TOKYO BAPTIST CHURCH

class 210

SG Training

ENGLISH

DISCOVERING YOUR *ESSENTIALS* FOR SMALL GROUP LIFE

"He cared for them with a true heart and led them with skillful hands."

Psalms 78:72 (NLT)

Welcome!

How To Get The Most From This Training Together

This training is designed with a helpful variety of practical instructions, table interaction, and individual studies. **Before we start this training**, keep these things in mind:

- **Think transferable principle**, not specific idea. You can probably transfer the general principle into your small group easier than the specific idea we've talked about. Principles for health will work with any size groups.

- **Don't compare**. Comparing isn't productive. You'll either feel bad (we're worse) or arrogant (we're better). Both are negative responses. You can't see all the mistakes and failures others have made in order to learn. Remember: other groups always look better from a distance.

- **Don't feel guilty about the things you're not doing.** You will see many ideas and principles that have been brewing over time. Don't feel guilty for not thinking of something. Is it more important to be original or effective? As you process this material, take what will work from the training and adapt it to your small group.

- **A healthy group takes time.** After the training is over, take a big breath. Look for some key areas to work on. Be patient. Be realistic. And be strategic with the principles that are assigned top priority. It may take months to even begin seeing the health you desire. Take your time, build wisely, rely on God's wisdom and don't be afraid to get help from others. Get to know your Community Leader; a true source of wealth!

- **Keep processing.** Developing a Purpose Driven Small Group will challenge you. Mark up this notebook and discuss it with other Leaders. The more you revisit the material and think through the principles, the easier it will become. It all makes sense, but digestion comes through different forms.

God bless,

Small Group Ministry
Tokyo Baptist Church

Notes

SESSION ONE

Small Group Strategic Overview

Begin With The End In Mind

"It's human nature to get distracted by minor issues. … Without a clear purpose, you will keep changing directions, jobs, relationships, churches, or other externals – hoping each change will settle the confusion or fill the emptiness in your heart. You think, maybe this time it will be different, but it doesn't solve your real problem – a lack of focus and purpose. The Bible says, *'Don't live carelessly, unthinkingly. Make sure you understand what the Master wants.'"* Ephesians 5:17 (MSG)

Purpose Driven Life, Pastor Rick Warren (p. 32)

"Small groups are the most effective way of closing the back door of your church. We never worry about losing people who are connected to a small group. We know that those people have been effectively assimilated."

Purpose Driven Church, Pastor Rick Warren (p. 327)

Defining Leadership Scriptures

"Since a dull ax requires great strength, sharpen the blade. That's the value of wisdom; it helps you succeed." Ecclesiastes 10:10 (NLT)

"If you wait for perfect conditions, you will never get anything done." Ecclesiastes 11:4 (NLT)

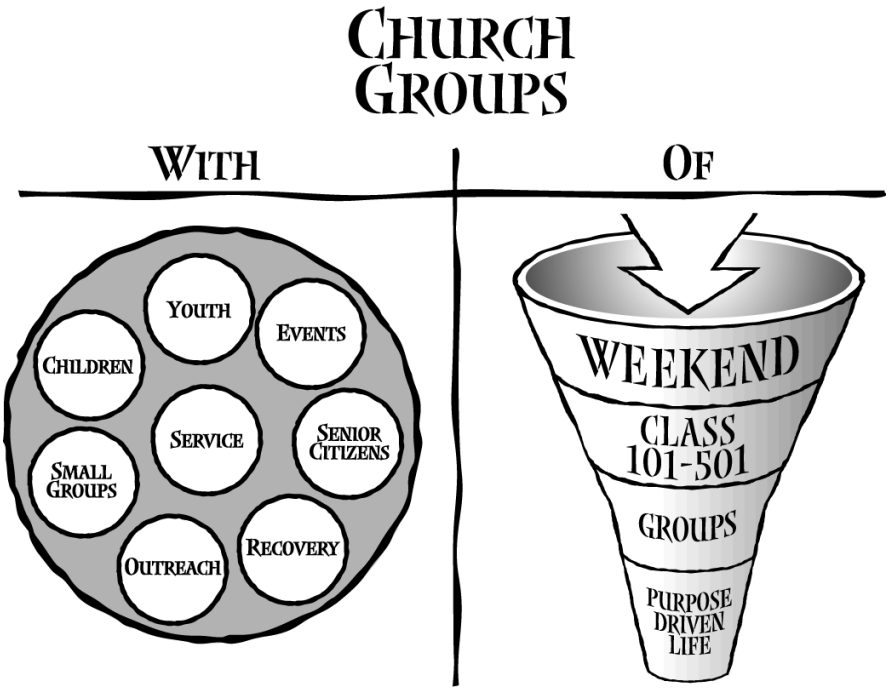
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SESSION ONE

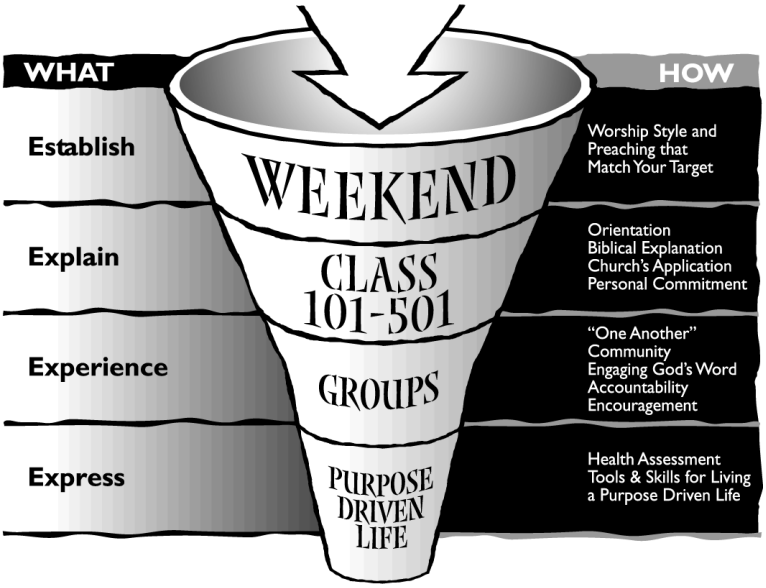
1. UNDERSTAND HOW GROUPS FIT IN OUR CHURCH..

> *"Day after day, in the temple courts and from house to house, they never stopped teaching and proclaiming the good news that Jesus is the Christ."* Acts 5:42 (NIV)

- Philosophically



- How we approach and implement groups



Notes

SESSION ONE

2. . KNOW THE VISION AND MISSION OF THE SMALL GROUP MINISTRY.

We remain committed to seeing the five Biblical purposes deepened in the church, large groups, small groups and each individual life.

VISION **Why We Are Here**

To see every person, from the core of our church to the ever-growing community, connected in a healthy small group.

"You can develop a healthy, robust community that lives right with God and enjoy its results only if you do the hard work of getting along with each other, treating each other with dignity and honor." James 3:18 (MSG)

MISSION **What We Do**

To help spiritual seekers become transformed believers who model Purpose Driven Lives and motivate others to do the same.

With **HEART**

"I am the Good Shepherd. The Good Shepherd puts the sheep before himself, sacrifices himself if necessary. A hired man is not a real shepherd. The sheep mean nothing to him. He sees a wolf come and runs for it, leaving the sheep to be ravaged and scattered by the wolf. He's only in it for the money. The sheep don't matter to him." John 10:11-13 (MSG)

With **COMPASSION**

"He felt great pity for the crowds that came, because their problems were so great and they didn't know where to go for help. They were like sheep without a shepherd. He said to his disciples, "The harvest is so great, but the workers are so few. So pray to the Lord who is in charge of the harvest; ask him to send out more workers for his fields."
Matthew 9:36-38 (NLT)

Notes

Notes

With **MOTIVATION**

"Sooner or later we'll all have to face God, regardless of our conditions. We will appear before Christ and take what's coming to us as a result of our actions, either good or bad."
2 Corinthians 5:10 (MSG)

How do you practically live out this vision and mission? By applying the principles and learning's of this training.

3. KNOW THESE BIBLICAL EXAMPLES OF WHAT A PURPOSE DRIVEN SMALL GROUP DOES.

A. Defining Scriptures

The Great **COMMISSION** Matthew 28:19-20 (NIV)

"Therefore, go and make disciples of all nations (Evangelism), *baptizing them in the name of the Father and of the Son and of the Holy Spirit* (Fellowship), *and teaching them to obey everything I have commanded you* (Discipleship)."

The Great **COMMANDMENT** Matthew 22:37, 39 (NIV)

"Love the Lord your God with all your heart and with all your soul and with all your mind (Worship)."

"Love your neighbor as yourself (Ministry)."

SESSION ONE

Notes

B. Five Elements: Acts 2:42-47

1. **DISCIPLESHIP**

"They devoted themselves to the Apostles' teaching..." Acts 2:42 (NIV)

2. **FELLOWSHIP**

"Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts, ..." Acts 2:46 (NIV)

3. **WORSHIP**

"Everyone was filled with awe..." Acts 2:43 (NIV)

4. **MINISTRY**

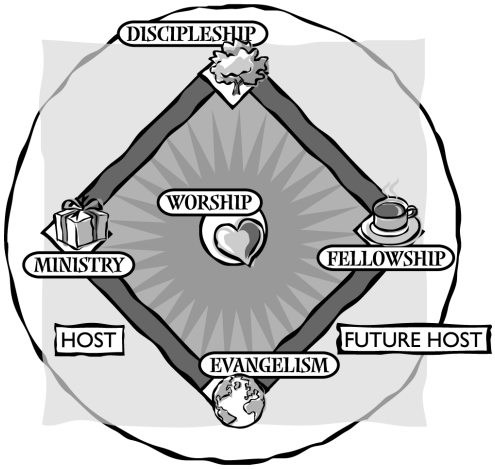
"They gave to anyone as he had a need..." Acts 2:45 (NIV)

5. **EVANGELISM**

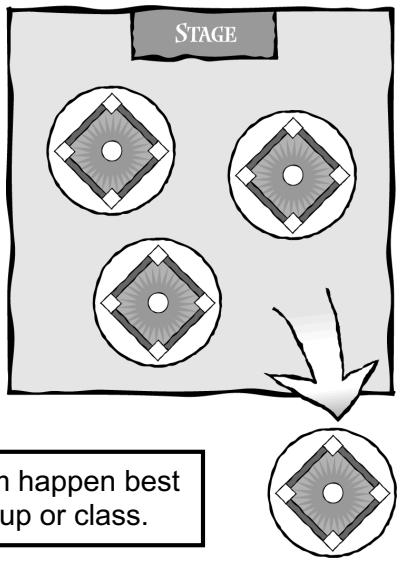
"And the Lord added to their number daily those who were being saved." Acts 2:47 (NIV)

SESSION ONE

DECENTRALIZED SMALL GROUPS
(off campus)



CENTRALIZED SMALL GROUPS
(on campus)



Ministry and evangelism happen best outside of the small group or class.

Notes

SESSION ONE

4. APPLY THE SEVEN FOUNDATIONAL CONVICTIONS.

1) The goal of every group is to produce **PURPOSE DRIVEN LIVES**.

2) The most effective vehicle for producing Purpose Driven Lives is a healthy **SMALL GROUP MINISTRY**.

Why Small Groups?

- They are infinitely expandable (homes are everywhere).
- They are unlimited geographically (you can minister to a wider area).
- They are demonstrations of good stewardship (you use buildings that other people pay for, releasing more money for ministry).
- They facilitate closer relationships (people are more relaxed in a home setting).

3) Leaders learn best **ON THE JOB**.

4) Every group should be committed to **FULFILL** the five purposes of the church.

5) You need an **INTENTIONAL** strategy for connecting people to group life.

6) The long term success of the Leader is determined by the **SUPPORT** (i.e. Community Leader) and **RESOURCES** he/she receives (i.e. Leader Training 2 and Small Group Host Gatherings).

7) The best way to raise up Future Hosts is through **SHARED** ownership.

Notes

SESSION ONE

5. KNOW THE LEVEL OF COMMITMENT IN YOUR GROUP.

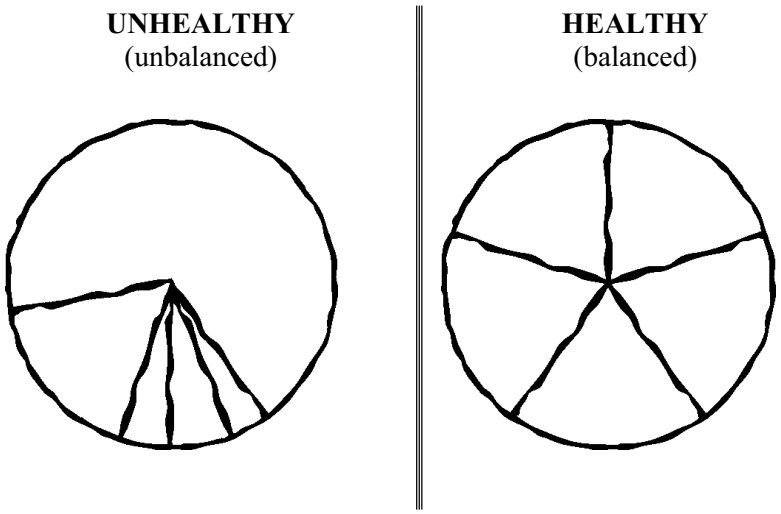


Circles	*Group Commitment*	*Your Group Members*
The Commissioned	Those active in Mission	_____
The Core	Those active in hosting	_____
The Committed	Those committed to be a Future Host	_____
The Congregation	Those committed to ownership of the group	_____
The Crowd	Those regularly attending the small group	_____
The Community	Those not in the small group	_____

Notes

SESSION ONE

6. BALANCE OF THE PURPOSES IS THE KEY.



A. Understand it's not **DOING** every purpose when your group meets.

B. **EVALUATE** your group health on a semi-annual basis.

For more tools to balance the health of your group, attend Leader Training 2 Health.

Notes

SESSION ONE

7. USE THE HEALTH ASSESSMENT TO BALANCE THE PURPOSES IN YOUR LIFE AND THE LIVES OF YOUR GROUP MEMBERS.



PERSONAL EXERCISE

- Take the Health Assessment and set **one goal** in **one purpose**

Notes

SESSION TWO

Small Group Survival Guide

Know Where To Take Your Group

"Community requires commitment. Only the Holy Spirit can create real fellowship between believers, but he cultivates it with the choices and commitments we make. Paul points out this dual responsibility when he says, *'You are joined together with peace through the Spirit, so make every effort to continue together in this way.'* It takes both God's power and our effort to produce a loving Christian community."

Purpose Driven Life, Pastor Rick Warren (p. 145)

"The larger your church grows, the more important small groups become for handling the pastoral care functions. They provide the personal touch that everyone needs, especially in a crisis. At Saddleback we like to say that the whole church is like a large ship, and the small groups are the lifeboats."

Purpose Driven Church, Pastor Rick Warren (p. 327)

Tips for Leaders

You will not be alone as you journey through the Small Group Leadership Development Pathway. Because relationships are a vital ingredient to your success, you will be teamed with a Community Leader (CL) throughout your small group leadership journey. A CL is a seasoned member of our Small Group Ministry that the church has identified as someone that "gets it and lives it". In addition, your CL cares about you and the success of your small group.

Notes

SESSION TWO

1. BE AWARE OF WHAT PEOPLE ARE LOOKING FOR IN A SMALL GROUP.

Questions people have:

- Do I fit here? This is the question of **ACCEPTANCE**.
- Does anybody want to know me? This is the question of **FRIENDSHIP**.
- Am I needed? This is the question of **VALUE**.
- What is the advantage of those joining this group? This is the question of **BENEFIT**.
- What is required for joining this group? This is the question of **EXPECTATION**.

Tips for Leaders

Pray for your group members by name. Before you begin each meeting, take a few moments and pray for each member by name. Ask God to use your time together to touch the heart of every person uniquely. Expect God to lead you to whomever He wants you to encourage or challenge in a special way.

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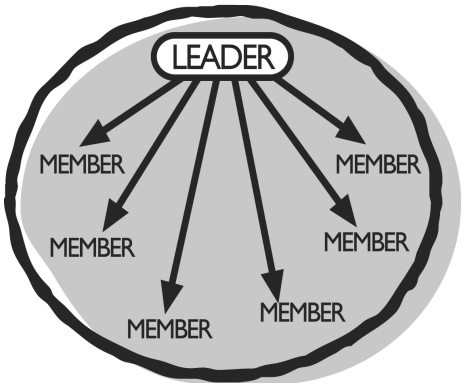
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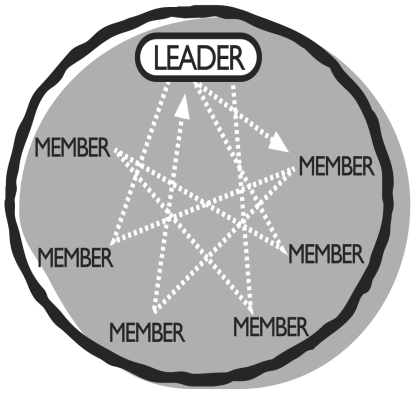
2. DON'T UNDERESTIMATE GROWTH MOMENTS IN YOUR GROUP MEETING.

Maximize the optimum environment.

DISPENSING INFORMATION



FACILITATING TRANSFORMATION



A. Facilitate for **LIFE CHANGE**.

B. It's not just about information, but **TRANSFORMATION**.

Tips for Leaders

When you ask a question, be patient. Someone will eventually respond. Sometimes people need a moment or two of silence to think about the question. If silence doesn't bother you, it won't bother anyone else. After someone responds, affirm the response with a simple "thanks" or "great answer." Then ask, "How about somebody else?" or "Would someone who hasn't shared like to add anything?" Be sensitive to new people or reluctant members who aren't ready to say, pray, or do anything. If you give them a safe setting, they will blossom over time.

SESSION TWO

Notes

Facilitation Tips

- Don't answer your own questions.
- Get comfortable with silence and quiet.
- Encourage more than a yes-or-no answer.
- Anything else?... How about?... Someone else?
- Give affirmation whenever you can.
- Try to involve everyone.
- Be good listeners – provide support, not quick fixes.
- Be sensitive to the leading of the Holy Spirit.
- Begin and end on time.
- Don't focus on getting through all the material – focus on helping people grow.

Tips for Leaders

Provide transitions between questions. Ask if anyone would like to read the paragraph or Bible passage. Don't call on anyone, but ask for a volunteer, and then be patient until someone begins. Be sure to thank the person who reads aloud.

SESSION TWO

C. Utilize the Small Group Guidelines and Agreement.

It's a good idea for every group to put words to their shared values, expectations and commitments. Such guidelines will help you avoid unspoken agendas and unmet expectations. We recommend you discuss your guidelines during your first meeting in order to lay the foundation for a healthy group experience. Feel free to add anything that is important to your group.

SMALL GROUP GUIDELINES AND AGREEMENT

WE AGREE TO THE FOLLOWING VALUES

Clear Purpose	To grow healthy, spiritual lives by balancing the 5 Biblical purposes in your small group.
Group Attendance	To give priority to the group meeting (call if I am absent or late)
Safe Environment	To create a safe place where people can be heard and feel loved so we will be careful with being judgmental, giving quick answers, and offering our simple fixes to complex situations.
Be Confidential	To keep anything that is shared strictly confidential and within the group.
Conflict Resolution	To avoid gossip and to immediately resolve any concerns by following the principles of Matt. 18:15-17 which begins with going directly to the person with whom you have an issue.
Spiritual Health	To challenge and encourage one another to live a healthy and balanced spiritual life that is pleasing to God.
Limit our Freedom	To limit our freedom by not serving or consuming alcohol during TBC Small Group meetings or events so as to avoid causing a weaker believer to stumble. 1 Corinthians 8:1-13, Romans 14:19-21
Welcome Newcomers	To invite our friends who might benefit from this study and warmly welcome newcomers
Building Relationships	To get to know one another even outside the group time and pray for one another regularly.
Mission Motivated	To work towards understanding how our group can effectively do personal, local, and global Mission.
Shared Responsibility	To work with each other to enlist and develop Purpose Champions.
Other	_____

WE AGREE TO THE FOLLOWING ITEMS

- Refreshments/mealtimes_____
- Childcare_____
- When we will meet (day of week) _____
- Where we will meet (place) _____
- We will begin at (time) _____and end at _____
- We will do our best (some or all) to attend the following service together:
  - ☐ Sat 7:00 pm
  - ☐ Sun 9:00 am ☐ Sun 11:00 am ☐ Sun 1:30 pm ☐ Sun 3:30 pm
- Review date of this agreement _____

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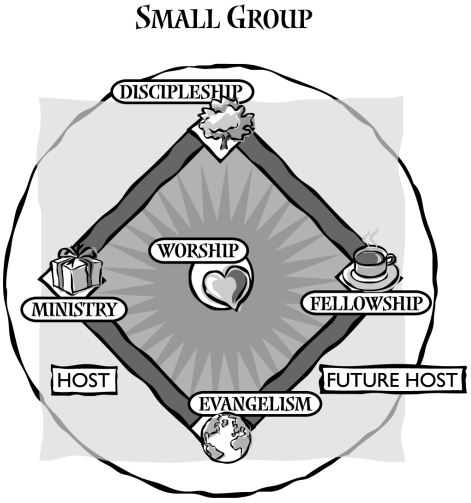
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3. CHALLENGE EVERYONE IN THE GROUP TO SHARE OWNERSHIP.

"And let us consider how we may spur one another on toward love and good deeds." Hebrews 10:24 (NIV)

People grow the most when they are serving and taking responsibility. Every task, no matter how small, is an opportunity to serve.

- **Rotate leadership**



- **Some examples for finding a role for every person in the group**

Future Host

- ✓ Share weekly leadership within the group with the Host (selected questions, opening discussion, closing prayer time, etc.).
- ✓ Regularly rotate the leadership of the group (once or twice a month).

Worship

- ✓ Coordinate a weekly praise and prayer list.
- ✓ To coordinate your group attending worship services together in community. (Encourage people to attend in subgroups of two to four, if not all together.)
- ✓ To host a communion service or worship time for your small group (CD, instruments or acappela).

SESSION TWO

Notes

Fellowship

- ✓ Coordinate group socials and celebrations (birthdays, dinners and group activities).
- ✓ Follow up on new and absent people with calls and cards.
- ✓ To manage the group roster, Small Group Guidelines and Agreements.

Discipleship

- ✓ Encourage people to take their next step in CLASS (101, 201, 301 and 401).
- ✓ To encourage people to complete the Health Assessment & Growth Plan so they know their spiritual next step.
- ✓ Develop Spiritual Partners.

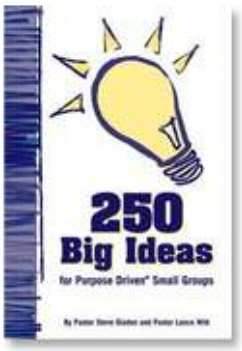
Ministry

- ✓ To confirm every member into a group role or "baby step" responsibility.
- ✓ Challenge members to attend CLASS 301 and to complete the SHAPE interview process.
- ✓ Do ministry projects as a group.

Evangelism

- ✓ Encourage members to pray for unchurched friends or family members.
- ✓ Encourage members to invite an unchurched friend or neighbor to your group (to fill the open chair).
- ✓ Adopt a Mission Project in your group.





SESSION TWO

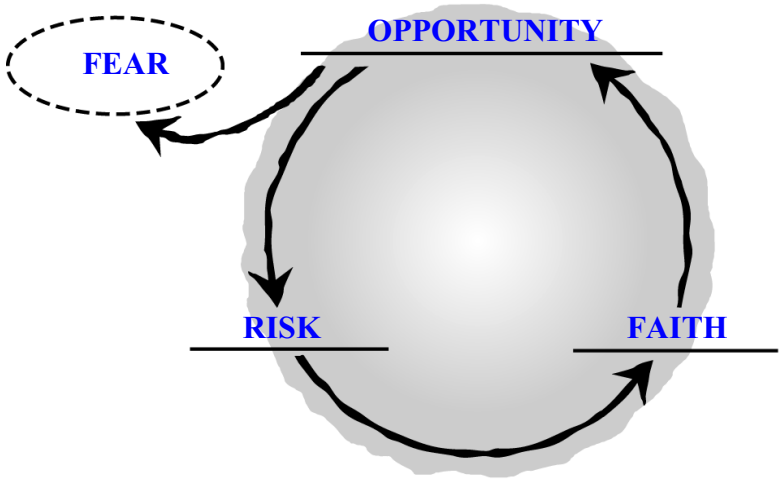
Tips for Leaders

Don't try to do it alone. Pray for God to help you build a healthy leadership team. If you can enlist a Future Host to help you lead the group, you will find your experience much richer. This is your chance to involve as many people as you can in building a healthy group. All you have to do is ask people to help and you'll be surprised at the response.

4. FIND OPPORTUNITIES THAT ARE DEVELOPMENTALLY APPROPRIATE.

Why?

- **Know the threshold of risk for each person in your group.**

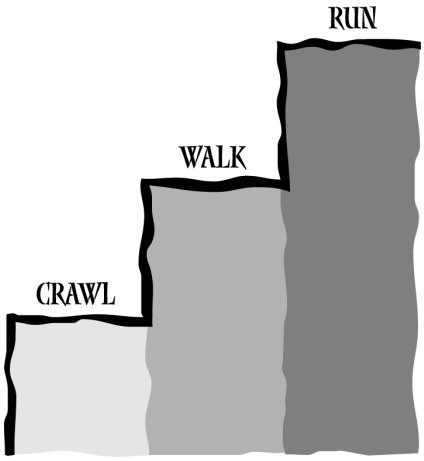


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How?

- **Know the spiritual next steps of each person in your group.**



Tips for Leaders

Let the group run without you. Resist the temptation to suspend the group when you go on vacation. Instead, line up the team and let them run the entire group in your absence. Do the same thing if a key person will be absent for one or more meetings. Simply ask another person if they would be willing to take on the other individual's role during the absence.

Your job is to BUILD people, not just lead a meeting.

SESSION TWO

Our Small Group Leaders of tomorrow are in your small group today.

5. GET EVERYONE INTERESTED IN REACHING AND CONNECTING PEOPLE.

Our **PHILOSOPHY** is that **ALL** groups are open to new members.

There are many different **METHODS** in adding small group members.

- People you choose
- People who choose you
- People God chooses

"God does not want anyone to be lost, but he wants all people to change their hearts and lives." Colossians 4:5 (LB)

"Make the most of your chances to tell others the Good News. Be wise in all your contacts with them." 2 Peter 3:9 (NCV)

Tips for Leaders

Regularly have the group read the three passages listed below and discuss how they apply to inviting new people to your small group.
Matthew 9:35-38; Philippians 2:1-5; 2 Corinthians 6:11-13

Notes

SESSION TWO

6. SUBGROUPING IS KEY TO DEVELOPING LEADERS AND GROUPS.

Why subgroup?

- ✓ When numbers go **UP** care goes **DOWN**.

When do I subgroup?

- ✓ When everyone can't **SHARE** it's time to subgroup.
- ✓ When you want to encourage deeper personal interaction.

How do I subgroup?

If your group has eight or more people you may want to break into circles of three or four people for greater participation and deeper discussion. We call this subgrouping. Then, come back together at the end of the discussion time and have someone report from each group the highlights of their discussion.

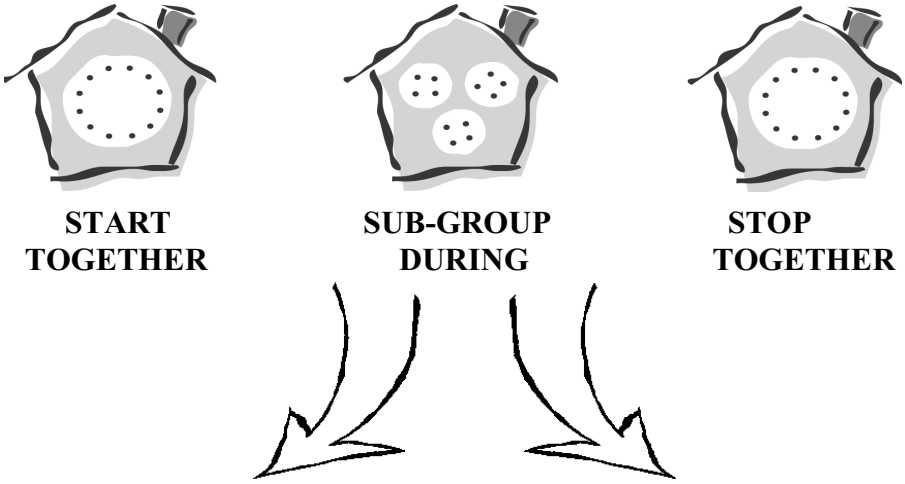
Keep in mind to…

- **Subgroup for the Future Host**
  Almost anyone could facilitate a group of 4.

- **Subgroup for the Future Group**
  You could keep personal dynamics and continue growing if you sub-grouped every week into groups of 4-6.

Notes

SESSION TWO



To raise up
Future Host:

S **ENTENCE**

S **ECTION**

S **TUDY**

To raise up
Future Groups:

M **IX** **IT** **UP**

M **ERGE** **THEM** **TOGETHER**

M **OVE** **THEM** **OUT**

Tips for Leaders

Whenever your group is larger than 6 people, try breaking into smaller groups of no more than 4 to 6. With a greater opportunity to talk in a small circle, people will connect more with the study, apply more quickly what they're learning, and ultimately get more out of it. A small circle also encourages a quiet person to participate and tends to minimize the effects of a more vocal or dominant member. Small circles are also helpful during prayer time. People who are unaccustomed to praying aloud will feel more comfortable trying it with just two or three others. When you gather back with the whole group, you can have one person from each circle briefly share their circle's prayer requests.

Notes

SESSION TWO

Notes

7. MAINTAIN A HEALTHY SPIRITUAL DIET FOR YOUR SMALL GROUP.

Tips for Leaders

Let your group play an active role in selecting curriculum. As you approach the last session of each study, bring out the list of curriculum resources and ask each person to suggest the next study. If someone is particularly passionate about one study, or the majority of people want a particular study, that makes your decision easy and also helps meet hidden needs in your group.

SMALL GROUP CURRICULUM PATHWAY IDEAS

Objective – To assist Hosts and groups in planning out an annual curriculum calendar for the purpose of spiritual growth, developing a healthy small group diet, balancing the purposes, and identifying which studies would be most helpful to them as they develop their small group health plan.

Three approaches:

1. Categories
- Books of the Bible
- Doctrine
- Life Skills
- Evangelism/Seeker
- Spiritual Growth

2. Purposes
- Fellowship
- Discipleship
- Ministry
- Evangelism
- Worship

3. Year long plan
- 1st year
- 2nd year
- 3rd year
- 4th year

Tips for Leaders

Mix up curriculum to provide balance. Some people may want to study the "last times" forever, but a healthy diet includes all kinds of food. Occasionally encourage the group to try a study that no one has considered, because it may just be the study that opens your group to a whole new level of maturity.

SESSION TWO

SMALL GROUP CURRICULUM PATHWAY IDEAS
(continued)

Suggested Annual Curriculum Pathway:

1st year –	Length	Category	Purpose
• 40 Days of Purpose	6 weeks	Spiritual Growth	All
• Books of Bible (choose one)			
Colossians		Bible	Discipleship
James – Vol. 1 & 2	12 weeks	Bible	Discipleship
1 Thessalonians – Vol. 1& 2	12 weeks	Bible	Discipleship
• Doctrine (choose one)			
Foundations – Intro/Bible	4 weeks	Doctrine	Discipleship
Foundations – God	4 weeks	Doctrine	Discipleship
Foundations – Christ	4 weeks	Doctrine	Discipleship
Foundations – Holy Spirit	4 weeks	Doctrine	Discipleship
Foundations – Salvation	4 weeks	Doctrine	Discipleship
Foundations – Creation	4 weeks	Doctrine	Discipleship
• Annual campaign			

2nd year –	Length	Category	Purpose
• Books of Bible (choose one)			
James – Vol. 1 & 2	12 weeks	Bible	Discipleship
1 Thessalonians – Vol. 1& 2	12 weeks	Bible	Discipleship
Inside Out Living – *a Blessed Life*	6 weeks	Bible	Discipleship
The Sermon on the mountain	20 weeks	Bible	Discipleship
Ephesians– Vol. 1 & 2	12 weeks	Bible	Discipleship
Genesis	13 weeks	Bible	Discipleship
• Doctrine			
Foundations	4 weeks	Doctrine	Discipleship
• Spiritual Growth			
The Purpose Driven Life – Vol. 1	7 weeks	Spiritual Growth	All
The Purpose Driven Life – Vol. 2	7 weeks	Spiritual Growth	Worship
The Purpose Driven Life – Vol. 3	7 weeks	Spiritual Growth	Fellowship
The Purpose Driven Life – Vol. 4	7 weeks	Spiritual Growth	Discipleship
The Purpose Driven Life – Vol. 5	7 weeks	Spiritual Growth	Ministry
The Purpose Driven Life – Vol. 6	5 weeks	Evangelism	Mission
• Annual campaign			

Notes

SESSION THREE

Small Group Support System

Know Where You Are Going And How To Get There

"Unity in the church is so important that the New Testament gives more attention to it than to either heaven or hell. God deeply desires that we experience oneness and harmony with each other.

Unity is the soul of fellowship. Destroy it, and you rip the heart out of Christ's Body. It is the essence, the core, of how God intends for us to experience life together in his church."

Purpose Driven Life, Pastor Rick Warren (p. 160)

"Your church will never be any stronger than its core of lay ministers [Small Group Leaders] who carry out the various ministries of the church. Every church needs an intentional, well-planned system for uncovering, mobilizing, and supporting the giftedness of its members. You must set up a process to lead people to a deeper commitment and greater service for Christ."

Purpose Driven Church, Pastor Rick Warren (p. 367)

Notes

SESSION THREE

1. TO GET WHERE YOU NEED TO GO, YOU'LL NEED FOUR KEY RELATIONSHIPS.

- ✓ **Relationship with Christ** - This is a relationship that deals with trials and issues, as well as good times, that come up during your journey. They help you stay close to Jesus.

  "Remain in me (Jesus), and I will remain in you. No branch can bear fruit by itself; it must remain in the vine. Neither can you bear fruit unless you remain in me. 'I am the vine; you are the branches. If a man remains in me and I in him, he will bear much fruit; apart from me you can do nothing.'" John 15:4-5 (NIV)

- ✓ **Community Leader** - is an advisor that walks alongside another individual through a situation, a process, or set of decisions. This relationship is someone you go to if your small group is having trouble or needs coaching.

  "Share each other's troubles and problems, and in this way obey the law of Christ." Galatians 6:2 (NLT)

  Name(s)_____

- ✓ **Spiritual Partner** - is an individual, usually of the same gender, who is committed to helping you on an on-going basis to deal with life and all that it offers. This person is probably already a good friend who looks primarily to encourage you, help with accountability when needed, and actively supports you as you take spiritual risks and face challenges unique to your life. One of your fellow small group members is likely to be this kind of friend.

  "We should keep on encouraging each other to be thoughtful and to do helpful things. Some people have gotten out of the habit of meeting for worship, but we must not do that. We should keep on encouraging each other, especially since you know that the day of the Lord's coming is getting closer."
  Hebrews 10:24-25 (CEV)

  Name(s)_____

Notes

- ✓ **Future Host –** is the one who receives the primary benefit from the Host relationship. The Future Host's welfare, training, and development are usually promoted by the positive influence of the Host.

  "You have heard me teach many things that have been confirmed by many reliable witnesses. Teach these great truths to trustworthy people who are able to pass them on to others." 2 Timothy 2:2 (NLT)

  Name(s)_____

Tips for Leaders

Remember, in all things, it is important to be authentic; just be yourself. Don't try to do things exactly like any of the people on your team. Use the things you gain from them, add your own style and do things in a way that is real. Admit when you don't have an answer and apologize when you make a mistake. Your group will love you for it and you'll sleep better at night.

Notes

SESSION THREE

2. HAVE TRUST IN HIM.

> *"When I came to you, brothers, I did not come with eloquence or superior wisdom as I proclaimed to you the testimony about God. For I resolved to know nothing while I was with you except Jesus Christ and him crucified. I came to you in weakness and fear, and with much trembling. My message and my preaching were not with wise and persuasive words, but with a demonstration of the Spirit's power, so that your faith might not rest on men's wisdom, but on God's power."*
> 1 Corinthians 2:1-5 (NIV)

- Committed leaders see the need and are relentless to the vision, mission and strategy.

> *"But Jesus told him, 'Anyone who puts a hand to the plow and then looks back is not fit for the Kingdom of God.'"*
> Luke 9:62 (NLT)

- There will be hard times in group life. Don't give up!

> *"Let us not become weary in doing good, for at the proper time we will reap a harvest if we do not give up."*
> Galatians 6:9 (NIV)

> "*Though a righteous man falls seven times, he rises again."*
> Proverbs 24:16 (NIV)

Tips for Leaders

Remember you are not alone. God knows everything about you and He knew you would be asked to host your group. Even though you may not feel ready to lead, this is common for all good leaders. God promises, "I will never leave you; I will never abandon you."
(Hebrews 13:5 TEV). Whether you are leading for one evening, several weeks, or a lifetime, you will be blessed as you serve.

Notes

SESSION THREE

3. WHAT'S EXPECTED OF YOU IN LEADERSHIP?

- **Expectations of a Host (where you are)**

  What is a Host?

  H ave a heart for people

  O pen your home

  S erve a snack

  T urn on the video

- **Expectations in leadership (where you are going)**

  L **LISTEN** more than you speak

  "My dear brothers and sisters, be quick to listen, slow to speak, and slow to get angry. Your anger can never make things right in God's sight." James 1:19-20 (NLT)

  E **ENGAGE** in ongoing care and development

  "Care for the flock of God entrusted to you. Watch over it willingly, not grudgingly -- not for what you will get out of it, but because you are eager to serve God. Don't lord it over the people assigned to your care, but lead them by your good example. And when the head Shepherd comes, your reward will be a never-ending share in his glory and honor."
  1 Peter 5:2-4 (NLT)

  "Real religion, the kind that passes muster before God the Father, is this: Reach out to the homeless and loveless in their plight, and guard against corruption from the godless world."
  James 1:27 (MSG)

  "Carry each other's burdens, and in this way you will fulfill the law of Christ." Galatians 6:2 (NIV)

Notes

SESSION THREE

A **ACTIVELY** reach out to those beyond your group

"All this is done by God, who through Christ changed us from enemies into his friends and gave us the task of making others his friends also." 2 Corinthians 5:18 (TEV)

"*Even though I am free of the demands and expectations of everyone, I have voluntarily become a servant to any and all in order to reach a wide range of people…"*
1 Corinthians 9:19 (MSG)

D **DEVELOP** a healthy and balanced group

"You can develop a healthy, robust community that lives right with God and enjoy its results only if you do the hard work of getting along with each other, treating each other with dignity and honor." James 3:18 (MSG)

E **ENCOURAGE** every member to share a group role

"Be sure to do what you should, for then you will enjoy the personal satisfaction of having done your work well, and you won't need to compare yourself to anyone else."
Galatians 6:4 (NLT)

R **REMEMBER** God's calling in your life

"Therefore I, a prisoner for serving the Lord, beg you to lead a life worthy of your calling, for you have been called by God."
Ephesians 4:1 (NLT)

"When they had finished eating, Jesus said to Simon Peter, 'Simon son of John, do you truly love me more than these?' 'Yes, Lord,' he said, 'you know that I love you.' Jesus said, 'Feed my lambs.'" John 21:15 (NIV)

S **SURRENDER** all that you are to God

"And so, dear brothers and sisters, I plead with you to give your bodies to God. Let them be a living and holy sacrifice -- the kind he will accept. When you think of what he has done for you, is this too much to ask?" Romans 12:1 (NLT)

Notes

SESSION THREE

H **HUMBLY** lead your group with authenticity

"And mark that you do this with humility and discipline -- not in fits and starts, but steadily, pouring yourselves out for each other in acts of love, ..." Ephesians 4:2 (MSG)

"A devout life does bring wealth, but it's the rich simplicity of being yourself before God. Since we entered the world penniless and will leave it penniless, ..." 1 Timothy 6:6-7 (MSG)

I **INVEST** your time in potential Leaders

"God has given gifts to each of you from his great variety of spiritual gifts. Manage them well so that God's generosity can flow through you." 1 Peter 4:10 (NLT)

"Don't be selfish; don't live to make a good impression on others. Be humble, thinking of others as better than yourself. Don't think only about your own affairs, but be interested in others, too, and what they are doing." Philippians 2:3-4 (NLT)

P **PRAY** consistently for your group

"*And pray in the Spirit on all occasions with all kinds of prayers and requests. With this in mind, be alert and always keep on praying for all the saints."* Ephesians 6:18 (NIV)

Paul's examples of praying for others:

- **WISDOM**

"For this reason, ever since I heard about your faith in the Lord Jesus and your love for all the saints, I have not stopped giving thanks for you, remembering you in my prayers. I keep asking that the God of our Lord Jesus Christ, the glorious Father, may give you the Spirit of wisdom and revelation, so that you may know him better. I pray also that the eyes of your heart may be enlightened in order that you may know the hope to which he has called you, the riches of his glorious inheritance in the saints, and his incomparably great power for us who believe. That power is like the working of his mighty strength, ..." Ephesians 1:15-19 (NIV)

Notes

SESSION THREE

Notes

- **BEAR FRUIT**

"We always thank God, the Father of our Lord Jesus Christ, when we pray for you, because we have heard of your faith in Christ Jesus and of the love you have for all the saints– the faith and love that spring from the hope that is stored up for you in heaven and that you have already heard about in the word of truth, the gospel that has come to you. All over the world this gospel is bearing fruit and growing, just as it has been doing among you since the day you heard it and understood God's grace in all its truth. You learned it from Epaphras, our dear fellow servant, who is a faithful minister of Christ on our behalf, and who also told us of your love in the Spirit.

For this reason, since the day we heard about you, we have not stopped praying for you and asking God to fill you with the knowledge of his will through all spiritual wisdom and understanding. And we pray this in order that you may live a life worthy of the Lord and may please him in every way: bearing fruit in every good work, growing in the knowledge of God, being strengthened with all power according to his glorious might so that you may have great endurance and patience, and joyfully giving thanks to the Father, who has qualified you to share in the inheritance of the saints in the kingdom of light." Colossians 1:3-12 (NIV)

- **LOVE/HOPE/ENDURANCE**

"We always thank God for all of you, mentioning you in our prayers. We continually remember before our God and Father your work produced by faith, your labor prompted by love, and your endurance inspired by hope in our Lord Jesus Christ." 1 Thessalonians 1:2-3 (NIV)

- **THAT GOD WOULD BE GLORIFIED**

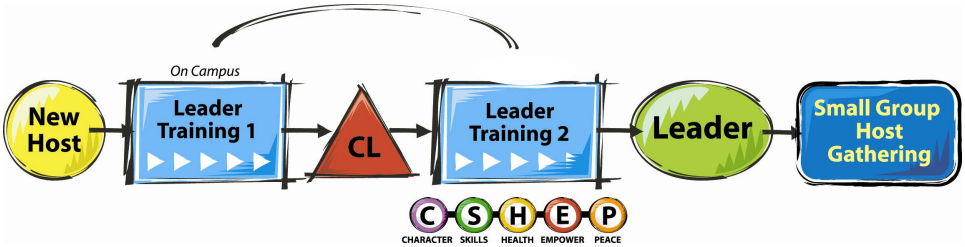
"With this in mind, we constantly pray for you, that our God may count you worthy of his calling, and that by his power he may fulfill every good purpose of yours and every act prompted by your faith. We pray this so that the name of our Lord Jesus may be glorified in you, and you in him, according to the grace of our God and the Lord Jesus Christ." 2 Thessalonians 1:11-12 (NIV)

SESSION THREE

4. HOW DO WE DEVELOP YOU?

Small Group Leadership Development Pathway overview

"For this reason I remind you to fan into flame the gift of God, which is in you through the laying on of my hands. For God did not give us a spirit of timidity, but a spirit of power, of love and of self-discipline."
2 Timothy 1:6-7 (NIV)



SMALL GROUP LEADERSHIP DEVELOPMENT PATHWAY

Congratulations! You are embarking on a journey today that will help you as a Small Group Host reach your leadership potential. Leaders are learners! The moment we stop learning we stop leading. So it is our goal to help you learn more about who God has made you and how that impacts how you lead within your small group and the Small Group Ministry of our church. We strive to achieve this goal by…

- *Empowering* you to discover and develop your SHAPE for leading
- *Equipping* you through transferable training modules
- *Encouraging* you through ongoing support and accountability

As you glance at the Small Group Leadership Development Pathway you will notice a sequential process including on-campus and off-campus training. The following is a brief outline of each step of the pathway.

Notes

SESSION THREE



HOST: This is the starting point of our pathway. A Small Group Host is a member of Tokyo Baptist Church that desires to help facilitate a group of people towards living a Purpose Driven Life.



LEADER TRAINING 1: This is our on-campus, basic training for all new Hosts. This course focuses on three main areas of the Small Group Ministry to prepare you for your new role.

1. Small Group Strategic Overview
2. Small Group Survival Guide
3. Small Group Support System



COMMUNITY LEADER: You will not be alone as you journey through the Small Groups Leadership Development Pathway. Because relationships are a vital ingredient to your success, you will be teamed with a Community Leader (CL) throughout your small group leadership journey. A CL is a seasoned member of our Small Group Ministry that the church has identified as someone that "gets it and lives it". In addition, your CL cares about you and the success of your small group.



LEADER TRAINING 2: This is our five module training course, based around the five Biblical purposes, facilitated by your Community Leader. Module one focuses on the Biblical character traits of leaders and how they intersect with your life (Worship). Module two focuses on the most common skill sets needed to build a healthy community (Fellowship). Module three focuses on how to build a healthy Purpose Driven Small Group that strives to balance and fulfill all five Biblical purposes in community (Discipleship). Module four helps us to empower our small groups for service (Ministry). Module five focuses on how your small group can be an instrumental part of Mission Plan.

Notes

SESSION THREE



LEADER: Upon completion of Leader Training 1 and 2, you are now considered a Leader in the Small Group Ministry. We recognize Small Group Leaders as people who show leadership.

- **L**isten more than you speak.
- **E**ngage in ongoing care and development.
- **A**ctively reach out to those beyond your group.
- **D**evelop a healthy and balanced group.
- **E**ncourage every member to share a group role.
- **R**emember God's calling in your life.
- **S**urrender all that you are to God.
- **H**umbly lead your group with authenticity.
- **I**nvest your time in potential Leaders.
- **P**ray consistently for your group.



SMALL GROUP HOST GATHERING: All leaders are learners. As a Small Group Leader we want to continue to invest in your development. The Small Group Host Gathering (SGHG) will consist of large group worship, training focused around one of the purposes, followed by elective workshops to meet your specific leadership needs.

CORE VALUES: The Small Group Leadership Development Pathway is directed by four core values, which govern every aspect of our efforts.

1. **LEADERSHIP! (your development)** We believe every Leader must continually be pursuing Biblical excellence in their own life and leadership to properly impact those they cross paths with.

2. **RELATIONSHIP! (your personal group's development)** We believe encouragement, support, and accountability are vital ingredients to lasting spiritual transformation. Therefore, we strive to provide the right balance of coaching, encouragement, and accountability.

3. **STEWARDSHIP! (their individual development)** We believe part of honoring God is honoring whom He has made us. Therefore, we challenge every Host and Leader to discover and develop their God-given SHAPE and use it for His glory.

4. **PARTNERSHIP! (team development)** We desire to learn the best practices within our entire Small Group Ministry, recognizing that greater success comes through the sharing of ideas, talents, and resources.

Notes

SESSION THREE

Notes

5. WHO SUPPORTS YOU?

- **Introducing your Community Leader so that you succeed!**

What is their role?

You will not be alone as you journey through the Small Groups Leadership Development Pathway. Because relationships are a vital ingredient to your success, you will be teamed with a Community Leader (CL) throughout your small group leadership journey. A CL is a seasoned member of our Small Group Ministry that the church has identified as someone that "gets it and lives it". In addition, your CL cares about you and the success of your small group.

Who do I turn to?

Your Community Leader's name _____

Email _____

*Phone*_____

PERSONAL EXERCISE

Share 1 or 2 things you have learned today that have changed the way you view small groups or the way you will implement the ideas in your small group.

BEFORE YOU LEAVE:

Complete Small Group Leader Application

- Review Minimum Guidelines for Small Group Leaders (on back)
- Review Leader Values (on back)
- Sign Leader Application (on back)

Complete the Feedback Card

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