

WELCOME!



Dear New Life Freedom Apprentice Leader,

Thank you for saying “YES” to leadership in New Life Community Church’s Freedom ministry. In our quest to help people Know God, Find Freedom, Discover Purpose, and Make A Difference many people minimize or skip finding freedom. This leads to many Christ followers struggling through their faith without the power and knowhow to heal from the past and fight temptation. You are joining the fight to set people free, break the chains of bondage, and teach people to stay free and fight their battles.

Enjoy your experience through these 6 conversations. Don’t be dissuaded by a world that tells us we are too busy. Take time to be well prepared to lead at New Life Freedom, care for those around you, and pray with authority. This process works best if you can do the 6 conversations once a week for 6 weeks. This will keep things fresh for you and give you the opportunity to practice leading alongside your leader. You will get the most out of the conversations if you read them before you meet with your leader and write out your answers to the questions ahead of time.

Your leadership will make an eternal difference in the lives of the people of Gardner. I am thrilled that you are joining the leadership community of New Life.

“I thank my God every time I remember you. In all my prayers for all of you, I always pray with joy because of your partnership in the gospel from the first day until now, being confident of this, that he who began a good work in you will carry it on to completion until the day of Christ Jesus.” Philippians 1:3-5

Together in Christ with you,

Pastor Lucas Motley

NEW LIFE FREEDOM APPRENTICE

Development Conversations

Meeting Date	Meeting Time	Table Time
	Conversation #1 "Introductions"	I do, you watch, we talk
	Conversation #2 "Leadership Expectations"	I do, you help, we talk
	Conversation #3 "Facilitation is about 3 Simple Things"	I do, you help, we talk
	Conversation #4 "Creating a Safe Place"	You do, I help, we talk
	Conversation #5 "Challenging Personalities"	You do, I help, we talk
	Conversation #6 "Caring For Your Group"	You do, I watch, we talk

Meeting Coaching Questions

1. Where are we winning?
2. What challenges are we facing?
3. How can we help each other?
4. How can we pray for each other?

Plan Ministry Time

1. How can we help our group?
2. Who do we need to pray for?
3. Are we ready to reproduce?
4. Who is the next apprentice?

A part of every development conversation is talking about what God is doing in our lives, where He is at work, what He is saying to us, and what our next steps of growth are. Always share ways to pray for one another and pray for each other daily.



CONVERSATION 1

INTRODUCTION TO FREEDOM LEADERSHIP



INTRODUCTION TO FREEDOM LEADERSHIP

Conversation 1



WHY FREEDOM?

Heal the sick, cleanse those that have leprosy, drive out demons. Freely you have received; freely give” Matthew 10:8

Throughout the New Testament of the Bible, we have examples of people in need of freedom. Whether it was the Lepers needing to be healed physically so they could escape life-long quarantine from family, Nicodemus needing to change a legalistic mindset, the Samaritan women needing to be set free from her past identity, or Mary who was delivered from seven evil spirits... declaring freedom for the captives was a major part of Jesus’s ministry.

“By this is love perfected with us, so that we may have the confidence for the day of judgment, because as He is, so are we in this world.”¹ John 4:17

New Life Freedom is designed to help bring people of all walks of life together, and utilizes a variety of teaching formats to help people transform by the renewing of their mind (Romans 12). It also incorporates short and long format prayer opportunities for followers to be prayed for and participate in prayer for others. In short, it helps believers get free and stay free from physical, emotional, and spiritual bondage.

“Then the eleven disciples went to Galilee, to the mountain where Jesus had told them to go. When they saw him, they worshiped him; but some doubted. Then Jesus came to them and said, “All authority in heaven and on earth has been given to me. Therefore, go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely, I am with you always, to the very end of the age.” Matthew 28:16-20

HELPING PEOPLE FIND FREEDOM IS A WHOLISTIC PROCESS TO:

- **HEAL THE BODY**

We follow the steps in James 5 and pray directly for physical healing. This could be for relief from addiction, sickness, or physical handicaps.

- **RENEW THE MIND**

Romans 12 calls us to be transformed through changing our minds or hearts. We use promises in scripture and specific revelation from God to reject lies, forgive longstanding hurts, and find our identity in Christ.

- **BE LED BY THE SPIRIT**

We strive as, Galatians 5 says, to be led and to teach others to listen to God's Spirit, the counselor. We overcome the flesh by giving way to the Spirit.

WHAT WE BELIEVE

New Life Community Church is a non-denominational church. So, our beliefs are centered around the fundamentals of the Christian faith. We have compiled a basic set of statements about those beliefs. These theological stances are the foundation of our faith and can be used as a platform to read God's word and develop your faith. Please review them in Appendix #2.



FREEDOM LEADERS

Freedom Leaders are the front lines of discipleship at New Life. They work to create a safe place for people to ask questions, wrestle with God's truth, and grow in their journey with Jesus. To care for leaders, we have provided a guide to meet 1 on 1. Please review the Leader/ Apprentice + Coaching Guide in Appendix #1.

REPRODUCING LEADERS

As part of this mission, we highly value the reproduction of new leaders in every ministry of New Life Community Church. Leadership Development is a high priority for us and it is our goal to do it with excellence, so as an apprentice leader at New Life, you will meet with your leader to have 6 conversations.

These conversations will help you grow as a spiritual leader of others. You will also work with your leader to take on more and more leadership in New Life Freedom until you are prepared to lead a table group, lead a prayer session, etc. Thanks for saying YES! Your spiritual leadership of others will make an eternal difference!



REFLECTION QUESTIONS:

- 1** What initially brought you to New Life Freedom?

- 2** What was your experience with church when you were growing up?

- 3** When did Jesus first become real to you? How are you continuing to grow as a Christ-follower now?

- 4** What has been your understanding of the Holy Spirit's role in our lives? Why do you think Jesus said it is better that He go and the Holy Spirit comes? When Jesus calls him the "helper" what does He help us do?

- 5** What made you say "yes" to being a freedom leader apprentice?

- 6** What are your hopes and expectations for this role?
- 7** What are some examples you see of Matthew 28:16-20 1 John 4:17 or Matthew 10:8 playing out in the church today?
- 8** Which one of the three life areas of freedom do you feel the most passionate about? Why?
- Heal The Body
 - Renew The Mind
 - Be Led By The Spirit
- 9** After reading the “What We Believe” document, what stood out to you? What questions do you have? Do these statements match your personal theology? Why or why not?

WHAT'S NEXT?

- Set time for your next Leader/Apprentice Meeting
- Read New Life's Leadership Expectations (Appendix #3)
- Read Conversation #2 and write out your answers to the questions.
- “I do, YOU watch” at the table group this week

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CONVERSATION 2

LEADERSHIP

EXPECTATIONS

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LEADERSHIP EXPECTATIONS

Conversation 2



New Life Community Church's Leadership Expectations document was created after a study of what the Bible has to say about leadership. While we look at the Leadership Expectations, it is important to keep in mind that none of us have "arrived." We are not able to accomplish all of these things 100% of the time. However, we do agree together that these are the biblical expectations of leaders in the church and we are striving to grow in each of these areas.

New Life Community Church leaders are called first and foremost to be servant leaders who model and encourage others. Leaders will serve as catalysts in New Life's mission of Loving God and Loving People through a commitment to Connect, Grow, and Serve. A leader will be a personal example to new members of the New Life family.

Please read New Life's Leadership Expectations (Appendix #3) and write your answers to the reflection questions.

PLANNING FOR GROUP TIME

As part of your apprenticeship, you will go through a process of preparation for leading a New Life Freedom table group on your own. You may also learn to participate and/or lead a prayer session.

The process looks like this:

I do, you watch, we talk

I do, you help, we talk

You do, I help, we talk

You do, I watch, we talk

This week at New Life Freedom, the apprentice will watch the leader lead the group. Be thinking about these things as you watch the leader lead.

- What went well?
- When did you see people particularly engaged in conversation?
- When did you see people having fun and building relationships with each other?
- What could have been better?
- When did group members seem disinterested, bored, or distracted?
- What can we do to improve the group time?



REFLECTION QUESTIONS

- 1** What kinds of things come to mind when you hear the word “leader”?

- 2** Do you feel like you are more of a natural leader or a natural follower? What leadership roles have you found yourself in over the years? Did you like those roles? Why or why not?

CONNECT:

- 3 After reading the Leadership Expectations, what concerns or questions do you have?
- 4 When you first came to New Life Freedom or a community of believers, what were things others did to help you feel connected and cared for? What are ways that we can care for people in this setting and what are some areas we will not be able to care for the people at our table?
- 5 If you had to give me a tip or share something you learned previously about good leadership or good community that pertains to Freedom, what would that be?

GROW:

- 6 Share your thoughts on baptism. If you have been baptized share your baptism stories with one another. If you have not been baptized, what questions do you have about baptism? What concerns do you have? If you have not been baptized, what would help you take a step towards getting baptized?

7 New Life encourages baptism by full immersion in water for anyone who believes in Jesus and has submitted to Him as the leader of his or her life. What other types of baptisms have you seen or experienced? What is your understanding of the purpose of baptism by immersion?

8 What spiritual disciplines (reading the Bible, prayer, journaling, fasting) have been the most helpful to you in your journey with Jesus?

SERVE:

9 How is God challenging you in the area of generosity?

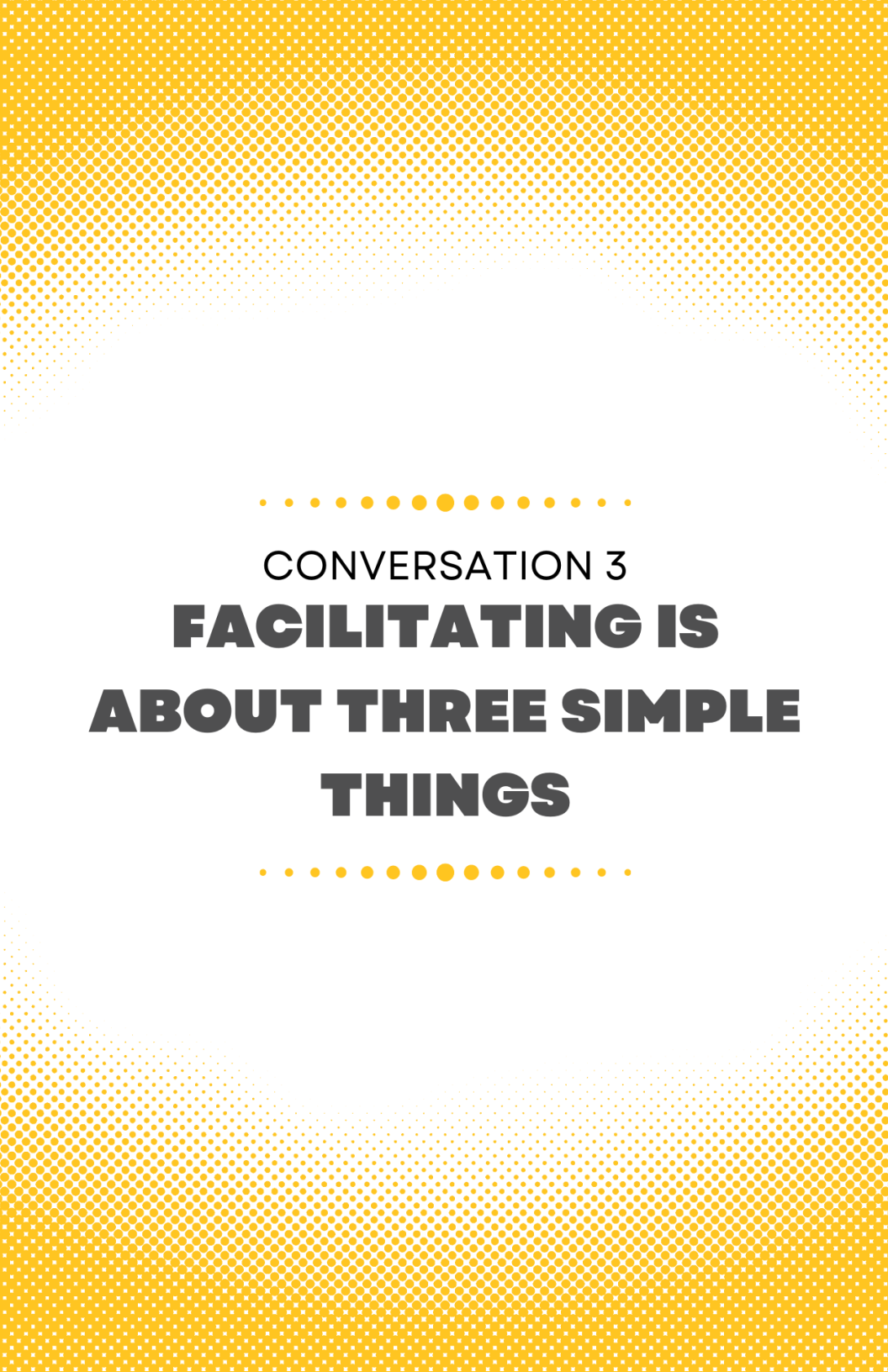
10 In what ways are you using your spiritual gifts to love God and love people? (If you are unsure what your spiritual gifts are, you can find them by filling out a spiritual gifts assessment, which your coach/leader can provide. Your coach/leader can put you in touch with that resource).

- 11** Of all the Leadership Expectations you read, which one do you think will come most naturally to you? Which one will you struggle with?

Remember, we are all growing in Leadership Expectations. It is a process as we transform into the people God created us to be.

WHAT'S NEXT?

- Read conversation #3 and write your answers to the questions
- Set up a time to meet and discuss conversation #3 with your apprentice/leader
- “I do, YOU help” in group this week – this could be asking someone to share or giving the synopsis at the end or directing the prayer time, etc.
- Review group time at next meeting



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CONVERSATION 3

**FACILITATING IS
ABOUT THREE SIMPLE
THINGS**

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FACILITATING IS ABOUT THREE SIMPLE THINGS

Conversation 3



There are a few simple things we can do to create an atmosphere that helps people take the next steps in their spiritual journey. Although these things are simple, they are not easy. Often our natural tendency as a Freedom leader is to do the opposite of these simple things.

ONE: STOP TALKING | START LISTENING

“What you have to say as a leader is not as important as the thoughts of those present!” How To Lead A Great Cell Group Meeting, Joel Comiskey, Pg. 74

Have you ever been in a group where the leader does most of the talking? The group members get bored, their eyes glaze over and before you know it, the group goes from 10 members to a faithful 2 or 3. The table groups at Freedom are designed as small life groups and are designed to be relational; a place where we share our lives and stories with each other... which requires everyone to talk. So why does a table group leader often find themselves dominating the conversation?

There are multiple reasons a leader talks too much in their group: perhaps one of their primary gifts is teaching, so they just can't help themselves. Or maybe they are nervous or they don't like silence, so they fill it up with chatter. Whatever the reason, a table group leader who talks too much will soon find themselves the only one showing up for Freedom.

Proverbs 20:5 says, *“The purposes of a person's heart are deep waters, insight draws them out.”* When leaders learn to ask good questions and actively listen to responses, it can change a ho-hum group time into a life-changing conversation.

The art of asking good questions begins with active listening.

- Listen to what is not said (gestures, facial expressions, etc.)
- Pay attention to responses and ask follow up questions to draw out more.
 - Why do you think you believe that?
 - What are your next steps?
 - Tell us more about that.

TWO: STOP GIVING ADVICE | START FACILITATION DISCOVERY

We want to tell others what to do, don't we? Observe conversations. Someone has a dilemma, they share their dilemma, and the people around them are jumping all over themselves giving advice. It is like a feeding frenzy. The person who has shared rarely walks away feeling cared for and understood, and sometimes they can feel frustrated or incapable. The person who gives advice walks away feeling great. They are thinking, "I am so smart, I hope they follow my advice, then life would go better for them."

Imagine a different scenario. A person shares a dilemma. Instead of everyone telling them what they should do, they respond something like this:

"Wow, that must have made you feel pretty."

"What are you thinking about doing?"

"If you do that, what do you think the outcome will be?"

"What do you hear God saying to you about this situation?"

"What are you most afraid of?"

"What are you hoping will happen?"

"What do you most need?"

"How can we help or agree with you in truth?"

Advice giving communicates, "You can't figure this out on your own, I will figure it out for you." Asking questions communicates, "You are capable and will figure it out; how can I support you?" When people discover their own next steps, they are more likely to take a step forward in their spiritual journey and experience growth.

THREE: STOP EXPERTISE | START BIBLICAL TRUTH

Often group leaders feel the need to justify their position as the leader by having the answers or knowing more than others. Here is some really good news: you don't have to know it all! Hurray. Instead, our role as the leader is to facilitate an environment that allows the Bible to speak.

In group time, the Bible brings the teaching; our job is to help group members respond to that truth by asking questions that draw out people's opinions and feelings and then asking, "Does this match Biblical truth or is it a lie from the enemy?" When group members have a safe place to unpack how they think or feel about something, they create room for God's truth to be planted in their heart.

As group leaders, our job is to prepare for the discussion by doing the homework (and even the extra credit), praying for wisdom, and continuing to hone our leadership skills. Just remember to keep asking good questions, drawing out the thoughts and wisdom of the group. Fight that temptation to teach a class. You may have gifts as a teacher and opportunity to teach the lesson at Freedom in the future, but New Life Freedom table groups have a different purpose.



REFLECTION QUESTIONS

- 1 "What you have to say as a leader is not as important as the thoughts of those present!" - Joel Comiskey. Do you agree with the author? Why or why not?
- 2 How can we as group leaders allow silence in order to let our group members process the question without things getting uncomfortable or awkward?

- 3** What is your natural tendency on the continuum below? How do you think you got this way?

ENCOURAGE PEOPLE
TO DISCOVER THEIR
OWN NEXT STEPS.



TELL PEOPLE WHAT
THEY SHOULD DO.

- 4** In your opinion, is there ever a time when advice giving is appropriate? When would that time be?

- 5** How can we share the truth of scripture in our table group without coming across as the condemning or a “know-it-all”?

- 6** Which one of the following will be easiest for you? Which will be the most challenging?
- Stop talking, Start listening
 - Stop giving advice, Start facilitating discovery
 - Stop expertise, Start Biblical truth



REVIEW LAST GROUP TIME:

- What went well?
- What could have been better?
- When did you see people having fun and building relationships with each other?
- When did you see people particularly engaged in conversation?
- When did group members seem disinterested, bored or distracted?
- What can we do to improve table group time?
- Is there anyone in our group who needs follow up?
- Who do you see making progress spiritually?



WHAT'S NEXT?

- Read conversation #4 and write your answers to the questions
- Set up a time to meet and discuss conversation #4 with your apprentice/leader
- I do, YOU help in group this week
- Review group time at next meeting
- Decide who will do which parts at the next group time



CONVERSATION 4

A SAFE PLACE FOR TRANSFORMATION



A SAFE PLACE FOR TRANSFORMATION

Conversation 4



Transformation is tricky business. Allowing ourselves to be vulnerable enough to admit that we don't have it all together, that we are full of sin, and that we need to change in order to become more like Jesus...well, it's just scary. We need to feel relationally safe and emotionally supported in order to embark on transformation. There are a few things we can do to help people drop their defenses and begin the journey.

USE FREEDOM GUIDELINES

The Freedom Guidelines help group members know what to expect. Asking a group to adhere to a set of behaviors in relationship to others and to the group creates the possibility for emotional and relational safety.

- Review the Group Guidelines Appendix #4

USE YOUR TABLE TIME

Each week every attendee of New Life Freedom has an opportunity to share their “takeaways” from the homework, live teaching, or even the 7-minute stories. Making sure each person at the table can feel heard, ask questions, and share in transformation is more of an art form than a science, but there are some key principles to help maximize the impact of this time.

Many people's story includes a moment of freedom like being healed of an addictive craving or finding forgiveness and peace from past trauma. However, the renewing of the mind is where transformation sticks and where it can continue to grow. Discipleship is not just one break through... but a cultivating a lifestyle of growth and relationship with Jesus Christ, God the Father, and Holy Spirit. Then letting that personal relationship change you.

- **OPENING QUESTION**

Questions that encourage group members to tell their story, which allows group members to answer questions about a subject that only they are an expert on: themselves. “How did God speak to you through this teaching?” “Was anyone challenged by the teaching this week? How so?”

- **DISCOVER TRUTH** - *Questions about a Biblical truth or a scripture passage*

Questions of Understanding – “Was there something you didn’t understand that the group might help clarify?”

Questions of Opinion – “Do you agree with that?”

Questions of Feeling – “How did you feel in temptation vs. how did you feel when you were asking God to speak to you?”

- **WHAT'S NEXT? RESPOND TO THE TRUTH**

How does this truth change how I think?

How does this truth change how I feel?

How does this truth change how I act?

A well-managed table time will allow each member to take a turn reporting their takeaway from the teachings and allow others to react to those sharing. It is not a book report, but it is also not a free-for-all. Members should feel affirmed for sharing not just immediately hijacked into someone else’s story. Be sure to seek to understand and not just pile on.

BE PREPARED

It’s Tuesday, it’s 4:30pm and New Life Freedom is in 2 hours. You haven’t left work, you haven’t had dinner, you haven’t seen your kids today, and you haven’t prepared for group. You pull up your Freedom homework, get in your car, and listen to it as you drive home. After dinner is done and dishes are cleaned up, you have another 15 minutes before you leave for group. Ugh, you feel unprepared and inadequate to lead, so you say a quick prayer on the way to group and away you go.

This is real life. However, if we can rise above this pattern and put some thought and effort into preparing for Freedom, our discussion takes on a whole new possibility for effectiveness.

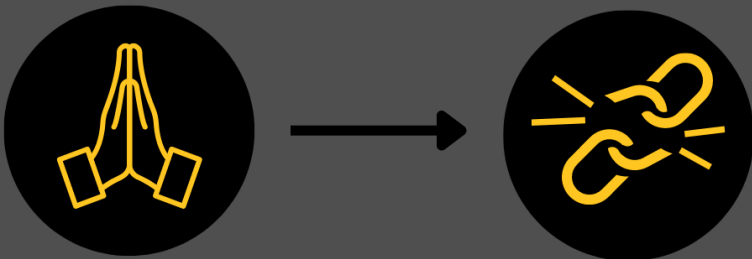
Although these things may seem obvious, these steps of preparation are worth listing and adhering to as we prepare to lead life changing conversations:

- Pray for your group members during the week.
- Watch/Listen to the homework and the extra credit early in the week and take notes. Then repeat again closer to Freedom.
- Touch base with your apprentice and encourage each other to both be there and decide who is leading what part.
- Write down common themes your members have to report at the end of New Life Freedom when leaders share.
- Read Bible passages and related Scriptures and commentaries:
<http://www.biblegateway.com/resources/commentaries/>

TRANSFORMATION THROUGH PRAYER

Perhaps the moment that has the potential to be the most awkward but also the most rewarding is the prayer time. Prayer in groups and praying for another person can often be viewed by Christians (even long standing believers) as intimidating, weird, and something only super spiritual people do. For people seeking Freedom prayer is a potent tool. It is vitally important for each of us to learn to pray in our own spiritual lives.

In New Life Freedom there are opportunities for participants and leaders to be prayed for with their table group and outside NLF by setting an appointment with a prayer team. These are powerful times but in between these times people need to be able to fight spiritual battles in their own prayer times. That is why Freedom seeks to teach each person to pray. It equips them to fight their own battles at anytime, and enables them to pray with confidence and authority for others. This could ultimately culminate in them joining a prayer team.





CONFIDENCE

Confidence in prayer for yourself or for others is really about identify and repetition. You are not a beggar coming to an angry and temperamental idol. You are a son/daughter of the most-high God coming to talk to your father. It might be intimidating for a small child to talk to their father who towers over them. Fear and respect can be confused at times. However, the more time you spend with your Father, the more He demonstrates His love, the more confident you are that He is ready to listen.



AUTHORITY

In Ephesians 1 & 2 it tells how God seated Christ in authority over all powers in the universe and goes on to say that through grace we are seated with Him. Just as in each American county there is one Sheriff who has authority there is only Christ who has authority over heaven and earth. But each sheriff has deputies that wear his authority (badge), and speak on His behalf. If Christ has authority over sickness, evil spirits, etc. so do you. When you pray, you can pray like Jesus did and would if He were here now... with authority.



PROMISES

Often people talk about praying within the will of God. This can be tricky when it comes to specific situations, but using scriptures that contain promises or facts about God's will and character are very useful. Jesus himself rebuked Satan with scripture. We can use those same tools to pray with confidence that God wants us to pray for those things and we can use His authority knowing it was intended for those very things we are praying for.

EXAMPLE PRAYER

During Freedom the tables will take time at the end to pray for each other. As the table progresses, prayers may become more natural but there will be an example prayer on the screen to begin teaching people who are new. Please be sensitive that even if you don't NEED these prayers, if you pray elaborate prayers it may intimidate people who need to read the prayer off the screen. Use good judgement to evaluate where your group is in this process so they don't give up and learn to pray simply and effectively.



1 **BINDING & LOOSING**

Father, you said in Matthew 18:18 we have the authority to bind and loose on earth and those things will be bound and loosed in heaven.

So according to your Word... bind _____ and loose _____ in the name of Jesus. Amen!



2 **SPEAK TO THE MOUNTAIN**

Father, thank You for healing our bodies and for being Jehovah Rapha. It is written in 1 Peter 2:24 that by Jesus' stripes we were healed and we claim that and thank You.

With the authority given to me, _____ I command you to leave in the name of Jesus!



3 **REJECTING LIES**

Father, you say in John 8:31-32 that if we abide in Your word that we would know the truth and the truth would set us free.

I believe the truth will set (name) free, so I renounce the lie that _____ and replace it with the truth that _____ in Jesus' name, Amen.



REFLECTION QUESTIONS

- 1** After reading the Freedom guidelines, which ones will come naturally for you and which ones might be challenging for you or your group members?
- 2** What discussion guides/small group curriculum have you had experience with in small group settings? What have you liked and disliked about the discussion guides you have used?
- 3** Do you naturally resort to a structured discussion or are you more free-form?

- 4 What barriers may get in the way of preparing well for group? How will you overcome these barriers?
- 5 Of the suggested steps for preparing for Freedom, which will be easiest and which will be hardest?
- 6 Evaluate the hosting of your current group. What is going well? What could be improved?
- 7 Are you more comfortable praying for yourself alone or for others in a group? What are some challenges you face when praying for others?



REVIEW LAST GROUP TIME:

- What went well?
- What could have been better?
- When did you see people having fun and building relationships with each other?
- When did you see people particularly engaged in conversation?
- When did group members seem disinterested, bored or distracted?
- What can we do to improve table group time?
- Is there anyone in our group who needs follow up?
- Who do you see making progress spiritually?



WHAT'S NEXT?

- Read conversation #5 and write your answers to the questions
- Set up a time to meet and discuss conversation #4 with your apprentice/leader
- YOU do, I help in group this week
- Review group time at next meeting
- Decide who will do which parts at the next group time

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CONVERSATION 5

MANAGING

CHALLENGING

PERSONALITIES

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MANAGING CHALLENGING PERSONALITIES

Conversation 5



Even if you have just a few month's worth of experience in small groups, you know that groups are made up of very unique people, many with challenging personality types, including you.

Check out what Jesus says about some people who sound ready for a good group:

“Jesus went through all the towns and villages, teaching in their synagogues, preaching the good news of the kingdom and healing every disease and sickness. When he saw the crowds, he had compassion on them, because they were harassed and helpless, like sheep without a shepherd. Then he said to his disciples, The harvest is plentiful but the workers are few.”
Matthew 9: 35-37

These harassed and helpless people are the same people who are ripe for harvest, ripe for finding their way back to God. These people who are sheep without a shepherd are the kind of people you will find in your group.

Skilled group leaders recognize the importance of balancing grace for the challenging personalities on one hand, with the needs of everyone in the group on the other. The following are some common personality characteristics that might call for some extra attention from the group leader:

- **MONOPOLIZING MARK**

Mark talks from the moment he enters the room until the moment he leaves. He shares the same stories over and over whether they are relevant to the subject of group time or not. When Mike begins to talk, the group settles in for the long haul and appears bored and restless, and often the energy is drained from the discussion time.

- **SHY SHERRY**

Sherry seldom shares in group time. She has trouble looking people in the eye when she does talk. She attends group regularly, but the group members know very little about her. It is easy to forget that she is even there.

- **EXPERT ED**

Ed is an expert on every topic, especially the Bible. When the group discusses any topic, Ed always chimes in with the “right” answer. Once Ed shares his thoughts or opinions, the rest of the group is reluctant to share because Ed clearly believes he is always right. Ed begins his sentences with statements like, “Clearly, the Bible is saying_____” Or “Don’t you know that it means _____?”

- **ANNIE THE ADVICE GIVER**

Annie knows what everyone should do, and is looking for opportunities to share her advice. Often when a group member shares a struggle, Annie will immediately say, “You SHOULD _____.” Although Annie desires to be helpful, her advice is usually unsolicited and simplistic.

- **PAUL THE PARENT**

Paul started bringing his newborn baby to group when she was just 2 weeks old. It was fine in the beginning; the baby slept through the whole group and no one even knew she was there. As time went by, Paul’s amazingly cute and quiet baby turned into an even more adorable toddler. She walked around the group sitting on each person’s lap while the group gushed over her. Although fun for everyone, Paul’s daughter was becoming a distraction, keeping the group from being able to experience a meaningful discussion.

Although the above characteristics present different challenges for the group, the interventions are similar:

- **INTERVENTION #1 - PRAY FOR GOD'S WISDOM**

- **INTERVENTION #2 - BE PREPARED TO INTERRUPT**

Although we were taught as children never to interrupt, as a group leader, interrupting someone can be a great gift to the group. The group will be relieved that someone is in charge and will thank you under their breath.

Acknowledging what you are doing may ease the awkwardness of interrupting someone. A group leader can say something like, "Annie, I am so sorry. I am interrupting; I think we need to move on from here and go to this next question."

- **INTERVENTION #3 - AFFIRM APPROPRIATE SHARING**

When the difficult personality demonstrates positive sharing in group time, affirm them with a comment like, "thank you for sharing." After group time you might say, "Ed, when you asked what others thought about the text instead of sharing your opinion right away, it really helped other group members open up; that was great."

- **INTERVENTION #4 - TALK TO THE PERSON OUTSIDE OF GROUP TIME**

Most difficult people do not want to be difficult. You may say something like, "Mark, I've noticed that Sherry does not talk very much in group time. I was wondering if you could help me out. Would you be willing to keep your thoughts quiet for the first half of life group next week? Perhaps if there is some silence in group time, Sherry will be able to organize her thoughts and be willing to share."

- **INTERVENTION #5 - GET HELP**

The personalities we shared here are pretty mild concerns that happen in all group settings.

Sometimes we come across group members who have personality issues that are more severe (i.e., divisiveness, clinical depression, severe marital difficulties, or personality disorders). On these rare occasions, seek the advice of your coach or pastor. There are times when we may need to advise a group member to seek professional counseling. Always consult with your coach if you have a group member you believe is potentially harmful to them- selves or others.



REFLECTION QUESTIONS

- 1** Jesus described the people like sheep without a shepherd. Why do you think he used this metaphor?
- 2** If I describe someone as “harassed” and “helpless” what are you picturing? Are you drawn to those people or do they make you nervous?
- 3** What are some of the challenging personalities you have encountered in your experiences in groups? They could be from this list or get creative to make a new type.

4 Of the five interventions listed which ones come more naturally and which are more challenging for you? Are there other ways you have seen challenging personalities handled?

5 In the movie Star Trek, Spock said, "The needs of the many outweigh the needs of the few or the one." Do you think this statement applies to life groups? Why or why not? Is there ever a time when the needs of the individual come before the needs of the group? If so, what might be the circumstances?

6 Okay, okay....we know YOU could not possibly have a challenging personality, but if you had to pick one, which of the characters most resembles you in your weakest moments?



REVIEW LAST GROUP TIME:

- What went well?
- What could have been better?
- When did you see people having fun and building relationships with each other?
- When did you see people particularly engaged in conversation?
- When did group members seem disinterested, bored or distracted?
- What can we do to improve table group time?
- Is there anyone in our group who needs follow up?
- Who do you see making progress spiritually?



WHAT'S NEXT?

- Read conversation #6 and write your answers to the questions
- Set up a time to meet and discuss conversation #4 with your apprentice/leader
- YOU do, I watch in group this week
- Review group time at next meeting
- Decide who will do which parts at the next group time

.....

CONVERSATION 6

CARING FOR

YOUR GROUP

.....

CARING FOR YOUR GROUP

Conversation 6



It's no secret that life isn't always easy. Even though we do our best as group leaders to foster spiritual growth, authentic community, and life transformation, there will be seasons of difficulty and hardship for members of our group, and probably for us as leaders as well. Knowing what to do in these situations is critical to the health of your group.

It is easy to care for the people in your group when their lives go smoothly. But tragedies come in many shapes and sizes, and can include divorce, chronic illness, terminal illnesses like cancer, miscarriages, or death of family/friends/spouses. They may also spring from stressors we may not consider "tragedies," like strained relationships with children or other family members, loss of a job, financial trouble, the end of a romantic relationship for someone unmarried, or a broken friendship that needs healing.

Galatians 6:2 tells us to "Carry each other's burdens, and in this way you will fulfill the law of Christ." How do we carry each other's burdens without feeling overwhelmed ourselves? How do we care for specific members of our group and also for the group as a whole? Let's look at some practices that can help you lead well through difficult situations.

BE PRESENT

As the group leader, others will be looking to you, gauging your reaction and potentially emulating your response. When we are present as leaders, we show that we are fully invested in the care of individuals in our group.

- **BE AVAILABLE**

Your presence often communicates more than your words. Stay available for group members who need care, whether they need to see you in person, call you on the phone, or send text messages. Knowing you are available and willing to connect in tough times assures group members that you care. Of course this should always be within healthy boundaries.

- **AVOID CLICHES**

In our own times of grief, loss, or stress, we've probably encountered some of these well-meaning but poorly delivered expressions:

- God has a plan
- Don't cry, she is in a better place
- Time heals all wounds

Sometimes we tend to speak in clichés when we don't know what else to say. Or we don't say anything at all because we are uncomfortable with other people's pain, grief, suffering, or emotional distress. What we say should acknowledge the person's feelings and communicates our relationship with them. It's okay to acknowledge the unfairness of the situation and show your support with statements like this:

- This makes no sense
- This is not fair
- I love you

- **LISTEN TO THE STORY**

You may hear the story multiple times. That's okay. Some people process difficulties by telling the story of what happened to them. Try to be patient. Have grace. Allow the story-telling to become a time of healing.

COMMUNICATE

We know that communication is important, and because we lead groups, we probably feel pretty comfortable with our communication skills.

However, there are a few things to keep in mind when someone requires extra care.

- **ASK BEFORE YOU DO**

It might feel natural to jump in and help out with tasks that you feel need to be taken care of. But part of good communication in this scenario is basically asking permission to help out, which shows respect and consideration. Maybe doing a few loads of laundry or mowing the lawn would be a big help to one person, but to another it might feel inappropriate or uncomfortable.

- **DON'T MAKE ASSUMPTIONS**

Just because you know how you would react to this situation doesn't mean you know how someone else will.

Communicating with the person will help you know exactly what will be most helpful.

UNDERSTAND YOUR ROLE

You are the group leader. You feel personally connected to and committed to the people in your group. You may feel like you are an important part of each person's life, and that it only makes sense that you would be wanted in these difficult situations. That may or may not be the case, and this can be tough. Because each scenario is different, it is important to understand your role.

- **BE AWARE OF WHO THE GROUP MEMBER WANTS CLOSE**

Although under normal circumstances you may be a close friend or respected leader, in this situation the group member may want only family, long-time friends, or maybe even other group members close. Be sensitive to the preferences of your group member.

- **DON'T MAKE IT ABOUT YOU**

What is important to you needs to matter less than what is important to your group member. Don't take offense if things play out differently than you expected.

ASK FOR HELP

- **ENROLL YOUR GROUP**

The rest of your group may want to help care for the person experiencing difficulty. Engage them in the care process. Ask them to help bring meals once you've communicated and know that this would be a helpful task. Ask them to pray. Ask them to send notes of encouragement. Invite them to participate in showing love and support along with you.

- **ENROLL THE CHURCH**

Sometimes difficult situations become too much for you to handle as a group leader, or even for your group to manage. In this instance, it is appropriate to enroll other church leaders (such as pastors, elders or deacons) to lend support as you support your group member. The church is meant to be a community that carries each other's burdens.

PROVIDE SPIRITUAL LEADERSHIP

As the group leader, you are probably already doing this. Our group members look to us to provide spiritual leadership during group time. When difficulty comes, you have the opportunity to provide this leadership outside of group time.

- **ADMIT YOU DON'T HAVE ALL THE ANSWERS**

You might feel like you must have the perfect words to say or the right Scripture to ease your friend's mind and soothe their heart. But sometimes there's nothing you or anyone else can say or do that will make it better. You don't have to know why this is happening. You just have to show that you care.

- **MAINTAIN AN ETERNAL PERSPECTIVE**

One of the hardest things about difficult seasons is that they seem to last forever. For the person in the midst of this season, the end may seem far off or invisible. As the spiritual leader, try to help your group see how these circumstances could point back to Jesus. This could be a time of intense spiritual and emotional growth for your group members and for you if you can help give some perspective.

- **PRAY FOR AND WITH THE GROUP MEMBERS**

Pray for his or her family and friends, for your group, and for yourself. Communicate to the person that you are praying for them. Pray with them if at all possible.

- **PRAY FOR WISDOM AND FOLLOW THE PROMPTING OF THE HOLY SPIRIT**

The Bible tells us that if we ask for wisdom, God will grant it to us, so pray for wisdom in knowing how to handle each specific situation that comes your way and how best to care for the members of your group.



REFLECTION QUESTIONS

- 1** When have you experienced loss or tragedy in your life? What response from others meant the most to you?
- 2** How well do you feel you respond to emotional situations? What is most difficult for you when others you care about are dealing with tragedy?
- 3** After reading through the above material, which section seems to resonate most with you? How do you see yourself using the above suggestions with your group?
- 4** How has telling your story or hearing the stories of others been significant to you?
- 5** How have you seen the power of community play out in your spiritual journey?



REVIEW LAST GROUP TIME:

- What went well?
- What could have been better?
- When did you see people having fun and building relationships with each other?
- When did you see people particularly engaged in conversation?
- When did group members seem disinterested, bored or distracted?
- What can we do to improve table group time?
- Is there anyone in our group who needs follow up?
- Who do you see making progress spiritually?



WHAT'S NEXT?

- “YOU do, I watch” in group this week.
- Decide who will do which parts at the next group time
- Schedule the next meeting time with your leader to discuss how the group went.
- Talk about the next steps for the apprentice. Is it time for them to lead a group? If so, discuss the details of how that will happen. If not, create an ongoing meeting schedule to discuss the group’s progress, plan group time, and discuss apprentice’s progress towards leadership.



APPENDIX 1

COACHING GUIDE



THE SIX COACHING QUESTIONS



One of the most important facets of coaching is to provide regular one-on-one attention to leaders and apprentices by engaging them in conversations about their lives and ministry. These simple six questions can provide a framework for all your coaching conversations. Notice that these are questions and not statements. Your role in the coaching conversation is primarily about asking questions and listening. As you gain experience you will learn to ask these questions and others like them in ways that keep your coaching conversations fresh, purposeful, and beneficial to your leader's growth and role in ministry.

HOW ARE YOU?

Relational development is the core of coaching out of which everything else will grow. As we invest relationally with leaders, we are given an entry point into their lives. Use the **RPMS** to check on the balance your leader or apprentice is keeping. You do not have to use them all in one sitting, but can use them as a guide.

WHAT ARE YOU CELEBRATING?

Celebrating with your leaders and apprentices reminds them of the importance of their role in the greater vision of the ministry and church. It is a great time to affirm them and for them to examine, replicate, and reinforce what is working well.

WHAT CHALLENGES ARE YOU FACING?

It is essential to provide time for obstacles and setbacks to be identified and owned. Encourage them to be open and honest about why things are not working or could be improved upon.

HOW WILL YOU TACKLE THOSE CHALLENGES?

Coaches struggle between being a guide or an expert. Instead of fixing the problem for your leader or apprentice, before providing the answer on a silver platter, try walking them through possibilities and let them come up with ideas and solutions.

HOW CAN I HELP?

Sometimes your leader will require greater organizational access, support, or sometimes just an extra set of hands. The ideal situation is the one in which the leader or apprentice is actively working on the challenge and you help with a supporting or modeling role.

HOW CAN I PRAY FOR YOU?

Prayer works. In reviewing the first five questions, what are the areas you need to pray about together?

THE RPMS:

How are you doing...



Often, the number one question asked, “How are you?” is not authentically asked, and it is met with an unserious answer. “I’m fine.” To help explore the wellbeing of others here are specific areas that can help with the first of the six coaching questions.



Relationally

Getting to know your leaders and apprentices means getting to know their relational world. Who are they close to and how are those relationships affecting their life?



Physically

Diet, exercise, sickness, rest, and peace are all aspects of our physical wellbeing that affect balance in our lives. How are your leaders and apprentices protecting from burn out and sickness?



Mentally

How we are growing is often a journey of the mind. What is your leader or apprentice learning? Are there questions they are wrestling with, or things weighing on them?



Spiritually

Spiritual vitality is essential to lead others. How are your leaders and apprentices protecting and building their personal relationship with God?



QUESTIONS FOR THREE LEVELS OF INTIMACY



LEVEL

1

- What was the highlight of your day?
- What's your personal passion project?
- Working on anything exciting these days?
- Have any fun plans coming up this weekend/vacation/holiday?
- How's [hobby/family member/project]? (moment that lit them up)

LEVEL

2

- What's your biggest goal right now?
- Are you learning anything right now?
- What book, TV, or movie character is most like you?
- What's weighing on your heart or mind? Can I help you with anything?
- What's your story?

LEVEL

3

- How do you feel most misunderstood?
- What's something that most people don't know about you?
- What forces shaped your personality and made you who you are?
- Who's your hero?
- What's the proudest moment of your life?



APPENDIX 2

WHAT WE

BELIEVE



WHAT WE BELIEVE



ABOUT GOD

We believe there is one divine being who has existed eternally (Genesis 1:1 & 2, John 1:1-3). He exists and reveals Himself to man in three distinct, equally divine persons - Father, Son, and Holy Spirit (John 14:16 & 17). While we cannot fully comprehend His divine nature, it is possible for people to know Him. At the beginning of time, God created the entire universe and all its creatures (Genesis 1, Psalm 102:25-27, Hebrews 1:10-13). He continues to exercise His supreme power to sustain His creation (Colossians 1:15-20). Throughout history He has expressed His desire to be our God and to have a personal, eternal relationship with us (Deuteronomy 4:32-35, I Thessalonians 5:9 & 10). We believe that God loves us and wants what is best for us (John 3:16).

ABOUT JESUS

We believe that Jesus is the eternal divine Son of God (John 1:1-3, Colossians 1:15-20). He chose voluntarily to be made in human likeness and was conceived by the Holy Spirit and born of a virgin (Luke 1:34). Although He lived a sinless life, He allowed Himself to be executed by crucifixion. His death paid the penalty for the offenses of mankind against God (Romans 5:1, Galatians 2:20). However, as prophesied, He rose from the dead three days after His execution (Matthew 28:1-15, Mark 16:1-8, Luke 24:36-43). After appearing to witnesses on a number of occasions for forty days, He ascended into heaven where He now serves as the Mediator between God and man (Matthew 28:16-20, John 21:1, Acts 1:9-11). We believe that at the end of time, He will again visibly return to earth to complete His eternal plan (II Thessalonians 2:8-12, II Peter 3:10-13, Revelation 1:17, 22:7).

ABOUT THE HOLY SPIRIT

The third person of God is the Holy Spirit. We believe the Holy Spirit dwells in every Christ-follower (John 14:16 & 17, 16:12-15). His indwelling presence gives spiritual life to believers and distinguishes them as children of God (Joel 2:28 & 29, Romans 8:16, I Corinthians 2:14). The Holy Spirit guides Christ-followers in understanding and applying God's principles and values. Through the work of the Holy Spirit, Christ-followers are empowered to live Christ-like lives (Romans 8:9, Galatians 5:16, 25). The Holy Spirit also equips Christ-followers with talents and abilities for the purpose of building up God's kingdom (Romans 8:27, I Corinthians 12:4-11).

WHAT WE BELIEVE



ABOUT MAN

God created mankind to live in relationship with Him (Genesis 2:15-18, 3:8). However, the first man and woman were deceived by Satan (Genesis 3:1). They rebelled and chose to be wrongfully independent from God (Genesis 3:6 & 7). Their decision alienated them from God (Genesis 3:21-24, Romans 5:12). Every human being since that time has suffered the consequences of that rebellion (Romans 5:18 & 19). We all fail to please God and are open to Satan's deception (Romans 3:23 & 24). Our failure to please God, unless a relationship is reestablished with Him, results in condemnation under God's judgment and would cause us to spend eternity in hell (Luke 13:1-5). Furthermore, there is nothing we can do on our own to reestablish our relationship with God (John 8:34-36).

ABOUT THE BIBLE

God divinely inspired human authors to write the sixty-six books of the Bible. He communicated through these writers the values, principles, and ideals which please Him and are in our best interests (II Peter 3:15 & 16, II Timothy 3:16 & 17). We believe the Bible is entirely accurate, complete, and reliable. We look to the Bible for the revelation of the character of God and the final authority on all matters of faith and conduct (Deuteronomy 6:24 & 25).

ABOUT A RELATIONSHIP WITH GOD

Our inability to reestablish our relationship with God leaves us dependent on God's mercy (Romans 3:23). God graciously provided the means to reconcile this relationship through faith in Jesus Christ (John 3:16, Romans 5:11, I Corinthians 15:56 & 57, Colossians 18-23). Our relationship is reestablished when we make a commitment to accept Jesus as God's Son and our Savior and Lord (Romans 6:23, Acts 2:38). Through faith in Jesus Christ, our sins are forgiven, and we receive the gift of the Holy Spirit and eternal life (John 16:12-15, Hebrews 10:12-14, I Peter 3:18-22).

Practically speaking, this acceptance is demonstrated through both a private and public commitment. We demonstrate our commitment privately by faith (acting upon our belief that God has the power to save us) and repentance (turning back to God and depending on Him to control our lives). We publicly express our commitment by confessing our acceptance of God's salvation and submitting ourselves in Christian baptism (Acts 2:38, 8:34-39, I Peter 3:21 & 22).

WHAT WE BELIEVE



ABOUT THE CHRISTIAN LIFE

Once our relationship is reestablished with God, we naturally want to spend time with Him and know Him better (Deuteronomy 6:5, Matthew 22:37, Mark 12:30, Luke 10:27). The Holy Spirit enlightens us as we read God's Word, the Bible, as we communicate with Him in prayer, and as we enter into loving relationships, with other Christ followers in biblical community. (II Peter 1:3-8). In this way, we begin to know God more intimately.

As we become acquainted with God we desire to be like Him and please Him (Galatians 2:20). This process of spiritual development motivates us to seek ways to serve God and prepares us to spend eternity in fellowship with Him (James 2:14-17, Revelation 21:5).

ABOUT THE CHURCH

We believe the Church represents Jesus Christ to a needy world (John 17:11-18, Ephesians 3:10). The Bible speaks of the Church as Christ's body (I Corinthians 6:15, Colossians 1:18). It compares it to a living organism, where Jesus is the head (I Corinthians 11:13, Ephesians 4:15, Ephesians 5:23). God arranges the parts of the body, Christ-followers, just as He wants them to be. He gives each Christ-follower special functions to perform for the good of the body (I Corinthians 12:4-11). To remain healthy, the body's members must work together (John 17:20-23, Romans 15:5-7, I Corinthians 1:10). Each part contributes to the growth and maturity of the body (Acts 4:32-35, Romans 12:4-8). God works through the Church to reconcile a lost world to Himself through Jesus Christ.

For this reason, it is important for Christ-followers to regularly gather together for the purpose of celebration (Acts 2:42). During celebration, Christ-followers are equipped, built up, and encouraged through teaching, fellowship, prayer, and communion (I Corinthians 11:23-26, Galatians 6:1-2). Celebration in this way enables believers to serve one another and the unchurched people in their sphere of influence (Exodus 34:10).

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APPENDIX 3

LEADERSHIP

EXPECTATIONS

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LEADERSHIP EXPECTATIONS



New Life Community Church's leaders are called first and foremost to be servant leaders who model and encourage others in followership: a life guided by a personal commitment to Jesus Christ and His church. Leaders will serve as catalysts in New Life's mission of Loving God and Loving People through a commitment to growing disciples. A leader will be a personal example of what it means to Love God and Love People. The following are New Life's expectations for leaders in each of the experiences of Connect, Grow, and Serve.



CONNECT: ME AND THE CHURCH

We experience Biblical community as we connect with others through weekly life groups.



CONNECTING THROUGH LIFE GROUPS

A leader will have a commitment to the type of genuine biblical community seen in Acts 2: 41- 47. At NLCC, we believe this biblical community is best experienced in the context of life groups. A leader will have a commitment to life groups demonstrated by personal weekly participation. They will serve as catalysts to connect others with groups.

*How are you experiencing biblical community in life group?
Explain.*



CONNECTING FOR CARE AND SPIRITUAL GROWTH

A leader's role is to spiritually grow and develop disciples at New Life. Leaders accept the responsibility to provide care for the individuals to whom they are ministering (1 Peter 5:1-4). The leader is not personally responsible to provide all care for individuals, but rather to facilitate care by connecting Christ-followers to care for each other.

*How are you being cared for? What needs are you aware of that
God is asking you to meet? Explain.*



CONNECTING THROUGH APPRENTICESHIPS

The apostle Paul modeled for us the importance of apprentice leadership (II Timothy 2:2). One of the most effective ways to reproduce and maximize ministry impact is to be committed to doing ministry in pairs, a leader developing an apprentice leader.

In order for the body of Christ to continue to make a difference, each leader must take upon himself the responsibility of leadership development. A main priority for leaders will be to invest themselves in developing apprentices as the future generation of leaders, so ministry can be multiplied.

*Where do you need further opportunities for development?
Explain.*



CONNECTING THROUGH LEADERSHIP TRAINING

A characteristic of a growing disciple is to be teachable. This is also true for the leader. A leader will model a teachable spirit through consistent participation in developmental opportunities. New Life is dedicated to providing excellent leadership training and equipping opportunities. Similar to participation in Weekend Services and small groups, participation in these leadership training opportunities benefits not only the leader personally, but also encourages New Life's body of leaders.

*What is something new about leadership you have learned?
Explain.*



GROW: ME AND GOD

We gather together weekly to celebrate what God is doing in our lives and in the church.



CELEBRATION OF A PERSONAL RELATIONSHIP WITH JESUS CHRIST

God's offer of salvation through Jesus Christ calls for a response of faith. That response is demonstrated throughout the New Testament by repentance, acceptance of Jesus Christ as Lord and Savior, and baptism by immersion. Repentance involves a

change of heart and mind that causes us to want to put Jesus first in our lives. When we commit our lives to Christ, we put our faith in Him to receive forgiveness of sins, eternal life, and the gift of the Holy Spirit. Baptism is the public demonstration by which a believer is identified with Christ, His body the Church, and a life of followership. The act is one done in faith and submission to the Lordship of Christ. (Mark 1:9 - 11, Acts 2:38, Romans 6, Colossians 2:12)

How are you growing in: 1) belief that Jesus is Lord and Savior, 2) confession of sins, 3) repentance (daily choosing to turn back to God) and 4) believer's baptism? Explain.



GROWING IN THE WORD

Key to growing in discipleship is a better understanding of the principles found in Scripture. A leader will continually seek to increase his/her understanding of Scripture and model this value through daily time spent in the Bible (II Timothy 2:15). A leader will seek to apply the principles learned from God's Word in his/her every day life, as well as encourage and exhort others to do the same.

How is God teaching or challenging you while reading His Word? Explain.



GROWING IN PRAYER AND OTHER SPIRITUAL DISCIPLINES

In order to grow in a relationship with Jesus Christ, a leader will begin to incorporate specific disciplines into his/her life. No relationship can grow without communication. As much as we need to communicate with our heavenly Father, He desires to communicate with us. In fact, He created us to fellowship with Him. The growing spiritual life of the leader will include disciplines such as regular prayer, Bible reading, and meditation on the Word (James 5:13-16, I Thessalonians 5:16-18). It may include others such as journaling, fasting, sacrificial giving, etc.

What have you been talking to God about lately? What has He been saying in return?



GROWING THROUGH CORPORATE TEACHING, PRAISE AND WORSHIP

Growing and developing our relationship with Jesus Christ and His

Church includes continuing fellowship and worship with other Christ-followers (Hebrews 10:25). This is not only beneficial to the personal spiritual life of the leader, but it is also an encouragement to other Christ-followers. New Life offers Weekend Services weekly as opportunities for corporate praise and worship. A leader will communicate the value of this event and his/her commitment to the Church through consistent participation in corporate celebration.

How are you growing in relationship with God through participation in Weekend Services? Explain.



CONTRIBUTE: ME AND THE WORLD

We impact our world as we contribute weekly to God's work using our unique talents, passions, and resources.



STEWARDSHIP OF FINANCES – (MOVING TOWARD 10%)

The Old Testament teaches the principle of tithing – giving to God the first 10% of everything you have. Giving God the first 10% of everything you have is endorsed in the New Testament by Jesus but goes even further as we see a shift toward total stewardship of one's life and resources. God expects us to live conscious of the fact that everything we have belongs to Him. We are simply stewards/managers of the resources He gives us while we are on earth.

With this in mind, contributing 10% of our income to God would be a minimum expectation for many people. For others, it would be a goal to work toward. A leader will seek to align him/her self with biblical principles and model God - honoring stewardship to those who follow them. (Luke 12:13-21; 18:18-30; 21:1-4; Matthew 23:23, 25:14-28).

How might God be challenging you in the area of stewardship and generosity? Explain.



STEWARDSHIP OF GIFTS

God gives every Christ-follower spiritual gifts and talents to be used to benefit His body, the Church. A leader will model the value

of weekly contribution. A leader will seek to discover how God has gifted him or her, and be accountable to the church for where/how to serve in ministry. The leader will encourage other Christ-followers to follow his/her example, discover their own gifts and talents, and use them in ministry for building up the body of Christ at New Life and helping people discover Jesus.
(1 Corinthians 12, Romans 12, Ephesians 4).

Which spiritual gift(s) do you enjoy using the most? Explain.



STEWARDSHIP OF HOME AND FAMILY

A prime commitment for every leader is to their family. While the demands of church ministry can become great, it should never be at the expense of one's relationship to their spouse or children. New Life is committed to building strong families. A leader will model a God-honoring commitment to their family, an example that is consistent in the home, in the Church, and to a watching world. (Ephesians 5 & 6).

*Which relationship(s) are you enjoying on the home front? Explain.
Which relationship(s) would you like to see change? Explain.*



STEWARDSHIP OF SPEECH

As a leader, what we say has great influence. It is expected that a leader's speech will be a positive example to those who follow him/her. The Bible speaks of our tongue as having tremendous power – both for good and evil (James 3). A leader is expected to guard his/her speech carefully, being positive and encouraging, building up the body – always “speaking the truth in love” (Ephesians 4:15). A leader is also to be known as one whose speech and actions have earned them a good reputation in their community (Titus 2: 6-8).



STEWARDSHIP OF PERSONAL TESTIMONY

A leader will seize opportunities to communicate the meaning and significance of a personal relationship with Jesus Christ. This will encourage the believer and challenge the unbeliever. It is important that a leader is able to clearly and concisely communicate a Gospel message within the context of his/her own spiritual journey. A leader will be able to support his/her story with Scriptural teaching as a valuable tool for personal evangelism (Matthew 28:18-20, 1 Pet. 3:15).

Who needs to be encouraged/challenged through hearing your spiritual journey? Explain.



APPENDIX 4

FREEDOM GUIDELINES



FREEDOM GUIDELINES



The purpose of our prayer time and table groups is to provide a safe place to find freedom.

- 1** We will meet for ____ weeks, after which we will reevaluate this group.
- 2** We will meet:
Day: _____
Time: _____
Place: _____
- 3** Attendance: as much as we can, we give priority to group meetings.
- 4** Participation: everyone is encouraged to participate equally without any one person dominating the discussion.
- 5** Limit advice giving: we keep our comments focused on our own experience, avoiding the temptation of telling others what they should do.
- 6** Welcoming: the group stays open to new people at every meeting.
- 7** The members of the group will seek to uphold the Five Key Tenants of New Life Freedom.
 - Eat the fish, spit out the bones: when preparing for group, the teachings provided are not perfect and meant to be examined in community.
 - Verify teachings in scripture: The Bible is the litmus test of all teachings, advice, and revelation.
 - Growing people change: Transformation of our minds and hearts should lead to different actions and outcomes.
 - Faith is an action: we strive to not just learn but practice.
 - The Vegas Rule: what is said in prayer or at table discussion stays there.

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