

HOME GROUPS

“Tools for New Small Groups”



Brooklyn
Evangelical Free
Park Church
God's Heart for ALL People

HOME GROUP TRAINING: TOOLS FOR NEW SMALL GROUPS (2011 UPDATE)

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Thank you... for leading and/or hosting a small group for our church family and community. This training guide is designed to give you a quick referenced to principles and tools that will help you have a successful short-term small group and help you see what steps you need to take to continue as a small group leader. Here is a quick checklist of the training tools included in this booklet (*audio versions of these sections are available on our website for downloading or you may request an audio CD).

Tools for New Small Groups

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Our Discipleship Pathway...



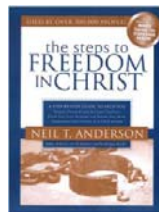
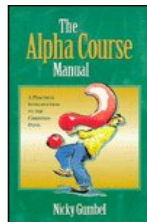
We are a community of people in the process of becoming more like Jesus Christ. He is our treasure, our hope for life and lasting joy. We come from varied life experiences and, together, strive to make His Name known to the world. We do this by living out His values, displaying His character, and serving others for the glory of God. It's simple, at our church we desire to be...

“Grounded in Christ, Growing in Christ and Going for Christ.”

Grounded in Christ–

In this phase, you will explore with others who Jesus is and what He did for you on the Cross. You'll begin to see that God is for you and not against you, that He desires to have a relationship with you through His Son. You'll have opportunities to receive His gift of new life, learn foundational truths of the Gospel and learn how to share your spiritual story with others.

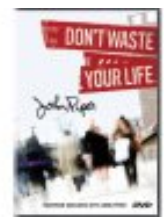
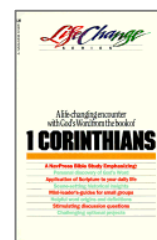
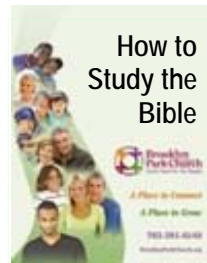
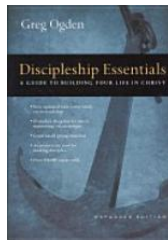
Ministry Pathway: Open Home Groups & “Sunday Nights” – *Alpha... Freedom... Bible Overview... Contagious Christian...*



Growing in Christ–

Continuing your journey of growing in Him involves a close circle of Christian friends. Your life begins to transform as you encourage one another to develop basic Christian habits, tell others about Jesus and discover how God has wired you for serving.

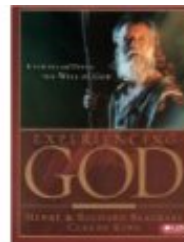
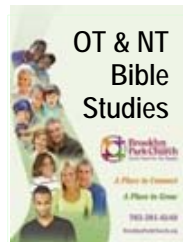
Ministry Pathway: “Growth Groups” – *Discipleship Essentials... How to Study the Bible... 1 Corinthians... Don't Waste Your Life... and other Curriculum options.*



Going for Christ–

As a follower of Christ, you partner with others in striving to make Jesus Christ known to the world. This involves maintaining a rock-solid commitment to Jesus and expanding your knowledge, character and Christian habits as you use your gifts in service or leadership.

Ministry Pathway: “Serving Team” – *involvement, disciple-making leadership, and in-depth Growth Group Bible Studies*



What are Serving Teams? These are the core of how we work together.

Some teams focus on disciple-making leadership in mid-sized or small groups for children, youth or adults. Others serve in a variety of ministries such as choir, ushers, greeters, children's ministry helpers, community outreach, short-term missions and work trips, etc.



SMALL GROUPS... ARE **BIG** MINISTRY

What is a small group?

We believe that small groups are the place where sustained life-change occurs. In a small group, people study God's Word together and are in a safe environment to discuss the issues and challenges of life. It's also where they pray, care for one another, and are missed if they don't show up. This is the environment where we celebrate the successes and good times of life, as well as help one another during the tough and disappointing times. It is a place to be encouraged, equipped, and challenged to become a fully devoted follower of Jesus Christ. At Brooklyn Park Church, this small group experience begins in what we call a Home Group, where newcomers are always welcome. Then the group can "close" when members agree to hold each other accountable for deeper spiritual growth and ministry. These "closed" groups are appropriately called Impact Groups.

Where do I find a new group?

Home Groups initially commit to meet for six to eight weeks beginning in the fall, winter or spring. After those weeks together, the group members decide if they want to continue meeting for an additional six to eight week study. Home Groups are open small groups that are usually made up of about five to six married couples or six to eight men or women or a mixed group of about ten to twelve persons that meet weekly in someone's home for fellowship, prayer and Bible study based on the Scripture passages preached the previous Sunday. There are Home Groups for adults of all ages and stages of life.

How long does a group last?

The duration of a new Home Group is between three to six months. After completing the initial six to eight week series, the group usually asks to continue to meet using the sermon-based study. Once the group has filled, developed as good friends and has an apprenticed leader, they are encouraged to become a closed accountability group called an Impact Group and to take a journey of spiritual growth and ministry together for another 12 - 22 months.

When and where do groups meet?

Our groups generally meet Monday through Thursday evenings, and some groups meet on Sunday nights. Groups normally meet in a member's home. Usually the location is consistent, but sometimes other group members take turns hosting the group meeting at their house. Men's and women's groups sometimes will meet at a restaurant or other alternative locations before work or during the day.



How often do groups meet?

Most groups meet weekly. Some groups meet for three weeks out of the month and either take off the fourth week or do a community outreach service project or a social activity together. Due to schedule conflicts, groups consisting of married couples with children often do not meet weekly during the summer.

What happens at each group meeting and how long does it last?

Each small group picks the length of time they will meet. Most groups meet for at least an hour and not longer than two hours. During this time, they are encouraged to focus a portion of each meeting on our Core 4: Seeking God (worship, conversational prayer); Loving One Another (Bible discussion for spiritual growth); and a brief time for focusing on Sharing Christ (personal evangelism) and Serving Others (ministry).

What do they study?

Home Groups are provided with lessons that are usually based on the Scripture passage that was preached the previous Sunday. Growth Groups have trained small group leaders that select special small group curriculum resources based on our detailed definition of a disciple. We are seeking to follow Jesus' model of small group discipling within the context of our culture and time by obeying Christ's command to make disciples who obey everything that He taught. We offer on-going guidance and support to our small group leaders through our leadership community coaches and Pastoral staff. Many small group leaders find that having group members take the Spiritual Journey Evaluation is helpful in knowing which curriculum meets the current growth needs of the group.

Is childcare provided for each group meeting?

Childcare is arranged by each group according to their own needs and available resources.

Who can lead a small group?

Home Groups can be led by those who complete this Home Group "Starter Kit" training. This way they can "test-drive" the small group leadership experience and enjoy leading a six to eight week small group right away. If they wish to continue to lead, they can meet with a pastor and begin the apprenticeship process to become part of our leadership community. Our Growth Groups are led by members who have completed a discipling apprenticeship, received the affirmation of an on-the-job training experience in a small group and have verified a foundational level of spiritual maturity. This process can be a few weeks or as long as the apprentice needs to feel confident and competent.



Getting Ready...

The book, Steps Toward Ministry, offers a good planning checklist for starting new groups, prospecting for new members and sharing leadership responsibilities. Review this information and be sure to ask questions from your pastor or small group coach. We want you to be equipped and confident without overwhelming you with too much information.

Plan For A New Small Group

1. Determine where the group will meet. A home, restaurant, church or elsewhere.
2. Decide the day, time and length of the small group.
 - a. Will the group meeting last one hour or will it be longer?
 - b. Will the group meet for a few weeks, months or be on-going?
3. Select study materials for the group.
 - a. What topic(s) or Bible passage(s) will be used?
 - b. Will a published study guide be used?

Prospect For Small Group Members

1. Choose the type of people to target.
 - a. Will the group be for men, women or both?
 - b. What ages will be represented in the group?
 - c. Will the group be for singles, married couples or both?
 - d. Will it be a neighborhood or workplace group?
2. Create a prospect list of those you wish to attend the group.
 - a. Build your prospect list.
 - 1) Generally speaking, there is a 3:1 ratio between the total number you are inviting and the average attendance of your group. If you want a group attendance of 10 people, you need to have 30 people on your prospect list.
 - 2) Use your personal circle of relationships: family, neighbors, friends at work, church, school, clubs or other organizations in which you participate.
 - 3) Have your leadership team add prospects to the list.
 - b. Pray your prospect list.
 - 1) Ask God to lead you in who you should invite to the group.
 - 2) Pray that God will work in the lives of each person on your list, even if they can't or don't come to the group.
 - 3) Take spiritual responsibility to pray for these people regularly.
 - c. Work your prospect list.
 - 1) Contact each person on your prospect list and invite them to participate in the small group.
 - 2) Realize that you may need to make several additional contacts with those on your prospect list in order to gain their participation.
 - 3) Keep in regular contact with those on your prospect list between group meetings, especially when a person has been unable to attend that week.



Partner With Others for Leadership

1. **List the leadership responsibilities.** To illustrate the need to share the leadership load of a small group, make a list of all the responsibilities that must be taken care of for a group to succeed.
 - b. Facilitate Bible lesson discussion.
 - c. Lead group in conversational prayer.
 - d. Lead group in sharing about their week.
 - e. Meeting place set-up and preparation.
 - f. Greeting guests as they arrive.
 - g. Refreshments coordinated.
 - h. Child care (if needed).
 - i. Handling phone calls and interruptions.
 - j. Phone calls to group between meetings.
 - k. Invitations to new people.
 - l. Visits to meet the needs of group members.
 - m. Other leadership responsibilities. . .
2. **Share the leadership responsibilities.**

Building a Leadership Team

1. **Build a leadership prospect list.** Look for the following qualities:
 - a. People with a heart and vision for ministry.
 - b. People who demonstrate loyalty and teamwork.
 - c. People who have a positive influence on others in group settings.
 - d. People who are ...
 - 1) Faithful to God and others.
 - 2) Available for ministry assignments.
 - 3) Teachable. Willing to learn.
2. **Prayerfully evaluate your prospects.** Look for these characteristics:
 - a. Enthusiasm. A positive outlook and a love for God and people.
 - b. Clear testimony. A clear Christian testimony of what God has done and is doing in his/her life.
 - c. Dedication. A clear commitment to the success of the group.
 - d. Spirit-directed life. A life submitted to the control and empowerment of the Holy Spirit.
 - e. Time and means. A prospect must have adequate time available to give to leading and developing the small group.
3. **Invite your leadership prospects into service.**
 - a. Ask your prospect(s) to help lead different parts of the group meeting.
 - b. Give your prospect(s) additional opportunities to serve as they prove responsive and faithful.
 - c. Employ "Planned Absence." When you know that you cannot attend the small group meeting, ask your leadership prospect(s) to take your place in facilitating the meeting.
 - d. Affirm your prospect(s) when they succeed in a ministry task.
 - e. Invite your prospect(s) to become part of the leadership team of the small group.
 - f. Continue offering counsel and feedback on their performance.
 - h. Divide the responsibilities among your leadership team and group.



Report Date: _____

Small Group Leader Planning Sheet

Leader: _____ phone #: _____

Assistant: _____ phone #: _____

Host: _____ phone #: _____

Location of the meeting:

Address: _____

Day of meeting: _____ Time: _____

Starting Date: _____ Ending Date: _____

Description of lesson materials:

Sermon Series Other: _____

Type of small group:

- Mens Couples Mature Adults
- Womens Young Adults Single's
- Mixed Adults Young Marrieds Youth
- Open Home Group Closed Growth Group (accountability group)

Prospect Invitation list:

(Friends, family, neighbors, church members)



Getting Going with Good Group Dynamics...

SEEK TO GAIN EVERYONE'S PARTICIPATION

1. The leader is a facilitator, not the authority or teacher.
 - a. "Play Dumb." The leader should not respond to every question. You must allow the group members to give their input.
 - b. Don't be afraid of silence. Sometimes the leader must be quiet and wait for the members to formulate their response to a question.
 - c. Cave Exploring. The Bible lesson is the "cave." Don't stand at the entrance of the cave telling the group what you've seen inside, take them in and let them explore for themselves.
2. How you arrange the seating makes a difference.
 - a. Sit in a Circle. This allows everyone to feel included.
 - b. Same Eye Level. It is best if the members of the group can sit at the same eye level.
 - c. Only One Extra Chair. Avoid having several empty chairs. A feeling of closeness is lost if the groups members are seated too far apart. Add chairs as they are needed.
3. Everyone is encouraged to participate, but no one is required to pray, read or speak.
 - a. Don't Hog--Don't Hide. Encourage everyone to share, but no one is allowed to dominate.
 - b. Don't Go Around the Circle. Don't make people feel obligated to participate by reading, praying or sharing around the circle.

PRESERVING GOOD SMALL GROUP DYNAMICS

1. Be consistent in starting and ending on time. Establish the total time the meeting will last, generally one hour weekly.
2. As the leader, maintain a relaxed spirit in the group.
 - a. Be honest and open yourself, allowing the Holy Spirit to be the teacher. You need not have all the answers.
 - b. Affirm others when they share their points of view.
 - c. Be shock-proof and non-judgmental, practicing acceptance while not necessarily agreeing.
3. Participation is the key to success. Encourage participation without making anyone feel uncomfortable for not participating. Don't require anyone to speak, read or pray.
4. Practice mutual edification (Romans 14:19).
 - a. Seek to build each other up. Affirm one another. We want to build healthy self-esteem in each member.
 - b. Pastoral care is a natural by-product of small groups. The leader, assistant and host need to set the example in how they express love and care for each other.
5. Encourage everyone in the group.
 - a. Make each person feel important. Let them know that their ideas and comments are valued.
 - b. Avoid focusing advice on just one member of the group. This is not a counseling session.



6. Respond lovingly to a need expressed. . .immediately.
 - a. Pray immediately when a need is expressed. Don't make a list of prayer requests before you start praying. Pray when the first need is expressed.
 - b. Teach by example. When you as the leader have a need, share it and ask the group to pray for you.
 - c. "The Love Seat." A chair can be placed in the middle of the circle while people gather around and gently lay their hands on the person in the "love seat" and pray for their need.

HANDLE "PROBLEM PEOPLE" IN A POSITIVE WAY

1. Handle problem people away from the group on a one-to-one basis.
 - a. No dumping permitted. A disturbed person cannot become the center of attention. Make it clear that everyone is loved but that "no dumping is permitted."
 - b. Refer troubled people to a support group. A disturbed person may need to be asked to join a support group which can better address their needs.
2. Don't allow people to confess anyone else's faults but their own.
 - a. No Gossip. Don't talk about people outside the group.
 - b. Focus on helping those in the group by asking, "How can we pray for you?"
3. Don't allow doctrinal discussion that is divisive or argumentative. State, "I'll be happy to discuss this with you after the meeting." Or, "I'll go with you to ask our Pastor about that doctrinal issue if it is important to you."
4. Don't allow anyone to do all the talking.
 - a. Don't give frequent eye contact with the talker.
 - b. Have the talker sit next you, not across from you.
 - c. Have your assistant help you keep on track without your having to directly confront the talker. Have them say, "Thank you for your comments, now let's hear from someone else." Or, "Let's continue our lesson with the next question."
 - d. If the situation persists, confront the "talker" one-on-one away from the group. Tell them that they must stop dominating the discussions and explain that everyone needs an opportunity to contribute.



Present a Balanced Small Group Meeting...

As a disciplemaking church, we affirm that we are committed to following Christ Jesus in obedience to His Great Commission (Matthew 28:19—20). No matter if you are a new believer or a seasoned spiritual leader at Brooklyn Park Evangelical Free Church, we want everyone to embrace the following purpose and core values...

... to honor God by making Christ-like disciples who are passionately SEEKING God, LOVING one another, SHARING Christ and SERVING others.

Our purpose statement captures our mission, core values, and challenges all of us to live out four ongoing commitments. As you will see in the following sample lesson guides, these core four commitments have been woven into our small group weekly meeting outline so that we will be continually reminded to live out these values.



SEEKING GOD: Drawing near to God in worship and prayer, personally and corporately.

Commitment #1: Draw near to God personally and unite with the whole church publicly to give glory to God in Worship Celebration.



LOVING ONE ANOTHER: Deepening spiritual growth in the context of close relationships.

Commitment #2: Deepen your spiritual growth in the context of close relationships by joining a small group.



SHARING CHRIST: Declaring the Good News of forgiveness and salvation through Jesus Christ.

Commitment #3: Declare the Good News by joining others believers in Praying for, Caring for and Sharing with those who need salvation.



SERVING OTHERS: Demonstrating God's love by using gifts and abilities to serve within the church, the community and beyond.

Commitment #4: Deploy your gifts and abilities by serving within the church, the community, region or internationally.



Living Our Core 4

The book, Steps Toward Ministry, offers some good tips in gaining everyone's participation and offering a balanced group meeting. These principles have been blended with four basic components that reflect the purpose statement and values of Brooklyn Park Evangelical Free Church.

Make it a priority to balance the necessary elements for an effective meeting. Here is a sample outline:

CONNECTING 5-15 Minutes

The first few minutes of the meeting is usually reserved for the establishing and strengthening relationships. This sharing time may include several of the following components:

1. Welcome.
2. Opening prayer.
3. Introduction of guests.
4. Fun ice breaker activities or questions.
5. Testimonies or reports of answered prayer.
6. Expressions of appreciation for one another.
7. Worship through singing.
8. Announcements.

SEEKING GOD (Drawing Near to God) 5-10 Minutes

The next 5-10 minutes are devoted to conversational prayer (Note: you may choose to have the prayer time following the Bible discussion). Conversational prayer is a very effective way to worship God in a small group. It is a prayer which unites people in conversation with God and with each other.

1. This simply means talking to God in an easy, natural conversation.
2. Each person should feel free to pray several times using short sentence prayers.
3. No one person should dominate the prayer time.
4. Several people should pray short sentences on each topic before changing to a new prayer focus.
5. No one should ever feel forced to pray out loud.
6. It is best not to go around the circle and take prayer requests, instead have people state their requests as the group is praying.
7. Conversational prayer is topical prayer. Prayer starters can include thanking God for what He has done; asking God to do something for a person within the group; praising God for who He is, etc.

LOVING ONE ANOTHER (Deepening Spiritual Growth) 45 Minutes

One goal of the small group is to apply the Bible to everyday life, learning to live in obedience to God. Anywhere from 30-55 minutes can be dedicated to Scripture memory, study and application of the Bible.

1. Start with an opener question. The discussion guide should begin with an opener question which will



- point the conversation in the direction of the topic. Example: "How do you explain why bad things happen to nice people?"
2. Read the Bible passage and discuss the lesson. The discussion guide should have six to eight questions that help the group explore the Bible passage or topic.
 - a. Some questions should have answers that only the Bible can provide. Example: What made Paul confident that God would take care of His people? (Romans 8:31, 32)
 - b. Some questions should be thought questions which allow anyone to offer an opinion or perspective. Example: What gives Christians confidence to face difficult times?
 3. Apply the Bible lesson to everyday life. The discussion guide should have a closing application question which helps group members think about how they can use the Bible lesson in their lives this week. Example: What can you do this week to demonstrate that you are trusting God to work out your circumstances for good?
 4. Close the Lesson with Applicational Prayer (3-5 minutes). The primary focus of this closing prayer is the application of the Bible truths in the lives of group members. "Lord, help me this week to apply in my life what you have shown me in Your Word today."

SHARING CHRIST (Declaring the Good News) 5-10 Minutes

1. During the past month, how have you sought to build relationships with the unbelievers on your *Prayer, Care and Share or Most Beloved* list (or others) in order to direct them toward Jesus Christ?
2. What outreach activity might we do as a group or with another ministry of our church in order to reach out to our unsaved friends?

SERVING OTHERS (Demonstrating God's Love) 5-10 Minutes

God has called us to serve one another within the church and together to serve those within the community. Christians should be known by the good works they do within the community. What service project or act of kindness could you do as an individual, as a group or with other ministries of the church in order to demonstrate Christ's love in a tangible way? Spend time planning how your group will work together to serve others as a demonstration of God's unconditional love.

See The Following Sample Lesson...



The God of Second Chances: True Repentance

Jonah 2

CONNECTING

1. Welcome and opening prayer.
2. Introduce any guests.

INTRODUCTION: In an old Christian song titled "Hornets" the verses recount the stories of Jonah, Moses, and Balaam, and how God got them to say or do what He wanted them to, even though they were unwilling at first. The song gets its title from a verse that explains how hornets can make a person leave a room, not against their will, but willingly. The chorus goes:

*"He does not compel us to go (no, no)
He does not compel us to go
He does not compel us to go 'gainst our will
But he just makes us willing to go."*

In this study, we will explore how God turned Jonah around and gave him another chance and in the process we will learn more about the process of repentance as well.

3. Discussion Question: "Have you ever had a time when things were going from bad to worse and you didn't know what you were going to do to make it better?"

SEEKING GOD (Drawing Near to God)

(Note: you may choose to have the prayer time follow the Bible discussion, Sharing Christ or Serving section)



1. Conversational prayer is a very effective way to pray in a small group. It is a prayer that unites people in conversation with God and with each other. Like normal conversations, anyone can speak (pray) as many times as they wish and several people will often pray in agreement for the same request. **Begin your time by praising God for who He is and what He has done.
2. Do you have any needs that you'd like us to bring to the Lord in prayer?

LOVING ONE ANOTHER (Deepening Spiritual Growth)



Bible Reference: Jonah 2

1. Read over Jonah 2. What do you see in this prayer of Jonah's? Is it a Psalm of thanksgiving, a call for help or is it a prayer of repentance and recommitment?
2. Do you notice where Jonah is praying this prayer (v.1)? Why do you think he was using verbs that were in the past tense as though God had already answered his prayer? Was the whale an act of discipline from God or an act of mercy?
3. While Jonah may be safe for the moment, how is he still in "deep trouble"? Where does he show assurance of deliverance in spite of appearances to the contrary (vv. 4, 6, 7, 9)?



4. Compare verse 3 with 1:15: How does Jonah view circumstances? God's control? God's purposes?
5. On a scale of 1-10, with one being no heart change and ten being full revival, how would you rate Jonah's heart change concerning having God's heart for all people (Before you answer read Jonah 4:1-2)? Explain your rating number.
6. Pastor Rick taught on Sunday that true repentance is at least two things: A life shift and a life process. From Jonah's prayer, how do you see repentance taking place in Jonah's life in regards to going God's way in life and not his own way? How about in loving the lost like God loves the lost?
7. ► When have you felt like Jonah -- far from God and in a situation beyond your control? How did He bring your life "up from the pit"?
8. Where in your life were you desperate enough to pray with hope, as Jonah did?

SHARING CHRIST (Declaring the Good News)



9. ► In what way do you see God redirecting your life as it relates to reaching the lost and in particular people you have never thought of seeking a relationship with God before?
10. ► Let's take a minute to be silent and ask God to speak to us about whether our heart is like His heart in regards to people who are unchurched or other ethnic groups that we don't seem to be reaching very well at BPEFC? (After the minute - does anyone want to share how God might have spoken to them during our silent prayer time?)



(Note: you may choose to have the prayer time follow the Bible discussion, Sharing Christ or Serving section)

SERVING OTHERS (Demonstrating God's Love)



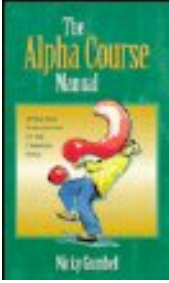

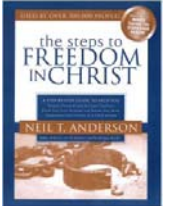
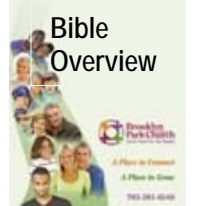
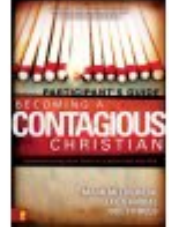

1. God has called us to serve one another within the church and together to serve those within the community. What effect does it have when Christians demonstrate God's love through simple but tangible acts of service to those who do not yet know Jesus Christ personally?
2. Optional Brainstorm: What needs in the life of an unchurched neighbor, coworker or family member are you aware of that our small group might meet?

CLOSING: Close in prayer and enjoy refreshments and fellowship together.



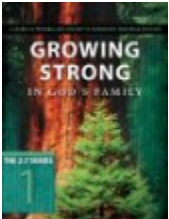

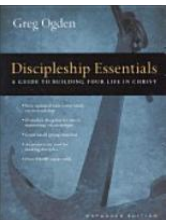

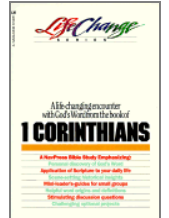
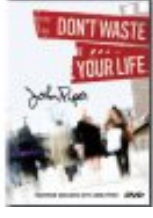


Small Group... Disciplemaking Curriculum Options

The following chart illustrates curriculum options for disciplemaking small groups. These go beyond the sermon based lessons and are available for apprenticed small group leaders. Have the group take the Core 4 Spiritual Journey evaluation to help assess their spiritual maturity, level of commitment and what might be the best “next step” in their spiritual journey. What is most important is that you continue to observe how the lives of your group members are being transformed into the likeness of Christ and obedience to all that He has commanded. If you have other curriculum ideas for your group, first evaluate where it fits within the Transformational Indicators from the Detailed Definition of a Disciple. Then, with your huddle leader or pastor, answer the following questions: Where is the group at spiritually? What do I hope to see accomplished in their lives? What spiritual steps should they then take next?

Grounded In Christ (“Come and See” Open Small Groups)		
Sample Curriculum Options	Bible Book-Studies	Transformational Indicators
 Alpha	 Sermon Series Studies	<ol style="list-style-type: none"> 1. Is introduced to and develops a sincere interest in Jesus and spiritual things. John 6:44 2. Hears the Good News and becomes convinced that Jesus is God. John 20:31 3. Accepts Jesus as His/Her Personal Savior. John 3:16 4. Identifies publicly with Jesus and is baptized. Romans 6:4 5. Worships God, personally and publicly, experiencing the power of God. Hebrews 13:15 6. Rejoices in and learns about his/her new life in Christ by joining with other believers (the Body of Christ). Hebrews 10:24-25 7. Experiences assurance of salvation, a change in self-perception and identity as a beloved child of God, as he/she comes to know the glorious new life of power and joy prepared for him/her in Christ. 2 Corinthians 5:17 8. Is introduced to the person of the Holy Spirit. Ephesians 1:13 9. Desires to learn and grow in God’s Word—the Bible. 2 Timothy 3:16-17 10. Establishes the foundational beliefs of the Christian faith. 1 Peter 2:2-3 11. Experiences a sincere yearning and love for God and is eager to share and express this love. 1 John 4:19
 Freedom in Christ	 Bible Overview	
 Contagious Christian	 Outreach Small Group Lesson Options	
	Gospel of John 1 John Galatians Ephesians	

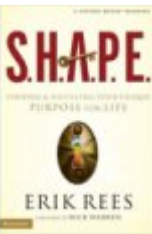
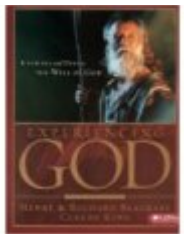

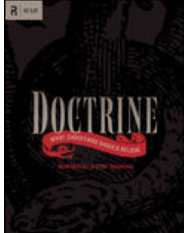




Growing In Christ ("Follow Me") Closed Accountability Growth Groups

Sample Curriculum Options	Bible Book-Studies	Transformational Indicators
 (Nav 2:7 Series)	 Design for Discipleship Bks 1-5	<ol style="list-style-type: none"> 1. Participates as an effective member in the Body of Christ. Romans 12:4-5 2. Walks in righteousness. Romans 6:22 3. Spends time with a disciple maker and learns how to share the gospel. Matthew 4:19 4. Learns to live controlled and empowered by the Holy Spirit. Romans 8:9 5. Begins to exhibit godly character and the fruit of the Holy Spirit. Galatians 6:16 6. Practices spiritual disciplines of worship, Bible study, prayer, fellowship, witnessing, giving and serving. Colossians 3:6-7 7. Demonstrates the truth, spirit and power of the Lord's Prayer. Matthew 6:9-13 8. Experiences the supernatural power of God. 2 Peter 1:3 9. Desires to be involved in ministry and ministry training. Colossians 3:23-24
 Discipleship Essentials	 Leadership Essentials	
 New Testament Bible Studies Options	 Don't Waste Your Life	
 Men's Discipleship Studies	 Women's Bible Studies	
1 Corinthians Romans Colossians Philippians James...		



Going For Christ (“Be with Me/Remain in Me”) Closed Accountability Growth Groups

Sample Curriculum Options	Bible Book-Studies	Transformational Indicators
 <p>SH.A.P.E. Spiritual Gifts ERIK REES</p>	 <p>EXPERIENCING GOD</p>	<p>1. Correctly handles and teaches God’s Word—the Bible. 2 Timothy 2:15</p>
 <p>Life Change A life-changing encounter with God’s Word from the book of ACTS</p>	 <p>DOCTRINE Study of Doctrine</p>	<p>2. Has a proper view of money and material possessions Hebrews 13:5</p>
<p>OT and NT Bible Study Options</p>	<p>Acts Titus 1 & 2 Timothy 1 & 2 Thessalonians</p>	<p>3. Understands the reason for and use of spiritual gifts in the church. 1 Corinthians 12:7</p>
 <p>Life Issues Studies</p>	<p>2 Corinthians</p>	<p>4. Consistently practices basic Christian disciplines while adding new ones. John 8:31</p>
<p>Life Issues Study Options</p>	<p>1 & 2 Peter</p>	<p>5. Continues in ministry with a godly mindset. 1 Timothy 4:16</p>
 <p>Design for Discipleship Bks 6-7</p>	<p>Hebrews</p>	<p>6. Continues in effective outreach as a laborer in the harvest fields. Matthew 9:36-38</p>
	<p>Revelation</p>	<p>7. Maintains Christ-honoring relationships with family, the local church, other believers & non-believers. John 13:35</p>
		<p>8. Multiplies oneself by modelling and apprenticing others in ministry. 2 Timothy 2:2</p>
		<p>9. Engages in spiritual battle and exercising spiritual authority. 1 Corinthians 4:2</p>
		<p>10. A disciple is willing to suffer, lose all, or die for Christ’s sake. Luke 14:27</p>



Growth Groups “Goals and Meeting Guide”

After a time of connecting we encourage your Growth Group to use the following Core Four outline as a general guide for your group time. This will remind you to focus on key habits that support our four core values.

SEEKING GOD: Review Scripture memory and Bible highlights. (5-10 min)

<i>Scripture Memory</i> (1-1 or clusters)	Initial	Date
<i>Beginning with Christ</i> memory verses:		
“Assurance of Salvation” – 1 John 5:11-12		
“Assurance of Answered Prayer” – John 16:24		
“Assurance of Victory” – 1 Corinthians 10:13		
“Assurance of Forgiveness” – 1 John 1:9		
“Assurance of Guidance” – Proverbs 3:5-6		
<i>See Topical Memory System for additional verses...</i>		

Consistent Bible Reading & Prayer (1-1 or clusters)

Consistent prayer and <i>Bible</i> reading <i>to discover principles or truths to apply (highlights)</i> . 2-3 days per week		
Consistent prayer and <i>Bible</i> reading <i>to discover principles or truths to apply (highlights)</i> . 3-4 days per week		
Consistent prayer and <i>Bible</i> reading <i>to discover principles or truths to apply (highlights)</i> . 4-6 days per week (journaling some discoveries)		

LOVING ONE ANOTHER: Review the lesson material. (40-45 min)

SHARING CHRIST: Review T.I.P. - *Teller, Inviter, Prayer* (5 min)

Complete a Prayer, Share, Care List (Most Beloved)		
Consistent praying for people to come to know Christ		
Build a relationship with those who need Christ		
Invite unchurched friends to strategic events		
Confident in sharing my spiritual story		
Train in how to share the gospel effectively		

SERVING OTHERS: Review personal and group ministry. (5-10 min)

Volunteer@church (2 nd Harvest, Kids’ Zone, or 1X events)		
Small Group Project (Feed My Starving Children, etc.)		
Ongoing Personal Ministry (service or church leadership)		
Serving in the Community (school, sports, neighborhood)		



Your Next Steps as a Small Group Leader...

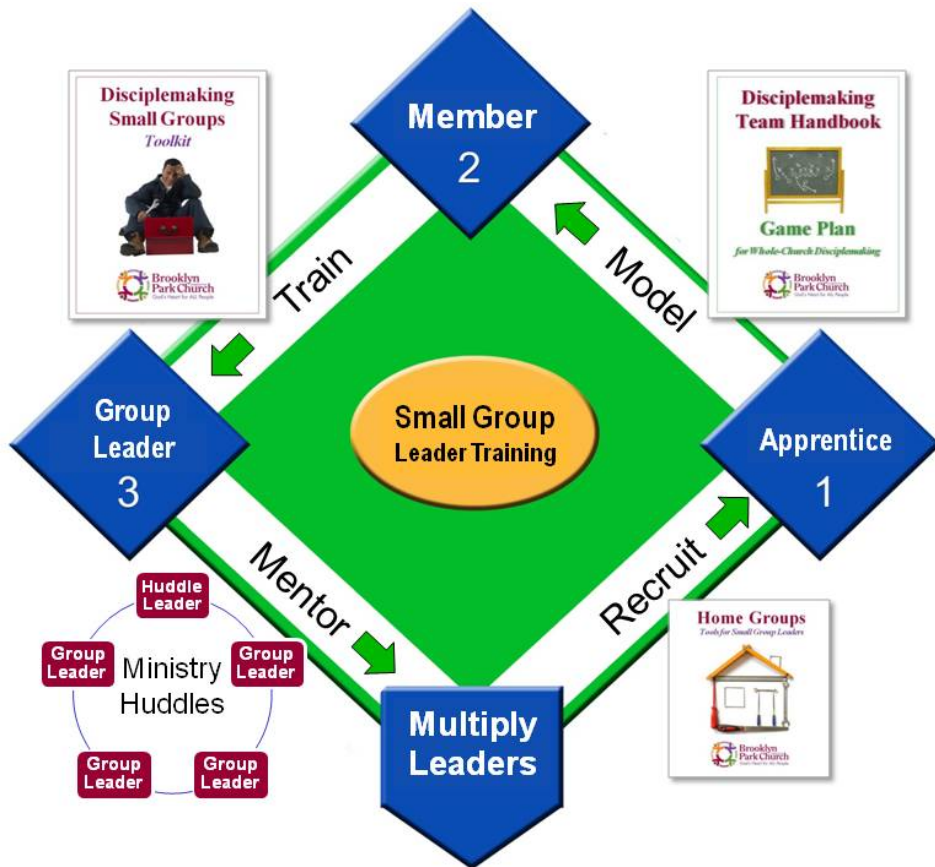
Steps to Become a Disciplemaking Leadership Community Member

Meet With a Pastor or Ministry Director

1. Express your desire to join the disciplemaking leadership community as a small group leader.
2. Continue to lead or assist in a small group with the support of a coach or mentor.

Be Apprenticed for Ministry

1. First Base for adult small group leadership: read and review this “Home Groups” booklet and discuss questions and high points with a pastor or ministry director.
2. Second Base: Demonstrate that you have developed the transformational indicators listed in the Biblical Definition of a Disciple for the first two phases: Grounded in Christ and Growing in Christ. Complete the *Disciplemakers Leadership Community Team Handbook* and demonstrate your commitment to the local Body of Christ by becoming a church member.
2. Third Base: Use the *Disciplemaking Small Groups Toolkit* to select any “On-The-Job” training lessons you and your mentor agree will assist you in completing your apprenticeship as a Group Leader.
3. Home Base: Continue to lead a disciplemaking small group, join a Leadership Community Huddle, and look for an apprentice that you can recruit to mentor through the development process.



What is Leadership Community?

Leadership Community is made up of faithful followers of Jesus Christ who have taken spiritual responsibility to invest in and care for a group of people. These are leaders of people-oriented groups for children, youth and adults. Teachers, small group leaders and outreach leaders are examples of Leadership Community members. These leaders are not new believers or nominal Christians; rather, they are mature, growing disciples.

LC Huddle The heart of Leadership Community is the small group “huddle.” This group is usually made up of disciplers who have the same type of ministry (Adult Bible Fellowships, Alpha or small groups) or who serve within the same area (adults, youth, children, missions or women’s ministry). Some time may be spent on ministry reporting, planning and organization, but a major focus of the huddle will be the personal and spiritual wellbeing of the disciplers. Each huddle is free to select the time and place that works best for their monthly small group huddle. The huddle leader, who serves as the discipler and equipper for the group, will also seek to touch base with each member one-on-one at some point during each month. This may be accomplished in a variety of ways.

As a Member of Leadership Community:

1. Meet monthly with other disciplemaking leaders from within your ministry in a small group “huddle” for encouragement, ministry planning, and spiritual support. Also, meet or communicate one-on-one with your huddle leader for personal and ministry support.
2. Attend any occasional Leadership Community general gatherings for sharing vision and fellowship with disciplemakers from all ministry areas.
3. Attend any additional ministry skill training for your area that may be offered from time to time as needed.
4. Fulfill your ministry assignments.
5. Continue to Affirm the “Four Commitments”
 - Attendance at Weekly Worship Celebrations.
 - Involvement in a disciplemaking small group.
 - Share Christ using the Prayer, Care, Share/T.I.P strategy
 - Serve according to your gifts, calling and abilities.



Leadership Community Covenant

Having applied to be a member of the Leadership Community (LC) of Brooklyn Park Evangelical Free Church, I willingly enter into the following covenant with my fellow leaders so that together we will glorify God by making disciples.

I believe that discipleship is more "caught" than "taught." I also believe that 1 Peter 5:3 exhorts leaders to be examples to the flock. In line with this,

I covenant with my fellow leaders to:

1. Live my life (to the best of my ability) as a model disciple:
 - I will have a daily devotional time, including Bible study and prayer.
 - I will regularly share my faith and seek to save the lost.
 - I will regularly fellowship with others in my church.
 - I will seek to live obediently in accordance with the Word and Lordship of Jesus Christ.

2. Participate in activities indispensable to growing as a disciple:
 - I will attend a Leadership Community small group huddle and meet again with my huddle leader one-on-one each month to grow myself and to support my fellow leaders.
 - I will attend every Leadership Community dinner/general session. (If a crisis situation arises, I will call my LC huddle leader beforehand if ever I cannot attend.)
 - I will personally be involved in ministry.

3. Participate in activities indispensable to making disciples:
 - I will recruit (within four months of beginning my ministry) an apprentice, approved by church leadership, and begin to train him/her "on the job," to do what I do.
 - I will complete all Leadership Community assignments designed to improve my skills in leadership.

If, for any reason, I lag behind in one of these areas or miss a meeting, I give my Leadership Community leader permission to lovingly hold me accountable to this covenant.

Signed

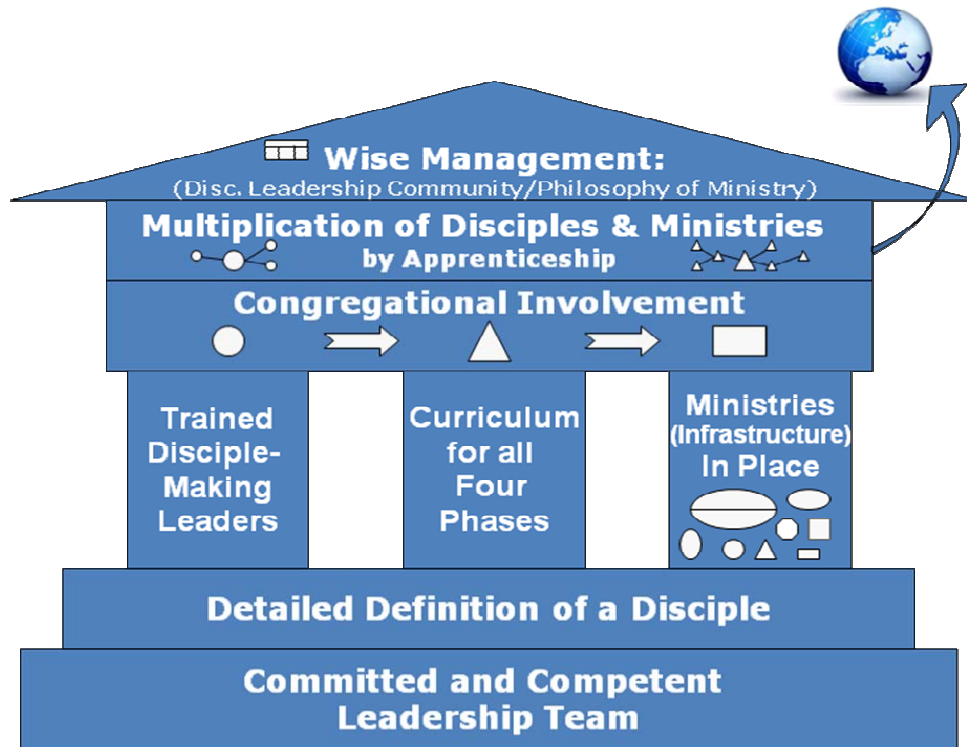
Date



Eight Building Blocks of a Disciplemaking Church...

As a local church, we affirm that we are committed to following Christ Jesus in obedience to His Great Commission (Matthew 28:19—20). Here is a brief overview of the building blocks we use to carry this out. If you do not already have one, please request your copy of the *Disciplemaking Team Handbook*. It will give you a greater understanding of how all the pieces fit together to create an intentional discipling church.

1. **Committed and Competent Leadership Team:** This building block means that to be successful, a church must have leaders who are themselves committed – as highly committed as Christ’s disciples - to develop a discipling church, and who have the determination and skills to accomplish this. Such skills might include leadership ability, understanding of Christ’s discipling process, and living examples of discipleship themselves.



2. **Detailed Definition of a Disciple:** To accomplish the goal of developing a discipling church, each church will need a team of leaders, all working together to produce the same kind of disciple – conformed exactly to the image of Christ. To cooperate to make the same image of Christ, we must have an agreed upon written Biblical list and description of the beliefs, values, attitudes and behaviors of a growing follower of Jesus at each of the four phases of spiritual development (these items are often referred to as “Transformational Indicators” of spiritual growth).
3. **Trained Disciplemaking Leaders:** While it is hard to imagine, more churches try to skip this building block than any other. They try to use leaders who have not themselves been disciple to make other disciples. A leader who has not experienced life-to-life spiritual encouragement and mentoring cannot be expected to pass along to others what they have never received. Instead, discipling training should be modeled in an on-the-job training context just like Jesus did: first, the disciples watched Jesus minister; next, the disciples helped; finally, Jesus sent the disciples out on their own. As Jesus said, *“A disciple when he is fully trained will be like his teacher”* Luke 6:40.



4. **Curriculum for All Four Phases:** In order to build a house, you may be trained to be a carpenter. Then you may get a plan (blueprint) for building your house. But you still need one more thing to be successful – tools! Just as there are different stages of building a house – the foundation, the walls, the roof, the inside, and each takes different tools, so there are different phases and different tools in making a disciple. The tools are called “curriculum.” Curriculum is training material that:
 - Is composed of lessons or instructions to use to transform the person into a disciple.
 - Includes every ingredient or transformational indicator for each disciplemaking phase.
 - Uses the right group dynamic to produce these transformational indicators.
 - Is as inexpensive and easy to use and to train others to use as possible.

5. **Ministry Infrastructure is in Place:** You could disciple one-on-one, but in order to equip a larger number of persons, we normally follow the Jesus model and gather a small number of disciples into small groups of around 12 or fewer. This means that to disciple an entire church, we need a network of small groups – enough so that everyone can participate in a group that matches with their level of spiritual growth. We also use middle-sized groups called Adult Bible Fellowships for teaching through the Bible, and we gather in large groups for corporate worship. This is why “Infrastructure in Place” is a necessary building block for a disciplemaking church.

6. **Congregational Involvement** means that we move the persons in the congregation into the structures for which we have trained leaders and curriculum. This involves three steps:
 - Step one – Prepare the congregation to “understand” and “want” to be involved
 - Step two – Launch a church-wide involvement
 - Step three – Patiently pursue those who did not get involved initially to get them into the process

Our goal is to get 60-75% of all our attenders to participate in a weekly, intentional disciplemaking small group for the rest of their lives.

7. **Multiplication of Disciples and Ministries by Apprenticeship:** A disciplemaking church has a constant need for more trained leaders. This building block supplies these leaders by training present leaders to recruit and train apprentices to reinforce them as your church grows and changes. As new leaders are trained, they can be deployed to start new small groups, mid-size groups, children’s ministries and youth ministry groups to make disciples. This multiplication also includes planting new churches or extension campuses and training churches other than yours to become multiplying, disciplemaking churches.

8. **Wise Management:** The idea that pastors can work themselves out of a job is a myth! While pastors should be able to train others to do the ministries they used to do, they will then need to manage them closely. This need never goes away. Indeed, it can truly be said that: *The most important variable in church health is wise leadership and management.*

In this phase, you will need to put in place an expanding ministry community to nurture and support your disciplemakers. You will need to reinforce a disciplemaking philosophy of ministry to protect what you have already built. And you will have to learn how to train other managers and teach them to coach a handful of disciplemaking leaders. We do this by forming Leadership Community Huddles—about half a dozen small group leaders who meet monthly with a Coach who serves as their Huddle leader.

