

# Small Group Leader Training



Wednesday 23 March 2022

## Next two sessions:

A vision for small groups at Emmanuel

Managing group dynamics well - how people relate to each other in a group

What support can I expect as a leader?

How does my group manage change well

## Breakout rooms

What do healthy small group dynamics look like?

## Small groups at Emmanuel - six characteristics

- ❖ A clear, agreed vision for the group - what is the purpose of our group? (Acts 2 v 42-47)
- ❖ Mutual support (Hebrews 10 v 24,25)
- ❖ Informal (Col 3 v 23)
- ❖ A place where Christian character is formed (Romans 12 v 2)
- ❖ Looking outwards as well as inwards (Matt 28 v 19,20)
- ❖ Balanced relationally in two directions - vertically and horizontally (1 Thess 2 v 8)

## Take five minutes

Think about the small group that you help to lead.

Does it feel as if it is in line with these character traits?

With 1 being 'out of line' and 5 being 'fully aligned', spend a few minutes thinking through the small group characteristics.

How would you grade each one for your group?

# Small groups at Emmanuel - six characteristics

❖ A clear, agreed vision	0 1 2 3 4 5
❖ Mutual support	0 1 2 3 4 5
❖ Informal	0 1 2 3 4 5
❖ Looking outwards as well as inwards	0 1 2 3 4 5
❖ A place where Christian character is formed	0 1 2 3 4 5
❖ Balanced (a good balance between horizontal and vertical)	0 1 2 3 4 5 (if your group is unbalanced give it 0 if it's very balanced 5)

## Dysfunction

What happens when my group starts to fall away from what it should ideally look like?

# Clear explicit aims? - 'my group has no aim and keeps evolving!'

- ❖ The group hasn't really got a clear aim - but we've been running for years and probably don't want to upset anyone by thinking about this now
- ❖ My group has implicit aims which don't follow the explicit aims
- ❖ Where do we get the aims from?!



# Mutual support ?- 'my group is lopsided and the expectations on me are not clear'

- ❖ The leader feels overburdened
- ❖ The same group member's needs are looked after every week
- ❖ The capacity of the group is less than the needs of the group
- ❖ There is systemic dissatisfaction

# Informal? - 'there are obligations on me beyond what I signed up for..'

- ❖ The leader is expected to take too much control or show too much initiative
- ❖ The leader is too prescriptive
- ❖ The leader feels there is an excessive administrative burden on them

# What support is there for me at Emmanuel?

- Small group leader training provides ongoing support
- Cluster Leaders or team leader - keep in touch
  - Discipleship leader
- Care Team - when the needs of a group member become too much
- Clergy

**What stands out from what you've learnt today?**