

Developing Dynamic Small Groups in Your Church



A Training Course in Eight Sessions

Leader's Notes

Prepared by David Cox

How to use the leader's notes:

1. Preview each session and become familiar with the content of the power-point slides. Where necessary do background reading for additional information and an overall grasp of the concept of the holistic small group or cell
2. Be aware of the order in which information appears on the slides. Most slides are animated and present ideas step by step rather than all at once
3. Provide students with the *participant's guide*. This closely follows the outline of the power-point slides
4. Use the leader's notes as supplementary material only. They are not intended to be used as the presentation itself
5. Pray for wisdom, both for yourself and others who share this material with their churches

Slide contents are as follows:

Session One *"Small Groups: part of God's Kingdom plan"* - a brief look at the theology, Biblical background, and history of small groups and the part they play in creating Kingdom community

Session Two *"Life-changing small groups: some definitions"* - five definitions of the most effective small group model for the contemporary church; how to determine whether existing groups are functioning to their best potential

Session Three *"Small group values: the key to growth"* - an overview of the values or principles which govern the life of the group and determine whether it will be a blessing or otherwise to the church

Session Four *"Small group meetings and small group life"* - what happens in a typical small group or cell meeting, and the importance of extending the life of the group beyond its weekly meetings

Session Five *"The Goal of small groups: holiness and harvest"* - the two principle objectives of small group ministry: the growth of believers toward maturity in Christ, and numerical growth through evangelism

Session Six *"Small group leadership"* - the small group leader's job description, personal qualities and skills of small group leadership, leadership principles, and some of the challenges small group leaders might expect

Session Seven *"Developing a small group network"* - how to start, the need to start small, the importance of adequate time for preparation and training, how to invite non-Christians and non-Adventists to the group, developing a strategy for multiplying groups

Session Eight *Maintaining the network"* - the challenge of the long haul, sustaining interest, the need for a larger vision for the future

Please Note: You are welcome to make changes/additions to the powerpoint slides for your own presentation purposes only. I welcome your suggestions for improving the series which can then be shared with others using the programme.

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Session One
"Small Groups: Part of God's Kingdom Plan" (2)

| <u>Slide Description</u> | <u>Notes for Commentary</u> |
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| 1. Series title (2) | |
| 2. 7 sessions | |
| 3. Session 1 title (Slide 3) | This session shows how we were designed to live in community, and how God has used small groups through the years to build His kingdom. The small group concept is a "God idea," not just a good idea. |
| 4. Made in His image (Slide 4) | "Made in His image" - what does this mean? Likeness in character, etc. Essential nature of God's character = love. Love only possible where there is more than one person. "God is love" is possible because God = Father, Son and Holy Spirit (a divine "community") We were designed with capacity to love and be loved, therefore designed for community - to live in community as God does. His comment: "It is not good for man to be alone" This capacity lost by sin. Broken relationships etc. Jesus came to restore community. Hence His prayer, that "they man be one - as we are..." |
| 5. Universal need (Slide 5) | Need for close relationships lies at heart of our longings |
| 6. Moses' method | Soon after Exodus, there was a problem (see Exodus 18). Probably 2 million people. Many needing counsel and spiritual direction. Only one course - go to Moses. But this didn't work. |
| 7. The Jethro principle (Slide 6) | God provides solution through Moses' father-in-law. Describe the principle. Note the counsel in v.23 - "If you do this AS GOD COMMANDS..." Result: every individual now part of small group of 10. This was a fundamental part of building this new and different nation over which God was Sovereign. |
| 8. Jesus' model (Slide 7) | How many disciples? Many. Jesus chose 12, with inner group of 3. Why? Would not 20 have been more effective? Jesus creating a prototype model for the New Testament church here. Jesus chose 12 because this was most effective. Spent at least half His time preparing these men. In long term, more effective method than spending all His time talking to crowds. Modern research confirms that one person can effectively mentor/pastor no more than 10-12. Jesus also benefited from the intimacy/support of this group |
| 9. Heart to heart (Slide 8) | Essence of Jesus ministry. Same for us. Very encouraging statement. And it's true! True of all ministry: evangelism and nurture |
| 10. New Testament church (Slide 9) | NT church was basically a small group church. They met in larger numbers also, but day-to-day life of the church was in small groups in homes. Evidently NT church leaders multiplied Jesus' prototype. Evidence is that there were no church buildings for about 300 years |

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| 11. NT church (growth) (Slide 10) | Amazing growth. Maybe half the 3000 converts at Pentecost were visitors. Other 1500 joined Jerusalem church. How was it possible? Consider the practical difficulties if 1500 tried to join a modern congregation in one day? How would we manage? Do we have a system? We believe in a second Pentecost. Only a small group network allows for explosive growth without loss of converts |
| 12. Martin Luther (Slide 11) | Small groups have played an important part in reform movements within the church. Note Luther's observations... |
| 13. Wesley's class system (Slide 12) | John Wesley had similar conviction. Christian fellowship is necessary to spiritual growth of believers. His method: preach simple Gospel to large crowds, then organise classes (small groups) with well-trained teachers/pastors for discipling |
| 14. ibid (cont) (Slide 13) | Contrast with John Whitefield, a contemporary of Wesley's. Good and effective preacher like Wesley, but had little to show for his efforts because he had no small group system |
| 15. 8 quality character-istics (Slide 14) | Modern research shows that the same principle applies today. The "Natural Church Development" survey reveals that all growing churches worldwide share 8 basic characteristics. |
| 16. Most important principle (Slide 15) | The survey also confirms that of all 8 characteristics, the multiplication of holistic small groups is the single most important for maintaining health and growth. |
| 17. It's a fact | Additional quote from Joel Comisky's book, "Cell Group Explosion" |
| 18. Preparing for 2 nd advent(16) | Importance of this principle was recognised long before modern research. Ellen White's counsel led to small groups playing important role in early S.D.A. church. The context shows that "Christian effort" in the quote refers to nurture and training, as well as evangelism. Dr. Paul Yonggi Cho, pastor of world's largest church (Seoul, Korea - more than 850,000) in which small groups form the basis of growth, apparently gained insight about importance of groups from reading EG White. EGW writes about importance of groups in remnant church |
| 19. SG/ God's pl(Slide 17) | This slide is a summary of preceding points |
| 20. What SG's will do(Slide 18) | This slide is a summary of the functions and advantages of small groups in the local church |
| 21. Title slide | End slide |
| 22. Preparing for 2 nd Pent. | Additional slide which can be incorporated |
| 23. The ever-popular pub | Additional slide which can be incorporated |
| 24. Christ's method | Additional slide which can be incorporated |

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| Session Two "Life-Changing Small Groups: Some Definitions"(19) | |
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| <u>Slide Description</u> | <u>Notes for Commentary</u> |
| 1. Series title slide(Slide 19) | |
| 2. Session 2 title slide(Slide 20) | This session defines what we mean when we use the term "small group." Many of us are familiar with the prayer group, Bible study group, support group, or "cottage meeting" to name a few examples of traditional small groups. These are all good in their own way and have served us well. But in this series we look more closely at the holistic small group or "cell", which is so much a part of growing churches now |
| 3. SG's - for Kingdom community (Slide 21) | The primary function of small groups is to develop relationships, between people and God, and between people and people. The essence of the kingdom of heaven is loving relationships. Building such relationships should be the primary concern of the church. |
| 4. Church without walls (Slide 22) | Where relationships are the priority of the church, there can be no walls - of any kind |
| 5. In the minds of many... (Slide 23) | We speak of "going TO church" and many think of the church as an organisation. Well church buildings and church organisations have their place, but... |
| 6. The truth is...(Slide 24) | ...the truth is, the PEOPLE are the church. Many are surprised to learn that for approximately 300 years after the time of Jesus, there were no church buildings as such. The New Testament word for "church" - ekklesia - is used to describe the those who have been "called out" by God, who also come together in community because of their shared connection with Jesus. Such communities of "called out" people in the New Testament were small - small enough to meet in someone's home to worship, to eat together, to learn, to serve |
| 7. The effective small group is 1) holistic (Slide 25) | Hence our first definition...A holistic small group is really a mini-church, an ekklesia, functioning in all the basic areas of growth and ministry any church should be concerned with. Notice that although the group meets for Bible study, Bible study is simply a means to a more important end - relationships |
| 8. Christ's holistic community | Jesus has promised that where 2 or 3 are gathered in His name, He will be present with them. Small groups meet in anticipation of experiencing His presence. While groups serve many different functions, Jesus must be central to everything |

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| 9. SG mission statement | This is the small group mission statement of the Willow Creek Community Church in Chicago, a church of 15,000, with 18-20,000 people involved in weekly small group meetings. With a mission statement like this, no wonder this church baptises at least 1,000 unchurched people each year. It could do the same for our small groups |
| 10. SG = 2) Basic building block... (Slide 26) | Small groups can only reach their maximum potential if their importance is fully understood and lived out. In the first presentation we were reminded that "the formation of small companies" should be the BASIS of Christian effort. Modern research shows how true that inspired directive was. To put it another way... |
| 11. What the cell is to the body | The body grows because the body's cells multiply. We digest food, exchange oxygen for carbon dioxide, and do all the other things we do at the level of the cell. That's where the action is - and that's where the action should be in the church - in the cell. |
| 12. The effective SG is (3) interactive (Slide 27) | There's a place for preaching, and there's a place for teaching - where one person teaches and the others learn. In the small group however, everyone learns from everyone else. The group leader is really a facilitator - drawing every member into the study or discussion, recognising and using the various spiritual gifts present for ministry |
| 13. The effective SG is (4) a basic Christian community (Slide 28) | The primary purpose of the group is to make Jesus available or accessible, first to people who have not met Him before, and second to those who have so that they can grow in their relationship with Him. Bible study in small groups is not primarily doctrinal - someone coming for the first time will find "The 2,300 Days Prophecy" a bit over their head if that's the subject for the evening. So Bible study should be related to life issues, based on Bible characters or Scripture passages. People with special interests can always be served by a sub-group |
| 14. 2-winged bird(Slide 29) | Although the small group serves as a "mini-church" it does not take the place of the larger church. A small group or cell church recognises that we need the benefits of participating in corporate worship and other activities in which large numbers of believers come together, AND the group activities which enable us to find our personal place in the church. We need BOTH, just as a bird needs two wings to fly. I |
| 15. Corporate wing functions | Self explanatory |
| 16. Community wing(Slide 30) | Self explanatory - except to note that it is the community wing, not the corporate, where ministry really happens. This is why small group life is not just for "church members" - pastors and administrators miss out if they are not involved |
| 17. Not just another programme | So important to understand this. |
| 18. System for ministry (Slide 31) | In fact "small groups" are not a programme at all, but a divinely ordained system or structure for personal and community growth and effectiveness |
| 19. Not independent house churches | Although each group or cell has its own identity, and every group is different to all the others because of the personalities, needs, gifts and interests of their members, they do not operate independently of each other. By applying the "Jethro principle" which Moses used so long ago, groups are connected with each other by a system of |

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| <p>(Slide 32)</p> | <p>"leaders of leaders". So properly organised groups can never develop into cliques or "off-shoots" but are highly accountable to each other and to the mother church</p> |
| <p>20. A structure which connects</p> | <p>So, a small group church is a structure.... And it does this better than any other organisational church system</p> |
| <p>21. Not absence of departments (Slide 33)</p> | <p>Some who look at the challenge of small group ministry for the first time are afraid that it poses a threat to the traditional departments of the church. But departments which offer expertise for training and resourcing for ministry will always be necessary</p> |
| <p>22. SG church provides... (Slide 34)</p> | <p>This is how we might represent the relationship between the larger church with its departments and the network of small groups or cells</p> |
| <p>23. Not just a good idea...</p> | <p>Self explanatory. SG's have shown themselves to provide the best way of achieving the results that as a church we pray for</p> |

Session Three
"Small Group Values: the Key to Growth"(34)

| <u>Slide Description</u> | <u>Notes for Commentary</u> |
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| 1. Series title slide(Slide 35) | |
| 2. Session 3 title slide(Slide 36) | This session deals with the all-important values, "ground-rules" or principles which govern the life of the group and determine whether it will be a blessing or otherwise in the church |
| 3. Going somewhere? (Slide 37) | We have a rough idea of what life in heaven will be like, because Jesus spoke so much about the "kingdom of heaven" but are we really seeking to live like that now? |
| 4. It's one thing... | Self-explanatory |
| 5. Kingdom of Heaven is like... (Slide 38) | His teaching (e.g. the Sermon on the Mount) - even the stories or parables He told, were not primarily about doctrinal propositions such as the state of the dead, even though we learn about these things from Him also. He was much more concerned with kingdom principles such as generous grace, unlimited forgiveness, justice, faithfulness, etc. |
| 6. Should be our values (Slide 39) | His way is the best. Obviously. But we need to understand the reason why he emphasized these things... Values make us what we are - and make churches what they are. All S.D.A. churches share the same 27 doctrinal beliefs. But some churches are cold, unfriendly and judgemental, while others are warm, wonderful fellowships where you want to take your friends. What makes the difference? The value system of those churches |
| 7. Life-changing energy (Slide 40) | The <i>only</i> source of life-transforming energy is the Holy Spirit - He is the fuel which drives the church, and makes it (and us) grow. But even He can only do His work under certain circumstances. Ask: Is there anything we can do to block or facilitate the flow of God's Spirit in His church. Possible reference: Ephesians 4:30-32 |
| 8. Values which drive... (Slide 41) | What are some of the things which are central to the Spirit's effective ministry? Here are a few. If these are important to Him, they must be important to us |
| 9. Give me Jesus | Comment on first value - "Jesus at the centre" |
| 10. Every Christian in | Support for second value - every member in ministry |
| 11. Created for | Extension of slide 10 |
| 12. Gifted for | Ditto |
| 13. Life of the | Further support for second value. Is this <i>really</i> the way the church was supposed to operate? Is the pastor really supposed to be the "Jack of all trades". Eph 4:12: the |

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| <p>pastor... (Slide 42)</p> | <p>pastor's responsibility <i>"is to equip God's people to do His work and build up the church..."</i> (New Living Translation). So this observation is very much to the point...</p> |
| <p>14. Pastor's first</p> | <p>This was the role of the pastor in New Testament times, and this is how the pastor served the early Adventist church too.</p> |
| <p>15. SG people (1)(Slide 43)</p> | <p>Small groups are for ordinary people like you and me. But that's the whole point...</p> |
| <p>16. SG people(2) (Slide 43)</p> | <p>God can do...</p> |
| <p>17. We're guilty... (Slide 44)</p> | <p>What a remarkable statement. Did you ever think of underestimating your potential in the service of God - or someone else's for that matter - as a crime? We don't want to be guilty of this criminal mentality. We need to see enormous possibilities in ourselves and each other as we make ourselves available for God's service</p> |
| <p>18. Just a lay member? (Slide 45)</p> | <p>Still on the subject of the second value - every member in ministry: Note that all believers are lay people, including pastors - they are all the people of God. Likewise all believers are clergy - all are called by God</p> |
| <p>19. And love?</p> | <p>Comment on value 4: loving relationships. This is the basic, unavoidable command.</p> <p>Note: Class may wish to brainstorm on how often and in how many different contexts the importance of love is stressed</p> |
| <p>20. Creating community (Slide 46)</p> | <p>Value of teamwork: "teamwork makes a dream work"</p> |
| <p>21. Other values (Slide 47)</p> | <p>Prayer: not just more of it, but the right kind - listening as well as speaking. The whole of small group life under God's direction</p> <p>Affirmation: the need we all have to be frequently reminded that we are valued, not just for our comments but for our presence. Important to contact people when they miss meetings</p> <p>Availability: a commitment to each other, not to a meeting, which takes priority in our lives. A willingness to "be there" not just for meetings but for support, practical assistance, prayer etc.</p> <p>Openness and honesty: a willingness to be known and loved for who we really are, understanding that vulnerability is the open door to the ministry of the Spirit and our healing and growth</p> <p>Accountability: the permission we give each other to help us follow through in turning our prayers, promises and dreams into reality. As individuals in the group are accountable to each other, groups are accountable to the larger church for what they do or don't do</p> <p>Sensitivity: the recognition that everyone in the group is different, each has the right to grow at his/her own speed, none should be made to feel uncomfortable for lack of knowledge or achievement</p> <p>Confidentiality: it is one of the most serious sins against the group to disclose personal information shared confidentially with the group, to others outside the group, and should be treated accordingly</p> <p>Multiplication: right from the start of a group's formation, members understand that the reason for its existence is to give birth to new groups - that the comfort of the regular meeting will sooner or later be "spoiled" when some group members separate</p> |

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| 22. Cartoon | <p>to form a new group. But the joy of giving birth is greater than the pain, and is reason for celebration Note: groups can add other values to form their own "values statement"</p> <p>Self explanatory</p> |
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| Session Four "Small Group Meetings and Small Group Life"(45) | |
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| <u>Slide Description</u> | <u>Notes for Commentary</u> |
| 1. Series title slide(Slide 48) | |
| 2. Outline of 7 sessions | |
| 3. Session 4 title slide(Slide 49) | <p>What happens in a typical small group meeting? And what activities do small group members share with each other outside of regular small group meetings? This session explains that small group ministry is not just a another weekly meeting - in fact if it were, it would ultimately fail to achieve its purpose. It's much more than "just a meeting"</p> |
| 4. Four W's | <p>Most SG meetings will include all four elements, not necessarily in same order, and not necessarily in same proportions or periods of time</p> |
| 5. SG agenda | <p>More on the 4 W's - self explanatory</p> |
| 6. 4 W's - the Welcome (Slide 50) | <p>This is vital to every meeting. In the first few weeks of a new group, more time (even most of the time) is taken on this element</p> <p>Self explanatory</p> |
| 7. Ice-breaker | |
| 8. 4 W's – Worship (Slide 51) | <p>Worship is NOT just singing songs. To worship "in spirit and in truth" as Jesus put it is to acknowledge and respond to His presence - to anticipate the experience of His presence, not just the belief in it. In one sense we do not have to ask for His presence, for He has promised to be among even two or three who meet in His name. It's an awesome thought that "Jesus is alive and He is here among us" as we meet in His name"</p> <p>Worship can take various forms. CD's or tapes provide an excellent backing for group singing, especially when new people who are unfamiliar with Christian music are present. One or two "worship leaders" can develop this element</p> |
| 9. 4 W's - Bible study (Slide 52) | <p>Self-explanatory</p> |

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| 10. Relational - 3 questions | <p>We're good at asking the first question - to discover the facts, the truth. But the first question without the second is useless. By asking the second we apply the Scripture to our lives. This is where the responses of different people in the group will differ, because we are all at different places in our spiritual journey. These responses are not something to argue over, for they are not right or wrong. They help us to see ourselves and each other where we are in our relationship with God. But the third question is the most important, and the least often asked. Without this question we will not move forward, the Bible study will make no difference to our lives.</p> <p>Use a Bible story to illustrate how these questions can be asked. An excellent example is Matthew 14:22-36</p> <p>Note: the 3 questions will not always be asked using these precise words. But these 3 questions are the essence of what we are asking.</p> |
| 11. Relational BS | Further insight into relational Bible study |
| 12. 4 W's – witness (Slide 52) | <p>This is the time that is given to focus on the primary reason for the group's existence - to make more disciples. Time may be taken on discussing current outreach activities, social events, developing friendships, but especially prayer - prayer for each other, and prayer for the friends we are asking God to bring to the group. Having an empty chair in the room is a visual aid for focusing the group's prayers during this witness time</p> |
| 13. Characteristics of small group prayer (Slide 53) | <p>Teaching on prayer is very important. A prayer leader can carry the responsibility of teaching different approaches to prayer, keeping the group prayer experience fresh and varied.</p> |
| 14. Afterglow | Self-explanatory |
| 15. Goal of SG meetings (Slide 54) | <p>Goal of meetings needs to be constantly repeated. Time can occasionally be taken at the end of a meeting for evaluation - "how are we doing" as a group, in building relationships, living according to group values, goals, etc.</p> |
| 16. Group life outside meetings (Slide 55) | <p>Reiterate the fact that a weekly meeting alone does not build community. One or two group members can be appointed to lead in each of these areas:</p> <ul style="list-style-type: none"> *Social events - monthly if possible *Community service - how can the group serve the neighbourhood? *Evangelistic activity <p>The subject of mentoring is dealt with more fully in the next session</p> |
| 17. 4 stages (Slide 56) | <p>Adventure: like the honeymoon when everything is new and exciting! Discovery: when we find out what the members of the group are really like, that building relationships requires hard work Development: if we will do the hard work of working through the difficulties and accept each other unconditionally, we will grow and the group will grow Maturity: which leads to the decision to plan and prepare to give birth to a new group</p> |
| 18. When the group gives | <p>...it's a cause for celebration! It doesn't mean we lose members of the group "family" because those relationships will always be there. It means the family is getting</p> |

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| <p>birth...</p> | <p>bigger!</p> |
| <p>Session Five</p> <p>"The goal of small groups: holiness and harvest"(54)</p> | |
| <p><u>Slide Description</u></p> | <p><u>Notes for Commentary</u></p> |
| <p>1. Series title slide(Slide 57)</p> | |
| <p>2. Session 5 title slide(Slide 58)</p> | <p>In this session we take time to emphasise again the two principle objectives of small group ministry: the growth of believers toward maturity in Christ, and the numerical growth of the church - nurture and evangelism</p> |
| <p>3. The challenge...</p> | <p>These two objectives are re-stated here, not as two separate objectives but as two related parts of a whole</p> |
| <p>4. Disciples making d...</p> | <p>Two objectives restated again in the context of the great commission. Note that commission to make disciples is given TO disciples</p> |
| <p>5. What's a disciple? (Slide 59)</p> | <p>Discipleship is a lifelong apprenticeship, learning and growing by observing the Master and doing what He asks. It follows that if we are not constantly seeking to grow (and change if necessary), and if we are not consciously involved in the disciple-making process, we cannot claim to BE a disciple</p> |
| <p>6. 2 disciplines</p> | <p>To be disciples making disciples is the essence of the mission of believers and congregations. Hence the need to see these two "disciplines" together as the function of the holistic small group</p> |
| <p>7. Edification: sp. body-building (Slide 60)</p> | <p>The concept of the church as the body of Christ through which He ministers to believers and touches the lives of unbelievers lies at the heart of small group life and witness. That we can all play a part in building up this mysterious, living body is a wonderful thing</p> |
| <p>8. Building community (Slide 61)</p> | <p>While the New Testament writers were anxious for individual believers to grow, they seemed to give first priority to the growth of the believing community. Perhaps it wouldn't be an exaggeration to say that for most of us, unless we learn to grow together, we do not grow at all</p> |
| <p>9. Building believers (Slide 62)</p> | <p>At the same time, the body does not grow if its individual parts are not growing and functioning properly. Hence the need for us to be committed to one another on a personal level</p> |
| <p>10. Believers grow(Slide 63)</p> | <p>Personal spiritual disciplines include the practice of prayer, life-application Bible study, discerning the will of God, obedience, etc.</p> |

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| | <p>All the points listed on the slide can be learned/experienced through involvement in a small group. In some cases the small group may be the only way, or at least the most important way, these things are learned or experienced</p> |
| 11. People grow faster... | <p>Dale Galloway was founding pastor for some years of what was for a time American's largest small group or cell church. Beginning with a single group meeting weekly in his home, the church had grown to 7000 members when he made this statement in <i>"The Small Group Book."</i></p> |
| 12. Through all to all | <p>This is the principle of every member ministry, and it works best in the small group context</p> |
| 13. God uses... | <p>When we ask God for encouragement/guidance etc, He most often uses other people</p> |
| 14. Mentoring (Slide 64) | <p>Mentoring is similar if not the same as coaching or shepherding. Ideally we need three levels of spiritual relationship:</p> <ol style="list-style-type: none"> 1. with the larger body of the church, somewhat impersonal 2. with a small group, more personal 3. with one or two other individuals, more personal still |
| 15. A friend... | <p>Self explanatory</p> |
| 16. 2 alternatives | <p>We all need the benefits of a mentor/friend, not just new believers. Pastors and other professional workers in the church probably need it most. Same-sex relationships on this level are usually the best</p> |
| 17. How does it work? | <p>There are no hard and fast rules, but there does need to be agreement on a basic structure. This is more than meeting for a weekly chat over a drink. Ideally the process should include some form of study or reading between meetings as a basis for discussion and life application</p> |
| 18. Mentors offer.. | <p>Mentoring is not a "big brother" arrangement in which participants "police" each other. It is the basis of deep and enduring friendship</p> |
| 19. 2. Evangelism (Slide 65) | <p>These figures were suggested by Carl George, one of the world's leading authorities on small groups. He considers this growth rate normal within a healthy cell network. In an Adventist context, we might expect the process to be longer, but we must keep a "second Pentecost" perspective on the future growth of the church. Small group membership will not necessarily be the same, of course, as Adventist church membership</p> |
| 20. Evangelism... | <p>All the evidence shows that small groups are the most effective way of meeting each of these three challenges</p> |
| 21. Engel: process of decision (Slide 66) | <p>Engel recognised that evangelism is a process, not just a "decision for Christ." Small group evangelism can be effective because it can meet people wherever they are and maintain an ongoing relationship with them</p> |
| 22. How far from the cross? | <p>Two or three decades ago Engel placed the majority of people in Western society who did not attend church to be somewhere between points 2 and 3 on the scale. Public evangelism was successful then because non-Christians were not far from the point where they could make a decision to become a Christian. Now it's a different story. Using the same measuring system, we see that the majority of unchurched people are much further away, need a different approach, and take more time to</p> |

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| | reach the so-called "point of conversion" |
| 23. Friendship evangelism | We can't expect to go to stage 3 without going through the previous 2 stages |
| 24. Power of friendship | This survey was conducted in mid-90's to determine the relationship between the number of friendships made in the church within first 12 months of conversion, and their likelihood of remaining in the church. Selected 100 people who had joined a church in the previous 2 or 3 years. 50 were deeply involved in church life, other 50 had dropped out. Clearly shows that new converts need to form at least 6 or 7 deep friendships in first year. Evangelism is not just about winning but keeping |
| 25. Introducing... | Self-explanatory. Emphasise importance of social life in evangelism |
| 26. Why SG work | Self explanatory |
| 27. Why SG work (Slide 67) | "Bridge for shy people" - applies to believers and non Christians |
| 28. Personal... | Self explanatory |
| 29. Max. partic. | Ditto |
| 30. Flexibility (Slide 68) | Flexibility is key to small group success. Style of meetings, music used, topics for discussion and Bible study, time and day of meeting, community activity, etc., will be determined by who is in the group and whom they are seeking to reach. Mother church should not insist that every group follow the same programme |
| 31. Low cost... | Self explanatory |
| 32. Localised evangelism | Ditto |
| 33. Natural and spontaneous witness | "Wow! I've never done that before. God can use me too!!" |
| 34. 4 essentials | Remember the "Values" discussed in session 3. Just getting a group together to do Bible study is more likely to fail than to succeed. These 4 simple principles are essential to small group evangelism in the modern situation |
| 35. Equipping track(Slide 69) | The goal is to empower a new disciple to become a disciple-maker in 1 year. We must see conversion and baptism as the very beginning of this empowerment, not the end. So designing a "track" to travel, especially with a mentor, is the ideal way to go |
| 36. Ditto(Slide 70) | Four possible "stations" - there could be more. <ol style="list-style-type: none"> 1. Membership of the church and of a small group 2. Learning to walk with Jesus in the real world 3. Identifying gifts for ministry - finding their God-given place and function in the body of Christ 4. Learning how to be an effective witness |
| 37. Multiplication | Self explanatory |
| 38. SG prayer | |

Session Six
"Small Group Leadership"(65)

| <u>Slide Description</u> | <u>Notes for Commentary</u> |
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| 1. Series title slide(Slide 71) | |
| 2. Session 6 title slide(Slide 72) | Small group leaders not only determine the nature and effectiveness of the small groups they lead, but in the future S.D.A. church will probably play an increasingly important part in shaping the local congregation as a whole. Why? Simply because they spend more time on a regular basis and therefore have the potential for a greater influence on the lives of their group members than any other individuals in the church, including the pastor. This session deals with the all-important issues of the small group leader's job description, the personal qualities and skills necessary for effective leadership, some of the practical challenges small group leaders face, and basic small group leadership principles. |
| 3. Shape of future church... | We should remind ourselves of one other important reason why "the shape of your future church...." |
| 4. Church began as prototype SG (Slide 73) | Remember the Christian church began 2000 years ago as a single small group - a prototype if you like - and Jesus was its Leader. As we saw in the first session, by choosing 12 disciples and sharing His life with them, and by calling Peter, James and John into an "inner circle" relationship with Him, He deliberately created a model for the future church to follow. He was the first small group Leader. He is the perfect example for every small group leader to follow. So... |
| 5. SG leaders are special (Slide 74) | Small group leaders are special people. They are: <ol style="list-style-type: none"> 1. called. Christian leadership is a divine calling. Of course every Christian is called to leadership, but it's important that a small group leaders understands that this is something GOD has called them to do. It's not just an appointment by a church board or nominating committee 2. available. They are busy people just like most of us, but they have made themselves available to what God wants them to be and do. They don't see this responsibility as a 2-hours-a-week job. In one sense they are on 24 hours a day duty, ready to serve any time they are able 3. gifted. However inadequate we may feel, there must be a sense, both on the part of those who lead and those who are associated with them that God has equipped them for this task, not only with skills, but with the empowering of His Spirit 4. teachable. Small group leaders must recognise how little they know, and always be ready to learn (sometimes unlearn), especially from the members of their group. Gifts and skills must constantly be improved and sharpened 5. visionary. God has promised us "dreams and visions" (Joel 2:28,29) and without them ultimately we will fail in our mission (Proverbs 29:18). We need to dream big dreams, see the present in the context of the future, believe that God can do BIG things with small human resources, be open to new ideas and methods. For the SG leader, realism means optimism |
| 6. SG leaders – | But small group leaders are also ordinary people. |

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| ordinary (Slide 75) | <p>Live in real world: understand that the reality of Christian living consists of highs and lows, willing to admit to personal struggles and doubts; speak normal, not religious language; can relate to ordinary, non-Christian people; don't take life too seriously, have a good sense of humour</p> <p>Don't know everything: have questions as well as answers, haven't "arrived"</p> |
| 7. SG leaders all different (Slide 76) | <p>Small group ministry celebrates peoples' differences and unique personalities; SG leaders should not be threatened by those who think or operate differently to themselves. So they are happy to be themselves. But... They have one thing in common - they LOVE... Jesus, people, church</p> |
| 8. SG leader as shepherd (Slide 77) | <p>Overall care of the "little flock" In New Testament the role of shepherd and pastor is similar</p> |
| 9. Shepherd-leader's method | <p>Learning to share one's life and not just one's knowledge is a small-group leader's greatest challenge and greatest privilege</p> |
| 10. SG leader as facilitator (Slide 78) | <p>SG leader is not "the teacher." Main task is to develop the group and the gifts, skills and personalities within the group - to make the full potential of the group a reality. SG leader really a manager.</p> |
| 11. SG leader... | <p>Self-explanatory. Point three - trains apprentice leader: most important concept, to reproduce oneself in someone else. Goal of small group is to reproduce another small group. Goal of leader is to reproduce another leader "Involving everyone" includes recognising and dealing with some "challenging people" - those who might side-track or slow the progress of the group. Such as...</p> |
| 12. Dominator | <p>Self explanatory</p> |
| 13. Story-teller | <p>Ditto</p> |
| 14. Passive | <p>Ditto</p> |
| 15. Joker | <p>Ditto</p> |
| 16. Fighter... | <p>Ditto</p> |
| 17. Don | <p>Ditto</p> |
| 18. Oh for good leaders! (Slide 79) | <p>We may admire the "got-it-all-together" leader, and this rare type may have a major impact on an organisation. But in the long term, the most effective leader is the one who empowers others to lead, apparently giving power and leadership away, but actually multiplying himself through other people. Even though Jesus was the perfect all-rounder, He avoided centre-stage, empowering others and reproducing Himself in His disciples. Looking back, we can confidently say He is the greatest leader the world has ever know, and no-one has had a greater impact</p> |
| 19. The truth is | <p>Self-explanatory</p> |

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| 20. Is God calling you? | Ditto |
| 21. Chances are... | As trainer/teacher, affirm potential leadership wherever you see it. Many people need someone else to believe in their ability before they can believe it themselves |
| <p>Session Seven "Developing a Small Groups Network"(70)</p> | |
| <u>Slide Description</u> | <u>Notes for Commentary</u> |
| 1. Series title slide(Slide 80) | |
| 2. Seven sessions | For summary purposes |
| 3. Session 7 title slide(Slide 81) | Now to the nitty-gritty of actually doing it. It's important to understand the theory of small group ministry, but the only way of learning more at this point is to get involved in an existing group or becoming part of a new one. It's like swimming - the only way to learn to swim is to get in the water and try. |
| 4. Getting started | If you have never been part of the kind of small group we have been talking about, it's quite likely you are feeling like this - especially if you feel that God is calling you to take a lead in your church or among your friends. But don't worry - He will be there to guide and empower you |
| 5. Need for strategy (Slide 82) | Obviously, you need a strategy. Working this closely with people means you have to be careful how you move forward. Without a strategy, you could be in for some painful experiences! With a strategy, you can expect to uncover hidden treasure - some of the best experiences of your life are just ahead |
| 6. Getting started: 1, 2(Slide 83) | <ol style="list-style-type: none"> 1. Study... Don't think you know it all at this point. Keep reading. Find out everything you can about what others are doing, what is working elsewhere, etc. 2. Pray... Rather than make your own plans and ask God to bless them, seek to know His will, who the people are you should get involved with or invite to work with you, what the specific mission of your small group might be (e.g. is there a particular "target group" of people you feel a special burden for?) |
| 7. Getting started: 3, 4(Slide 83) | <ol style="list-style-type: none"> 3. Talk with your pastor and/or the friends who know you best. If you are starting small groups from scratch, confide in the person you think may become your associate or apprentice leader. Don't just talk about "groups" - get people excited about Biblical community, rediscovering New Testament church life, etc. 4. Co-ordinator: if you are the pastor, elder or departmental leader in your local church, someone should be appointed as the co-ordinator/sponsor of this ministry. The best person to launch a new small groups network is usually the pastor. In the future he/she will be far better able to serve in the pastoral role from this vantage point |
| 8. Getting | 5. Self-explanatory |

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| started: 5 | |
| 9. Grow... (Slide 84) | The importance of starting small cannot be over-stated. The biggest mistake a church can make is for the church board or board of elders to decide that the church should go this way, then divide the church membership into groups and announce what they have done the next Sabbath morning. |
| 10. Getting started: 6 | Every successful innovation is the result of much testing and experimentation, taking as much time as necessary to get the prototype right before going into full production. If the prototype has faults, they will be duplicated in every product based on that model. Get the prototype group right, and the groups which grow out of it will have a head start - they won't have to work through those basic faults again. The prototype represented on this slide consists of three future small group leadership teams plus the trainer/co-ordinator. Once this group has learned how to BE a real Christian community (that probably includes UN-learning certain traditional elements in interpersonal church relationships) and have ironed out any functional problems, the group disbands and the three leadership teams begin to form their own groups. Note: This process takes time - 3 months of weekly meetings is likely to be the minimum in most cases. |
| 11. Getting started - Jesus in centre (Slide 85) | The prototype group MUST be an authentic small group. The only thing which would not be appropriate for the group to do at this stage is to invite non-Christian friends to attend. The group will, however, be praying for the non-Christian and non-Adventist friends they hope to invite to the new groups later on. Another special point of prayer will be to pray for guidance in selecting the other Adventist believers who will be invited to join one of the 3 new groups, and to pray FOR them |
| 12. Getting started: 7 | It's best to add new core group by personal invitation. Generally speaking they should be individuals who are most likely to identify with the vision and goals of the leadership team. At the same time it's important to avoid conveying any sense of exclusiveness to the church as a whole. The church needs to be informed as to why the process is taking place as it is, and needs to be constantly updated on progress, and invited to support the new initiative in prayer. Members who would like to join a group should be encouraged to contact the groups co-ordinator, who will assist in placing them in the most appropriate group, or include them in a second wave of new groups after the first has successfully "got off the ground." Each new core group needs to do a similar "practice run" to the prototype group, until the new group is comfortable with the procedure. During this time they will pray for their non-Christian/non-S.D.A. friends. They will also arrange a number of social events and other opportunities for introducing the members of their group to their friends. THIS IS VERY IMPORTANT. Generally speaking, friends of group members should know other members of the group before being invited to attend the group meetings |
| 13. Getting started: 8 | This is the really exciting bit! See next slide |
| 14. Introducing | Self explanatory |
| 15. Getting started: 9 | An excellent way of doing this is to use a number of groups meetings for a series of Bible studies on spiritual gifts before the guests are invited, and a Bible study series on personality soon after the new people start attending. They also need to be involved in the running of the group |

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| 16. Hats | Self explanatory |
| 17. Getting started: 10 | Ditto (see session 2 for explanation of this slide) |
| 18. Getting started: 11, 12 | 11. Ditto 12. See next slide |
| 19. Getting started, Jethro (Slide 86) | The leadership necessary for each level will not be apparent at this stage. Some small group leaders will become supervisors. Others are not yet in the church. Providing on-going training, and preparing people for leadership is crucial to becoming a fully-fledged, highly effective small-group or cell church |
| 20. Have patience (Slide 87) | Jesus' ministry was a reflection of this principle. It led to Pentecost |
| 21. Future challenge | It happened in the early church because the believers not only prepared themselves personally, but because the church under God's direction developed a structure which made unprecedented reaping possible. That's the way it will happen again |
| 22. Series slide | Closing slide |
| 23. Strategy for change | Optional - can be added to presentation. Represents a time scale for transitioning existing church to cell church. Strategy requires a gradual transition. Time scale can vary with individual church |
| 24. Pastor's role | Ditto. Shift in pastoral responsibilities should be gradual |
| 25. Original model | Ditto. Although Jesus Himself modelled the original cell with His 12 disciples, in the contemporary setting the example of what a cell church can be like and what it can accomplish is Dr. Paul Yonggi Cho's church in Seoul, Korea. After approximately 20 years it has an approximate membership of over 850,000. Almost all members belong to a cell, and all the evangelism, nurture and community ministry is done through the cells |
| 26. Touch model | Ditto. The "Touch" model is the model of cell church defined by Ralph Neighbour, one of the world's leading teachers and most prolific writers on small group/cell churches. The model is based on the concept of growth by multiplication - one group becoming two, two becoming four, and so on. "Touch" is the name of Neighbour's organisation which provides training and resources for cell/small group ministries |
| 27. Groups of 12 | Ditto. Also called the "turbo" model because of the amazing speed of growth which this model generates. Pioneered by Cesar Castellanos in Bogota, Columbia. Membership expected to pass Cho's church, with more than a million members expected in by 2002/2003 |
| 28. How it works | Ditto. Self explanatory |
| 29. G12 structure | Ditto |
| 30. The story | Ditto |
| 31. The objective | Ditto. We need to think big |

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| 32. Membership growth | Ditto. Staggering - like New Testament church after Pentecost |
| 33. Cell multiplication | Ditto |
| 34. Growth principles | Ditto |
| <p>Session Eight "Maintaining the Network"(76)</p> | |
| <u>Slide Description</u> | <u>Notes for Commentary</u> |
| 1. Series title slide(Slide 88) | |
| 2. Eight sessions | For summary purposes |
| 3. Session 8 title slide(Slide 89) | This session addresses the challenge of maintaining and developing a small group network once it has been established. Even if your first small group/s are still in the early stages of development, it's good to become acquainted now with the challenges of the future. |
| 4. It's one thing... (Slide 90) | We all know: it's one thing to start - and it's another thing to continue! Until a group or church body are thoroughly acquainted with the idea and practice of small group or cell life - it's value system, it's importance and function in the church - there will be some steep hills to climb. The sooner small groups become the heart of the church, the better, because they are here to stay. |
| 5. Small groups are living... (Slide 91) | At least, they should be. From the actors (hypocrites) of Jesus' day to the members of the church at Sardis who had the appearance of being alive but were actually dead (Revelation 3:1), "playing church" seems to come quite naturally to religious people. But church is not a game. A small group of believers who meet in His name can experience the living reality of the presence of Jesus among the. Like a tree, He is the vine, we are the branches (John 15:5). So how can we keep this living thing growing? We can't. But there are certain things we can do. |
| 6. Point 1: understand... | Self- explanatory |
| 7. "All by itself..." | Ditto Human anxiety... Matthew 6:27 applies as much to spiritual growth as to physical growth |

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| 8. Point 2 | Self explanatory |
| 9. Point 2 (cont) | Ditto. Summary: ROOT > SHOOT > FRUIT |
| 10. 8 characteristics of healthy churches | <p>Opportunity to briefly review the 8 quality characteristics of growing churches listed by Christian Schwartz in his book "Natural Church Development." Note that it's the adjective (empowering, gift-oriented, etc.) that is the key. For example, there is always some form of leadership in a church or small group, but to what is that leadership committed to equipping, training and empowering others to serve and lead? Similarly, "worship" takes place in most churches and groups, whether traditional or contemporary, but to what extent is it inspiring?</p> <p>While the Natural Church Development research and survey material were intended as a tool to assess and improve the health of churches, the 8 characteristics are nevertheless a useful guide for assessing the health of small groups or cell networks</p> |
| 11. Graph | Compares declining/growing churches profiles of 8 quality characteristics |
| 12. Point 3: Multiply leaders (Slide 92) | Every person a leader - within own sphere of influence and according to gifts and abilities. Empowering leadership includes the principle of seeing and realising leadership potential in every person - enlarging their circle of influence and developing gifts and abilities |
| 13. Leaders leading | The empowering model of leadership means there is no limit to the growth potential of a church or small group network. The "Jethro structure" of leadership (Exodus 18) provides the ideal framework within which empowering leadership can take place |
| 14. Point 4: keep it challenging (Slide 93) | Keeping the vision clear is vital. It's easy to lose sight of the reason for small group ministry when it's been "on the road" for some time, and difficulties or disappointments may have created a sense of disillusionment. But the vision was NOT at illusion. It was God-given, and pastor, cell-supervisors and cell leaders all need to frequently re-state the vision in various ways - from the pulpit, at leaders' meetings, at retreats, in cell meetings, etc. |
| 15. Point 5: keep it interesting (Slide 94) | <p>Finding different ways of doing the same thing (such as prayer) will help keep the prayer interest high. Small group life should not be so unpredictable that keeping up with it becomes exhausting; but some surprises are good. Encourage cell leaders and supervisors to share ideas, find out what other successful small groups are doing through reading, attending training events, etc.</p> <p>Fun: It may be hard work and demand a high level of commitment, but the small group experience must be enjoyable. There must be time to: "smell the roses" - play together - get to know the "ordinary" people around (like your hairdresser) and make friends. What could be more exciting than to have your hairdresser (for example) join your group?</p> |
| 16. Point 6: difficult decisions (Slide 95) | <p>Confront difficult people: follow Jesus' guidelines (Matthew 18:15-17)</p> <p>Dis-functional groups: groups which don't grow over an extended period of time are dis-functional</p> <p>Mistakes: be positive. Most of what we take for granted today - the electric light bulb, the internal combustion engine, the aeroplane - only work because their inventors accepted failure (finding what didn't work) as part of the process of success (finding what did).</p> |

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| <p>17. SG's should be on fire (Slide 96)</p> | <p>Changing metaphors: living to burning. Bible writers used both. You may wish to use a brief discussion (in small groups perhaps) as a "breather" in the presentation - what do we learn about the Holy Spirit from these 2 metaphors - "breath of life" (Genesis 2:7, John 3:5-8, etc) and "fire"/"tongues of fire" (Luke 3:16, Acts 2:3 etc)?</p> <p>"Without burning out" - reference to burning bush (Exodus 3)</p> |
| <p>18. How can we...?</p> | <p>Self-explanatory</p> |
| <p>19. Point 1: check values</p> | <p>Ditto (subject of values is dealt with in session 3)</p> |
| <p>20. Point 2: understand change (Slide 97)</p> | <p>Where is a new enterprise most likely to fail? When is a new idea with great possibilities most likely to be dropped? At the beginning when enthusiasm is high despite the opposition? No. Some distance down the road when results are still not visible and some feel like quitting? No. At the bottom of the valley - the "dark night" experience when the whole idea seems useless? No. Failure is most likely to happen <u>after</u> the project is beginning to work. It runs into a small problem, it looks like it's going down again, and people can't bear the thought of another "dark night." But that's just the time to "hang in there"!</p> |
| <p>21. Point 3: signs of overload</p> | <p>These are just sample questions. This is mainly a question of assessing whether the realities of the distribution of small group responsibilities is facilitating the Spirit's work or hindering it. We can get so physically tired or mentally pre-occupied with what we have to do that spiritual resources are crowded out</p> |
| <p>22. Point 3: the family (Slide 98)</p> | <p>By "family" we mean not just the individual nuclear family, but also the church family - making church a real family experience for everyone. There are times when we must be busier than others, but overall our personal lives must be balanced.</p> <p>Likewise churches must have a ministry which is all-inclusive - including all in the church family. The elderly and children are two groups which are easily overlooked in small group ministry, but research shows that both these groups have enormous potential for the growth of the church. Special needs groups, or cross-generational groups are two ways in which children and the elderly can be included in small group ministry. Be aware of other "special" groups: singles, parents with young children, single parents, etc.</p> |
| <p>23. Point 4: prayer</p> | <p>Self-explanatory - but don't pass over it as if there is nothing more to say. Even during your small group training sessions, take substantial time out for prayer and worship</p> |
| <p>24. Point 5: believe the promise (Slide 99)</p> | <p>The picture that is painted of what God will do (and do through His people, the church) as he closes His work on earth is a glorious one. The idea of "the last days" or "the final events" should not fill anyone with fear or dread but hope and longing. What Joel (Joel 2:28,29) then John (Revelation 18:1) described so long ago is happening already in a limited way</p> |