

TMC Small Group Leader's Training
8 Nov 2008

PROGRAM OUTLINE

- Part 1** **Welcome**
Modelling hospitality over a shared meal
- Part 2** **Worship**
Practical ideas on leading worship in the Small Group context
- Part 3** **Word**
Facilitating a bible study discussion
- Part 4** **Works I**
Care for members
- Works II**
Outreach by the Small Group
- Part 5** **Life stages of a Small Group**

Welcome

Modelling Hospitality over a Shared meal

1 THE IMPORTANCE OF WELCOME (AND THE LACK OF IT)

- 1.1 Recall what made you, or what continues to make you, feel welcome at church or at SG when you first joined?

- 1.2 A sense of belonging in the community.

2 MAKING OTHERS FEEL WELCOME

- 2.1 Shared meals
- 2.2 Introductions
- 2.3 Intentional conversations
- 2.4 Prayer for each other
- 2.5 Ice-breakers / Games
- 2.6 Invitation to group activities
- 2.7 Follow-up

Welcome

Modelling Hospitality over a Shared meal

3 PRACTICAL POINTERS

- 3.1 Creating time and space for interaction
- 3.2 Identifying commonalities
- 3.3. Managing cliques
- 3.4 Being inclusive
- 3.5 Preparing the visitor
- 3.6 Sharing the burden

4 FOR FURTHER REFLECTION

- 4.1 How welcoming do you think newcomers / outsiders would view your SG as?
Why?

Worship

Practical ideas on leading worship in the SG context

1 GENERAL IDEA OF SG WORSHIP

What would you do if you are ask to lead the worship in a small group meeting?

2 FUNDAMENTALS OF WORSHIP

Is it just the worship song or Is God looking at our heart?

In Response to God and in Recognising God's Authority

In Living our lives in accordance to God's will

In Yielding to God's Direction

In Listening to God's voice

In Transformation of the Holy Spirit

Worship

Practical ideas on leading worship in the SG context

3 BENEFIT OF SG WORSHIP

What is it different from Sunday corporate worship?

4 PLANNING WORSHIP

Is it just a tool or is it leading us into God's presence?

Commit it to God in Prayer

5 CONSTRUCTIVE WORSHIP PROGRAM

Set a worship theme

Short activity on the theme

Responsive prayer in Thanksgiving/ Confession/ Forgiveness/ Intercession/ Healing

Prepare Key Scripture

Worship songs related to theme

Closing prayer

Dedication to God

Word

Facilitating a bible study discussion

*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***

1 CHARACTERISTICS OF A VIBRANT DISCUSSION GROUP

- 1.1 Relaxed, not tense
- 1.2 Friendly, not hostile
- 1.3 Informal but not lax
- 1.4 Free, not inhibited participation
- 1.5 Opposing views expressed without condemnation or correction
- 1.6 Balanced participation
- 1.7 Members do most of the talking, leader listens
- 1.8 Members eager to contribute
- 1.9 Discussion not recitation of answers
- 1.10 Members learning from each other
- 1.11 Careful listening by all

Word

Facilitating a bible study discussion

2 CHALLENGING SITUATIONS

2.1 Unprepared Group/Unprepared Individual Members

2.2 Irrelevant Answers/Irrelevant Questions

2.3 Compulsive Talker

2.4 Silent Member

2.5 Wrong Answers

2.6 Any Others?

3 BECOMING A BALANCED LEADER

3.1 Encourage

3.2 Facilitate

3.3 Pray

3.4 Keep Time

Word

Facilitating a bible study discussion

4 TIPS TO A GOOD START

Do's	Don'ts
Try to get your group excited about doing preparatory work	Don't ignore the issue if everyone shows up without doing their prep work. Talk about it. Is it unrealistic; is the study too dry, difficult, too many questions?
Call on an enthusiastic member to start off the first question. Very often the first question will set the pace for the entire discussion time.	Lose control. A balanced leader is graciously firm in dealing with challenges, and you will win the respect of your members. Pray.
Get everyone involved and engaged	Look for a particular answer. The beauty of an unresolved question.
Give a summary of main points of prior week, and sum up areas touched on or lessons learnt at the end of the discussion.	Do not summarise every member's answer as this may lead the more sensitive members of the group to feel intimidated or that their answers are inadequate.
Keep time	Forget to keep time!

Works I

Care for Members

*... you are no longer foreigners and strangers,
but fellow citizens with God's people and
also members of his household
Ephesians 2:19 (TNIV)*

1 WELCOME ONE ANOTHER

1 Peter 4:9

1.1 Attitude of hospitality
[Hospitality Curriculum, Christine Pohl's Making Room]

1.2 Communicate with and encourage members

1.3 Pray for and with them (use of the Psalms)

1.4 Follow-up new Christians
[Foundations Bible Study, John Stott's Basic Christianity]

1.5 Mutual accountability groups [TAG brochure]

2 SERVE OTHERS

1 Peter 4:10

2.1 Suggest possible areas of service to members

2.2 Identify areas of service for group and take the lead

Works I

Care for Members

2.3 Encourage members to sponsor friends for baptism and membership

2.4 Identify and nurture possible new SGLs

2.5 Send out members to help set up new SGs

3 BE THERE IN CRISIS

James 5:13-16

[for reference: Gabriel Liew's Pastoral Care in the Wesleyan Spirit]

3.1 Visit together with a few other members

3.2 Offer to pray (use Psalms, if appropriate)

3.3 Refer to PR/Pastor [SG Ministry Support Structure] if necessary

3.4 Organise group support during funeral wakes

4 WELCOME STRANGERS

Romans 12:13

Works II

Outreach by the Small Group

1 WHY OUTREACH? THE BIBLICAL IMPERATIVES

1.1 Gospel (*evangel*) = good news. Share it

Mark 1:1 "The beginning of the gospel about Jesus Christ, the Son of God."

Mark 1:14-15 "After John was put in prison, Jesus went into Galilee, proclaiming the good news of God. "The time has come," he said. "The kingdom of God is near. Repent and believe the good news!"

1.2 Great Commission - Jesus commanded

Matthew 28:19a "Therefore go and make disciples of all nations..."

1.3 Needs of Other People.

John 6:35 "Then Jesus declared, "I am the bread of life. He who comes to me will never go hungry, and he who believes in me will never be thirsty."

Romans 12:13 Share with God's people who are in need. Practice hospitality.

Works II

Outreach by the Small Group

2 BUILDING BLOCKS

2.1 Discipleship and Personal Testimony. *Disciples making disciples*

2 Tim 3:16-17 "All Scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness, so that the man of God may be thoroughly equipped for every good work."

Matthew 5:16 "In the same way, let your light shine before men, that they may see your good deeds and praise your Father in heaven."

2.2 Personal Relationship. *Belong – Believe – Behave*

2.3 PRAYER - *Work of the Holy Spirit*

2 Corinthians 4:4 "The god of this age has blinded the minds of unbelievers, so that they cannot see the light of the gospel of the glory of Christ, who is the image of God."

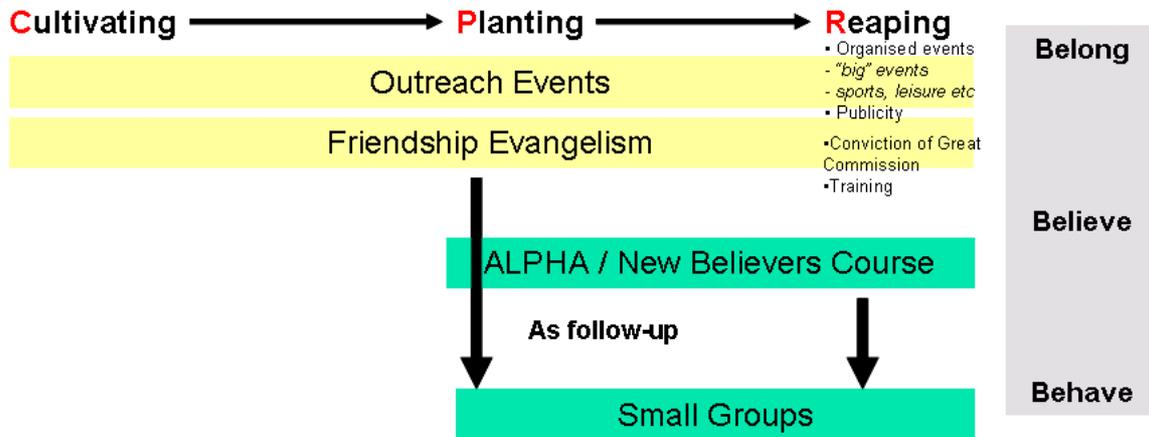
2.4 PROCLAMATION - *Profess it.*

2.5 FOLLOW UP - *Disciples making disciples*

Works II

Outreach by the Small Group

3 THE CPR FRAMEWORK



3.1 **C**ultivating - Building bridges of friendship through everyday life, specific events or activities.

3.2 **P**lanting - Planting the seed of God in your friendship, through discussions of Jesus, matters of faith, or religion.

3.3 **R**eaping - Giving a clear presentation of the Gospel with an opportunity to respond to Christ.

Works II

Outreach by the Small Group

4 WORKING IT OUT IN SMALL GROUPS

4.1 Building up the SG

- Build the environment for disciple making
- Disciple life - accountability
- Equipping for ministry – Individuals or as a SG

4.2 Prayer.

- Including non-Christian relatives, friends, colleagues (RFCs) as prayer items – feel the heartbeat of God.

4.3 Small Group based initiatives (CPR framework)

- For RFCs
- For strangers, “people unlike us”, community beyond church walls
- “Non-church directed” - explosion of initiatives!

4.4 Comfort Level of the SG

- Objective
- Commitment
- Sustainability

5 RESOURCES

Evangelism

- Out of the Saltshaker, Rebecca Manley Pippert
- Just Walk Across the Room, Bill Hybels

Evangelistic Materials/ Courses

- Christianity Explored, All Souls Church, London – *using Mark’s Gospel*
- The Alpha Course, Holy Trinity Brompton
- Just Looking* – *using John’s Gospel*

Follow Up

- Basic Christianity, John Stott
- Foundations Bible Study*

* *in house*

Life Stages of a Small Group

1 WHY THE NEED FOR A LIFECYCLE?

1.1 Common questions

1.2 A roadmap for growth

1.3 Many growth models, similar outcomes

2 A SG LIFECYCLE

STAGE ONE

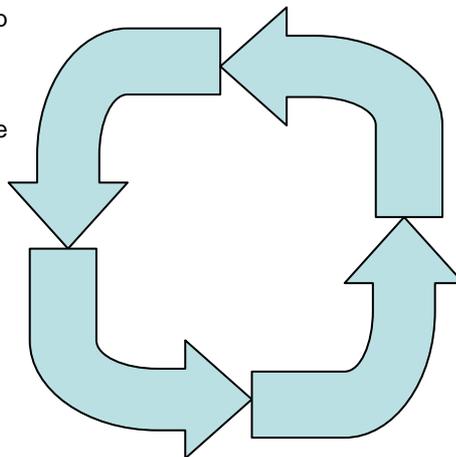
BIRTH

This is the time in which group members forge relationships. This group will spend more time getting to know one another and finding their place in the group.

STAGE TWO

TRANSITION

Here the group begins to care for one another and work through conflicts and differences as they seek to apply what they learn through Bible study, worship and prayer.



STAGE FOUR

MULTIPLY

The group has grown and seeks to multiply. Members pray about their involvement in new groups. The “new” groups begin the life cycle again with the Birth stage.

STAGE THREE

COMMUNITY

The group is united and has established trust. They pursue deeper accountability and encourage one another to serve and reach out to others.

Life Stages of a Small Group

Stage	Questioning	Group Dynamics	Strategies
BIRTH	<p>“Do I belong to this group?”</p> <p>“Will I be accepted or rejected here?”</p> <p>“What will the meetings be like?”</p> <p>“What commitments will the group ask me to make?”</p>	<p>Superficial relationships</p> <p>Minimal self-disclosure.</p> <p>Everything and everyone is nice at this stage.</p> <p>Much “small talk”</p> <p>Members look for common ground.</p>	<p>Allow sufficient time for personal sharing and for members to get to know one another.</p> <p>Help members establish trust by creating a climate that respects the opinions and feelings of members</p> <p>Affirm member’s participation and contributions</p>
TRANSITION	<p>“Will the group reject me if I share what I really feel?”</p> <p>“Will I look foolish if I am honest?”</p> <p>“Why are we focusing on these things?”</p> <p>“Who am I in this group?”</p>	<p>Greater self-disclosure</p> <p>Members struggling to stay ‘safe’ while wanting to risk being involved</p> <p>Differences and conflicts may start to surface as members want to have more say and influence</p>	<p>Allow members to express themselves more (and leader can talk less)</p> <p>Address and facilitate the working out of conflicts in constructive ways</p> <p>Assign responsibilities</p> <p>Jointly evaluate the group with members and develop focus/goals</p>

Life Stages of a Small Group

Stage	Questioning	Group Dynamics	Strategies
COMMUNITY	“What can we do for others – the church/the lost?”	<p>A “we-ness” and cohesiveness is present, group becomes more stable</p> <p>Members are committed to one another and look out for one another without the leader’s prompting. Absentees are missed</p> <p>Feedback is given freely and accepted without defensiveness</p>	<p>Build on friendships by encouraging deeper accountability</p> <p>Challenge the members to exercise their gifts in service or ministry</p> <p>Encourage members in personal outreach to invite friends to the group</p> <p>Evaluate potential leaders in preparation for multiplication</p>
MULTIPLY	“How can we continue and share this blessing with others?”	<p>The group size has grown sufficiently large (>14) such that it becomes difficult to experience community. However most may not raise this issue as they are already comfortable with the group.</p> <p>Members on the fringe or new members may be unintentionally left out due to the size of the group and the strong relationships already forged within the core members.</p>	<p>Nurture potential leaders to assume a leadership role in the group</p> <p>Allow enough lead time to talk about and prepare the group for multiplication</p>

Life Stages of a Small Group

3 POINTS TO CONSIDER

3.1 Time Frame

3.2 “No more room” syndrome

3.3 Evaluations

4 PERSONAL REFLECTION

4.1 Which stage of the lifecycle do you envision your group to be in?

4.2 Is your group “out of room”?

4.3 How is your group growing? Are there issues preventing it?

4.4 What could you do, as a leader, to address some of these issues?

4.5 How can you encourage your group to grow in the coming year?

Life Stages of a Small Group

APPENDIX A

“NO MORE ROOM” SYNDROME	
Physical room	Group too large for place of meeting
Emotional room	Group full of its own emotional needs
Safe room	Group conflicts keep new members from feeling safe
Relationship room	Fear that new people will detract from existing relationships
Communication room	Group too large for effective communication
Leadership room	Leaders are not able to nurture new leaders

Life Stages of a Small Group

APPENDIX B SAMPLE EVALUATION QUESTIONS

1 Reflect on the past year, what we've done and been through as a SG. What are some of things you want to give thanks for?

2 How would you describe how the SG has changed over the past year?

3 What are the things we could do more or less of? This can be in terms of format of the meetings, materials used etc.

4 In what areas do you feel we can serve the church as a group, taking into account our profile and gifts?

5 How do you hope to see the group grow in the coming year?