

ROOTED

GROUPS

Leader Training

Welcome To Rooted

This training exists to help you lead Rooted with clarity, confidence, and intentionality.

- By the end of this training, you should:
 - Be fully informed about what it means to lead a Rooted group
 - Clearly understand the win of being a Rooted Group Leader
 - Know how to recognize measurable spiritual movement in group members
 - Be equipped to guide group discussions and navigate real group dynamics
 - Feel confident leading group members through the Rooted journey
- Rooted works best when leaders understand the purpose of the journey and how to shepherd group members toward growth, honesty, and next steps in discipleship.

The Vision Of Rooted

Rooted is not simply a class or discussion group. It is a discipleship journey designed to help people grow deep in Christ and establish spiritual rhythms that shape a lifelong walk with Jesus

- The goal of Rooted is not merely completing twelve sessions. The goal is spiritual movement in the life of every group member.
- As a leader, your role is to create an environment where people can grow spiritually, engage honestly, and take intentional steps forward in their relationship with Jesus.

The Win Of Rooted

- A successful Rooted group is not defined by:
 - Perfect attendance
 - Smooth conversations
 - Finishing every discussion point.



- A successful Rooted group is defined by spiritual movement.
- As a leader, you should be looking for signs of growth such as:
 - Increased spiritual awareness
 - Greater honesty and vulnerability
 - Consistent engagement with Scripture and prayer
 - group members taking intentional next steps in their faith
- Not every group member will grow at the same pace, and that is expected.
- Rooted leaders help people move from being spiritual consumers to becoming active disciples of Jesus.

1. The Role Of A Rooted Group Leader

A Rooted Group Leader creates a safe, Spirit-led environment where people can Experience Life Change, grow in faith, engage honestly, and take intentional next steps in their relationship with Jesus.

Profile Of A Rooted Group Leader

- A Rooted Group Leader is not chosen because they have everything figured out, but because they are:
 - Spiritually available
 - Emotionally present
 - Willing to lead people, not impress them
- Rooted leaders are members of Home Church. They are steady, consistent, and intentional.
 - You don't need to be loud, charismatic, or highly polished. You need to be faithful and present. What matters most is that you are faithful, present, and willing to walk with people through the discipleship journey.

Expectations Of A Leader

- Practical Expectations
 - Communicate clearly and consistently with your group
 - Prepare ahead of each gathering
 - Start and end meetings on time
 - Create a welcoming and organized environment
 - Help group members navigate schedules and logistics



→ Spiritual Expectations

- Pray for your group members regularly
- Maintain a consistent spiritual life through prayer and Scripture
- Lead from overflow rather than spiritual exhaustion
- Remain attentive to what God may be doing in group members' lives

→ Relational Expectations

- Rooted is a discipleship group designed to help people grow spiritually. As a leader, this means:
 - You care deeply about the spiritual growth of group members
 - You follow up with group members throughout the week
 - You shepherd group members through Rooted
- Healthy boundaries are important for long-term leadership.
 - Leaders are called to care deeply for group members while maintaining appropriate relational boundaries so they can serve sustainably.

2. What A Rooted Group Looks Like

While every Rooted Group will have its own personality, every group follows a simple and consistent rhythm. Your role as a leader is to guide the group through the material while creating space for honest conversation and spiritual reflection.

Flow Of A Rooted Group

→ Leading up to a Rooted meeting

- Spend time preparing and reviewing the session material.
- Pray for your group members by name.
- Arrive early and prepare the space so it feels welcoming and organized.

→ Opening

- Welcome everyone as they arrive.
- Take attendance.
- Begin with a short prayer.
- Take a few minutes for connection and conversation, so group members feel comfortable engaging.
 - Utilize questions provided in the Rooted Leader Resources if desired.



- Review last week's challenge.
 - Leader prompts to discuss the challenge are outlined in the Rooted Leader Resources if needed.
- During
 - Walk through the session content together.
 - Encourage and fight for groupwide participation.
 - Engage the quiet person, refocus the talker.
 - Allow time for reflection and honest responses.
- Closing
 - End timely, release group members at the agreed-upon time.
 - Remind group members of any next steps or upcoming sessions.
 - Encourage group members to stay connected throughout the week.
 - Share a weekly challenge.
 - Utilize challenges provided in the Rooted Leader Resources if desired.

3. Rooted Group Dynamics

Leading a group means learning how to navigate real people, real conversations, and real moments of vulnerability. Not every gathering will feel perfectly smooth, and that is normal. As a leader, your role is to create an environment where group members feel safe engaging honestly and growing spiritually.

Carry The Uncomfortable

- Some group members may feel intimidated, hesitant, or unsure about sharing.
- As a leader, you help carry that discomfort by creating a welcoming and supportive environment. You can do this by helping group members feel:
 - Involved
 - Seen
 - Known
 - Heard
- If the room feels quiet or awkward at times, that is not necessarily a problem. Often, it simply means people are thinking or processing.



Leaders Go First

- Leaders set the tone for honesty and vulnerability in the group.
 - This may include:
 - Sharing your testimony
 - Sharing personal experiences of growth
 - Being honest about challenges or questions you have faced
- When leaders model humility and authenticity, group members are more likely to share honestly as well.

Presence Matters

- Leaders should aim to be present and engaged before, during, and after each gathering.
- Helpful practices include:
 - Arriving early to welcome group members
 - Staying after the meeting to connect with people
 - Being fully present during conversations
- Often some of the most meaningful moments of ministry happen before or after the formal discussion.

Guiding Conversation

- If discussion feels difficult at times, remember that your role is to guide conversation rather than control it.
Helpful practices include:
 - Asking thoughtful questions
 - Encouraging multiple people to share
 - Allowing moments of silence for reflection
- Avoid turning the discussion into a lecture.
 - Rooted works best when leaders guide conversation rather than dominate it.

Common Group Moments

- At times, you may encounter situations such as:
 - A group member who talks frequently
 - A group that is slow to share
 - A conversation that moves off topic
- When these moments occur, gently guide the conversation while maintaining a respectful and encouraging tone.



For example:

- “That’s a helpful thought. Let’s hear from someone else as well.”
- “That’s an interesting point. Let’s come back to the question we’re discussing.”

→ Your goal is not to control the conversation but to help the group remain focused and engaged.

4. How To Facilitate Group Discussion

Rooted is designed to be a discussion-based discipleship environment. As a leader, your role is not to teach the material but to guide conversation and help group members reflect on what God may be doing in their lives. Healthy discussions create space for honesty, reflection, and spiritual growth.

Ask Open-Ended Questions

→ When guiding discussion, focus on asking questions that encourage conversation rather than questions that lead to simple “yes” or “no” answers.

For example:

- Instead of asking, “Do you agree with this passage?”
- You might ask, “What stands out to you from this passage?”

→ Open-ended questions invite people to think, reflect, and share personally.

Encourage Participation

→ Healthy groups allow multiple people to share. If only a few group members speak regularly, gently invite others into the conversation.

Examples:

- “I’d love to hear from someone who hasn’t shared yet.”
- “What are some other thoughts on this?”

→ Encouraging participation helps people feel seen and included.

Allow Space For Silence

→ Sometimes group members need a few moments to think before responding.

→ Silence is not always a problem. Often, it means people are reflecting on what has been asked.

→ Giving people time to process can lead to more thoughtful responses.



Focus On Participation Over Perfection

- Not every discussion will feel smooth, and not every question will receive immediate responses. That is normal.
- Your goal is not to lead a perfect conversation but to create an environment where group members feel comfortable engaging honestly and growing spiritually.

5. Gauging Successful Rooted Groups

A successful Rooted group helps people move from being spiritual consumers to becoming active disciples of Jesus.

- Success in a Rooted group is not defined by:
 - How talkative the group is
 - How smooth every meeting feels
 - Whether everyone finishes perfectly
- Success is defined by spiritual movement.

Measuring Spiritual Movement

- As a leader, you should be looking for:
 - Increased spiritual awareness
 - Greater honesty and vulnerability
 - Consistent engagement with Scripture and prayer
 - group members encouraging and supporting one another
 - A willingness to take next steps in their faith
- Not every group member will grow at the same pace, and that is expected. Your role is not to force spiritual growth but to create an environment where God can work in people's lives.

Helping Gauge Measurable Next Steps

- Your role is to help group members identify:
 - Where they are spiritually
 - What God may be prompting them toward
 - The next step God is encouraging them to take
- This may include:
- Water baptism
 - Membership
 - Serving on the Home Team
 - Joining a Home Group
 - Leading or helping lead a future Rooted group



- Your role is not to pressure people into a next step but to help them recognize where they are spiritually and encourage them toward obedience.

6. Multiplication And The Future Of Rooted

Rooted is designed to do more than guide people through a discipleship experience. Rooted is intended to help raise up disciples who will eventually help others grow as well. As a leader, part of your role is to remain attentive to the ways God may be working in the lives of group members throughout the Rooted journey. Over time, some group members may demonstrate spiritual growth, consistency, and a desire to help others grow. These individuals may become future Rooted leaders.

Signs Of Emerging Leaders

- As you lead your group, you may notice group members who demonstrate qualities such as:
 - Spiritual hunger and engagement
 - Consistency in attendance and participation
 - Encouraging and supporting others in the group
 - A willingness to take steps of obedience in their own spiritual life
- These individuals may be potential future leaders.

Encouraging Future Leaders

- When you notice group members demonstrating leadership qualities, you can begin encouraging them in small ways, such as:
 - Asking them to open or close in prayer
 - Inviting them to help facilitate part of a discussion
 - Encouraging them when you see spiritual growth
- These moments can help group members grow in confidence and begin to see themselves as people who can help others follow Jesus.

Looking Toward The Future

- Rooted is one of the ways Home Church helps people grow in discipleship and eventually participate in helping others grow as well.
- As leaders, we are not only guiding people through a discipleship journey, but we are also helping cultivate a culture where disciples make disciples.
 - One way disciples make disciples is by encouraging group members to lead a Rooted group after they complete it.

