

**Grace Covenant Church**

 **small  
groups**

connect. grow. multiply.

**New Leader Training**

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# 1. Why Small Groups?

## **Discussion question: Why do you want to lead a Small Group?**

Growing spiritually is all about connecting relationally - to God and to others. This was modeled by the early church and its the same model we follow to this day.

1. Small Groups help us “\_\_\_\_\_” by...
  - a. \_\_\_\_\_ Christ,
    - i. Groups are a key way we encounter Christ together - by studying His word, praying with each other, and fellowshiping together
  - b. \_\_\_\_\_ Community
    - i. Groups are all about relational connections and growing in community
  - c. \_\_\_\_\_ the Kingdom
    - i. Groups help us grow as disciples and create healthy environments for seekers and new believers
  
2. We imitate the early church found in Acts 2, where the believers “devoted themselves” to four things:
  - a. \_\_\_\_\_
  - b. \_\_\_\_\_
  - c. \_\_\_\_\_
  - d. \_\_\_\_\_

*Matthew 18:20 “For where two or three are gathered in my name, there am I among them.”*

### **Small Groups Purpose to:**

- a. \_\_\_\_\_
- b. \_\_\_\_\_
- c. \_\_\_\_\_

**We can't grow \_\_\_\_\_ if we're not connected \_\_\_\_\_**

## 2. Seven Things Great Leaders Do

*Discussion Question: When you think of a great Small Group leader, what comes to mind?*

As a Small Group Leader, you are no longer just a \_\_\_\_\_ you are a \_\_\_\_\_!

- a. What you \_\_\_\_\_ matters
- b. How you \_\_\_\_\_ matters
- c. Who you \_\_\_\_\_ matters
- d. What you \_\_\_\_\_ matters

What are your greatest strengths as a leader? What would you say your 'gifts' are?

# 1. Stay Rooted

**Discussion Question: What spiritual disciplines do you practice? Which ones do you wish you practiced more?**

**You can't lead others down a path that \_\_\_\_\_.**

John 15... "I am the vine, you are the branches. If you remain in me and I in you, you will bear much fruit. Apart from me you can do nothing."

**We do this by being practicing the spiritual disciplines.**

- a. **Read Your Bible** \_\_\_\_\_.
  - i. You can't teach what you don't know. You won't sound like God if you don't know what God sounds like. You can't hear from God if you aren't listening to him.
  
- b. **Pray** \_\_\_\_\_.
  - i. *1 Thessalonians 5:16-18 "Rejoice always, pray without ceasing, give thanks in all circumstances; for this is the will of God in Christ Jesus for you."*
  
  - ii. Pray for you group members \_\_\_\_\_.
  
- c. **Fast** \_\_\_\_\_.
  - i. Join corporate fasts with your group members & co-leaders
  
- d. \_\_\_\_\_ **God**.
  - i. Work to understand the foundations of your faith, be constantly pursuing a deeper understanding of God and his Word.

**Additionally, you can:**

- a. Attend monthly discipleship meetings with Pastor Brett
- b. Meet regularly with your **COACH**
  - i. Coaches are a layer of leadership to give you:
    - **Discipleship** - they are here for you! Help them meet your expectations
    - **Leadership Development** - following after our Core Values
    - **Ministry Support** - they've been there, done that!
  - ii. Expectations of your Coach:
    - Will communicate with you regularly
    - Will make themselves available to you for support, advice, encouragement, and discipleship
    - Will spend time with you at our Huddles

The bottom line: \_\_\_\_\_.

**Key Question: Am I staying rooted in my relationship with Jesus Christ?**

## 2. Cultivate Community

*Discussion Question: What first drew you to Small Groups?*

Mark 12:30-31 “Love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength. 31 The second is this: ‘Love your neighbor as yourself. There is no commandment greater than these.”

### a. **Cultivating Community in Small Group:**

- i. **Be** \_\_\_\_\_.
  - Model transparent behavior and embrace openness in others. Nothing builds relationships better and faster than honesty and acceptance. This starts with the leader.
- ii. **Allow** \_\_\_\_\_ **for Fellowship**
  - Before group starts and after group ends are key moments in the growth and development of Community - allow for it, encourage it, invest it in.
- iii. **Invest** \_\_\_\_\_
  - At its most basic level, this means staying involved in what’s going on in each other’s lives - knowing about birthdays, anniversaries, kids, jobs, etc.

### b. **Cultivating Community while Leading Discussion:** As the leader, your level of engagement and interaction will drive the group member’s engagement and interaction.

- i. **Facilitate not** \_\_\_\_\_
  - Group Dynamics need \_\_\_\_\_
- ii. **Lead with** \_\_\_\_\_
- iii. **Navigate the** \_\_\_\_\_!
  - This also means muting your preferences on \_\_\_\_\_
- iv. \_\_\_\_\_, **a great leader’s best friend.**
  - If no one is willing to answer any questions, self-reflect on the tone and atmosphere you are creating:
    - Are you talking too much?
    - Are you actively listening and allowing for opinions and thoughts that are contrary to what you think?
    - Have you created a safe space for people to think out loud, share doubts, fears, confusion, etc.?

**Key Question: How am I intentionally building relationships within the group?**

### 3. Grow Leaders

*Discussion Question: Why do you want to lead a Small Group?*

From Abraham to Issac to Jacob; from Moses to Joshua, Elijah to Elisha. From Jesus to the disciples, and Paul to Timothy, the biblical replication of leaders sets the tone for our job to grow leaders.

We grow leaders by following EveryNation's four I's for Leadership Development: Identification, Instruction, Impartation, and Internship (for us, in small groups, we use the term Apprenticeship).

#### FOUR STEPS TO GROW LEADERS:

1. I \_\_\_\_\_

a. Look for the \_\_\_\_\_.

- Those who are Faithful, Available, Involved, Teachable, Hungry (F.A.I.T.H)

b. \_\_\_\_\_ **THEM IN.**

2. I \_\_\_\_\_

i. Instruction is aimed at the \_\_\_\_\_.

ii. Set \_\_\_\_\_.

iii. Invite them to the training.

3. I \_\_\_\_\_

a. Impartation is aimed at the \_\_\_\_\_.

***Romans 1: 11-12*** "11 For I long to see you, that I may impart to you some spiritual gift to strengthen you— 12 that is, that we may be mutually encouraged by each other's faith, both yours and mine."

b. Impartation:

i. Happens \_\_\_\_\_

ii. Makes us \_\_\_\_\_

iii. \_\_\_\_\_ us.

4. I \_\_\_\_\_

a. In Small Groups, we call this \_\_\_\_\_. And we do it in three ways:

1. \_\_\_\_\_ - watch me lead.

a. **MODEL THE** \_\_\_\_\_.

i. Growing leaders is less about training and more about modeling behavior and allowing someone else to take on more and more responsibility.

2. \_\_\_\_\_ - lead with me.

a. **PROMOTE** \_\_\_\_\_.

i. You are not responsible for \_\_\_\_\_ every task.....*You are responsible for making sure that they*

\_\_\_\_\_.

ii. Promoting participation is just another word for \_\_\_\_\_.

iii. *Tasks vs. Responsibilities*

1. **TASKS** feel urgent, but aren't always most important.
2. **RESPONSIBILITIES** rarely feel urgent but are *always* important.
3. **TASKS** can be done by anyone.
4. **RESPONSIBILITIES** are for leaders.
5. **TASKS** are delegated,
6. **RESPONSIBILITIES** are kept by the Leader.

b. **When you delegate TASKS you create** \_\_\_\_\_

c. **When you delegate RESPONSIBILITIES you create** \_\_\_\_\_

3. \_\_\_\_\_ - learn from me.

a. **PROVIDE** \_\_\_\_\_.

i. *John 15:2 "He cuts off every branch in me that bears no fruit, while every branch that does bear fruit he prunes[a] so that it will be even more fruitful."*

ii. \_\_\_\_\_ Feedback

1. Pruning occurs when the vine produces no fruit

iii. \_\_\_\_\_ Feedback

1. Pruning also occurs where fruit grows so it will be more fruitful

**Key Question: Who is a future leader in your group? What tasks can I begin delegating today?**



## 4. Set the Atmosphere

*Discussion Question: Describe the perfect small group setting.*

You set the tone and atmosphere for the group - physically, spiritually, mentally. We want to make an environment that allows us to **grow relationally, build community, feel safe and engage the content & each other.**

*1 Peter 4:9-10 "9 Offer hospitality to one another without grumbling. 10 Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms."*

### TWO PEOPLE ARE IN CHARGE OF SETTING THE ATMOSPHERE.

#### 1. The \_\_\_\_\_

##### a. Prepare \_\_\_\_\_.

###### i. Prayer.

###### ii. Mental Preparation.

1. Review the lesson plan - which questions will you ask? What is the Ice Breaker?

###### iii. Emotional Preparation.

1. People take cues from the leader - prepare to be warm and welcome. Pray for God's heart for His people, especially those in your group

##### b. Set the \_\_\_\_\_.

- i. Culture - the behaviors of the group - will flow out of the way the \_\_\_\_\_  
\_\_\_\_\_

#### 2. The \_\_\_\_\_.

As a host, your goal is to create a **WARM** and **WELCOMING** environment.

##### a. Prepare \_\_\_\_\_.

- i. The same prayer, mental preparation, and emotional preparation that is required of the leader is required of the host.

##### b. Prepare the \_\_\_\_\_ Environment.

###### i. Physical Space.

###### ii. Breaking Bread.

c. Enrich the \_\_\_\_\_ Environment.

***Key Question: Does the atmosphere of your group reflect the vision you had for your group when you started it?***

## 5. Put Others First

*Discussion Question: What's the best thing about Small Groups?*

Romans 12:10 says "Be devoted to one another in love. Honor one another above yourselves." This is where the trait "**Put Others First**" comes from. Jesus even said, in John 13:35 "By this everyone will know that you are my disciples, if you love one another."

- a. **SERVE** \_\_\_\_\_
  - i. Providing care at it's basic level is emotionally, physically, and spiritually supporting your group members.
  - ii. It also means being available when circumstances get rough
    - Galatians 6:2 says "Carry each other's burdens, and in this way you will fulfill the law of Christ"
  - iii. **Know your limits** - providing care is not being a \_\_\_\_\_
  
- b. **SERVE** \_\_\_\_\_
  - i. We reflect God's heart for people when we \_\_\_\_\_.
  - ii. Groups grow when we \_\_\_\_\_.
  - iii. Groups that prioritize the needs of others, engage in acts of service, and look beyond themselves \_\_\_\_\_.
  - iv. **Our relational ties are** \_\_\_\_\_ **through service** as we rally around a goal that has a tangible benefit to people in need.
  - v. How often? At least \_\_\_\_\_,

*Key Question: What am I doing as a leader to create an environment where our group serves each other and serves together?*

## 6. Steward Well

*Discussion Question: What are you not looking forward to as a Small Group Leader?*

*1 Peter 4:10 says "As each has received a gift, use it to serve one another, as good stewards of God's varied grace"*

*Matthew 25:21 "His master replied, 'Well done, good and faithful servant! You have been faithful with a few things; I will put you in charge of many things. Come and share your master's happiness!'"*

**a. MANAGE THE \_\_\_\_\_:**

- i. Aim for 1hr of content
- ii. Plus time to connect before and afterwards
- iii. Respect people's time, but be sensitive to the 'space' needed for community to develop naturally

**b. DO THE \_\_\_\_\_ THINGS WELL**

- i. Good administration builds community - removes barriers, gives insight, builds confidence.
- ii. Use Realm and the tools provided

**c. \_\_\_\_\_ UP**

- i. Census once a semester
- ii. To your Coach when they reach out
- iii. We, coaches & small groups pastor, cannot do our jobs effectively if we don't know what's happening in your lives and your groups. **We only know what know!**

**d. \_\_\_\_\_ UP**

- i. To huddles, open houses, trainings, volunteer events. Set the example!

**Key Question: Am I fully discharging the responsibility of my ministry?**

## 7. Leave a Legacy

**Discussion Question: Who was the most influential Leader or Small Group Leader you served under? Why were they so influential to you?**

When it comes to your Small Group, consider all the people who want what you've got - community, sharing your life with others, family, discipleship - **authentic, life-changing relationships**. It is our responsibility to create a seat at the table so that others may eat.

**a. START WITH THE \_\_\_\_\_ IN MIND**

- i. Groups end well when they plan for it. Buy into the idea of multiplication. Last minute multiplication rarely works.

**b. CAST A VISION FOR \_\_\_\_\_.**

- i. Talk about it regularly through the life of the group. This reinforces the idea that this is the goal.

**c. IDENTIFY AND DEVELOP AN \_\_\_\_\_.**

- i. One of your first goals as a leader is to replace yourself. By identifying and developing an apprentice you are positioning the group for future success, building trust, and engaging with our core value of Leadership Development.

**d. ANTICIPATE \_\_\_\_\_ AND USE IT TO RE-CAST \_\_\_\_\_.**

- i. Groups aren't always excited about multiplication. But groups that do it well increase their influence exponentially - through the continued growth of its members and by inviting others into life-changing relationships.

**Key Question: What do I need to be doing to position my group for successful multiplication?**

# 4. Nuts and Bolts

## SMALL GROUPS ANNUAL SCHEDULE:

- **Two Semesters**
  - Fall Semester – September to early December
  - Break for Christmas Holidays – 4 to 6 weeks
  - Spring Semester – Mid January to end of May/early June
  - Break for Summer – July and August
- **Four Huddles**
  - Corporate gathering of all our small group leaders to mark the start and end of each Semester
  - Our primary venue for vision casting, equipping, and personal time with coaches
- **Two Open Houses** (January and August) - primary venue for connecting people into groups
- **Small Group Launch Party** (January on Small Groups Weekend)
- **Small Group Leader Hangouts**

## 5. Next Steps

- Complete your Leadership Application (Google Form)
- Sign your Leader Covenant
- Pick a Start Date
- Find a Host
- Decide on a Curriculum
- Complete the Small Group Information Form (Google Form)
- Create and Update your Realm Page
- Invite guests!