



Family Life Groups exist to connect people in small groups (6-12 adults) so they can:

Journey spiritually

(through prayer, bible study & community)

Care for people

(through service and outreach)

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Assumptions

<p>Six Family Life Group Leadership Assumptions</p> <p>John 14:5-6; 17:3,21 Luke 15</p> <p>Col. 3:1-17 John 13:34-35 I Cor. 13</p> <p>John 15:1-17 Phil 1:6</p> <p>Mark 10:35-45 Eph. 2:10 John 13:12-17</p> <p>John 14:12-18 Phil. 2:13</p> <p>Matt. 28:18-20 John 14:23-27 Matt. 5:13-17</p>	<p>People who adopt these assumptions tend to lead healthy, balanced groups.</p> <p>Assumption #1 Our loving and compassionate Father pursues every person because of their absolute need to be in a personal relationship with him.</p> <p>Assumption #2 God has designed every person to be in close, caring, accountable relationships with others.</p> <p>Assumption #3 God desires every believer a to grow in their relationship with Jesus. This happens when we choose to respond to him and his word.</p> <p>Assumption #4 God intends for every Christ-follower to be an active participant in the work of ministry to impact the lives of others.</p> <p>Assumption #5 God guarantees our effectiveness as we choose to serve.</p> <p>Assumption #6 God expects and empowers all who follow him to step out of personal comfort zones to share his love and truth with others.</p>
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Developing a Healthy Small Group Environment

"A new command I give you: Love one another. As I have loved you, so you must love one another. By this all men will know that you are my disciples, if you love one another." John 13:34-35

Small Group Exercise

Break into groups of three and complete the following activities:

1. Share your name
2. Share one fact about yourself.
3. Identify an experience in one small group (formal or informal) you have been a part of. What did you learn in this group (for example: learned to study the Bible, learned to pray, learned something about yourself, about community, et cetera)?
4. After you have all shared the above,
 - Make a list of descriptors describing an ideal small group environment and identify the top four descriptors, and
 - Have a spokesperson from each group share their top four with the large group

A Healthy Small Group Environment

What is Christian Community?

- *Christian community* can be defined as a place where people feel they belong, where they are loved and accepted.
- It is a *safe place* where they are both challenged and encouraged. It is a place where each person is valued just for showing up, because of Christ in them.
- *Christian community* is a place to share joy and laughter, tears and sorrow. It is a place of healing and restoration.
- *Christian community* is a group of people who are connected first to God through prayer and worship, to others through loving service, and to themselves through personal-spiritual growth.
- *Healthy community* is built on friendship, mutual care, mentoring, and opportunities for Spiritual Care and Spiritual Formation.

Why do people find it hard to enter into community?

A Healthy Small Group Environment

What Renders Community Safe or Unsafe?

UNSAFE:

Too predictable. Everyone gets along just fine.

Too sanitary. No one seems to be dealing with any real life issues.

Judgmental. Others seem to be waiting for something to go wrong.

Environment for rumoring. Gossip flies and tales are told.

Guarded. People are unwilling / unable to be honest and transparent.

Not trustworthy. Confidences are not guarded.

SAFE:

Open environment. Where you can talk about the real things that are going on in your life.

Messy. People are not afraid of problems, prayer, and strained relationships.

Honest. You are encouraged to speak the truth in love.

Trusted. Confidences are looked upon as a window into someone's heart and are protected

Pardoning. Sins can be confessed, and forgiveness granted.

Transparent. No facades here - masks are dropped in this group.

A Healthy Small Group Environment

Eight Ways to Kill a Small Group

- Poor leadership. Nothing will kill a small group faster than your leadership.
- Aimlessness. Another quick way to kill a group is to aim at nothing.
- Forced participation. Make people join the group just because of where they live or the fact that they are single.
- Mandatory homework. Capitalize on the shame and guilt people feel when they can't fulfill their obligations.
- Superficiality. Make sure the group discussions, topics and study questions focus on surface issues.
- Individualism. Allow individuals to dominate the group with self-centered ideas and needs. Focus on what's in it for them.
- Competition. Schedule group meetings to conflict with other events and at inconvenient times.
- Total spontaneity. Avoid any semblance of pre-planning. Never do anything till the last minute.

A Healthy Small Group Environment

A Leader needs to be:

- Matthew 25:23
28:18-20 • Faithful. Showing up with a good attitude speaks of volumes about you.
- I Peter 5:1-4 • Called. Leaders have a heart for being caregivers.
- I Peter 2:2
I Thess. 1:2,3 • Inspired. Daily time with God makes you sensitive to the leading and inspiration of the Holy Spirit
- Luke 6:40 • Teachable. The best teachers are also the best learners. You don't have to be the expert.
- 1 Peter 5:5 • Humble. A submissive heart will be a joy to those who lead you and are led by you.

Caring for People

The Four Basic Types of Groups

RELATIONAL

STUDY

TASK

SUPPORT

- Relational Group

-Accountability

-MOMS

-Golfing, hiking, scrapbooking...

- Study Group

-Grow

- Task Group

-Meets for a focused task

Band, facilities, children's ministry, leadership team

- Support Group

AA—12 step

Abortion Recovery

Infertility...

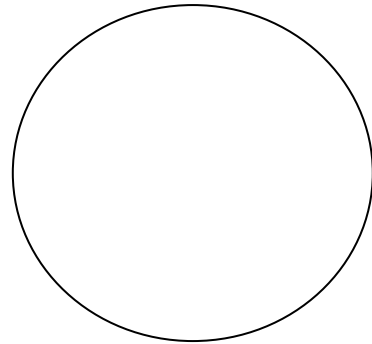
Caring for People

Core Components

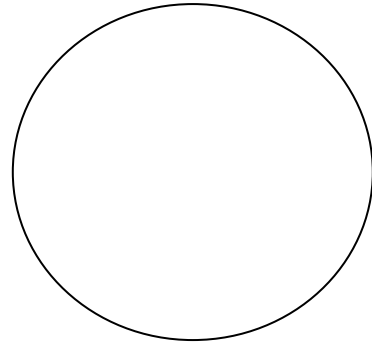
Relationships: Our time spent in building, nurturing community.

Covenant Issues: How, where, when, what we are trying to become.

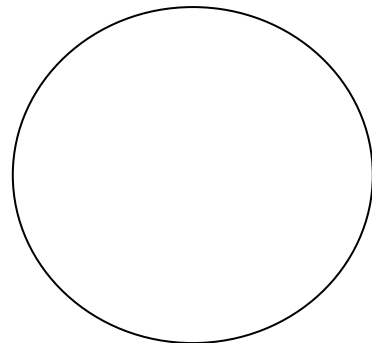
Structure: Components of group time, worship, prayer, Bible study, service, fellowship, planning.



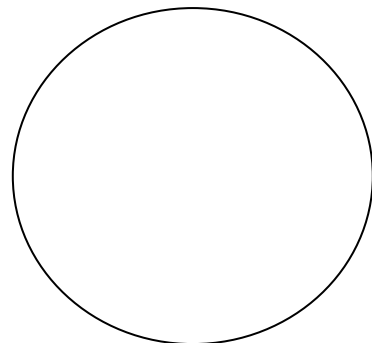
Relational



Task Group



Study Group



Support Group

A Healthy Small Group Environment

Three Essential Phases of Group Development!

Form *(6-12 weeks) It doesn't happen overnight or automatically. It is a process.*

Grow *The purpose and result of growing—is to deploy*

Deploy *Multiplying a new group. If a group doesn't multiply it will die.*

A Healthy Small Group Environment

Personal Exercise

Review list of eight ways to kill a group

- Poor leadership
- Aimlessness
- Forced participation
- Mandatory homework
- Superficiality
- Individualism
- Competition
- Total Spontaneity

Which of these have you experienced?

Which of these do you need to be concerned about?

Creating an Environment For Spiritual Journey

Let the word of Christ dwell in you richly as you teach and admonish one another with all wisdom, and as you sing psalms, hymns and spiritual songs with gratitude in your hearts to God. Colossians 3:16

How to Lead a Discussion

1. Serve as a facilitator, not a lecturer. Your goal is to encourage personal interaction and self-discovery. Avoid being overly directive or too passive.
2. Focus on what scripture has to say, not on you as the leader. Point the members to Scripture and allow the Holy Spirit to make application according to each member's needs.
3. Maintain an atmosphere of love and acceptance, which will lead to open discussion. Never put down a person's comments or contribution.
4. Ask open-ended questions, which have several possible answers and can't be answered by a simple "yes" or "no"
5. Encourage involvement by calling on non-participants by name. This also helps control the "overly" talkative.
6. Stimulate discussion with active feedback responses such as:
 - a. Acknowledging responses whenever you can
 - b. Asking follow-up questions to clarify a general or vague responses

Creating an Environment for Spiritual Journey

How to lead a discussion (cont.)

7. Deal with wrong responses and comments by asking, "What do others think?" or "Does everyone agree?" Never tell a person he or she is wrong. This kills an open discussion atmosphere.
8. Encourage application by asking, "What can/should we do differently as a result of this discussion?"
9. Keep the discussion on track by acknowledging the problem or new issue raised but suggesting that you table the issue until you finish your present discussion. Your attitude toward the tangent should always be positive.
10. Summarize the ideas and comments that are presented to help keep the group focused.

Creating an Environment for Spiritual Journey

Questions

Another key to facilitating dynamic discussions is generating the right kinds of questions and offering appropriate responses. Here are some guidelines for the kinds of questions and responses that would help your group engage in meaningful, challenging discussions.

Opening Questions

Opening questions are speculative and thought engaging. Use these to help people get to know one another.

Examples:

"What do you look forward to as you grow older?"

"What is it that often drives us to fear transparency with one another? What can we do as a group to lessen this fear?"

Launching Questions

With the goal of discussion in mind, prepare launching questions to generate group interaction and feed back.

Examples:

"What do we learn from seeing the obstacles Joseph faced and how we overcome them?"

"After hearing tonight's discussion, we all agree that we are somewhat 'stuck'. What steps can we take to develop greater trust levels with each other?"

"What do you think was going through Peter's mind at this time?"

Creating an Environment for Spiritual Journey

Questions (cont.)

Leading Questions

Produce a short answer.

Examples:

"Would you be tempted in this situation?"

"Do you agree or disagree with this statement?"

Limiting Questions

These indicate that you have a specific answer in mind—they don't produce much discovery, but help clarify facts.

Examples:

"What three commands do we find in this passage?"

"What two things does Paul say we must do?"

Guiding Questions

At times, every leader will need to spontaneously guide discussion.

Examples:

Rephrase the question: "You seem to be asking, 'How can we develop trust as a group?'"

Personalize the question: "How would you respond to Jesus if He asked you that question?"

Test for consensus or decisions: "Are we saying that everyone must obey this command?"

Creating an Environment for Spiritual Journey

Responses:

How you and other members of the group respond to questions or statements will either foster or fizzle discussion. Here are some tips on how to respond appropriately to questions or comments made by group members.

Affirming responses:

Acknowledge each persons value. Affirming responses promote intimacy and openness. They tell people they have been understood.

Examples:

"This must be hard for you to talk about. I am really sorry for the way you were treated by your boss this week."

"Bob, I realize you want to talk, but right now we are listening to Steven, and focusing on his needs."

Participatory responses:

Invite others to join in. They don't shame, embarrass or lecture.

Examples:

"How have others in the group dealt with any grief you may have experienced?"

"Sam, that was a great insight; could you share how you came to that realization?"

'Sarah has shared some deep feelings tonight. How might others of you have responded to a similar confrontation at work?

Creating an Environment for Spiritual Journey

Responses (cont.)

Paraphrasing or "going deeper" responses:

This response repeats thoughts of others and enables them to share more deeply. It allows groups to explore personal feelings, thought and actions.

Examples:

"June, if I heard you correctly, I believe you stated something similar to what Keri shared last week. Do you share the same feelings as Keri on this matter?"

"That was a very painful episode in your childhood, wasn't it, Greg? How did you deal with it? How does it affect today?"

"It is exciting to see such great progress in our lives. How has this impacted your relationship with your husband?"

Caring For People

Finally, all of you, live in harmony with one another; be sympathetic, love as brothers, be compassionate and humble. *1 Peter 3:8*

Small Group exercise:

Break into groups of 3 and look up 3 to 5 of the following passages and then answer the following questions.

- Be devoted to one another. (Romans 12:10)
- Honor one another. (Romans 12:10)
- Live in harmony with one another. (Romans 12:16)
- Stop passing judgment on one another. (Romans 14:13)
- Accept one another. (Romans 15:7)
- Instruct one another. (Romans 15:14)
- Greet one another with a holy kiss. (Romans 16:16)
- Agree with one another. (1 Corinthians 1:10)
- Have equal concern for one another. (1 Corinthians 12:25)
- Serve one another. (Galatians 5:13)
- Be completely humble and gentle; be patient, bearing with one another in love. (Ephesians 4:32)
- Be kind and compassionate to one another. (Ephesians 4:32)
- Forgive one another. (Ephesians 4:32)
- Speak to one another with psalms, hymns and spiritual songs. (Ephesians 5:19)
- Submit to one another. (Ephesians 5:21)
- Do not lie to each other. (Colossians 3:9)
- Bear with each other. (Colossians 3:13) Teach and admonish one another. (Colossians 3:16)
- Encourage one another daily. (Hebrews 3:13)
- Spur one another on toward love and good deeds. (Hebrews 10:24)

Caring for People

Core Components of a Healthy Small Group

- Relationship:

-Expect that this will happen!

-Pursue commonality

-Opener questions—hang together--party

-This must happen

- Covenant issues:

-Set ground rules/values

-Times-study-childcare-snacks

- Structure

-What will meeting time consist of?

-Prayer, study, application, accountability, worship, interaction...

Caring for People

Types of Care

Being a shepherd is an awesome responsibility. That is why we have limited the leader's span of care. If you have too many people to care for, you will eventually burn out. How much care do you provide and how often? There are three levels of fundamental care giving: primary care, mutual care, and backup care.

Primary Care

-normal regular attention: prayer, encouragement, phone calls...help when sick

-sometimes people are in more than one group, if so, be aware of that and if they will be relying on you for care

Mutual Care

-This is what group members give to one another

-It's not possible for the group leader to give all the care

-Meals, hospital visits, prayer, other needs, showers

Carry one another's burdens

Backup Care

If you end up with too many needs at once, contact your coach and we will

Help you find another group to help you with the care

Group Dynamics

Effective Listening

Active listening involves not only what you hear, but also what you say. This means actively engaging with the person who is speaking, setting aside your personal agenda, and keeping yourself from distracting thoughts (particularly thinking about what you are going to say next!)

What you say

11. Invite comments from the group
12. Empathize with people's emotions
13. Explore their statements, seeking more information
14. Clarify what has been said

What you hear

1. Verbal: the content of what is said. Sometimes we are so interested in what we are about to say that we fail to hear the simple facts in a discussion. As you listen, focus on people's names, events, dates and other specific information that is being shared.
2. Nonverbal: how the content is expressed. Here you are listening for congruity; that is, do the nonverbal messages match the verbal messages? Listen for this in three areas:

The Dynamics of Effective Listening

- Facial Expressions. When someone says, "I'm okay," does their facial expression actually communicate "I'm a little sad"?
- Tone of voice. Listen for tones of sarcasm, anger, sadness, enthusiasm, hesitancy, fear, et cetera.
- Body movements and posture. Are arms and legs crossed and closed? Are people fidgety or relaxed? Does their posture indicate interest or boredom? Remember, you can "hear" a lot just by watching people's actions

Here are some differences between active and passive listening. As a leader, how would you rate yourself? Consider sharing these with your group, especially if it is just starting

Listening Skills		
<i>Passive vs. Active Listening</i>		
	<i>Passive Listening</i>	<i>Active Listening</i>
Attitude	Rejecting, critical <i>"I'm really not interested."</i>	Receptive, accepting <i>"I really want to hear."</i>
Focus	Me - what I want to say <i>"What do I think?"</i>	Other person - you think about what others are saying <i>"What does he mean?"</i>
Response	This what I've been thinking <i>"I think you should..."</i>	Telling first what you have heard the other person say <i>"You think..." "You feel....."</i>
Message	What you said isn't important <i>"I didn't really hear what you said."</i>	You heard both the feeling and the need in the message <i>"I heard what you said."</i>
Results	Frustration, anger <i>"I don't care."</i>	Satisfaction, willing to compromise or tell more <i>"I care about what you said."</i>

Group Dynamics

Group Roles

Supportive Roles:

1. Information Seeker: asks others for more info, more of their story.
2. Opinion Seeker: Asks questions. Takes an active interest in what others in the group think.
3. Initiator: Offers new ideas, new ways of doing things. Often sets the pace in a discussion.
4. Elaborator: Wants more than just the facts in a story—adds color to the discussion.
5. Tension Reliever: Often uses humor to relieve tense situations. Uses identification to keep tense person from feeling alone: "I understand", or "I've felt that way"...
6. Reviewer: Tends to give summary statements and statements of clarity.
7. Consensus Seeker: Looks to see what others are thinking and whether or not there is agreement.
8. Encourager: Finds ways to build others up.
9. Standard-bearer: Holds up the values of the group and defends them.

Group Dynamics

Destructive Roles:

1. Aggressor: Insults and criticizes others. May show strong jealousy toward others in the group.
2. Rabbit chaser: Consistently focuses on things irrelevant to the topic. Goes down rabbit trails.
3. Recognition Seeker: Focuses on own achievements or successes.
4. Dominator: Monopolizes group interaction and tries to control discussions.
5. Special Interest Pleader: Focuses on personal pet peeves, regardless of topic or direction of discussion.
6. Negativist: Glass is 1/2 empty. Quick to point out down side of everything. Might be a perfectionist who is never satisfied.
7. Quibbler: Focuses on details and may often lose sight of the forest for the sake of the trees.
8. Practical Joker: Distracts people, doesn't use humor positively. Often a defense mechanism, may use this when discussion gets too personal.

Your job as a leader is not to peg everyone. Roles may change. As a leader you simply need to be aware of roles. Ask good questions to get behind the roles. Listen with sensitivity to each person. Occasionally it may be necessary to address roles one on one outside of the group. For further resources contact your coach or Community Group Leader.

Group Dynamics

Personalities- God Made Us All Different

The purpose of this information is not to help you put each person in a "box". It's just to help you understand that people in your group are "wired" differently. Don't spend a lot of time trying to "peg" each person in your group to a particular personality name or style. Just be aware of the tendencies of each personality that might be in your group.

Below is a series of questions you might ask as you think of each member of your group.

1. Do they tend to be more introverted or extroverted?
Does extensive interaction with people tend to energize them (extroverted) or drain them (introverted).
2. Do they experience life with their senses or more intuitively?
Do they make insightful judgments about the way life is and how it functions or do they tend to seek experiences where they can taste, touch, feel, smell and hear what is happening around them?
3. Do they initially process information and decisions with their head or with their heart?
Some people are more logical and cognitive (head) while others are feelers who tend to respond more emotionally (heart).
4. Do they approach life in a structured or unstructured fashion?
That is, are they more likely to plan out each day of a family vacation before they leave the house, or are they more likely to rent a car and "decide along the way"?

Apprentice Development

Why do I need an apprentice leader?

The life and effectiveness of every local church is directly related to the quality of its leadership. It is the churches responsibility, and thus every leader at Real Life, to identify and raise up new leaders so that the Gospel can be accomplished and people disciplined. If we don't train up new leaders, Real Life will not exist for very long. It is a joy and privilege to get to advance the kingdom of God by training up new leaders. That is why every Community group needs to have an apprentice.

Who finds potential apprentices?

Most of the time, community Group Leaders find their own apprentices.

Coaches and the Community Group Coordinator also assist this process.

How do I spot a potential apprentice leader?

1. Pray regularly for new apprentices
2. Look for group members who take assignments seriously
3. Look for gifted people whom you can recognize & affirm
4. Look for people who embrace the small group vision at Real Life
5. Observe people in your group as they perform tasks or work with people. Give them additional ministry opportunities and responsibilities to see if perhaps they have some leadership potential.
6. Try to look for people who exhibit the following spiritual, emotional, and social qualifications.

Apprentice Development

- Spiritual Qualifications
Do they see God working in their life?
Are they self-feeders? (Do they consistently spend time nurturing their own spiritual growth through time in God's Word and in prayer?)
- Emotional Qualifications
Are they secure enough to be vulnerable and honest with the group?
Are they emotionally stable? (Aware of their own strengths and weaknesses and not subject to mood swings that affect the group dynamic.)
How do they respond to confrontation and character development?
Defensively? Responsively?
- Social Qualifications
Do they openly participate without dominating? (If this is an issue, how did they respond to confrontation on the issue?)
Are they able to listen to others in a caring way?
Are they able to facilitate discussion?

How do I confirm that I have the right person as a potential apprentice?

1. Run them by your coach. They may need to meet with your coach or the FLG Team Leader
2. Check with others who have ministered with this person or who know them.
3. Confirm that they will have a teachable heart and are willing to learn.

Apprentice Development

How do I overcome the objections of potential apprentices?

1. "I just don't have the time."
People make time for the things they think are important.

Cast a vision for the life-change that can occur as they rise to the

Challenge of leading a group with you.

2. "I don't have the gift of leadership."
Encourage people by reminding them that leadership is mostly

Character. If you believe someone has the basic character qualities

Of a potential leader, remind them that they will get training.

3. "I'm not the leadership Type."
What do they mean by "type"? They may simply need you to help them

Understand what a Community Group leader is. Someone who can

Facilitate life-change by caring and loving and discipling.

What information does a potential apprentice need?

1. Help them understand the job description of a leader.
2. Give them a clear picture of the time frame for apprentice development
3. Explain that we have adequate training and resources available for their growth and encouragement.

Growing a Community Group

Adding People to your group

God's love is for the lost! That is why Jesus came to seek and save the lost. Real Life has the same love. It's for that reason that community groups are open to new members and have the goal of multiplication.

a) From the first meeting of your group:

- a. Teach your group this principle.
- b. Regularly ask God to bring new People to the group.
- c. As a group, make a prayer list and pray regularly _____ for those people who don't yet know Jesus that God has laid on the hearts of the group members.

b) Inviting

- a. Encourage group members to continue to develop relationships with these people.
- b. As a group, host parties and events to invite these relationships to.
- c. The beginning of a new study is a great time to invite someone to group for the first time. Explain the vision of the group to them first.

c) When new members attend:

- a. The first night someone new attends is a great time for a picnic or party.
- b. Have people briefly tell their own stories.
- c. monitor how many people you add at once.

Starting a Group

Fishing:

People enter a Family Life Group through one of two ways: personal invitation or Church sign-up. The more people who enter the group through personal invitation the better, so this means that part of your job as a leader is to "fish" for new group members.

1. Ask God to show you who to pursue relationally for your group, both from within Real Life and from people who don't yet know Jesus.
2. When you know someone is planning on attending your Community Group in the Fall, invite them to fish with you.
3. View Sundays as fishing days. As a leader, Sundays are not just a time for you to come to Church, worship, and hang out with friends. Rather, they are a time for you to connect with people! Who does God want you to invite to your Community Group?
4. Build relationships with these people. Summer is a great time to fish because it is so easy to get together with people. You can host a BBQ, or meet at a park for a picnic, go on a hike.... Some people from within Real Life you can just hang out with on Sundays.
5. Make the Ask. Tell them what you will be doing this fall and invite them to come.

Starting a Group

First Meeting:

Have a meal together - just to get to know one another.

Preparation:

1. Contact potential members.
 - Tell them when and where your meeting will be
 - No advance study is necessary for the first group
 - Ask them to bring a food item
2. Make name tags (if appropriate)
3. Pray for each person who will be a part of your group.

During Meal:

1. Have people introduce themselves
2. Have an opening question

At End:

1. Give a brief description of new group
 - Vision
 - What we will study
 - Invite back
 - Assign food

Close in prayer

Starting a Group

Second Meeting: Schedule

1. First 10-15 minutes: hang-out
2. Opening Prayer: ask if you can begin your first meeting with prayer.
3. Next 30-45 minutes: Have a meal together. As people begin to finish up ask group members to:
 - Introduce themselves
 - Tell how they got connected to this group & what they're looking for in it
4. Following 30 minutes: Business
 - Pass the new study guide.
 - Go over group covenant and commitment.
 - Share your enthusiasm for the new study and the group.
 - Have people sign up for snacks for the first 6 weeks (this will help commit them to attending)
 - Encourage every one to prepare for each weeks lesson.
5. Final 10 minutes: Prayer
 - Pray that God will build the friendships in the group throughout the year.
 - Pray that God will take people to the next spiritual step this year.
 - Pray for any specific requests the group may have.

Share Questions

1. What is your favorite movie and why?
2. What is one of your biggest pet peeves?
3. You have three wishes, what would you wish for?
4. What is one thing people might be surprised to find out about you?
5. What is the most daring thing you have ever done?
6. What is the story behind the longest time you have ever gone without sleep?
7. Who is the most famous person you have ever known or met? How did it happen?
8. What do you miss most about childhood?
9. What's the biggest lie you ever told?
10. What is the worst storm or disaster you have ever been in? What was it like?
11. What was the most boring day/event/period of time you can remember?
12. What is the smallest space you have ever lived in?
13. Just for the fun of it, before I die, I would like to _____.
14. How are you most like your mom?
15. How are you most like your dad?
16. What is something you remember about a grandparent?
17. What is one of the most memorable dreams you have ever had?
18. If you were to describe yourself as a flavor, what flavor would you be?
19. What was the best gift you ever received as a child? Why?
20. Who was one of the most interesting persons you or your family ever entertained?
21. If your house were on fire, what three items (not people) would you try to save?
22. When you were a child, what did you want to be when you grew up? What did your parents want you to be?
23. What was your worst boss like?
24. In what area of your life would you like to have greater peace? Why?
25. What is one of your biggest fears about the future?
26. In what area would you like to be taken more seriously?
27. What emotion do you often feel, but not express?

Family Life Group Covenant

1. Family Life Groups meet to connect people so they can Journey spiritually (prayer, bible study, community) and Care for people (service & outreach).
2. We will meet for _____ weeks, after which we will evaluate our direction.
3. We will meet from _____ to _____, and we will strive to start and end on time.
4. We will meet at _____ (place).
5. We will journey spiritually by: _____.
6. We will care for people by _____
7. These are the specific values of our group:
 - A. _____
 - B. _____
 - C. _____
 - D. _____
 - E. _____
 - F. _____
8. For the agreed time, we will seek to serve one another by sharing some or all of the following roles and responsibilities: Leader, apprentice(s), host/hostess, care coordinator, compassion coordinator...

_____	/	_____
_____	/	_____
_____	/	_____
_____	/	_____
_____	/	_____
_____	/	_____

Small Group Values

Affirmation
Creativity
Availability
Prayer
Openness
Honesty
Safety
Confidentiality
Sensitivity
Accountability
Outreach
Multiplication
Teachability

Resources for this manual: *Pilgrimage Small Groups*
and *Willow*

Family Life Group Leader Role Description

Purpose:

To build a connected community of 6-12 adults that is journeying spiritually, and caring for people.

Requirements:

- Live a lifestyle that honors Jesus and is a positive testimony to others.
- Be committed to Real Life, including attendance, giving and service.

Responsibilities:

1. Personally invite and encourage group members to invite others to join the group (both those in and outside of Real Life)
2. Prepare for your group meeting each week, lead the study and prayer time (except the week when your apprentice leads)
3. Prayerfully, in cooperation with your coach, select an apprentice to encourage, train, and equip with leadership abilities.
4. Prayerfully select a Care Person and a Compassion Person for the group. Train, support and utilize these People in your group.
5. Meet with or phone each individual in your group once a month to encourage and connect with them.
6. Be attentive to the needs of individuals in your group and weekly pray for them.
7. Send a note or e-mail to your group members occasionally to encourage them and let them know you are praying for them.
8. Encourage your group members to pray and care for one another.
9. Select studies for your group with the help of your Coach and Community Group Coordinator.
10. Attend Leadership Forums and trainings.
11. Lead the group toward multiplication (items #1 & 3 are part of this)

Recommended Spiritual Gifts:

1. Leadership
2. Encouragement/Exhortation
3. Pastor/Shepherd
4. Teaching

Commitment: One study year

Relationships:

1. Accountable to your Coach
2. Works closely with apprentice
3. Works closely with Caring and Compassion People

Apprentice Leader

Role Description

Purpose:

To support the group leader in building a Community Group and be developed as a Community Group Leader.

Requirements:

1. Live a lifestyle that honors Christ and is a positive testimony to others.
2. Be committed to Real Life including attendance, giving and service.

Responsibilities:

1. Regularly pray for group members.
2. Regularly pray for and encourage the leader.
3. Learn how to lead by observing how the leader facilitates the group, and by working with the leader on skill building.
4. Attend New Community Group Leader Training.
5. Lead the group once a month, and fill in for Leader when needed.
6. Attend the monthly Leadership Trainings.

Time Commitment:

One study year (September to May)

Key Relationships:

1. Accountable to and work closely with Leader
2. Work with Community Group Coach.