

NEW LEADER GUIDE

COMMUNITY GROUPS



LEADER GUIDE

REAL LIFE. REAL PEOPLE. REAL JESUS.

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INTRODUCTION: GROUPS

Vision and Mission of theCHURCH: making it easier for people to know Jesus, and leading people into a growing relationship with Him.

Welcome to the Community Groups Ministry here at theCHURCH where our groups '**Get Real!**' Our groups ministry embraces our vision and the mission by cultivating spaces where members can be authentic in their **Real Life**, come to group vulnerable and transparent as **Real People** and can encounter a **Real Jesus** together with others in community.

- **Real Life:** Our groups are committed to embracing this Christ filled life in community and sharing the ins and outs of what real life looks like.
- **Real People:** Our groups are committed to being authentic, vulnerable and transparent spaces where members are loved completely for who they are.
- **Real Jesus:** Our groups are committed to sharing and living out God's Word in community. This means exposing sin, encouraging each other in our walks with Christ and living a life that aligns with scripture.

We believe that as a Community Group Leader, YOU are in the most strategic position in the church to accomplish our mission: ***leading people into a growing relationship with Jesus Christ!***

"Let us consider how to stir up one another to love and good works"
Hebrews 10:24



making it easier for people to know Jesus . . .

Position Title: Community Group Leader

Hours Per Week: 4+

Position Description: The Community Group Leader should oversee the personal and spiritual development of their group members that leads to holiness, as well as leadership development that leads to multiplication (more leaders, more groups). The Community Group Leader will be a champion of the purpose and direction of the Community Groups Ministry, both within their groups, and at church. The Community Group Leader will embrace the 'Real Life. Real People. Real Jesus.' vision of the ministry by creating a space that allows and encourages members to come together in an authentic, genuine, transparent and honest manner that encourages a Christ-filled life that is done together.

Reports to: Groups Director

Areas of Responsibility:

- Lead and encourage thought provoking discussion in weekly or bi-weekly group settings
- Promote personal accountability and holiness through monthly gender specific breakouts
- Provide direction, encouragement, and care to your group members when needed
- Commits to using and keeping their group up to date in Planning Center (Members, Events, Attendance, etc.)

- Attends leader huddles and other ministry related meetings and workshops as well as reading and engaging with monthly leader communications via emails or texts.
- Promotes the purpose and direction of the Community Groups Ministry both inside and outside of your Community Group. (Private Critic, Public Cheerleader).
- Personal development in discipleship and group multiplication. Appropriate utilization of church provided resources and recommended reading.

Education and Experience:

- Partner with theCHURCH
- Completion of Intro to Bible Basics Class
- 1 year participation in a Community Group at theCHURCH, as well as a recommendation from your Group Leader.
- Comprehensive knowledge of our Groups in both Men's and Women's Discipleship as well as our serving tier opportunities and Partnership Pathway.

Important Skills/Personal Traits:

- Passion for the Discipleship and Care of God's People
- Desire to see God's church multiplied in the White Mountains through more groups
- Skilled in listening, observing and asking good questions.
- Superior communication skills, both written and verbal.
- Displays maturity, patience, and thoughtful consideration in all dealings when serving in the Groups Ministry.
- Comfortable facilitating both small and large groups.
- Displays maturity, patience and thoughtful consideration in all interactions

Community Group vs Bible Study: What's the difference?

The lines between a Bible study and a Community Group often can feel a bit blurry - I mean, aren't we studying AND in community? The answer lies in the discipleship process, as both are necessary parts of discipleship, but it's often hard to do both things completely and excellently.

Community Groups are places where community comes first. Relationships are formed, struggles are shared and life with Jesus is done together. Care is taken to cultivate relationships as well as to inspire a Christ filled life.

Bible Studies are places where the primary function is to learn and community is created through the learning process. A Bible study may have a defined curriculum, required reading, homework and discussions will be centered around the Bible.

As a Community Group Leader you should always have '**Real Life. Real People. Real Jesus.**' at the forefront of your leadership.

- 1. What is my plan for making sure that I am creating a space for members to be their 'real' selves?**
- 2. How will I create a culture of intentional multiplication in my group that is met with inspiration and not frustration?**

We'll dive deeper into multiplication in a little bit, but as a Group Leader, these two questions should be at the forefront of your mind every time your group meets! Real life, real people and real Jesus **will** happen if you are asking these two questions regularly.

We understand that every group will be unique. You will have unique group members and unique culture. Your strengths and weaknesses as a leader will be unique. One thing is sure, ***you will be a successful group leader if you are (1) cleaning with authenticity (2) growing and multiplying to help sustain our growing church.***

Take a few minutes to jot down notes, thoughts or possible answers to these questions **HERE!**

“Go therefore and make disciples of all nations...”
Matthew 28:19

STRUCTURE AND RESOURCES:

Leadership Structure:

- **Groups Coaching Team:** The purpose of Coaches is to offer another level of support between Group Leaders and the Groups Director. Coaches are the direct report for 3-5 Community Group leaders. Their job is to provide discipleship, care, and direction for their leaders. They oversee the spiritual growth of each leader, assist in identifying and developing apprentice leaders, as well as assisting in the multiplication process in each of those groups. Coaches also work closely with the Groups Director and Discipleship Pastor to provide continued direction and leadership to the Groups Ministry. At group launch, you will be assigned one of our team leaders as your oversight.
- **Current Coaches:** Tor and Mary Ann Andersen, Dan and Maureen Reisdorph, David and Eileen Koehler.
- **Groups Director:** Cassie Chandler
- **Discipleship Pastor:** Justin Cheely

- **Sermon Questions:** You can find the sermon questions on theCHURCH app and the website.

▶ **App:**

- Open the app
- Select your campus
- Tap “**Connect**”
- Tap “**Groups**”
- Tap “**Sermon Discussion**”

▶ **Website:**

- Go to tcaz.us/groups
- You will see the latest sermon questions (New weeks questions are usually updated weekly by Monday afternoon)

- **Group Studies and Other Resources:**

- ▶ **Group Studies and Leader Resources:** If you are looking to take your group through a book, or maybe have a specific topic you want to discuss, we have some vetted options on our website.
 - Go to tcaz.us/groups
 - Scroll down to the “Resources” banner
 - Click on the photos of the resources
- **NOTE: All studies outside of the Weekly Sermon Discussion Questions must be submitted to the Groups Director and Discipleship Pastor for review and approval. There are lots of resources out there - not all of them good! We want to work with you and your group to find the best resources possible.**

- **Resource Wall:** If you come across a specific issue with a group member that you are not quite sure how to handle, there are topical counseling booklets available to you in the lobby.
 - Located above the giving boxes and directly across from the Sanctuary doors.
 - Feel free to take and keep those resources.
 - If you do take one of those, please just let the Groups Director know so we can keep those booklets stocked.
- **Future Resources:** If you would like to see a resource or topic added to the list. Let your Groups Coaches know.
- **Leader Self Evaluations:** Leaders will be challenged twice annually to evaluate and assess multiple aspects of their groups. These assessments are tools used to help YOU reflect on the group, where you've been and where you are going.

PARTNERSHIP - OUR MINDSET:

The way you think about group leadership will determine your effectiveness as a group leader and a disciple maker. If you are serving as a group leader, we believe it is because God has called you specifically to this area of ministry to serve with purpose and intention - ***To care for and cultivate mature disciples of Jesus Christ.*** We are not volunteers or facilitators. We are partners together, working side by side, to accomplish our mission. Consider the following **volunteer vs. partner** mindset:

| VOLUNTEER | PARTNER |
|---|---|
| Views leadership as an obligation to fulfill. | Views leadership as an opportunity to be used by God. |
| Takes constructive criticism with displeasure. | Views criticism as an opportunity to grow into a more effective leader. |
| Puts in minimal effort. | Pours heart and soul into group. |
| Does not prepare beforehand for group discussion and breakouts. | Prepares beforehand in order to have purposeful discussion. |
| Wants to quit at the first sign of discouragement or adversity. | Digs in and perseveres through challenges and hardship. |
| Oblivious to the needs of the groups ministry. | Actively prays over the needs of the groups ministry. |
| Only sees themselves as a facilitator or bible study teacher. | Sees themselves as a leader with a purpose. |
| Shrinks back from resolving relational conflict. | Seeks to resolve conflict in order to maintain group unity. |
| Not interested in what theCHURCH is trying to accomplish. | Seeks to engage in the vision and mission through group leadership. |

CARE AND DISCIPLESHIP: OUR PURPOSE

In order to cultivate healthy and mature disciples of Jesus Christ, you will need to commit to 4 main practices¹: *Word and Prayer, Fellowship, Hospitality, and Breakouts*. As you live out these practices over the next few years, your group will no doubt become a thriving discipleship machine!

- **WORD AND PRAYER - CONNECTING WITH GOD:** We see in Acts 2:42 that the earliest group of believers were devoted to the apostle's teaching (the Word) and to prayer. They learned how to pray and meditate on the Word together. Likewise, we want our groups to be committed to the Word of God and to prayer as well. If you were working through psalms, your discussion may go something like this:
 - ▶ **Content and Meaning:** Read through the psalm. How would you put the message of this psalm into your own words?
 - ▶ **Application and Meditation:** Read the psalm again. How do you resonate with the psalmist? Where do you see yourself in this text?
 - ▶ **Praying Together - Getting to the heart:** Everyone prays out loud. What part of the text is most applicable to your life? Put it into your own words and pray the psalm back to God.

It is important for your group not only to learn how to study the Word together, but to **pray together also**. Prayer can be a weird and uncomfortable thing. That is why praying through Scripture is more helpful than just taking prayer requests. The prayers in the psalms for example are already worded for us - we just need to actively engage with them.

¹ 4 practices adapted for theCHURCH from *Life-Giving Groups* by Jeremy Linneman

- **FELLOWSHIP - CONNECTING WITH EACH OTHER:** Fellowship may be the most foundational of the 4 main principles. Why? Because relationships are required for discipleship to work! Groups are not just another bible study, class, or church program - ***they are where you live out the Christian life together.*** If your group is going to build meaningful relationships that grow and pray together, then you need a group that is committed to one another. ***It is ok to ask your group members for a 2 year commitment upfront*** - in fact, I would ask them before you launch if group life is something they are ready to commit to and engage in.

So what might a normal monthly group schedule look like?

- ▶ **Week 1:** Fellowship, Scripture Discussion and Prayer
- ▶ **Week 2:** Dinner together at a group members house
- ▶ **Week 3:** Fellowship, Scripture Discussion and Prayer
- ▶ **Week 4:** Men and Women Breakouts (more on this later)
- ▶ **One Saturday per month:** Do something fun together!

Obviously you have the freedom to meet as often as you want, and you may want to take a different approach to what the weekly meetings look like, but you will not go wrong if you follow this schedule.

- **HOSPITALITY - CONNECTING WITH OUTSIDERS:** Hospitality is actively making space for people who don't know that they can know Jesus - those who are outside our church community. We see throughout the gospels that Jesus is constantly making space for outsiders. He moves from meal to meal, table to table, inviting in those people who were outside the faith community. ***If Jesus modeled this for his disciples, we ought to model it with ours.*** That is why hospitality is one of the four main practices of discipleship.

So what does it look like to practice hospitality in the context of community groups? Here are some ideas:

- ▶ Have group members invite a friend to a group BBQ
- ▶ Be open to inviting non-believers to group dinners
- ▶ Make space for outsiders at group events
- ▶ Throw a party and invite the neighborhood!

Inviting outsiders doesn't have to ruin the dynamic of your group - actually, it will spur your group on to growth (numerically and spiritually) and eventually lead to healthy multiplication.

- **BREAKOUTS - CULTIVATING TRANSPARENCY:** The last main practice in cultivating a healthy discipleship environment in your group is breakouts. ***Breakouts are necessary and non-negotiable - this is where you will cultivate transparency and deeper relationships!***

So, what are breakouts and how do we do it?

- ▶ **Gender specific:** Women and men meet together separately for accountability and prayer. Breakout questions are available on the app alongside the sermon questions.
- ▶ **Monthly:** Set aside one group meeting out of the month for breakouts.

Breaking out into smaller, gender specific groups allows us to move past shallow and superficial prayer requests and into the deep wells of each others hearts. This is where you will learn to get real, drawing out each others hearts and learning to care for one another - bearing burdens, sharing in suffering, and challenging sin.

“And they devoted themselves to the apostle’s teaching and the fellowship, to the breaking of bread and the prayers.” - Acts 2:42

MULTIPLICATION: OUR CULTURE

Our desire is to see everyone who attends our church, and even those who don't, involved in one of our community groups. It would be amazing to see a community group in every neighborhood in the White Mountains. We want to make it easy for people to experience the gospel-centered community we were created to live in. This is why multiplication² permeates the culture of our group ministry. **We grow as disciples, we invite outsiders in, and we multiply to expand God's Kingdom.**

CREATING A MULTIPLICATION CULTURE: As a group leader, creating a culture of multiplication is mission critical. You will need to provide clear vision and expectations for your group members, so they know what to expect and what they are getting involved in. ***Multiplication should be an exciting kingdom expansion mindset, not one of division!***

- **Vision:** This is where you paint the large picture for your group. Something like this, *"Imagine if every person in every neighborhood had the opportunity to join a community group. We have the opportunity to reach so many more people outside of this group through multiplication!"* Casting a vision for your community group will provide direction and purpose to why you gather together each week.
- **Expectation:** You will need to remind your group often that you will be open to new members - willing to grow, expand, and multiply as you begin to reach max capacity.

As the group begins to grow closer and get comfortable with each other, the temptation to want to close the group and never multiply can sneak in.

² Multiplication strategies are adapted from *Life-Giving Groups* by Jeremy Linneman

Regularly reminding your group of the vision and expectations will help combat this. Remember that your goal in leadership is to cultivate mature disciples of Jesus Christ - not just friendship and fellowship. ***Part of the discipleship process is learning how to say goodbye to good friends as they advance the kingdom into new territory.*** It is uncomfortable, but God never calls us to stay right where we are. Instead, God calls us to go!

“Not only has the word of the Lord sounded forth from you in Macedonia and Achaia, but your faith in God has gone forth everywhere...”
1 Thessalonians 1:8

IDENTIFYING AND DEVELOPING AN APPRENTICE LEADER: Once you've established a culture of multiplication and your group is going strong, you will want to identify an Apprentice Leader. Apprentices will need to be some of your most consistent and engaged core members. Look for people who are going above and beyond, or people who would benefit from being challenged to step out of their comfort zone. Once you've identified a potential candidate, let them know of your desire for them to become an apprentice and begin the apprenticeship process. Consult with your Group Coach and with the Groups Director to get your identified apprentice into our Apprenticeship Program in the meantime you and your apprentice should be working through these steps below.

Here are the 5 steps of Apprenticeship³:

- **Observe - I do. You watch. We talk. (2-3 Months):** The goal here is to model group leadership for your apprentice and talk about it once a week. Give them a chance to ask questions or express concerns.
- **Help - I do. You help. We talk. (2-3 Months):** At this point, you will ask your apprentice to come alongside and help you lead. Give them some small opportunities such as lead prayer or host group at their house. Continue meeting weekly to discuss leadership.

³ 5 Steps of Apprenticeship adapted from *Hero Maker* by Dave Ferguson and Warren Bird

- **Facilitate - You do. I help. We talk. (2-3 Months):** This is the pivot point in apprenticeship. You will begin to take a backseat role in leadership, helping out here and there. Assure your apprentice that you are there and available to help. Encourage them to lead through the word, prayer and breakouts. Continue meeting weekly to discuss leadership.
- **Lead - You do. I watch. We talk. (2-3 Months):** Now the training wheels come off. Give them full reigns of group leadership as you transition into a coaching role. Continue meeting weekly to discuss leadership and multiplication.
- **Multiply - You do. Someone else watches. (repeat):** This is where you will send out your new leader. They will launch a new group and begin the apprentice process with someone else. Meanwhile, you will choose a new apprentice and repeat! (*Note: Multiply when your leaders are ready. For some, it may take longer. For others, a shorter amount of time. Don't rush the process just because you have too many people in your group and feel you need to multiply.*)

ENGAGING IN HEALTHY MULTIPLICATION: If done right, multiplication can happen without any destructive consequences or negative responses. This will take some planning and preparation on your part, as well as some best practices to consider. **Remember: Inspiration, not frustration!**

- **Preparation:** As you prepare to multiply, you will want to figure out where your new group will be located, what the timeframe will be, who will go and who will stay.
 - ▶ **Location:** It would be ideal if you could plant the new group in a different neighborhood to allow for the greater reach of outsiders.
 - ▶ **Timeframe:** I would recommend multiplying every 2-3 years. Set that as the expectation on day one, and work towards multiplication.
 - ▶ **Members:** Let your members choose whether or not they will go with the new group or stay with yours. Encourage your apprentice

to build some key relationships with a few other group members, with the intention of multiplying with those members.

- **Practice:** These are some best practices to consider during your multiplication process.
 - ▶ **Celebrate:** Gather together to celebrate the advancement of God's Kingdom through a new community group. Have a party!
 - ▶ **Commission:** Have the group lay hands on the new leaders and pray over them before sending them out to begin their new ministry. This engaged everyone into the multiplication process.
 - ▶ **Re-Center:** Multiplication is the perfect time to re-center your group around the vision and purpose of groups. Take the next few weeks to study through *Life-Giving Groups* by Jeremy Linneman.

GROUP LIFE AFTER MULTIPLICATION: Just because you multiply doesn't mean that your fellowship with the new group has to die. We encourage you to continue to cultivate the friendships you've created, just in a different capacity.

- **Stay Connected:** As a leader, we encourage you to stay connected to the leaders you've developed and sent out. Meet with them monthly or quarterly to see how things are going.
- **Re-Group:** It might be fun to gather together the two groups a few more times for a big BBQ or fun event. This reinforces to the group members that we are still a family of believers - even after multiplication.
- **Regional Teams:** As our ministry grows and expands, we will unite our leaders together through regional teams that are overseen by our Coaches. This will be a great way to connect with other group leaders on a more regular basis.

NOTES: _____

USING PLANNING CENTER:

As the leader of your group, you will be asked to keep your group up-to-date in our church database system: **Planning Center**. We will create a group for you in Planning Center that you will be in charge of monitoring on a weekly basis; taking attendance, adding and removing group members, setting reminders, etc.

TRACKING ATTENDANCE: You will need to take attendance after group each week. ***Taking attendance is not optional.*** This information helps us know who's connected and who is falling through the cracks. Attendance takes less than 2 minutes of your time and can be done through email or the church center app. Please log attendance within 2 days after meeting.

MANAGING YOUR GROUP PAGE: There are a variety of settings that you will need to adjust for your group specifically, such as adding a group photo, setting your meeting times, location, what your group is studying, etc. Please do your best to keep your group page up-to-date.

CREATING EVENTS: You will need to create an event for everything your group does - from weekly meetings, to monthly BBQ's. These can be set up as reoccurring up to 2 years out so you won't have to create an event each week.

REMINDER EMAILS: Once you've added all of your members and set up your weekly group meeting in the events page, Planning Center will send out reminder emails the day before so your group members never forget!

CHURCH CENTER APP: Lastly, we encourage you to download the Church Center App onto your smartphone. From the app, you can take attendance, create a message thread with group members, create events, etc. It's a great alternative if you don't like checking your email! Otherwise login at groups.planningcenteronline.com.

WHAT WE EXPECT FROM YOU:

WE EXPECT YOU TO HONOR YOUR COMMITMENT TO LEADERSHIP:

Group leadership is no small task. You are essentially pastoring a small group of people - discipling them and caring for their souls. We ask that you take this leadership commitment seriously.

WE EXPECT YOU TO PREPARE FOR GROUP EACH WEEK: Trust me, it can get tempting to become lazy in preparing for group each week, just hoping to "wing it". **Remember that you are leading people into a growing relationship with Jesus Christ for the glory of God alone.**

Don't cut corners on making disciples!

WE EXPECT YOU TO THINK LIKE A CHURCH PLANTER: Every time your group multiplies, you plant a new body of believers and advance God's kingdom. The fruit of your ministry work is not just your immediate group, but all the groups you've planted as a leader - the fruit you produce could be tenfold, thirty, or even a hundredfold!

"My fruit grows on other people's trees." - Bob Buford⁴

WE EXPECT YOU TO CREATE A CULTURE OF MULTIPLICATION: Set a multiplication culture on day one. Everything you do as a group leader, every meeting you have, should be done through the lens of this culture. **The mindset should be inspiration not frustration!**

WE EXPECT YOU TO DEVELOP AN APPRENTICE LEADER: Leaders develop leaders. We expect you to be actively engaged in discipling someone to do what you do as a group leader.

⁴ Taken from Hero-Maker: Five Essential Practices for Leaders to Multiply Leaders by Dave Ferguson and Warren Bird. Pg. 169.

WE EXPECT YOU TO MAKE BREAKOUTS A PRIORITY: Whether you breakout weekly or monthly, we expect this to be a regular part of group life. It is vital for engaging in deeper discipleship as men and women of God.

WE EXPECT YOU TO KEEP PLANNING CENTER UP-TO-DATE: This may be the most mundane aspect of group leadership, but it is extremely important. Attendance, your current roster, and events are all helpful for the group's leadership to stay up-to-date and to make sure that people don't fall through the cracks. Please make this a priority!

WE EXPECT YOU TO MAKE LEADER HUDDLES AND WORKSHOPS A PRIORITY: We will meet together as an entire ministry 2-4 times per year to re-connect, re-center, and re-group through our leader huddles and workshops. Our expectation is that you will be there to make those meetings a priority. These are great opportunities for us to learn from one another as leaders, pray for each other, and grow together in unity as a ministry. What to expect from a leader huddle:

- **Goals:** At each leader huddle we will renew the vision, direction and purpose of the group's ministry. This is also where we challenge the next goal we want to achieve as a team.
- **Peers:** You will have a chance to connect with other leaders, bounce ideas, and ask what is working or not working for them.
- **Skills:** We will try to provide you with further leadership training at each huddle to sharpen your leadership skills.

GRACE: The reason for these expectations is not to discourage you, rather, we want to make sure we are all on the same page as a team. As we lay out expectations for each other, know that we will also extend grace. Grace should never be abused, and it should always be freely given.

WHAT TO EXPECT FROM US:

WE WILL BE AVAILABLE FOR YOU: Sometimes things come up in group that go beyond your leadership expertise. We get that. We want to assure you that your team leader and the groups pastor will be available as a resource to you for any questions or concerns you may have.

WE WILL BE APPROACHABLE: Don't hesitate to reach out if you need anything. We are here for you!

WE WILL PROVIDE YOU WITH THE RESOURCES YOU NEED: We are committed to providing you with the best resources available - whether that be further leadership training, better group study materials, help with navigating Planning Center, etc.

WE WILL INVEST IN YOUR LEADERSHIP: We want to see you grow as a group leader. Actually, we want to see you advance in your leadership! We are committed to investing in and developing you into a stronger leader by:

- Providing ongoing vision, direction, and purpose through monthly communications, consistent Coaching Interactions and twice annual Leadership Workshops.
- Connecting with you personally on a weekly, monthly, and yearly basis
- Encouraging you in your goals and aspirations as a Group Leader
- Challenging you to go above and beyond!

WE WILL INVEST IN YOUR PERSONAL AND SPIRITUAL GROWTH: As a leadership team, we don't just see you as a means to an end. We recognize that you are a child of God who is also growing in your walk with Christ. We recognize that you need to be prayed for, encouraged, cared for, and challenged just like your group members do. As your team leaders, we commit to caring for you personally and spiritually.

CONCLUSION:

We are excited to begin this new ministry journey with you! Group leadership is an absolute blessing as you see people grow deeper in their love for God, knowledge of the Word, devotion to prayer, and fellowship with other believers.

As you begin to see lives changed through weekly discipleship and the kingdom advanced through healthy multiplication, we hope you are encouraged by the time invested in your group.

We love Paul's heart for the churches he's planted:

"I feel a divine jealousy for you, since I betrothed you to one husband, to present you as a pure virgin to Christ...there is daily pressure on me of my anxiety for all the churches."
- 2 Corinthians 11

We're so encouraged by Paul's heart expressed for the different groups of believers he's poured his time and effort into. You can feel the burden of leadership. You can feel his anxious desire to see these people grow and change; to be conformed to the image of Christ.

As a Group Leader, be encouraged that the work you are about to step into is not in vain. **It may be hard work at times but it's always a joy.** Thank you for partnering with us in the discipleship of God's people!

To God Alone Belongs All The Glory,

Justin Cheely, Discipleship Pastor
Cassie Chandler, Groups Director

GROUP LEADER COVENANT:

As an active partner in the Groups Ministry Team at theCHURCH of Arizona, I commit myself to the following values and guidelines:

- ▶ **theCHURCH:** I am committed to this particular church body, its mission, its leaders, and to its statement of beliefs.
- ▶ **Spiritual Growth:** I commit to growing spiritually. As a follower of Christ, I am devoted to pursuing Jesus Christ with passion and integrity.
- ▶ **Leadership:** I am committed to growing as a Group Leader, challenging myself to develop more leaders, and therefore more groups.
- ▶ **Character:** I understand that I represent Christ and the leadership of theCHURCH, therefore I testify that I do not participate in the following, but rather live in/by the Spirit as seen in ***Galatians 5:16-24:***
 - Drunkenness
 - Sex outside of marriage
 - Sexual immorality (pornography, etc.)
 - Illicit drug use or any other substance abuse
 - Inappropriate posts on social media
 - Living with someone (opposite sex) who is currently not my spouse
- ▶ **Training:** I am open to attending trainings/workshops in order to learn and grow in leadership.
- ▶ **Prayer:** I commit to praying regularly for the groups ministry and its leadership.
- ▶ **Unity:** I commit to promoting the groups ministry in public, along with its leadership so as not to sow any division or discord. If I have a problem, I will bring it to the attention of my direct report in private.

Signed: _____

Dated: _____