

Leading Growth Groups



Agenda

- Praise and Worship
- Welcome & Prayer
- Discussion Questions Review
- Teaching – Leading Growth Groups Session I
- Break
- Teaching – Leading Growth Groups Session II
- Questions and Answers
- Action List
- Distribute Materials
- Close with prayer

Characteristics & Heart of Leadership – Review



- Characteristics
 - » Basis of Leadership - Ephesians 4:11-12
 - Leaders (Pastors) “... equip the saints”
 - » What is a Leader? (characteristics)
 - 1.A man or woman of the word and prayer
 - 2.A lover
 - 3.A disciplined individual
 - 4.Perceptive
 - 5.Teachable
 - 6.Faithful
 - 7.A Reproducer
- Heart
 - ▶ Take care of the Sheep
 - ▶ Tips from the Good Shepherd
 - ▶ Purposes of Growth Group

Growth Groups Overview

- Purpose of GG
 - » Personal Spiritual Growth
 - » Relational Growth
 - » Numerical Growth
- Method of Reproduction
 - » GG Leader will select an assistant early on
 - » GG leader will give special focus to the assistant, allowing the assistant to lead in small and growing ways until they are leading the group
 - » GG leader will recommend assistant to LTS
- Method of Launching a GG
 - » Begin with a small core (usually from parent GG), focus on discussing the Sunday message

Leadership requires communication skills



- **Communicate** - (root word commune) to converse together intimately; to impart, reveal, convey to have connection with; to have intercourse by speech (intercourse = mutual exchange).
 - » More than verbalization of own thoughts - A two way exchange of thoughts, feelings, desires, etc. Requires the receiving and sending of messages.

Leadership requires communication skills



- **Interaction** - to act mutually on each other, or to build on each others input!
 - » A Brick Wall demonstrates interaction - its built one brick upon another
 - In the same way, we want a GG to foster discussions that build off of the Sunday message and off of each members input to arrive at the goal of applying the Sunday Message
- **Growth Group NOT a lecture - Group Discussion**

GG Communication and Interaction



- Growth Group Format
 - » Informal
 - » Spirit of love and acceptance
 - » Each one participating
 - **1 Cor 14:26**, “When you assemble...each one has a **psalm**, has a **teaching**, has a **tongue**, has a **revelation**, has an **interpretation**. Let all things be done for edification.”
- Leading successful communication and interaction is a skill ... **IT MUST BE LEARNED**

Confrontation

- Confrontation - a loving adjustment
– the catalyst for growth!

Simply addressing something that has
come between 2 things that are supposed
to be together

Steps for Confrontation

Never do the initial confrontation in front of others. If there is no change and some discipline is required, then you **MUST** involve others.

Begin with the positive - Jesus always started with the positive then gently shared the need

Define the need, not the problem - Be sure to confront from a need point of view not a point of view that someone has a problem or that they are the problem. Point out what is needed from them

Get in the boat with them - If you have had the same problem, tell them about it. Never confront on the phone. Dig but dig only as far as you are allowed. Don't sever the relationship. Think of a relationship as a bridge. What you can drive over that bridge depends upon the strength of that bridge. Don't drive a tank over a rope bridge!

Allow them to respond - They may not need to be confronted after they explain - give them room for repentance.

Give specific solutions - pray for them but do more by giving specific solutions. Ask another in leadership for input and suggestions.

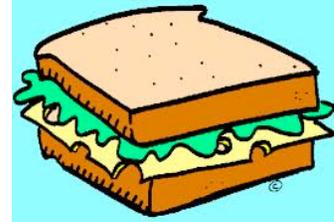
Agree on a follow-up / check-up system - Be interested in whats going on!

Take them apart **BUT** be sure to put them back together again.

Confrontation

- Sandwich Method

1. Affirm
2. Confront
3. Affirm



- Group activity - Model Sandwich method

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3 A's of Group Leadership

1. Atmosphere - leader establishes for the whole

- a) mental posture
- b) spiritual posture
- c) dress
- d) body language
- e) vocal inflections
- f) energy projection
- g) sense of direction



Mental posture - Clear your mind of things that would impede the discussion

Spiritual posture - You will be attacked. Plan to spend time before and especially the day of the GG to be ready. Ask God to set the right atmosphere, ask God to set the favor of the people upon you

Dress - Don't alienate people by dressing up. However, be outwardly pleasing because this is what man looks at.

Body language - Don't cross your arms because people get the impression that you are closed to their thoughts. What you do speaks so loud that they can't hear your words.

Vocal inflections - The way you say things is important. The way you say something can either turn someone on or off. Be sincere.

Energy projection - Be excited. Project your feelings

Sense of Direction - Be a leader and know where you are going that night. God is not against plans. God is very practical. Think of Noah. God gave exact measurements. God will give you a direction.

3 A's of Group Leadership (cont.)

2. Attitude - 10 important factors

1. Establish importance of each member
2. Do not reflect attitudes of superiority
3. Maintain eye contact as each member shares
4. Use plural pronouns (i.e. we, our, etc.)
5. Ask questions that indicate your need and desires for their help and input
6. Allow freedom of expression
7. Don't be afraid to admit mistakes in the presence of the group
8. Never blame the group, accept the blame yourself
9. Call people by their first name
10. Begin and end with prayer



Establish the importance of each member - accept each one for who they are. Be open to God's love. God sends people you are INCOMPATIBLE with to CHANGE YOU.
 Do not reflect attitudes of superiority - Be humble and remember that we are in leadership by God's Grace. Have the heart of the servant. Be teachable.
 Maintain Eye Contact - Look at them in the eye when they are sharing. Active Listening
 Use Plural Pronouns - try to talk about the group in terms of "we" and "us". Don't say "I" because you are reflecting your desires not Gods.
 Ask questions that indicate your need and desire for their help and input - Seek counsel so that the members feel a part of the group
 Allow freedom of expression - people should feel free to share their heart. Set an atmosphere where people can be open.
 Don't be afraid to admit mistakes - Be honest. What you sow, you will reap.
 Never blame the group - Accept the blame for a bad meeting. If things are going wrong, it reflects on your leadership. If you have a bad meeting, take it to God and your leadership and get help. Don't give up.
 Call people by their first name - avoid titles (Dr., Mr., etc.) where possible.
 Begin and end with prayer - essential to any great meeting for God.

3 A's of Group Leadership (cont.)

3. Application

- Bring it down to where we live
- Assign or instruct
- Follow it up i.e. report next week to group -- Gives:
 - accountability
 - encouragement



A GG leader should see his group as sheep for which Jesus has asked him to care. The way you see the people in your Growth Group, determines how you will treat them. Jesus sees His people as a “little flock” and treats them lovingly (Luke 12:32, John 10:3,4,11).

Make things easy and simple to understand

Study the word but study to be simple. What we share should be easy to digest. If they are not ready for meat, you must “chew up” the word before giving it to them.

Give people assignments and functions if they exhibit leadership qualities. Next, follow it up. Encourage them, don't harshly rebuke them. Be gentle and coax them to do better. If someone is “peeling off”, simply ask him a question. If that doesn't work, simply stop and wait for them to notice. Also, start by saying, “lets keep on the subject”. If someone does it a lot, talk with them afterwards ... not in front of the group.

Break Time



Be back in
10 minutes!

Review

- Growth Group (GG) Overview
- Leadership Requires Communication Skills
- GG Communication & Interaction
- 3 A's of Leadership

7 Steps to Leading a Successful Growth Group



1. Determine your objective (for the meeting)
 - keep it fresh, creative and different in some way
2. Serve the ball
 - you have the ball .. serve it ... launch the discussion!
3. Scan (read your audience)
 - find the “shy”, “bored”, “pregnant with a thought”, “lost” or “upset” one
4. Create a laboratory environment
 - an environment in which conceptual experimentation is **accepted** and **sought** after!
 - It draws people out since they don't feel threatened by fear of error
 - In a Lab, you are part of the development of a thing which results in greater understanding and personal **acceptance** and **action**.

Determine your objectives - Every meeting should be fresh and stimulating. Also, set traditions. Ask God to help you be creative. Keep the people on the “cutting edge”. Spend time seeking God’s face before hand so that you are tracking with God ... not Man.

Serve the Ball - God is counting on you to lead the group. God never gives you anything you cannot handle ... get it started ... serve the ball

Scan your audience - Discern where people are at. Encourage those who appear down. Build them up in Christ. Look for the person who is shy, bored, or pregnant with an idea. Look for the one who is lost or upset. Be sensitive. Try to tune the discussion to draw these out, to involve them to help them.

Create a laboratory - Invite others to give input. A personal satisfaction of being important is gained when you share something with a group of people that are listening. This builds confidence and healthy relationships. This is needed if we are ever going to be there when real trouble is brewing. If we have a relationship built (a strong bridge) then we can work together on any problems that arise.

7 Steps to Leading a Successful Growth Group (cont.)



5. Guide, don't dominate

- guide through the topical intersections that take you toward your destination
- Carefully stimulate interaction, building upon another's input

6. "Provoke but don't put down" (publicly)

- If a point or statement is made that is "off center", provoke the speaker to correct it him self, but ALMOST NEVER correct the speaker publicly!

7. Apply

- Bring the discussion to a conclusive decision or point of action!

"If people can't apply it, they won't buy it"
- Robert Spradely

Guide, don't dominate - If you know your destination, guide the group. When the conversation is not going well, don't try to push it by inserting rehearsed input. Don't beat a dead horse. Be flexible. Build on each others input. Also, determine to be the one who asks questions ... don't be the one who answers. Be intentional about SERVING THE BALL and then SHUTTING UP!!

Provoke people but don't put them down publicly - Provoke to Love. Ask questions that will bring things back on track.

Apply - Bring discussion to a conclusion - arrive at your destination. Assign things out.

Selecting Leaders

- Jesus selects His world-changing leadership team
 - » Luke 6:12-13, "... spent the whole night in prayer ... chose 12 of them ..."
 - » The key to a successful anything is LEADERSHIP!
 - » Jesus knew that His mission would be restricted or released depending on His leadership reproduction.

Matt. 9:36-38, "Seeing the multitude... moved with compassion ... like sheep without a shepherd ... pray the Lord of the harvest to send out laborers (leaders) ..."
He didn't say pray for people -- pray for leaders!
People will automatically be drawn to the leaders!

Where Leaders Come From?

- Not made by induction but by tedious reproduction!
- 5 Practical steps for raising up leaders from within a Growth Group or ministry
 1. Pray for guidance / which people does God want you to pursue ... then aggressively go after them! Jesus example.
 2. Spend time one on one - develop a personal relationship
 - Mark 3:13-14, "... that they might be with Him ..."
 - Ex: breakfasts, devotions, crafts, home repair, dinner out, etc.
 3. Communicate vision - Help them recognize their potential
 4. Be honest - speak the truth in love.
 - Confront areas that need work, help round out rough areas, complement on slightest improvement
 5. Be patient - may require years ... but worth every minute

Move points to manual

Growth Group Leaders NEEDED



The **Win** is ...
to connect with people through Growth
Groups to allow discipleship and
reproduction can occur!

- We need Growth Group Leaders!
 - » Ministers to the Sheep
 - » Reproducers of Jesus
- The need is NOW and we are ASKING ... Begin a Growth Group

Goals

350 NHT Attendees (300 without kids) by 12/31/12
Target 10 - 14 persons in a GG (including leaders)
Target 80% of our body being part of a GG = 240
240 / 12 = 20 Growth Groups & 3 to 4 LGG's

SEND TO PA FOR WEEK 1

Questions?



Action List (Prep for Next Week)

- Have Devotions & Prayer Daily
- Read “Doing Church as a Team” by Wayne Cordeiro.
- Listen to EHS Great Host Audio Clips (3 short clips)
- Review the NHT Growth Group Web Page and Resources
- Complete the Online Discussion Questions



It is very important that you complete the items in the ACTION LIST. If you fall behind, it will be hard to catch-up.

Conclude

- Assign Refreshments
- Close with prayer.

