



COMMUNITY GROUP LEADERS HANDBOOK

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RECOMMENDED READING

Sticky Church, Larry Osborne
Community: Taking Your Small Groups Off Life Support, Brad House

**All Scripture used in this document are from the ESV unless otherwise noted.*

THE PURPOSE

WHY THE LOCAL CHURCH?

To understand the value of Community Groups, you must first understand the importance of the local church.

WHY IS THE LOCAL CHURCH IMPORTANT?

The church is God's people on earth and the vehicle through which he extends His Kingdom on earth. Paul said in his letter to the Ephesians in chapter 3, verse 10 that, "...through the church the manifold wisdom of God might now be made known to the rulers and authorities in heavenly places." Paul then adds in verse 11 that this was according to His eternal purpose in Christ Jesus.

In Jesus' inaugural sermon, He was speaking potential into His church when He said:

"You are the salt of the earth, but if salt has lost its taste, how shall its saltiness be restored? It is no longer good for anything except to be thrown out and trampled under people's feet. You are the light of the world. A city set on a hill cannot be hidden. Nor do people light a lamp and put it under a basket, but on a stand, and it gives light to all in the house. In the same way, let your light shine before others, so that they may see your good works and give glory to your Father who is in heaven." (Matthew 5:13-16)

In case we start to think that the church is a passing fad, Jesus makes this statement in Matthew 16:18, "...I will build my church, and the gates of hell shall not prevail against it." We can be very confident through the ups and downs of church life that the church is here to stay and is a worthy investment of our life.

The church: displays the wisdom of God + is His eternal purpose + is the salt of the earth + is a light to the world + is indestructible = very important

WHAT IS THE LOCAL CHURCH?

Terry Virgo, founder of the Newfrontiers family of churches, speaks of a local church as "...a spirit-filled community of believers who are deeply excited about Jesus, and determined not only to love the Lord and one another, but also to reach out to the community and win the lost."

Peter declares that the church is a spiritual house, built life upon life, through the unifying power of the Holy Spirit. He adds that the church's purpose is to make spiritual sacrifices and in doing so, proclaim the excellencies of our God. In the midst of a crooked generation, our good deeds are put on display to the glory of our God (1 Peter 2:4-12).

Simply put, the local church is meant to be both highly cohesive and highly inclusive: always growing deeper and always growing wider.

WHY THE LOCAL CHURCH?

HOW DO WE BE THE LOCAL CHURCH? (Enter Community Groups)

In Acts 5:42, Luke noticed, “...every day, in the temple and from house to house, [the early church] did not cease teaching and preaching that the Christ is Jesus.” Gathering on Sunday is a big part of being the church, but sometimes it is an over-emphasized part. It appeared that the life of the church was just as much in homes as it was in the Sunday meeting. In fact, as you read on in the epistles, you will discover most of this life in Christ is lived out in the context of community, not meetings or personal quiet times. Both our spiritual formation and our witness are dependent on life being shared with other believers in a very personal way. At Jubilee Church, Community Groups are the best context for these types of relationships to develop.

Jubilee seeks to accomplish this by being a community that helps all people know God, find family, discover purpose, and make a difference!

CONCLUSION:

1. God desires the world to be saved (John 3:16).
2. Local churches are the means to this end.
3. Community Groups are a key component of local churches.
4. Therefore, we must prize Community Groups.

WHY COMMUNITY GROUPS?

We've already established that Community Groups are key to local churches. Now, let's take a look at how Community Groups help Jubilee fulfill her mission to help all people know God, find family, discover purpose, and make a difference.

Healthy Community Group leaders develop healthy rhythms for their community groups that are empowered to grow more and better disciples. The rhythms that we have discovered are present in each healthy group are: UP (growing in Christ), IN (developing relationships), and OUT (reaching others) with a Multiplication Mindset (developing leaders and multiplying groups). Following this rhythm is the roadmap to help you grow and develop a healthy group.

UP: WE GROW IN CHRIST

The great goal for the Christian is to be like Christ. Paul told the Galatians this was his hope for them in all of his ministry efforts (Galatians 4:19). And while we may never attain such a lofty goal in this life, we should remain undeterred, trusting that by the Spirit, *"...we are being transformed into His likeness with ever-increasing glory."* (2 Corinthians 3:18)

God uses all kinds of situations to form us into the image of His Son (Romans 8:28-29), and a key way He does that is through community.

In Ephesians 4:15-16, Paul says that Jesus sends gifted people to the church:

"Rather, speaking the truth in love, we are to grow up in every way into him who is the head, into Christ, from whom the whole body, joined and held together by every joint with which it is equipped, when each part is working properly, makes the body grow so that it builds itself up in love."

WE GROW UP IN CHRIST THROUGH COMMUNITY GROUPS WHEN:

1. We use our gifts to strengthen one another
2. We speak truth in love into one another's lives
3. We study God's word together

We need the insights of others to get the fullest picture of Christ.

WHY COMMUNITY GROUPS?

IN: WE BUILD RELATIONALLY

“Two are better than one, because they have a good reward for their toil. For if they fall, one will lift up his fellow. But woe to him who is alone when he falls and has not another to lift him up!” (Ecclesiastes 4:9-10)

God has hard-wired human beings to need each other. In fact, we can barely survive on our own, *“Woe to him who is alone when he falls...” (Ecclesiastes 4:10)*. Building deep friendships that look like family is a key ministry of the church. The New Testament church spoke of having “fellowship” which means partnership. In a partnership the success of the individual is inseparably linked to the success of the other individuals in the partnership. That’s why in a church, *“...when one rejoices, we all rejoice and when one mourns, we all mourn,” (Romans 12:15)*. These kinds of relationships don’t form overnight; they take time and are strengthened by our shared purpose to be like Jesus.

“And day by day, attending the temple together and breaking bread in their homes...” (Acts 2:46)

While relationships can grow a little through a Sunday service, the best environment for building relationships is through Community Groups meeting in homes.

WE BUILD RELATIONALLY WHEN:

1. We show up.
2. We learn about each other’s lives by going below the line of shame.
3. We open our lives up by asking for and receiving input.
4. We pray for each other.
5. We break bread and share meals.
6. We help each other when we fall.
7. We seek to connect outside of regularly scheduled gatherings.
8. We serve one another.

WHY COMMUNITY GROUPS?

OUT: TO REACH OUT TO AND SERVE OTHERS

*“Let brotherly love continue. Do not neglect to show hospitality to strangers...”
(Hebrews 13:1-2)*

In Genesis chapter 12 God made a promise to Abraham. **“I will bless you and make your name great, so that you will be a blessing... and in you all the families of the earth shall be blessed.”** (Genesis 12:2b-3) Did you catch it? God promised Abraham an incredible blessing on his life. Yet the blessing was never meant to stop at Abraham, he was never meant to be a cul-de-sac of God’s blessing. God blessed him to make him a blessing to the nations. So it is with every Christ follower. We have been blessed so that we might be a blessing to the world. We use the word BLESS as an acronym to remind us of 5 missional practices that Jesus modeled for us in His life and ministry.

BEGIN WITH PRAYER

Pray for those in your spheres of relationships who don’t yet know Jesus as Lord and Savior.

LISTEN

Engage in conversations with your lost friends, co-workers, neighbors.

EAT

Relationships are built around the table. Enjoy a meal with your non-Christian friends.

SERVE

Your not-yet-Christian friends need to experience God’s grace in practical ways. Here are some examples.

- Someone has a baby and one of the group members puts together a care calendar
- Someone gets sick and group members help with meals and errands
- Someone is in the hospital and group members gather in their room to pray
- Someone loses a job and group members meet practical and emotional needs
- Someone’s car breaks down and a group member lends their car or the group chips in for repairs

SHARE YOUR STORY

Your friend needs to hear the gospel. Your testimony is a good place to start.

WHY COMMUNITY GROUPS?

There are other ways that we can build relationships with our friends who aren't yet Christians. Sometimes simply spending time in comfortable places can help! These "third places" are places where your friends who don't yet follow Jesus would be comfortable. Most cities have websites that can help you find more, but here are a few examples:

- *Block parties*
- *Street fairs*
- *Parks*
- *Restaurants*
- *Gym*

Our groups also serve our broader community and can invite our unbelieving friends to join us. And while we can create our own opportunities, there are many avenues in your town that you can find to serve.

- *Blood drives*
- *Homeless shelters*
- *Food banks*
- *Schools*
- *Non-profits*

THE PEOPLE

QUALITIES OF A COMMUNITY GROUP LEADER

PURSUES GOD

Why

The Christian is someone who is captured by the gospel and has an understanding that God first loved us (1 John 4:7-10). Therefore, we should be amazed by His grace that leads to a life of worship (Romans 12:1-2) and an all-out love and pursuit of God (Matthew 22:37-38). This is the chief goal of both the apostle Paul (Philippians 3:7-14) and someone who has turned their back on the gods of this world (Hosea 6:3a).

How

Paul said in 1 Corinthians 9:24-27:

“Do you not know that in a race all the runners run, but only one receives the prize? So run that you may obtain it. Every athlete exercises self-control in all things. They do it to receive a perishable wreath, but we an imperishable. So, I do not run aimlessly; I do not box as one beating the air. But I discipline my body and keep it under control, lest after preaching to others I myself should be disqualified.”

1. Do you have a heart desire to pursue God? Is He everything to you? Develop a practice of repentance (returning to God) when you see your heart/passion slip.
2. Do you have an intentional plan in your pursuit of God? What are your routines? What’s your plan for growing in your head knowledge and heart understanding of the nature and character of God?

PURSUES PEOPLE

Why

Loving others is derivative of our love for God (Matthew 22:39-40; 1 John 4:11,20). As we pursue Jesus, He builds us closer and closer with others (1 Peter 2:4-5). If we truly love God, we will love others (John 13:34-45, 14:15). We will also grow in our understanding that we need people, and people need us (Ephesians 4:14-16; 1 Corinthians 12:12-26).

How

1. *Pursue your leaders.* You need people in your life that are spiritually more mature, who understand the shoes you’re in, and can both encourage and challenge you in your development.
2. *Pursue your peers.* You need friends and peers who you enjoy spending time with and who spur each other forward.
3. *Pursue your sphere of influence.*
 - a. People who have a desire to grow and learn
 - b. Weaker Christians who need care
 - c. Non-Christians—BLESS

QUALITIES OF A COMMUNITY GROUP LEADER

PURSUES CHARACTER

Why

When the Bible speaks of leaders in the church, it talks about their character much more than their ability (1 Timothy 3:1-14; Acts 6:1-7; John 10:11-15). Paul underlined this idea when he said to the Corinthians:

“If I speak in the tongues of men and of angels, but have not love, I am a noisy gong or a clanging cymbal. And if I have prophetic powers, and understand all mysteries and all knowledge, and if I have all faith, so as to remove mountains, but have not love, I am nothing. If I give away all I have, and if I deliver up my body to be burned, but have not love, I gain nothing.” (1 Corinthians 13:1-3).

In other words, the kind of men and women we are, and how we relate to one another, is much more important than the gifts we bring to the table.

What

Servant-hearted

To be like Jesus is to take the form of a servant (Matthew 20:25-28; John 10:11-15; Mark 10:45; John 13:14)

Teachable/Humble

Solomon said in Proverbs 12:1, “...he who hates correction is stupid.” Abraham Lincoln said, “He that won’t be counseled can’t be helped.” The moment you stop learning you stop leading. Are you one who asks questions and regularly receives input, or is your cup full?

Integrity

Being a whole you, the whole time (Romans 12:9).

Faithful

See Luke 16:10-12. Theodore Roosevelt said, “It is better to be faithful than famous.” If we are to be used and promoted by God, we need to be faithful in the little things. Leading others is a serious responsibility. A faithful person is one who does what is asked of him.

Hospitable

Hospitality is a gift, but it is also an expected practice for every Christian (Romans 12:13; Hebrews 13:2; 1 Timothy 5:10). Because Jesus showed incredible hospitality to us, we should in return show hospitality to others. We see hospitality as turning strangers into friends and friends into family. Hospitality is more about your heart attitude than whether or not you have an outgoing personality.

QUALITIES OF A COMMUNITY GROUP LEADER

Enthusiasm

We are those who have been snatched from the jaws of death and have been seated in heavenly places (Ephesians 2:1-6). Considering this amazing grace, Paul commands us to be “zealous” and “fervent” in our serving and building of the church (Romans 12:11). Practically speaking, enthusiasm or excitement for what you are doing is contagious and leads to better groups and better times together

Available

In light of God’s grace, we are called to present or make available our body and its members (Romans 6:13,19, 12:1). Do not seek to be great; seek to be available and empty before God. He’s looking to strengthen and equip people who open their lives to Him (2 Chronicles 16-9).

“[Be] an empty vessel beneath the outflowing of a full Christ. Do not try to be a full one, nor a half-full one. But be an empty vessel and Christ will fill you...Be dead and let Him be your life. Be the beggar and let Him be your riches. Be sick and let Him be your health. Be lost and let Him be your Savior. Be nothing and let Him be our All in All.”

– Charles Spurgeon

QUALITIES OF A GREAT COMMUNITY GROUP MEMBER

Joining a Community Group is one of the best spiritual decisions you can make. Here's how you can make the most of it:

1. *Be convinced that the group needs you.* The Bible comes right out and says that everybody in the body of Christ is important, and we should not belittle our role regardless of what that role is (1 Corinthians 12:15-17). Therefore, we need to understand that the part we play is important because God says it's important.

Our Response: Regularly attend because the group benefits from your contribution.

2. *Be convinced that you need the group.* Just as we should not belittle our role, we should not belittle the role of others. We are important to others and others are important to us.

Our Response: Regularly attend because you need to benefit from the group's contribution.

3. *Be ready to contribute to the discussion.* As we open the Bible together, God reveals His word to every one of us. That's why it's vital that every person come ready to receive and to contribute to the conversation.

4. *Be honest.* Be willing to go below the line of shame with your Community Group.

5. *Build trust.* Keep the discussion confidential and respectful and listen attentively.

6. *Build relationships.* The best groups develop relationships outside of the group context. They have each other over for dinner, go out for coffee, play sports together, etc.

7. *Practice leadership.* Jesus Himself said that one of the great issues of the gospel going forward is that there is a shortage of laborers (Matthew 9:35-38). Do what you can to assist the leader of your group, including learning how to lead the group yourself.

8. *Practice BLESS.*

9. *Show up when we have socials.*

10. *Show up when we serve others.*

THE PROCESS

HOW TO CONDUCT YOUR FIRST MEETING

COMMUNITY GROUP ORIENTATION

Welcome Everyone

Thank everyone for coming, give a two-minute warning, and begin circling up to orient the group. Remember, tonight is about relationship and vision. You want this conversation to feel like a family who is also on mission together because that's what we are!

Get to Know One Another

Have everyone share their name, how long they have been at Jubilee, how they heard about us, and one thing they hope to get out of this semester of Community Group.

Create Clear Expectations

Attend—we need you and you need us, so let's all be here for one another and prioritize Community Group.

- *Contribute.* Each of us has something to bring: an encouragement, a song, a question, truth about God, etc.
- *Serve.* Serve as opportunities arise to do childcare, bring snacks, care for one another, etc.
- *Be Prayerful.* Be prayerful for your own soul and for group members.
- *Be Transparent.* You can't do this with everyone, but you can with 2-3 others in the group.
- *Be Caring.* Pick 1-2 people in the group who you are going to invest significantly in through prayer, service, relational care, and possibly a mentoring relationship.

SET UP A FEW ADMINISTRATIVE FUNCTIONS

1. Ensure everyone in the group has been added to your group's Slack channel
 - *For more information about setting up a new group on Slack, please reference the **"Introduction to Slack"** section on [page 44](#) or our FAQ webpage at jubileestl.org/slack.
2. Pass out semester calendars and explain general rhythms
 - a. Discussion groups 3 times per month & "IN" or "OUT" activity once per month
 - b. "IN" or "OUT" Rhythm—6 Discussion groups—"IN" or "OUT" Rhythm

THANK THE GROUP AND PRAY

Thank everyone again for coming and speak a word of vision (i.e., *"I believe God has great things for us this semester: individually and as a group. Let's end our night asking God to do a great work in us this semester and thank Him for bringing us together"*).

Pray, leave room for 1-2 others to pray and end the night on a note of faith and dependence on God.

HOW TO LEAD A DISCUSSION

UNDERSTANDING "WHY"

Not a typical Bible study: Bible studies are great, but the aim focuses solely on learning. Learning what the Bible says is only part of what we hope to accomplish. Our aim is both to understand and to apply what we learn to our lives (James 1:22-23). CG discussions are designed for transformation, not merely information.

UNDERSTANDING "WHAT" (THE GOAL)

- To facilitate discussion vs. teaching
- To engage everyone vs. allowing a few to dominate
- To focus discussion on the Bible text vs. someone else's opinion
- To go below the line of shame vs. shallow conversation
- To apply what was learned to the lives of those present vs. leaving lofty ideas floating around

UNDERSTANDING "HOW" (TIPS)

- *Be prepared.* Take notes of the Sunday sermon. Read and internalize the Community Group questions. Prayerfully consider how this message might apply to your group members.
- *Begin by reading the passage together.* You could either have one person read the text or perhaps you could have each person read a verse. This gets everyone involved and talking in a safe way. Avoid by starting with, "So what did you think of the message on Sunday?"
- *Use the guide to your advantage but be prepared to "go off the script".* The key to a good discussion is the ability to ask good follow up questions based on what someone has already said. It leads the conversation below the line of shame.
- *Keep things Bible-based.* Your job is to hear people out and not judge what people say, but your job is also to promote biblical thinking, attitudes, and actions.
- *Verbally suggest application to the group to pray into.* Toward the end of your discussion, say something like, "I think this is maybe the key thing God wants to impart to us tonight. So, let's consider how this applies to each one of our lives and here in a few minutes, we'll pray for each other."
- *Be aware of the time.* Don't feel like you have to cover everything. Allow the Holy Spirit to work on people. You always have the opportunity to follow up with someone if you have to cut discussion short.

HOW TO LEAD A DISCUSSION

HOW TO STOP A CHATTERBOX

1. *Set good ground rules.* “Hey guys, our hope tonight is for everyone to contribute so that we can all learn together. Obviously, if we are all contributing, we need to be mindful to not talk too long. Let’s keep our comments to a minute or so each.”

2. *Redirect.* Once you realize you have a “talker” who is first out of the blocks to answer every question, you would be wise to direct questions at other people by name.

3. *Gently interrupt.* Sometimes, for the good of the group, you will need to interrupt people, but do so as lovingly as possible. Perhaps say something like, “Bob, what you’re saying is great, but maybe we can pick this up another time because I would just like us to touch on one or two more things before we end.” From there, ask your next questions and call on someone else (and probably a few others) by name.

4. *Talk to him/her afterwards.* If Bob continues to show a lack of group awareness either the same night or from week to week, then you must talk to him. You could say something like, “Bob, I’d like to thank you for your engagement in the group. It’s great how you come prepared and ready to contribute...it’s obvious the scriptures are impacting your life. However, I’d to encourage you to hold some of your answers since there are others who aren’t quite as confident and may need more space to answer.”

SAMPLE DISCUSSION SCHEDULE

7:00-7:15pm	<i>Socialize</i>
7:15-7:20pm	<i>Ice breaker</i>
7:20-7:25pm	<i>Pray and read main text</i>
7:25-7:40pm	<i>Understanding the text</i>
7:40-8:10pm	<i>Applying the text</i>
8:10-8:25pm	<i>Pray</i>

LEADING COMMUNITY GROUP PRAYER & MINISTRY

THE LEADER'S PRAYER LIFE

The most important thing you can do to cultivate a heart of prayer in your Community Group is to cultivate a heart of prayer in your own life. This is a spiritual principle that often has to happen to us before it will happen through us- this also applies to ministering with the power of the Holy Spirit. You can't give away what you don't have.

Therefore, give your first efforts to cultivating a walk with God in your own life and your group will inevitably follow suit.

UNDERSTANDING "WHY"

Every discussion evening should have a time set aside to seek God together in prayer. Remember, we are going for transformation, not merely information, and God Himself is the great Transformer. Therefore, prioritizing your time together and ensuring that your group is a praying group is the most important thing you can do as a Community Group leader.

As the old saying goes, "families that pray together stay together," and this is the same in Community Groups. As Jesus said, "...if you abide in the vine you will bear much fruit" (John 15:5). We want fruitful Community Groups, and therefore we want Community Groups that are constantly seeking Jesus in prayer.

UNDERSTANDING "HOW" (TIPS)

- *Be diligent.* Don't allow the discussion time to eat up prayer time. Make sure to end discussion and leave plenty of time to meet with God in prayer.
- *Begin with a brief explanation of what to expect.* They can expect grace if they say something wrong. They can expect to encounter the presence of God.
- *Start EVERY prayer time with worship.* We are all prone to relating to God based on tasks. Although we do believe God wants to answer our prayers, we also want to meet with God. Therefore, start every prayer time by thanking God and praising God (Psalm 100:4).
- *Give focus to WHAT people are praying for.* Broadly, we want to pray kingdom-centered prayers and not me-centered prayers. The list below is non-exhaustive, but can be a helpful framework:
 - Pray for God's kingdom to rule and reign in our hearts.
 - Ask the Holy Spirit to come.
 - Pray through your Bible discussion.
 - Pray over issues the group is dealing with as a whole.
 - Pray for non-Christian friends/family to come to Jesus.
 - Pray any prophetic nudges you may have.
 - Take prayer requests if time permits.

LEADING COMMUNITY GROUP PRAYER & MINISTRY

UNDERSTANDING "HOW" (TIPS)

- *Model simple prayers.* Although it's tempting to pray beautiful prayers, it's better to pray simple prayers. The lower the bar you set in prayer, the more people in your group will jump over and begin participating in the prayer time!
- *Select a good space and stand.* You will almost always get more participation by starting your prayer time with people standing rather than sitting. Therefore, start standing, and find a good space that isn't too crowded.
- *Mix it up by breaking into groups.* If you are feeling the group needs a more intimate time of prayer together, break into small groups and allow adequate time for each small group to lay hands on one another and pray through one another's issues.
- *End on time.* Make it your goal to end on time. If there is a lot of life in your time of prayer, you can help by gently bringing the time to a close with a short prayer. Then say "amen," let people know they're free to go, and if anyone would like to stay and pray, they are more than welcome to do so.
- *Most importantly, enjoy Jesus.* An anxious leader is no good in a prayer meeting. Above everything else, make a point in these prayer times to personally meet with Jesus, enjoy His presence, and be sensitive to the leading of the Holy Spirit. A life of prayer is better caught than taught, so model something you want them to catch.

IN SUMMARY

Look to Jesus, pray for your people, and with your people. Even if it's a rocky start, if you keep consistent in your prayer times, they will get better. If they don't seem to be getting better, then ask a few people in the group to help you cultivate a passion for prayer in the group. If you keep at it, and keep learning as you go, God will teach you and your people how to pray together.

HOW TO IMPLEMENT GROUP DINNER

ORDER OF EVENING

6:30pm *Food Prep* (if doing food prep)

7:00pm *Dinnertime*: Get everyone's attention. Thank people for coming. Say something brief (i.e. "It's a privilege to be on mission with each of you"), pray (and possibly receive communion), and then eat.

7:45pm *Game Time*: Get a feel for the evening, but usually by 7:45 you'll want to get some sort of game/group activity going. Something that engages everyone, gets people moving and laughing, and helps people walk away feeling like, "*These are my friends.*"

8:30pm *Close the evening*: Make everyone aware of time (i.e., "*It's 8:30. If you need to head out, have a great night. Thank you for coming!*")

PRACTICAL SUGGESTIONS

Think Through the Meal

Food helps break down barriers and helps people feel at home. A lack of food can make people feel uneasy and self-conscious about how much they should/shouldn't eat. Always prepare 50% more food than the number of people you are expecting. If expecting 10, prepare for 15 people. If you feel a potluck meal or a planned meal is too stressful, it is better to have everyone just "bring their own" and eat together. Stress and hurry will kill community.

Communion

Consider beginning the evening with a brief but impactful time of taking communion together. Pass the bread and the cup (have enough for everyone to have their own cup). Go around the room and thank Jesus for His death, His resurrection, and the life we have in Him.

Think Through the Environment

- Background Music: Always a nice touch!
- Seating: Ensure there is enough and arrange for conversation.
- Lighting: Inside and outside, good lighting creates mood.
- Greeter: Someone enthusiastic and welcoming should welcome people at the door.
- Childcare: Have a plan for what the kids will do. Make it a great night for them too!

HOW TO IMPLEMENT GROUP DINNER

PRACTICAL SUGGESTIONS

Be Sensitive to People/Flow of the Night

Pay attention to how people are connecting. If people are not connecting to each other, then do something to change the environment. You could play a game or talk to the person who is looking bored or lonely and ask them what they want to do.

Be Proactive

If the evening is beginning to feel stale, or like the energy in the room is decreasing, do something ASAP. If you let that feeling linger, it's hard to get back to a good place.

IMPORTANCE OF HOSPITALITY

In modern day life, building a culture of community and hospitality is a battle, but for the Christian it is a biblical imperative.

THEOLOGICALLY SPEAKING

“Above all, keep loving one another earnestly, since love covers a multitude of sins. Show hospitality to one another without grumbling.” (1 Peter 4:8-9)

- “Above all” This is important.
- “Love” It is the root of hospitality.
- “No grumbling” Because there is a cost to it in terms of time, energy, and money.

“Contribute to the needs of the saints and seek to show hospitality.” (Romans 12:13)

- Hospitality is something we should seek out opportunities to demonstrate.

“Gaius, whose hospitality I and the whole church here enjoy, sends you his greetings.” (Romans 16:23 NIV)

- Gaius provided relational glue in the church, making people feel at home and welcomed.
- While everyone in the church can and should show hospitality, some in the church will excel in this gift.

“Let brotherly love continue. Do not neglect to show hospitality to strangers, for thereby some have entertained angels unawares.” (Hebrews 13:1-2)

- We should maintain a family-type love for each other, while at the same time leave space in our love tank for outsiders.
- We need to strive to be both radically cohesive as well as inclusive.

“Therefore, an overseer must be above reproach, the husband of one wife, sober-minded, self-controlled, respectable, hospitable, able to teach.” (1 Timothy 3:2)

- One of the qualifications of an elder is that they are hospitable. A man who closes his door to people cannot lead them. Hospitality is important.

IMPORTANCE OF HOSPITALITY

PRACTICALLY SPEAKING

Although there may be other areas that need consideration, let's try and work out what doing hospitality looks like within the church.

Sunday Hospitality

If everyone has the attitude of “this is my home, and these are my guests” then everything falls into place. For example:

- We would arrive before our guests.
- We would meet and greet our guests with warmth and enthusiasm.
- We would “work the room” to welcome, engage, and chat with people.
- We would especially be on the lookout for new people and people who appear lonely.
- We would say goodbye to them before they leave.

Group Hospitality

You don't have to be a big group to make someone feel like an outsider. Groups as small as 10-15 people can fail to be inclusive by not being aware of their guests and using insider language.

Groups should not only be hosted by those given to hospitality, but the entire group should see it as part of their role.

Home Hospitality

Inviting people into your home is powerful. It sends an undeniable message that you are genuinely interested in them. If we want to show hospitality, we will need to leave margin in our lives to do this in a sustainable and ongoing manner.

THIRD PLACE AND SERVING

Community Groups are here for the surrounding community. We are more than merely saying to our neighborhoods, cities, and world, “here we are, come to us!” We are sent and going to our world empowered by God’s loving presence!

“Jesus said to them again, ‘Peace be with you. As the Father has sent me, even so I am sending you.’” (John 20:21)

“But you will receive power when the Holy Spirit has come upon you, and you will be my witnesses in Jerusalem and in all Judea and Samaria, and to the end of the earth.” (Acts 1:8)

THIRD PLACE

“Third places is a term coined by sociologist Ray Oldenburg and refers to places where people spend time between home (‘first’ place) and work (‘second’ place). They are locations where we exchange ideas, have a good time, and build relationships.”

– The Brookings Institution

The neighborhood, town, city, or community where you live probably has a number of places where people go to enjoy a good time, build relationships, and exchange ideas. It might be a park, community center, or recreation facility. There are probably a good number of events that local governments, civic organizations, or neighborhood associations put on to attract people for local business, fund-raising, and simply increased quality of life for the communities we live in. Your CG coach can help give you direction and tips about what places and events would be impactful for your group to engage in.

SERVING

“Seek the prosperity of the city to which I have sent you as exiles. Pray to the LORD on its behalf, for if it prospers, you too will prosper.” (Jeremiah 29:7)

“Beloved, I urge you, as foreigners and exiles, to abstain from the desires of the flesh, which war against your soul. Conduct yourselves with such honor among the Gentiles that, though they slander you as evildoers, they may see your good deeds and glorify God on the day He visits us.” (1 Peter 2:11-12)

Peter describes the church as foreigners and exiles to this world who are not motivated by the same things as the surrounding culture. Our message will not always be well received, but the world will love what we bring to them as we engage in the good works that God has created us for.

THIRD PLACE AND SERVING

SERVING

Our desire to serve our neighbors can be expressed as simply as mowing your neighbor's grass, raking their leaves, or shoveling snow off their sidewalks. We can also make an impact on our broader community by partnering with other Community Groups and cooperating with service organizations in our neighborhoods, towns, or cities to help meet the needs of the indigent poor, the foreign refugee, the widows, orphans and other marginalized groups in our society. Your Community Group coach can help you connect with good works that are already going on around you or help you discern how you might serve a unique place in your area.

HOW TO DELEGATE: THE POWER OF EVERYONE

THE POWER OF EVERYONE

Delegate, Delegate, Delegate! If everyone plays their part as a member, there are several jobs that need to be shared. Experience has shown that Community Group leaders who do not share these jobs (either because they think they should do it all or because they feel it is “not really necessary”) do not lead successful Community Groups. It is not just the doing of the actual job that is important, but the sense of “team” and interdependency that comes with delegation. People will support something for which they feel responsible. Here are the jobs that can be (and should be!) delegated to involve everyone in some capacity:

Icebreaker

Someone who is able to create a “fun” and engaging atmosphere to kick off every meeting.

Discussion Host

Someone to prepare and lead your Community Group through discussion questions.

Prayer List

Someone to document and communicate the prayer needs and answered prayers of the Community Group.

Door Greeter

Someone to enthusiastically welcome people every week at the door.

Photographer

Someone to take pictures of every Community Group gathering and share with the group.

Snacks and Meal Planner

Someone to organize drinks/snacks weekly and group dinner monthly. If you choose a potluck for the group dinner, this person would send out a list of “what to bring.”

Childcare

Someone to recruit, organize and oversee the Community Group childcare. We recommend having one person oversee admin and scheduling and one person organize activities and training for the childcare workers. **Always have two adults in the room, even if only one child needs to be watched.

Administration

One person to assist the Community Group leaders with the administration of the CG. They can help with event planning, communication, contact lists, managing PCO, etc.

HOW TO DELEGATE: THE POWER OF EVERYONE

THE POWER OF EVERYONE

Host

Someone to open their home for weekly Community Group meetings. Ideally, someone with a gift of hospitality and a good space for 10-20 people.

Apprentice

Someone(s) who would be trained as future Community Group leaders

HOW DO I RECRUIT PEOPLE TO DO THESE JOBS?

Pick the person you think would be suitable for the job. Sit down with them and say, *“Hey Mike, I’ve noticed that you are really good at keeping things organized. I think you would be great at keeping track of the group’s schedule and sending out reminders. I’ve got a sample schedule that will show you how. What do you think?”*

YEAH, YEAH, BUT WHY IS IT SO IMPORTANT TO DELEGATE?

1. People will commit more to something for which they are responsible.
2. The delegation and monitoring of their jobs is an excuse for you to connect, train, and disciple people.

RECOGNIZING AND DEVELOPING APPRENTICES

Developing an apprentice takes a significant amount of personal investment, prayer, and patience. On a practical level this is how the process can look.

PHASE ONE: IDENTIFY

With the help of your Community Group coach, identify people in your group that have the potential and necessary qualities of a future Community Group leader. Develop next steps for each person, which will become the testing phase. Have an ICNU (Here's what I see in you...) conversation with the people that you and your coach identify to help them develop a sense of desire and destiny for leading.

PHASE TWO: TEST

This is perhaps the most crucial phase, not only for development of apprentices, but the overall health of your group. The four things you want to test are commitment, character, ability to handle responsibility, and their own personal zeal and desire to take initiative.

1. *Observe Commitment*

- a. Do they show up consistently?
- b. Are they engaged in discussion?

2. *Questions to consider or ask them (character)*

- a. Engaging their life
 - i. How's your marriage (if married)? Job? Finances? Parenting (if kids)?
 - ii. What's a major area of temptation in your life?
 - iii. What's your biggest struggle?
- b. Life in God
 - i. When were you born again?
 - ii. What's been your experience reading the Bible?
 - iii. Has anyone ever helped you know how to read it?
 - iv. How are your devotional habits?
- c. Relationship
 - i. Who do you connect with the most?
- d. Reputation
 - i. Consider: How's their reputation with others?
 - ii. Are they respected? Are others drawn to them?

RECOGNIZING AND DEVELOPING APPRENTICES

3. Responsibility

Leading a group comes down to two major areas of responsibility: getting tasks done to help administrate and serve the group and help people connect, and secondly to directly connect with people. Test their ability to do both. Examples below:

- a. Task Examples
 - i. See “delegation” above and delegate practical tasks in the group to them.
- b. People Examples
 - i. Ask them to follow up with someone who has been sick or missed the group for some other reason, just to see how they are doing.
 - ii. Ask them to identify 1-2 people in the group that they can meet up with and help them along in their relationship with God.
 - iii. Ask them to befriend someone who is new and help get connected.

4. Initiative/Zeal

The sign that you have a genuine leader on your hands is if they take initiative in the group without you asking. It could be as simple as calling another member in need or organizing an impromptu social outside of group times.

PHASE THREE: RECOGNIZE

Make sure apprentices meet the following requirements before asking them to begin an official apprenticeship process and announcing to the group:

1. They have been tested in their commitment, character, responsibility, and initiative/zeal.
2. They have attended a Community Group for 3 months.
3. They have led at least one good discussion and have displayed the ability to lead.
4. They are ready to lead within the next 3-6 months.

When you are ready to ask, follow these few guidelines:

1. Work with your Community Group coach to come up with a plan to invite them into an apprenticeship process.
2. A few things to mention:
 - a. Why you think they would be good at it (ICNU conversation)
 - i. Share what you see in them. (The gifting, heart, etc. that makes them a good fit for leading a Community Group).
 - b. Expectations
 - i. What do you expect from them, and what can they expect from you?
 - c. A plan to get them ready to lead a group (training process).

RECOGNIZING AND DEVELOPING APPRENTICES

PHASE FOUR: TRAIN

The training phase of being an apprentice will be, in large part, a continuation of the testing phase, except that this phase will be more intentional and less subtle. Everyone in the group knows that they are an apprentice and will take on more responsibility critical to leading the group. It's an excellent time to hone his or her discussion leading skills and utilize best practices to create a relational and caring environment. Moreover, it's an excellent time to walk through the CG Manual page by page to encourage your apprentice to fully understand what's expected of them and how to be successful. With responsibilities that are new to them, a good model to follow is:

1. *I do, you watch, let's talk*
2. *I do, you help, let's talk*
3. *You do, I help, let's talk*
4. *You do, I watch, let's talk*

PHASE FIVE: DEPLOY

This is an exciting moment in the life of your group, the apprentice, and you as the Community Group leader. While actual deployment will vary, and perhaps happen over the course of a few weeks, one thing that should be consistent is taking the opportunity to officially announce to the group that your apprentice will be launching a new group. It's an opportunity to pray for them and their spouse as well as anyone from the group that might be going with them. It's also a time to celebrate as a group that good things are happening! *Note: It could be that the apprentice stays and leads your group and you lead a new group. Either way, pray and celebrate!*

LAUNCHING A NEW COMMUNITY GROUP

This is an exciting day for the new group, the sending group, and the entire church. It's a sign of communal health and personal growth. There are lots of details to consider, but above all else it's an opportunity to celebrate what God has done.

Here are some guidelines for what is needed and how to go about launching a new Community Group.

KEY PEOPLE NEEDED

1. A team of two leaders
2. Host (ideally not the leader, but must be hospitable)
3. Launch team of 8 people who are committed to the group
4. One or more potential apprentices

PROCESS OF LAUNCHING

1. The decision of when and how to launch is a team effort that includes the sending Community Group leader, the sent Community Group leader, the Community Group coach, and the location pastor.
2. Once the decision to launch has been made, the sending group is notified.
3. The sent Community Group leader begins to gather his launch team (the leader should have a good idea of who this might be prior to making the decision to launch).
4. Community group is added to Planning Center Online by the location PCO Administrator.
5. Launch team is prayed for at the final group night by the sending group.
6. Community Group leaders are recognized and prayed for on a Sunday morning.

APPENDIX

COMMUNITY GROUP RHYTHMS

Summary of Brad House's chapter "Rhythms" from his book *Community*:

The trap for every group to fall into is that community development gets boiled down to a two-hour period one night a week. However, when we think about how our own families develop, there might be regular events that help facilitate closeness (an evening meal, etc.) Because depth of relationship best happens in the margins of life.

An event-based community is one that predominantly sees the event once a week as their Community Group. It defines a community as a time and place. Opportunity-based community is the idea that we are always a Community Group whether we are together or apart.

HOW TO BE OPPORTUNITY-BASED

- Encourage your group to gather outside the scheduled meeting time:
 - *Go out to dinner together*
 - *Do weekend projects together*
 - *Attend each other's kid's sporting events*
- Look for opportunities to serve each other.
- When you do schedule, match the natural rhythm of group members vs. keeping meeting times rigid. Think about current barriers your group faces regarding their time and do not be afraid to adjust rhythms.
- Consider meeting for less time, but more frequently.
- Celebrate the initiative of group members when they meet outside the normal group time. Continue to reinforce that this is a good idea!

CONSISTENT RHYTHMS TO FOCUS ON

The rhythms below will help you facilitate a group who loves God, connects relationally, and serves others.

Huddle Activities

Missional unity and a sense of "togetherness" can be life giving to our groups. Huddle events focus on loving, serving, and telling a neighborhood (or region) about Jesus with other CGs. They include serving, socials, and prayer gatherings.

Gender-Specific Discussions

Gender-specific discussion can be life giving to your Community Group because they are the most effective setting for growing in Christ. Most Community Groups will meet for gender-specific discussions twice/month.

COMMUNITY GROUP RHYTHMS

CONSISTENT RHYTHMS TO FOCUS ON

Group Dinner

The group dinner generates a lot of life and energy. We all connect and care for each other naturally through meals. Most Community Groups will do a group dinner 1/month.

Group Discussions

If, after implementing the top three priorities, there is still an available week in any given month for group discussion, we suggest working a few of these into the mix.

COMMUNITY GROUP CHILDCARE

When deciding how to do childcare in the Community Group setting, use a high degree of discernment in both how and who you let be with kids. We recommend that you have two adults with the kids and that you only use people who you trust to watch kids. If you have questions about how to practically implement childcare in the group please use your Community Group coach as a resource to help you make those decisions.

COMMUNITY GROUP LEADER'S ROLE

- Before the start of the semester, recruit a childcare administrator who is an organizer and willing to serve.
- Envision them on the importance of childcare during the group and how it will bless the parents as well as the children.
- Make sure they understand that you will be there to help them, but that they are fully in charge of this role.
- Follow up with the childcare administrator to make sure the responsibility is not overwhelming them and that they are having success putting together a schedule for the semester.

CHILDCARE ADMINISTRATOR'S ROLE

- Determine the number of individuals needed to serve each week depending on the age of the children and the number.
- Create a document with all the dates of the group for the semester. Pass the sign up sheet around the first meeting to have people sign up to serve the group.
- Send out weekly reminders to those who have volunteered to serve. Assist in finding a sub if necessary.
- Keep track and notify volunteers of any allergies.

VOLUNTEER'S ROLE

Basic Goals

- Provide a safe and fun environment
- Encourage the kids
- Free the parent(s) to participate in Community Group

Basic Guidelines

- Be early and warmly welcome kids as they arrive.
- Gather snacks and have children use the restroom before the group starts.
- Plan activities to keep the kids engaged during group (i.e. movies, games, coloring, etc.)
 - Allow 10-15 mins for story time with Jesus Storybook Bible.

COMMUNITY GROUP CHILDCARE

VOLUNTEER'S ROLE

Troubleshooting

- If a child asks for their parent, redirect to other activities.
- If the child persists, discreetly get the attention of the parent.

HANDLING PASTORAL CRISIS – STEP BY STEP

Typically, a Community Group leader or group member will be the first point of contact. As situations become more complex and Community Group leaders need help caring for their members

1. Assess, Encourage, Pray

Contact the person(s) involved. This may be a family or close friend if the individual in crisis is not available. Understand the problem, let them talk about it. Find out what solutions and help are currently in place or what options are available. Don't be afraid to ask hard questions about things like finances. We can't help if we don't know the problem. Assessing if someone is a member, regular attender, or guest helps determine the level of response. We feel a direct responsibility for members. The main determination for others is relational, whether the person is with us and we with them. We want to extend care and grace to all in need, but our level of help may vary according to the availability of our own resources (time, benevolence, etc.)

2. Contact Leadership

Community Group leaders should let their Coaches know of the situation (hospitalization, death, or other significant crisis) as soon as possible. For hospitalizations of members and committed attenders and for funerals, the Jubilee office likes to send flowers, so CG Coaches need to contact the office when appropriate.

Community Group coaches may want to inform the wider church leadership team of situations where it would be good for all to know. Other leaders may assist with issues like financial aid, wider pastoral care (all elders), or communication with the whole church (Bryan).

3. Be Physically Present

Visit the person. Build a support network. Plan meals and schedule visits as needed. In certain situations, it may be good for some of the elders to be in direct contact with the person in need, along with their own group of church friends. In these situations, the Community Group leader or Community Group coach should let the leadership team know as soon as possible.

4. Communicate (and keep communicating)

Make sure the Community Group leader communicates appropriate information to the group, so they know what to do and how to pray. The group leader may designate certain members of their group to coordinate care with their group and other church people as needed (i.e., setup of the "care calendar" for group members and other close friends to sign up to help with meals and other helpful activities.)

HANDLING PASTORAL CRISIS – STEP BY STEP

5. 360 Serve and Care

Keep serving and caring for the person, but also be aware of the time schedule and capacities of those who are serving.

6. Review

Keep checking on how things are going. People can be good at the beginning of a crisis, but without communication and leadership the help can taper off. In situations like deaths or other traumatic situations, people will often feel and experience things at different times and in different ways. Leaders need to check in with those closely involved with the situation to provide support and encouragement.

INTRODUCTION TO PLANNING CENTER GROUPS

Access: <https://groups.planningcenteronline.com>

*Log into the web site from a personal computer, not a cell phone. Some of the settings and tabs are not available in the cell phone application.

SETTING UP A NEW GROUP IN PCO

1. Your location Planning Center Online administrator will need to create the new group in PCO, add the leader(s) to the group, and then update their role from “member” to “leader.”
2. Once the group is created, utilize the toolbar on the left side to make the changes to the “members,” “events,” and “settings” tabs
 - a. *Members*: Add the Community Group Leader(s) to the group using the green “add person” button on the right side of the screen
 - i. Add each Leader as a leader, not a regular member
 - b. *Events*: Input the first date that the Community Group will meet to their calendar using the green “create a new event” button on the right side of the screen
 - c. *Settings*: Ensure that the name, group type and meeting schedule are correct at the top of the page. Check the box to “Display meeting schedule publicly”
 - i. Update the visibility and enrollment status
 - ii. Update the group tags by clicking the “+add tags” button
 - iii. Update the “Group Description” section
 - iv. Check the boxes to allow calendar display, leader display, group messaging and to allow members and leaders to create new messages
 - v. Update the enrollment settings (this is how the group will show up/ be accessible on the web)
 - vi. Check the box for attendance reminders
 - vii. Select the appropriate coach as the contact person for the group Leader(s)
 - viii. Check the button at the bottom to allow Leaders all access to groups— this makes it possible for Leaders to search Planning Center and add people to their group directly
 - ix. If applicable, upload a photo at the top or have the Leaders upload one

EDITING AN EXISTING COMMUNITY/YOUTH GROUP

1. Click the “groups” button at the top left of the page
2. Use the search bar on the right side to search by the group name or scroll down to see all groups and select from there
3. Click the group name to access the page and select “members,” “events,” and “settings” options on the left toolbar to make changes.

INTRODUCTION TO PLANNING CENTER GROUPS

CREATING A NEW GROUP (FOR PCO ADMINISTRATORS ONLY)

**Note: If you do not have “administrator” privileges in Planning Center Online - Groups, you will not be able to complete the following steps.*

1. Click the “groups” button at the top left of the page.
2. Click the white “New Group” button at the top right of the page.
 - a. Enter the group name (i.e., Sarah Smith’s Community Group, Smith/Johnson Community Group or Smith Community Group)
 - b. Select the appropriate group type from the dropdown menu
 - c. Click “create”
3. Add the leader(s) of the new group to the newly created PCO group.
4. Reassign the the role of the leader from “member” to “leader.”
5. Notify the new group leader(s) that their group has been created and their are ready to complete the steps under “Setting up a new group in PCO” section on the previous page.

INTRODUCTION TO SLACK

CREATING A NEW SLACK CHANNEL

**Note: If you do not have “worksapce administrator” privileges in Slack, you will not be able to complete the following steps. Please contact your Location Administrator if you need to complete these steps but do not have the necessary priviledges.*

1. Open the Slack App.
2. Click in the add groups button:
 - Mobile** - In the “Channels” section, click the plus sign to the right side of the section
 - Desktop** - In the “Channels” section, click the plus sign at the bottom of the section
3. Select “Create Channel.”
4. Name your channel. Begin the channel name with “cg” (ie cg-herrington or cg-mowrey).
5. Select “Next” in the top right, and choose the “Private - Only specific people” option.
6. Begin to add the relevant people to your group. Be sure to include any necessary leaders such as your serving director, coach, shepherding elder, or location pastor.

MAKING SOMEONE A WORKSPACE ADMIN (FOR LOCATION ADMINISTRATORS ONLY)

**Note: If you do not have “worksapce administrator” privileges in Slack, you will not be able to complete the following steps. Please contact your Location Administrator if you need to complete these steps but do not have the necessary priviledges.*

1. Open the slack desktop app.
 - *Note: you MUST be on the desktop app in order to remove someone. This function is not available on the mobile app.*
2. Click the name of the workspace in the top left corner to the right of the logo
3. Scroll down to “tools and settings” then select “manage members” in the window that pops up.
4. Search for the person/accounts using the “filter by name or email” search bar on the right side of the screen
5. Identify the account that needs to be made a workspace admin.
 - *Note: make note of the emails and/or the profile picture to help distinguish which account is which.*
6. Under the “full name” column, select the three dots and click “Change account type” in the window that pops up.
7. Select “Workspace Admin” and then click “save.”

COMMUNITY GROUP MEMBERS

APPRENTICES

GROUP MEMBERS

<i>Name</i>	<i>Prayer</i>	<i>Next Steps</i>
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COMMUNITY GROUP APPRENTICESHIP PLAN

Name of Community Group Leaders: _____

Name of Apprentice(s): _____

Do you feel confident in this person's character, competency, and alignment with Jubilee vision/values? Y/N If not, why? _____

Are you ready to call this person an official apprentice? Y/N

Have you asked this apprentice to fill out the Community Group Leader Inventory? If not, why? _____

Do you foresee this person 1 or 2 semesters away from being ready to lead? _____

This semester we will give them discussion leading opportunities. After each discussion, we plan to give them coaching encouragement/feedback at (time/place) via _____ (communication method).

We intend to give them full responsibility of _____, _____, and _____ (i.e. group events, communication, etc.) from the very start of the semester.

For the purpose of helping them to develop as disciples of Jesus, training them to lead, and providing feedback, we plan to meet with our apprentice every _____ week/s on _____(day) at _____(time).

We have observed that of the three key qualities of great community group leaders (they pursue God, people, and character), that our apprentice needs to grow in _____ before they would be prepared to lead a community group.

Our plan to help them grow in _____ is by committing to pray for them daily, and supplementing those prayers with _____ (could be a book, a confrontational conversation, coaching, etc.).

LEADERSHIP INVENTORY

PERSONAL

Name: _____

Spouse: _____

Phone Number: _____

Email: _____

SHARE YOUR STORY

DESCRIBE YOUR DEVOTIONAL HABITS

If married, how would you rate the communication in your marriage?

Very Weak Weak OK Strong Very Strong

If single, what do you do to stay accountable in how you spend your time, money and stay sexually pure?

LEADERSHIP INVENTORY

DOCTRINE

Below is a list of beliefs that often get challenged in culture. The purpose of asking you these questions is simply to see where we are on the same page doctrinally and where we perhaps differ. Please don't feel intimidated if you are not sure or even disagree. We see it as an opportunity to have a conversation.

1. I believe that salvation is all grace and has nothing to do with works.

Disagree *Agree* *Not Sure*

2. I believe that all people are sinful by choice and by nature.

Disagree *Agree* *Not Sure*

3. I believe that God loves all people but will judge sinners who do not repent.

Disagree *Agree* *Not Sure*

4. I believe in one God who is three persons.

Disagree *Agree* *Not Sure*

5. I believe in the ongoing work of the Holy Spirit to empower us to live like Jesus and be a witness to others.

Disagree *Agree* *Not Sure*

6. I believe that spiritual gifts are for today.

Disagree *Agree* *Not Sure*

7. I believe that marriage is for one man and one woman for one life.

Disagree *Agree* *Not Sure*

8. I believe that sex outside of marriage is sin.

Disagree *Agree* *Not Sure*

LEADERSHIP INVENTORY

DOCTRINE

9. I believe that God created men and women to be equal but with different roles, and that eldership is for qualified men.

Disagree *Agree* *Not Sure*

10. I believe that Christians should seek to give 10%+ of their income.

Disagree *Agree* *Not Sure*

11. I believe baptism is for believers.

Disagree *Agree* *Not Sure*

12. Is there anything that Jubilee has taught that is a point of concern for you?

13. Is there anything that Jubilee hasn't taught that you think should be taught?
