

Coaching and Overseeing Home Group Leaders

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Jon here for 22 years. Came to Christ in 1980. Been leading and teaching in home groups for 20 years. I've blown up two home groups. I was kicked out of the leadership at one point. Part of the process of becoming more effective in leadership. A huge part of my growth personally. Amazed at response to summer institute. We don't look at our model as *the* model to be used in your groups. We are just presenting what has worked for us.

Opened in prayer

What we might do as a coach (consultants / sphere leaders)
When we are overseeing the leaders actually do the work of leading home groups.

Who are your leaders

Do you have an understanding of the incredible resource you have in small gp leaders. They are carrying two full time jobs. One they get paid for. The other they get grief for. Realize they've stepped forward and put themselves on the front lines of shepherding and attack.

We need to understand that and value them! Even if they are weak or lame.

Do you have them identified?

If you do and they are leading and have a following that makes your job easier.

If not, then you have to go back from here.

What is their role?

Lot of them take on more than God calls them to and we expect.

We need to be clear about our expectations.

Are they a nurturing mother, a counselor, the answer man, the fix-it guy.

If we are not clear about their role then we won't be able to free them up to do the Job they are called to.

Their role is to lead the people toward an objective that Jesus Christ lays out.

Sanders quote: *Spiritual Leadership*

Those who are willing to suffer for the sake of objectives big enough to warrant their sacrifice.

We care called to “plant” the group, multiply the group.

~ The goal of planting should drive our leadership together, drive or events, discussion, direction and planning.

~ Planting should perpetuate/share the group environment by planting.

We should be involved in sharing the environment of community and relationships with others. This is not like Sunday when you skipped off each other. It is so vital and life changing that we want to share it.

Means taking a risk to plant a group.

~ *Visualize your group 10 yrs from now. Will we be one close knit gp or will we have selflessly multiplied?*

Bulbs, after a bit you have to split them out and plant other places or they will choke out.

~ *Decide on a plan and set a date.*

What is your plant, plan? What is your date!

Do you start with a plant plan right away? Yes. We are here to duplicate what JC Did.

It takes 3-5 years to plant. It can take 7 yrs.

How do you know when it is time to plant?

Size

Ready leadership wise?

25-30 growth – house group.

~ Ask them to work the plan through prayer.

What do we do to work evangelism in the group

What do we do to plan for discipleship?

A plan is ridiculous if we aren't praying toward it.

Our job is to check and follow-up and with their plan.

We are trying to help them get to the ideas!

Our role in their lives is to get some regular time with them.

Meet with one leader in the team (even a married couple is not considered plurality of leaders. Takes 3)

We give them open access to us.

Available at any time.

We are working through plant plans and discipleship plans.

Meet with them at least once a month (typically 3-4 x a month) to have a consulting with them.

We try to visit their group at least once a year.

My main role is to facilitate their pursuit of God.

ASK – answering God's invitation to lead.

My goal is to help him facilitate his pursuit of God.

My job is not to get him to march to the Xenos drum.

My role is to help him facilitate what he was to do with God in his life.

I do this through lots of questions:

Keep leading him back to God

What is His plan in that person's life.

How has God encouraged you in your leadership role.

How is God working the fruit of the S in your life.

I'm trying to streamline their focus in leadership!

Leaders' Focus on the 5 Essentials on a Healthy Home Group

A faithful God.

Form follows the principles! We look for the forms.

We have to look for the functions and principles. Forms will follow.

5 ESSENTIALS OF A HEALTHY HOME GROUP

Sample Plans

EVANGELISM

- Building bridges:
 - 1-on-1 work
 - detailed sharing in cell
- Prayer support
- Events:
 - special HC series'
 - C & C
 - Parties & activities
- Taking classes & reading books on evangelism
- Maximize CT:
 - meet people
 - teaching team
 - booth
- 8/01 ST tape review

DISCIPLESHIP

- Are leaders modeling discipleship?
- Teach discipleship in CG & HG
- Pray for new disciples
- Quarterly updates to HG ministry chart at appropriate meetings
- Yearly/semi-yearly use of bubble chart w/ action steps established
- Celebration of movement toward ST membership
- Planting emphasis
- Discipled seeks regular input from leaders & co-workers
- Taking classes, challenge group, reading discipleship books
- Discipleship topics list /link
www.xenos.org/classes/leadership/discipleship.html

Included in all plans

- Prayer
- Love
- Planting emphasis
- Communication & vision
- Grace
- Truth / Scripture

Universal

EVANGELISM

COMMUNITY

DISCIPLESHIP

GROWING LEADERS

A FAITHFUL GOD

COMMUNITY

- Serving each other—learning & exercising gifting
 - Helping each other evangelize
 - Helping each other with classes
 - Helping each other with domestic and misc. needs
- Good Home Church & cell meetings
- ST tape on Enthusiasm 7/99
- Regular retreats & vacationing together
- Support of the same Central Teaching
- Workers' meetings—vision-casting
- High support - High admonition
- Prayer meetings & smaller prayer bands.

Delegating - Practice it

I ask them what they are teaching & visit. I get feedback.

GROWING LEADERS

- Annual personal growth goals
 - Book & bible reading goals
 - Class goals
 - Prayer
 - Ministry
- Peer involvement & initiation
- Honesty about character & sin issues
- Growing as a spouse, parent...?
- Are we bringing vitality to the group by growing in our walk w God?

Romans 12:1
2 Peter 1:5-8

~ How visible is your relationship with Christ?
Is Bill growing? What would someone else say?

~ Do you merely hope to be a growing leader or do you have a plan for growth?
What's my plan to move toward this?
Just the desire will not get them there.

Plan for growth as a leader!

~ Are you setting annual personal growth goals?
~ Are you intentionally involved in your co-leaders' lives? Are you taking initiative?
How much modeling can you do as a team if you are never together?

~ Honesty about character and sin issues.
~ Grow as a spouse / parent / son / daughter.
If they aren't growing here everything else is hollow.
Are you somebody different publicly than you are at home or in secret.
This is a double life.

~ Your walk with God is a legacy that we leave with our group.
Our papers, etc. are fine. But what they are impacted with is our walk with Christ.

If not, then I have to voice my concern to them about the level of vitality in their lives.
If your walk with Christ is vital then I am not so worried about gifts.

Discipleship

Making time to regularly help younger believers grow in Christ.
Matt 28:19-20 we all called to this.

How can we help them plan for discipleship?
~ teach discipleship in all venues bec this is priority
~ Are they modeling discipleship?
~ Are they praying for new disciples
~ Are they evaluating

Ministry charts: Ron to Greg to Eric

Mike to Ken and to Bryan

Joe, no one is with them.

Jon, no one with them.

What does your discipleship look like.

Meet with them and I pull out the ministry chart

Have you talked with Greg.

What is going on there?

As a coach I am keeping a more objective eye on what they are doing.

Tools to use to access discipleship:
On Xenos web site!

Plan for discipleship!
Celebrate movement toward discipleship!
Excitement when they are getting time with disciples.

Whenever anyone completes a class.

Again, we want to have a planting emphasis!
Sometime in the future going off with Ron.

Are they seeking regular input from leaders and co-workers?
I overlook input from my wife.
She can easily give me clear, objective input.

1 Peter 2:4-5 “and coming to Him, a living stone, you also as living stones are being built up. Inner connected living stones.

Like a nice brick wall or like a pile of rubble?

Community

Ephesians 4:15-16

Barriers to community:

- Good teaching vs dull, not meeting needs.
- Lots of discussion.
- Lots of fun
- If you don't hear laughter in the group
- Superficial relating
- Lack of truth
- Kosmos world view.

Not all Servant Team leaderships are home group leaders.

But, all home group leaders are Servant Team Leaders.

The Servant Team meets once a quarter: 3 are meetings; one is a retreat.