

COMMUNITY

GROUP

LEADER

GUIDE



REDEEMER
CHURCH

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MISSION & VISION

This details why we do Community Groups, how we do Community Groups, and what we do in Community Groups along with how we disciple others within the context of Community Groups.

WHY

- Community Groups exist to help us mature and multiply disciples.

HOW

- We strive to accomplish this mission by living out our Core Values.
 - Gospel
 - Community
 - Mission

WHAT

GOSPEL

- We preach grace and live grace: the gospel defines our identity and our lives.
- We make room: Jesus prepares a place for us and so we will prepare a place for others.

COMMUNITY

- People over programs: Everyone needs to be known and to know others. Therefore, we prioritize relationships over programs.
- We are a family: Family shows up to family meals (worship), family gatherings (Community Group), and families serve one another (join a mission team).
- We are united in Christ: Because the gospel unites us, we invite people of all ages, ethnicities, socio-economic backgrounds, etc. to your family table.

MISSION

- You are sent: We live all of life as missionaries. The mission field is wherever you are.
- Keep it simple: We do a few things well to free ourselves up to live on mission.
- Joyful Generosity: We give joyfully and sacrificially for the good of our neighbors and the nations.

IN PRACTICE

GOSPEL

- Making the gospel central to our meetings
 - Community Group Curriculum is based on the Word of God. We will keep the Gospel, the good news of Jesus Christ, at the center of our gatherings by reading scripture, discussing what it means, and applying it to our lives. It is important that we keep that central to our meetings and reflect on the truths, how they impact us, change, and motivate us.
 - Applied Truth, by the power of the Holy Spirit, is wisdom. We can't just hear the Word; we need to live it out.

COMMUNITY

- We Gather
 - Pray and communicate throughout the week. Simply text an encouraging word. Create time to hang out and have fun.
 - Serve and be there for each other. Meal trains, hospital visits, and help each other.
 - We need prayer and confession. Personal Prayer requests.
 - This is what sets the tone for the depth of your group. If you as leaders do not become transparent and vulnerable, your group will stay shallow for the most part.
 - Part of being in Community means growing not only deep but wide. We want more people to join us on this mission.

MISSION

- Ordinary people, living ordinary lives, with gospel intentionality.
- Biblical hospitality of welcoming others like Jesus welcomes us.
 - Setting up a welcoming culture in your group - how can you set the group up in a way that welcomes the outsider well? Also pursuing them well.
- Inviting people to group and Sunday morning
 - Any time is good. But this is why having meal nights, fun nights, and spending time outside the group is natural too - it's much easier to invite someone to that. How can you be intentional to bring people in and create a natural culture of that?
- Bringing the kingdom to bear (Matt. 6:10)
 - Serve the community.
 - What opportunities are in your group and around your group (needs in your group and needs that God has brought in the spheres of people in your group (i.e., a widow that lives near a group member that needs help))
 - Serve in a missional project with an organization we partner with as a church (Peacemakers, Christian Adoption Services, Your Choice Resource Center, ManUp, local schools, etc.)
 - Participate in Serve Rocky Mount together

We set up Community Groups like this because we want to build a healthy culture of discipleship and in turn, a healthy church.

HOW ARE WE GOING TO DO THIS?

- Making disciples that reproduce, Disciples make Disciples
 - Matthew 4:19
 - Matthew 28:19-20
- Building yourself up in the faith (Gospel-Centered relationships)
 - Using our gifts to serve others for the glory of God.
 - 1 Peter 4:10
 - As each has received a gift, use it to serve one another, as good stewards of God's varied grace (ESV)

- Speaking the truth in love so that the church will become mature.
 - Ephesians 4:14–15
 - so that we may no longer be children, tossed to and fro by the waves and carried about by every wind of doctrine, by human cunning, by craftiness in deceitful schemes. Rather, speaking the truth in love, we are to grow up in every way into him who is the head, into Christ, (ESV)

WHAT IS A DISCIPLE?

- A follower of Jesus Christ.
- You're forgiven, you have repented and believed the gospel.
- As believers, we are all called to disciple others - Discipleship is simply to help others to follow Jesus.

WHY DO WE DISCIPLE?

2 Main Reasons:

- It starts with Love. He loved us first and we love Him in part by loving those He places in our lives. Mark 12:30 says we should love God with all of our soul, with all our minds and all our strength. Verse 31 goes on to say, you shall love your neighbor as yourself. Love God, love others.
- The 2nd reason we disciple is obedience.
 - Jesus says in John 14:15 that if you love me, you will keep my commandments.
 - Matt 28:18–20, Jesus commands to go make disciples.

WHAT IS DISCIPLING?

- Discipling is a gospel-oriented life.
 - You can disciple in groups and individually. Within the 12, Jesus poured especially into three, Peter, James, and John.
 - Paul discipled Timothy and Titus. He walks with him and then tells him to model what he was doing.

- Discipling is Hard.
 - The reality of a fallen world is that there will be struggle and strife between people.
 - Mark Dever says that discipling is the only way you can invest in believers and non-believers in that one place you can never go – the future beyond his life. He gets it. He's investing in others' eternity.
 - You must initiate a relationship with others in which you teach, correct, model, and love.
- Discipling takes humility.
 - Part of discipling will be finding things out about you that you will not want to know.
- Discipling is teaching.
 - We teach the Word of God ourselves and others.
- Discipling is correcting.
 - We need to recognize our own sin and the sin in others and have the courage to confront it.
- Discipling is modeling.
 - Jesus didn't just tell people to teach people. He said to teach and obey. We need to live out our Christian walk before others. Jesus gave us a great example.
- We must disciple in humility.
 - We disciple not just in our strength but in our weakness.
- Discipling is honesty.
 - We must be able to lay it on the table. No secret sin, no sacred area you can't share. You don't get there overnight but it should come with time.
- Discipling is living in biblical community.
 - Love one another (John 13:34 - This command occurs at least 16 times)
 - Be devoted to one another (Romans 12:10)
 - Honor one another above yourselves (Romans 12:10)
 - Live in harmony with one another (Romans 12:16)
 - Build up one another (Romans 14:19; 1 Thessalonians 5:11)
 - Be like-minded towards one another (Romans 15:5)
 - Welcome one another (Romans 15:7)
 - Admonish one another (Romans 15:14; Colossians 3:16) Greet one another (Romans 16:16)
 - Care for one another (1 Corinthians 12:25) Serve one another (Galatians 5:13)

- Bear one another's burdens (Galatians 6:2) Forgive one another (Ephesians 4:2, 32; Colossians 3:13)
- Be patient with one another (Ephesians 4:2; Colossians 3:13) Speak the truth in love (Ephesians 4:15, 25)
- Be kind and compassionate to one another (Ephesians 4:32)
- Speak to one another with psalms, hymns and spiritual songs (Ephesians 5:19)
- Submit to one another (Ephesians 5:21, 1 Peter 5:5)
- Consider others better than yourselves (Philippians 2:3)
- Look to the interests of one another (Philippians 2:4)
- Bear with one another (Colossians 3:13)
- Teach one another (Colossians 3:16)
- Comfort one another (1 Thessalonians 4:18)
- Encourage one another (1 Thessalonians 5:11)
- Exhort one another (Hebrews 3:13)
- Stir up [provoke, stimulate] one another to love and good works (Hebrews 10:24)
- Show hospitality to one another (1 Peter 4:9)
- Employ the gifts that God has given us for the benefit of one another (1 Peter 4:10)
- Clothe yourselves with humility towards one another (1 Peter 5:5)
- Pray for one another (James 5:16)
- Confess your faults to one another (James 5:16)
- We all have influence.
 - The question to ask yourself is how are you going to influence others?
 - We are all easily influenced. What is influencing you? What media do you consume, who do you hang with. 1 Cor 15:33 says bad company ruins good morals. It is important to let the work of God influence you. We need to orient our lives in full pursuit of Jesus. That will dictate how we interact with the world around us.
 - When we truly understand how much He loves us, we can start to love others well.

So, there's a high-level view of discipleship. Community Groups can be a hangout, or it can be an opportunity for everyone in your group to disciple each other. Again, Discipleship is simply, helping others to follow Jesus.

COMMUNITY GROUP LEADER

QUALIFICATIONS

- Loves, Trusts and Follows Jesus.
- Serves humbly in other roles and responsibilities.
- Participates in Redeemer Church functions.
- Is a Covenant Member.
- Willing to uphold the mission and functions of Redeemer Church within Community Groups.

AFFIRMED CHARACTERISTICS

- Love for Jesus – growing in the maturity of faith while encouraging others in that direction.
- Love for People – A strong desire and gifting to provide/overseeing care for those in their group.
- Love for Scripture – An ability to communicate truth from Scripture accurately and articulately.
- Leadership Gifting and Calling – Confirmed through the leadership process.

ROLE

- Discipling – Helping others follow Jesus.
- Develop relationships in Jesus with, and between people in the group.
- Prays for, cares for, and speaks Truth in Love to members.
- Encourages Community Group members to maturity in faith through the understanding and application of Scripture.
- Models a healthy and transparent relationship with Christ.
- Oversees the Community Group's functions.

FUNCTION

- Communicates regularly with CG Coach.
- Attends CG Leader meetings and Coaching Group consistently.
- Oversees and cares for the group.
- Prays for and checks in regularly with participants.
- Identifies and helps develop future Community Group leaders within the group.
- Encourages non-members to pursue Covenant Membership and members to faithfulness.
- Provides a safe and intimate environment so group members can engage with each other, the discussion, and the Lord.

COMMUNITY GROUP MEMBER

QUALIFICATIONS

- Willing to be respectful, teachable, and humble.
- Agreeable to leader direction.
- Not involved at another gospel preaching church.

ROLE

- Seek Christ and the fullness of joy found in Him.
- Willingness to participate in the core elements & functions of a Community Group.

GOSPEL

- Seek to better know & encourage one another in the truth of the Gospel.
- As the Spirit allows, cares for, and counsels group members in a gospel-centered manner. (Heb. 3: 12-14)
- As God's Holy Spirit allows, encourage one another to maturity in faith through the understanding and application of Scripture.

COMMUNITY

- Participate in a considerate way with others in a manner according to Scripture.

MISSION

- Engage with the other members of the Community Group as a people on a mission seeking the good of others for the sake of seeing disciples made and churches planted.

FUNCTION

- Participate in the culture of a Community Group seeking to cultivate the following values:
 - Meeting Regularly
 - Gospel-Centered
 - Encouraging in love and good works
 - Exhorting one another in the gospel
 - Being genuine and authentic: Intentional, Friendly, Transparent, Non-judgmental, Humble
 - Working towards multiplication so more disciples can be made.

COMMUNITY GROUP MEETING

INTRO & SNACKS | 20 MIN

- Allow everyone to arrive, settle in and hang out a bit.

ANNOUNCEMENTS | 5 MIN

- Share important dates and events with your group and encourage doing some of these together.

OPEN IN PRAYER | 5 MIN

- Ask for volunteers to do this. As you're looking for future leaders, you'll notice who's comfortable leading out in prayer. If they are not willing or able to do this, they are probably not ready to be a leader candidate.

STUDY AND DISCUSSION | 45 MIN

- Gospeling One Another
 - Ephesians 4:15 "Rather, speaking the truth (hoping in Jesus) in love, we are to grow up in every way into him who is the head, into Christ..."
 - Hebrews 3:12-13 "Take care, brothers, lest there be in any of you an evil, unbelieving heart, leading you to fall away from the living God. But exhort one another every day, as long as it is called "today", that none of you may be hardened by the deceitfulness of sin."
 - 2 Timothy 3:16 "All Scripture is breathed out by God and profitable for teaching, for reproof, for correction, and for training in righteousness."
- Questions
 - Listed in the Community Group Discussion Questions email.

PRAYER REQUESTS AND PRAISES | 30-45 MIN

- Ask for both of these. This will allow the group to not only focus on what they need but also on how God is actively working in their lives.
- Consider breaking into male and female groups during this time. It will allow each to share more intimate details about their lives and create greater intimacy.
- Also, consider breaking into Discipleship Groups.

ROLES

Assigning roles to help raise up leaders is a helpful way to identify those who may be able to lead. Give away responsibilities in the group to help raise up leaders while also taking the burden off of you. Some potential positions could be...

- Back up house for when the host home is out.
- Prayer request (Someone who records and sends out the prayer request to the group)
- Serving (Putting someone in charge of finding service opportunities)
- Cares (Seeing needs and meeting needs within the group)
- Coordinate fun events.
- Co-lead the discussion.
- Coordinate food

SCHEDULE

- Yearly Schedule
 - Fall/Spring - Weekly Cadence
 - Summer - Summer Schedule
 - Serving on a regular basis

MULTIPLYING LEADERSHIP

WHY

- To facilitate healthy growth within our Community Group Ministry.

IDENTIFYING

- A person who embraces the mission.
- Godly character forms the foundation of Christian leadership. Christian leaders must be authentic men and women of God. We must model and teach potential leaders to seek God, to surrender personal desires, and to serve others for God's glory.
 - Attentive, Psalm 85:8
 - Teachable, Heb 12:11
 - Respectful, 1 Pet 2:17
 - Honest, Prov 12:22
 - Forgiving, Colossians 3:13
 - Peacemaker, Prov 15:1
 - Discerning, Prov 2:6
 - Servant Hearted, Gal 15:13b, Mark 10:43-45
 - Humble, Phil 2:3
 - Diligent, Colossians 3:23
 - Faithful, Prov 17:17
 - Responsible, 1 Cor 4:2
 - Patient, Eph 4:2b
- Do they have a story as to when they became a Christian?
- Do they lead well at home?
- Do they have a good grasp of the Scriptures?

CALL

- When you have identified a leader candidate communicate that to Redeemer Church Leadership. Commit to praying for this person or couple specifically for this role.
- Call them to this specific role and cast a vision for what this will look like.

EQUIP

- If your candidate steps up in any or all of these areas and has the qualities we're looking for, work with me to prepare them to lead a future group.
 - Hosting
 - Social Coordinator
 - Snacks
 - Praying
 - Facilitate discussion

HOW TO MULTIPLY LEADERSHIP PROCESS SUMMARY

IDENTIFY

- Who is or could be a potential leader in your group? This starts with prayer. Prayer for your group and those in it. They do not have to be perfect or ready yet but could be disciplined there.

CALL

- Have a conversation with the person about the qualities that make them a potential leader. Affirm those. Encourage that person to step up to the call to lead and lay out the path for how that might be done.

EQUIP

- Have them help you lead (you give them intentional opportunities) and give them feedback on their opportunities. I will train them. I have a training process that every new group leader will go through to make sure they are well equipped to lead a group.

SEND

- Multiply your group by sending out one or two couples. Don't split your group or send out half of your group. Continue to encourage that group leader and check in on them.

PRACTICAL THINGS TO IMPLEMENT

THE GROUP TEXT

- Have one. It doesn't have to be a group text but some sort of way to communicate with the group as a whole.
 - Reminders
 - Prayer Request
 - Questions
- Have a group text that is for everyone. Then have another for men and women.
 - People can share struggles and sins in a smaller setting.
 - Use it for accountability.
 - Set an example in the text.
- You can also use GroupMe since it is across platforms.

MISSIONAL EFFORTS

- Organize local opportunities to serve the community.

FUN THINGS

- Schedule occasional spaces to hang out and get to know each other.
There need to be spaces to get to know each other in less formal contexts.

SET THE TONE

- Set the example for what you want the group to look like
- Go through testimonies early on. (A couple per week)
- Everything on the table

FAQ

This document is designed to help you answer the FAQs of Community Groups at Redeemer.

- How to assimilate a new person?
 - Guest raises their hand and says they want to get involved:
 - I will email you asking to accept them into your group.
 - I will then send an email to you and to the person going into your group. Please reply to that email with the info about your group and include things like... (childcare, the place you are meeting, time, phone numbers, etc.)
 - You can have a response ready to go saved in the notes app on your phone and use that every time.
 - If they don't come:
 - Invite them to come to your next three group meetings.
 - If they do not come after three times let me know so I can reach back out to them.
 - If they do come:
 - Introduce yourself to them.
 - Introduce them to others in your Community Group.
 - Don't single them out during the group other than recognizing that they are there.
 - Maybe, do something where everyone introduces themselves briefly to make that person feel more comfortable.
 - At the end of the group say bye to them and invite them to the next group at a minimum. Over and beyond would be dinner/coffee.
 - During the next week communicate with them about the next meeting and hope to see them again.
 - When do they become a part of your group?
 - When they start attending more often than not. Minimum 3 out of 5 times.
 - Officially add them to your communications and add them to your group in Church Center.

- How to grow your group?
 - Invite people that are in your sphere.
 - If your group is open, and you meet someone on Sunday morning, invite them if they are not a part of another group.
 - Have your group take on the mentality.
- What to do if you are struggling with intimacy/transparency in your group
 - First off, we must model this behavior ourselves. We cannot expect from others what we are not willing to do.
 - Second, make the group a safe place. Asking the group to keep what is said in the group in the group.
 - Think through ways you can intentionally ask beforehand to help foster transparency. (which requires prep beforehand)
- How to raise up a leader?
 - Identify
 - Call
 - Equip
 - Send
- How to multiply well?
 - Start from the beginning. In your first group, you should say we exist to make disciples. This means we can't all stay together forever in this group. This should be brought up often, potentially in every group meeting.
 - We want to be disciples that make disciples. Matt 28
 - So, when your group is ready to multiply there should be no surprises. It doesn't mean it is not hard, but it is necessary for us to continue to welcome people into Redeemer Church and create a discipleship space for them.
 - You should actually multiply not split. Sending a few people out, not splitting the group in half.
 - Just like we would plant a church.
 - Not splitting the church in half but sending out a few to go and make more disciples.
 - The early disciples replicated this for us by not staying together but going out and making disciples.

- How to spread out the responsibility in your group?
 - Give everyone a job. Let them know you cannot do this alone. You need their help.
 - Prayer Request, Snacks, Fun/Fellowship, Serving, Leading discussion
- How to lead a group gathering?
 - In short, follow Acts 2:42-47
 - Devoted to:
 - Apostles Teaching
 - Fellowship/Breaking of Bread
 - Prayer
- What to do when a group member leaves/ghosts?
 - There are two types of leaving a group.
 - Leaving the church/group altogether
 - Pursue them for a time.
 - If they don't respond after multiple attempts let me know and we will help from there. It does happen and we will address it as needed.
 - Switching groups
 - Having someone not show up at your group because they are going to a different group.
 - There is a clear policy on this. Don't do it unless it is absolutely necessary.
- How to find a new host home?
 - Show the need to your whole group.
 - Ask others intentionally.
 - Then, if you can't find one come to me.
- What to do when a life-altering event hits a group member?
 - A few principles to stick to as these circumstances come about.
 - Be there for that family/person.
 - Prayer
 - Tell the group if appropriate (get their permission).
 - Communicate to me. I need to know so we can serve them well. You are the first line of defense but not the only line of defense.

- What to do when someone has a baby?
 - Talk to them beforehand about meal train possibilities.
 - Do they want one or not?
 - When do they want it? (daily, when it starts and stops, frequency, etc.)
 - Is there any food they don't want?
 - Once the baby is born let me know so we can get that info out to the church. Often times we will ask for a picture to post and the link to the meal train.
 - If you want to go above and beyond you are more than welcome and I encourage that. You could...
 - Mow their lawn
 - Baby shower
 - Group buying them something for their baby.
 - Offer to help them in ways that would meet their needs.

TID-BITS FOR CG LEADERS

- Be prepared to facilitate by reviewing the Community Group Discussion Questions and praying over your group.
- Avoid the temptation to teach. The less you talk as a facilitator, the more your group will open up, grow in Him, and grow together.
- Be ok with quietness. When you ask a question that makes people think, avoid the temptation to answer the question or talk. (Consider counting to 10-15 in your head slowly before speaking again)
- Don't be the answer man. Let the group engage each other with questions and responses. Allow them to disciple each other and just make sure they stay on track. Ask others what they think before sharing your thoughts.
- Set the tone regarding openness, honesty, and transparency. Be real with your group and watch your group's intimacy and depth grow.
- Feel free to digress should a special situation arise, as long as it's led by the Holy Spirit and will benefit the group.
- Make sure one person does not dominate the discussion.
- Be on time to start and close.
- Don't be scared to ask people specifically what they think.
- Delegate tasks. Don't do everything, it's hard to replicate.
- Look for and invest in future leaders.

COUNSELING CONTACTS

The list of partners below are not the only options for getting help. In cases where someone in your group is in need of counseling resources, be sure to communicate with your CG Coach about the situation.

CONQUERORS

- Christ-Centered Recovery Program
- Sundays from 6:00-7:00pm at Redeemer Church
- redeemerchurch.com/events

BRIDGE HAVEN COUNSELING

- Zoom options
- Durham, NC
- bridgehavencounseling.org

CHRISTIAN PSYCHIATRIC CARE

- Raleigh, NC
- atimetoheal.com

CROSSPOINTE COUNSELING

- Greenville/Raleigh, NC
- cpbcc.com/locations

MENTAL HEALTH EMERGENCY

- Raleigh, NC
- trianglesprings.com/locations/raleigh-nc