other and pray for each other so that you may be healed....”*

JAMES 5:16 NIV

## **Group Types**

1. Essential Groups
  - a. Foundations - Foundations is a fresh, innovative curriculum about the essential truths of the Christian faith and how these truths are to be lived out — in your relationships, your character, and your work.
  - b. Freedom - Freedom equips believers to live the victorious and abundant life Christ came to give us by overcoming the past and laying a foundation for walking in daily freedom.
  - c. How to Know God’s Will - Know and do the will of God. Encounter God in a new way using the Bible and real life illustrations to help you understand and apply seven realities of experiencing God.
  - d. Fresh Start - Developing an intimate relationship with God takes desire, time, and energy. In this group, you will join with other new believers, or those just wanting a refresher, as we delve into the basic tenets of Christianity and build our relationships with God.
  - e. God and Money - When God changes your heart from selfishness to generosity, every part of your life-journey is affected. Discover what it means to live a blessed life financially and spiritually.
  - f. Multiply - Multiply is designed to help you understand what it means to be a disciple and give you the tools and confidence to start discipling others.
  - g. Fighting for Focus - Explore spiritual practices central to the Christian faith and learn how to include them in your daily activities to grow spiritually and release God's abundance into your life.
2. Affinity groups - In these groups, you will gather with others around an activity you all have an interest in. Some examples are: basketball, board games, working out, etc.
3. Grow groups - These groups are centered around a fun, easy-to-use video curriculum that supports a centralized, church-wide focus.
4. Recovery groups - In these groups, you will join with others on a journey to recovery, finding support and prayer along the way
5. Life phase groups - In these groups, you will gather with others in a similar life phase, such as couples, youth adults, women 40+ etc.
6. Impact groups - In these groups, you will be equipped on how to live a lifestyle of evangelism and/or

join with others to impact the community through service projects.

7. Community groups - In these groups, the curriculum focuses on either the topic of the current sermon series or a book study
8. Turbo groups - These are short 4-6 week groups designed for those with busy schedules. They start at varying points in the small group semester. Your facilitator will mention some upcoming ones you can jump into

## **Inviting People to Your Small Group**

### **Why to Invite:**

1. People need community
2. People are more likely to respond to a personal invitation

### **Who to Invite:**

1. People you know
2. People you don't know

### **How to Invite:**

1. Cooperate (ask the Holy Spirit to lead you)
2. Carrying (have your tools: sign me up/SG catalog)
3. Contact (make contact with the person)
4. Concentrate (make eye contact, nonverbals, active listening)
5. Common Ground (find something to relate to)
6. Conversation
  - a. Similarities
  - b. Questions
  - c. Encouragement
  - d. Testimony
7. Contact Info (get their contact info & best way to contact them)
8. Connecting (following up within 2 days, 2 weeks, 1 month)
9. Consistency (develop an ongoing relationship)
10. Community (connect them to a group of people)

### **When to Invite:**

1. Sundays (Next Steps Wall)
2. Anytime!

## **Facilitating Your Small Group**

### **Communication Guide (5 C's):**

1. Connect (5-30 min)
  - a. Acknowledge people as they come in
  - b. simple icebreaker question
  - c. Fellowship time

2. Celebrate - Celebrate what God is doing in the church, your team, or in an individual on your team (5 min)
3. Communicate - facilitate group discussion based around sermon or curriculum (30-50 min)
4. Convey - time to communicate any announcements (5-10 min)
5. Care - prayer "How can we pray for each other?" (5-15 min)

#### Facilitation Tips:

#### 70/30 Rule

1. 70% of the discussion should be group members lending their thoughts & discussing the topic
2. 30% of the discussion should be the leader's intro, questions, transition statements, and conclusive remarks

#### 2<sup>nd</sup> Person Rule

When possible, word your questions in the 2<sup>nd</sup> person.

Example: "What do you think is \_\_\_\_?" OR "How have you found \_\_\_\_?"

#### "ACTS"

1. Acknowledge everyone who speaks
2. Clarify what is being said and felt
3. Turn it back to the group – generate further discussion
4. Summarize what has been said

#### Troubleshooting/Common Issues

Most conflict happens because of a difference in expectation. Small Group Member Agreement is key to setting the expectations, culture, and tone of your small group.

1. Silence
2. Talkative/quiet people
3. Conflict

"If your brother sins against you, go and tell him his fault, between you and him alone. If he listens to you, you have gained your brother. But if he does not listen, take one or two others along with you, that every charge may be established by the evidence of two or three witnesses. If he refuses to listen to them, tell it to the church. And if he refuses to listen even to the church, let him be to you as a Gentile and a tax collector.

Matthew 18:15-17

4. Absenteeism
5. Questions you don't know the answer to
6. Confidentiality issues
7. Unkind communication/behavior
8. Host home issues

#### Small Group Care

1. First line of care at RED
2. Care needs

- a. Baby - meal train
- b. Sickness
- c. Death in family
- d. Financial difficulty
- e. Moving

### **Small Group Admin**

Why does administration matter? It frees us to focus less on tasks and more on people.

### **Small Group Management System**

- 1. Timeline
- 2. Checklist
- 3. Win
- 4. Graphic Guides
- 5. Accountability System
- 6. Script
- 7. Job Description

### **Small Group Communication Tips**

- 1. When people join your group, contact them ASAP
- 2. Use the Communication Guide
- 3. When communicating with your group be courteous
  - a. Bcc on emails
  - b. Be careful with group texts
- 4. When a group member misses group, reach out
- 5. Fill out your attendance report
  - a. Received weekly on the day your group meets
  - b. Record all participants, guests, and kids

### **Small Group Agreements**

- 1. Small group leader agreement
- 2. Small group member agreement
  - a. Relationships
  - b. Authenticity
  - c. Confidentiality
  - d. Respect
  - e. Availability
  - f. Multiplication

### **Small Group Coaching**

- 1. The purpose of a small group coach is for support, care, and prayer
- 2. What to expect from your coach:

- a. Coach will visit twice during the semester (12 weeks)
- b. Coach will call twice a month during the semester to check up on you
- c. Coach will pray for you and your group daily
- d. Coach will provide contact information so you can reach out with any questions

### Small Group Multiplication

#### Why Multiply?

Small group multiplication does empower new leaders and does equal church health

#### When to Multiply?

1. Are my assistant leaders ready to lead?
  - a. Every leader should have an assistant (apprentice)
    - ii. LIDS
      1. Looks for rising leaders (Character, Calling, Competency, Core Values, Chemistry)
      2. Invite them to share in leadership tasks (attendance reports, prayer requests, member recognition, coordinate group activity, facilitation)
      3. Disciple them until they can replace you
      4. Send them into ministry
  - a. Multiply *leaders*, not groups.
5. Does our group have critical mass?
  - a. Critical mass is reached when a SG averages 10 for three weeks in a row. To multiply evenly, each group would have 7-8 members.

#### What to Look for in a Potential Leader

##### Competencies:

1. Good communicator: Effectively communicates internally and externally
2. Recruit: Ability to gather new people to your group
3. Admin: Diligence in following team management system with excellence
4. Eye for excellence: Do what you do well, do it before you're asked, go the extra mile, and show up early
5. Problem solving: Must have the belief that there's a solution to every problem and be intentional about solving the problem

##### Expectations:

1. Willing to engage our discipleship process
2. Salvation
3. Completed Growth Track/Member of RED
4. Is in a small group
5. Heart for people

### Homework

Fill out a small group leader agreement before you leave today

Prepare a syllabus for your group and submit to [sharon@theredchurch.tv](mailto:sharon@theredchurch.tv) by Jan. 31

Identify an assistant leader within the first 3 weeks of the small group, let your coach know!