



Union des Groupes Bibliques au Rwanda

P.O. Box 1116 Kigali Rwanda; Mobile : 08304952, 05123779

E-mail: ugbroffice@gmail.com

Leading small group in GBU

Small Group leaders' handbook



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Table of content

Contents

Table of content	2
LEADING SMALL GROUP IN GBU	3
1. What is a Small Group?	3
2. Biblical model of small groups as the community	3
3. Components of Small groups	4
A. COMMUNITY: building relationship	4
Ingredients for community making:.....	5
B. NURTURE: developing disciples	6
Studying the Word of God	6
Planning the Bible Study	8
Preparing the Study	8
Leading the discussion.....	9
Some tips in small groups Bible study:.....	10
C. WORSHIP AND PRAYER: adoring God	11
D. OUTREACH: becoming witnesses	13
4. Follow Up and Feedback	15
5. Leadership: Qualities of a Good Small Group Leader	16
6. The Leader's Task	16
7. Skills of a Small Group Leader.....	16
8. Pitfalls to Avoid	17
9. Guiding through phases	17
10. A word for cell coordinators	19
Conclusion	19
Bibliography	20

LEADING SMALL GROUP IN GBU

It is believed that the small groups are the basis (or should be) the basis of every student ministry and moreover of GBU on campuses. This is beyond following a system or being bound to the traditions. However, small groups are necessary not only for their effectiveness but also in order to respond to the need for a belonging which emerge from the current individualistic society.

The use of small groups has been at the heart of the successful ministries not only in student ministry but also in different churches. At the same time, the individualistic society of today requires that people develop a strategy of ministry which will help them to find love, care, value and support needed for every human being. It is unfortunate that though God found that "it is not good for man to be alone" (Genesis 2. 18) men are choosing the other way round as a way of living. This explains the struggles that people are facing today leading to alcoholism, drug abuses, divorce, suicide, etc. There is also the need of responding to these struggles by creating Christian community which can help people to come back to God's principle of social life by experiencing it themselves.

1. What is a Small Group?

Discuss e.g. Number of people, description etc. Note that it is:

- A group of People: a small community of people
- Not more than 7 people (3-7)
- Have something in common
- Have a common goal: in this case Christian growth
- It is called Cell because it is part of a larger whole

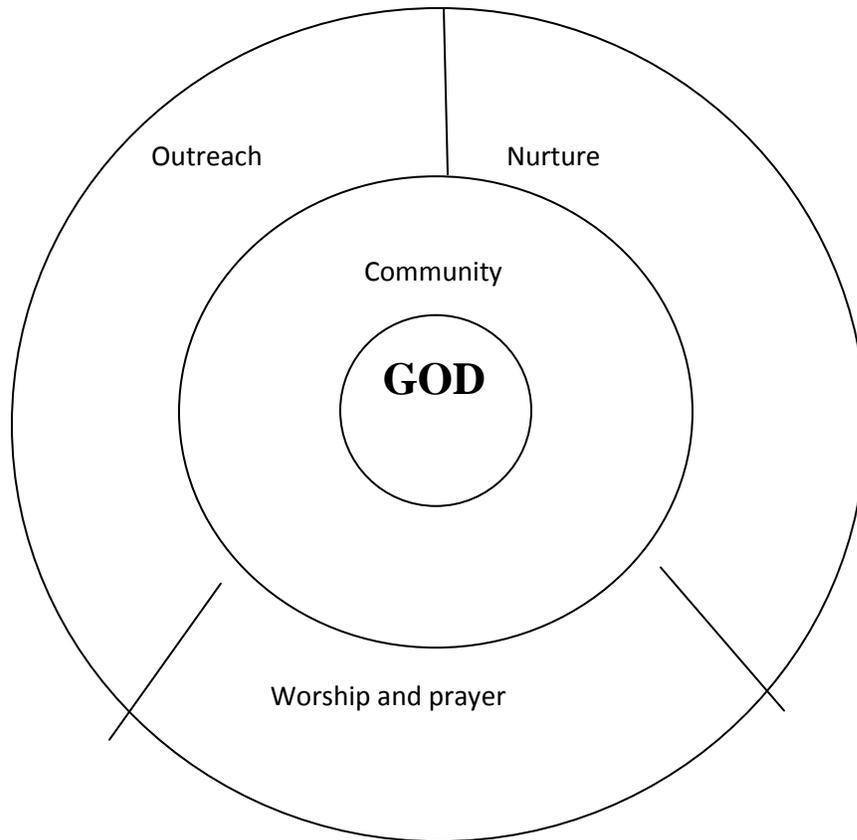
2. Biblical model of small groups as the community

From the very beginning of time God planed to create humans to need both God and other humans. He created all humankind to live in community, small group community. The first one consisted of God, Adam and Eve (Genesis 2.22-25).

It is only when they rebelled by seeking their independence from God that they were not only alienated from Him but also from each other (Genesis 3.7-10). However, in Genesis 11 we find that human being longed for community but without God. This pushed him to make their plan fail. In the next chapter, God called Abram to start the process of restoring and recreating again a new community. This was accomplished and fulfilled in Jesus: He called the twelve to be with Him and be sent out to preach and to have authority to cast out demons as it is in Mark 3.13-14. It was also modelled by His disciples in Acts 2 and 4.

From Acts 2.42-47: we can distinguish four characteristics or components of these small groups: (1) Community, (2) nurture, (3) worship and prayer, and (4) mission or outreach. These components are central to our groups today, as they were in the first Christian small groups.

3. Components of Small groups



All these four components play a part in the group, but at different times. At the beginning there is a need of building community as you get to know one another. This will help building up other components. Don't feel that each meeting needs to include all of these components. What you do during the small group's time together will vary from week to week and evolve over the group's life. Each of the components will find a natural place.

A. COMMUNITY: building relationship

God's intention is for the community to be the core of the church and the centre of small group life just as it's the centre of the chart above. It should not be superficial or simply a subjective feeling of belonging. It should be characterised by three specific expressions of deep unity as it was in the early church:

- *Sharing together*: the gospel, God's grace (Philippians 1.7), Christ's love, death, resurrection and glory (Romans 6.3-4), inheritance, etc. This leads to the components of Worship and prayer.
- *Sharing with one another* according to the needs of each and everyone. A good example is the early church: they had love for each other that the world could not match.
- *Sharing outward together* in common service which leads to the fourth components, outreach.

Ingredients for community making:

- a) Unity in Christ: common commitment to Christ and his mission to the World.
- b) Shared experience by being together at different occasions and in different activities
- c) Trust and vulnerability:
 - Don't be too serious for life, bring in some fun
 - Know what people like and dislike
 - Be sensitive to people's different background
 - As a leader, model openness to the group
 - Encourage and organise one-on-one meetings among group members
- d) Accountability and commitment: it is necessary for the leader to help the group develop these ingredients.
 - Encourage regular presence of each member: "if we are going to feel comfortable with one another and feel safe talking honestly with each other, we need to be present every week."
 - To make the group meetings a priority for it is only about 1h30 min per week
 - Call those who missed a session and inform them that you missed them and what you did
 - Encourage people to share with you when they are having a conflict in their schedule in order you help them find alternatives.
 - Evaluate commitment: tell and allow members to share how they feel about some members' lack of commitment. "It is not the perfect attendance that is affected; it is the relationships in the group."
 - Encourage accountability to each other outside the small group meeting, i.e. pray for one another, think about others and ask each other how it is going etc.

- Encourage members to open up to the small group for advice and community decision-making in different areas such as dating relationships, career goals, ministry opportunities, etc.
- Encourage lasting relationships which will last even after university life.

B. NURTURE: developing disciples

One of the reasons we gather in small groups is to grow as disciples of Jesus Christ. A primary way we do this is through Bible study. We understand what it means to follow Christ more each time we are in the WORD.

According to Luke 6.46-49, a wise person must hear God's word. So, we study the Bible in order to know what God has revealed to us and how He desires us to live. Scriptures should be regarded as more than a text book (Hebrew 4.12). That is why hearing it should be followed by practice:

- Practice as inward change: the goal of Bible study is not just to memorise verses but to let verses change our attitudes and actions.
- Practice as outward change: the change also will manifest in our behaviour and ways of living
- Practice as community: sometime, we need to practice and live the Word of God as community.

Studying the Word of God

There are two ways of looking at a passage of Scriptures:

- I. **Deductively:** you reason from the general to the specific. You begin by suggesting a hypothesis, such as "Jesus is compassionate". Then you go about proving this statement with the passage in question. Although the statement may be true, the passage may not be making that particular point. Thus, deductive methods oftentimes cause a group to miss the point of a passage or even misinterpret the passage's meaning.

II. Inductive Bible Study (IBS)

You reason from the particular to the general. You approach a passage and look at all specifics contained in it. Then you put those together to end with a general statement about the passage's meaning.

- We understand more fully and we are more excited about learning when we are given the opportunity to discover a certain truth rather than simply having someone explain it to us.

- It teaches people to study the Bible on their own

Steps of Inductive Bible Study

1. **Observation:** it is about gathering the facts

- Who is involved in the passage?
- Where does the story take place?
- To whom is the letter written?
- What were the circumstances of the setting?
- What was said?
- How did a certain person behave?

All these questions and many more are to help get ***what the text actual says***. Observation is the most frequently skipped step in BS. We have a tendency to read a passage and jump directly into interpretation or even application. That's why we need to be careful and take time on observation in our Bible Study.

2. **Interpretation:** drawing meaning and significance from the facts.

It is answering the "How" and "Why" questions. It requires taking all the observations, looking for connections between them, finding significance in them and asking "What does this mean?" It is here where most of the wrestling and discussion will take place in a small group.

As observations are connected together, the main them of the passage becomes clear. We discover what the author meant. This unchanging truth is what we want to take up residence in our hearts.

An important aspect in observation and interpretation is looking at the context of the passage – how it relates to the passage before and after it, as well as the historical and cultural situation.

3. **Application:** getting the relevance of the meaning of the passage to us.

It is a smooth transition from meaning into action, whether the action is on inward change or on outward one. It is answering the "So, what?" or the "What now?" questions. You ask yourself: "What is the significance of this passage to me?"

It does not end after everyone answers the last question and leaves the meeting room/area. It goes with each person into all of life. And community plays a key role, because we need each other in order to live out the truth of Scriptures.

Planning the Bible Study

- Small group Bible Study should be discussion oriented; with members discovering the truths of God's Word together. DO NOT PREACH.
- Help your members understand that the primary goal of the study is to listen to God speak to you from His Word through one another.
- You need to help your members capture the model of Bible study you will use (O-I-A)
- You could discuss the 3 steps of IBS together or you could guide your members during the discussion, e.g. "Let us first of all observe the facts of the passage before we interpret them" or, "Describe the events in this passage."

In small group, you can Study the Bible in different ways:

- You can write your own Bible Study from a certain passage, book, etc. you will need first of all studying it on your own till you hear God speaking to you. Then you will write down questions which will guide the group to discover what you believe to be God's truth through that passage.
- You can study the Word using Manuscript Bible study. One way of challenging your small group is to use manuscript studies. A manuscript is the biblical text typed without any verse makings, chapter designations, paragraphs or notes. Each person uses different coloured pencils or makers to designate repeated and contrasting words, phrases and ideas, as well as any cause and effect statements. Each person spends time observing in the text and connecting the words on the pages with the coloured pencils. Discussion takes place when the group members tell what they have found and begin to try to find meaning for their connections.
- A groups Bible study guide preparation. Small group leaders may be coming together every week to pray and prepare Bible study guide together. They prepare as a team and work on the questions together with their staff-worker where possible.
- Using a guide: you may choose to be using guides prepared in advance by the GBU or developed by other people i.e. InterVarsty Press guides. In this case, it is good to choose a guide wisely depending on the needs of your members. You may need to consult your cell coordinator or the person in charge of Bible Study in your GBU.

Preparing the Study

Whatever kind of study you want your group to do, make sure you take time to prepare your Bible Study. This should be also the case even for other meetings of the small group. Take time to pray for the session and prepare the activities to be done there. Don't land at the venue like everyone. Remember that you are their leader and they need your leadership and guidance.

In the case of Bible study especially when using guide or have prepared your own one the following tips are helpful:

- Try to get the historical and cultural background
- Do the study yourself of the passage if possible without the guide or with the guide
- Formulate the study by rewriting the questions in your own words if necessary in order to feel at easy while using them.
- Be sure you heard God in the study
- Have a purpose for the study and aim to take your members there
- If you are delegating the leading of the meeting to one of the members, ensure he/she knows in time and is prepared. If you don't have a study guide, it would be helpful to study the text together with the one leading.
- Give the members the text to be studied and the questions so that they can study in advance. This will help save on time, as well as enrich the discussions since members will have enough time to reflect on what they have learnt before sharing with the others. It also enables members to research and make enquiries where necessary.
- Determine how to introduce the study so that it has direction and focus; and how to conclude it so that people leave challenged.
- Spend time in prayer for the meeting beforehand, and for the members.
- Arrive at the venue before time, and ensure it is in order. It should be a place without distractions.
- Welcome the members as they arrive; give a smile if you can afford one.

Leading the discussion

- Make sure each member is comfortable and has a Bible: Try to create a warm and friendly environment suitable for discussions.
- Encourage discussion and contribution from each member even from the shy ones.
- Start with a brief session of worship and prayer, then use a few minutes to catch up with one another.

Discussion:

- Ensure you read the text.
- As you study, use the three main types of questions:
 - Observation – What does it say?
 - Interpretation – What does it mean?
 - Application – What does it say to us today?
- Take minimal time on the observation questions because they are gotten straight from the text. A response from one person is enough, unless they leave out some details.
- Allow sufficient discussions on the interpretation questions. Ensure it is linked to the facts observed.
- Allow as much discussion as possible on the application question. People might be shy at the beginning, so set the pace by being open and sharing your own life.

Application should be personal to the lives of individual members, the group and the church..

- Remind the members to check their opinions against the biblical text.
- Avoid diversions/tangents. Help the group to remain focused on the text.
- Aim to cover the whole passage being studied.
- Give attention to group dynamics
- Avoid –
 - Preaching
 - Answering your own questions
 - Letting someone dominate or talk too much. Moderate the discussions and ensure equal participation of all members by toning down the talkative members and encouraging the less talkative ones; e.g. “Can we hear from so and so first?”
 - Tangents and Unnecessary cross referencing
 - Unnecessary arguments
 - Going on for too long; watch time
- Instead: -
 - Ask questions to facilitate discussion
 - Encourage more than one person to answer
 - Be sensitive to quiet or shy members
 - Keep the discussion centered on the main passage of study
 - Keep the study moving to a conclusion

Conclusion

- Wrap up the discussion by summarizing the main points. You could ask the members to be doing this in turns, possibly letting them know in advance.
- Keep time. Start in time, control the discussions and end in time. Everlasting meetings drive people away.
- Conclude in prayer, responding in worship and prayer to the truths learnt, praying for one another’s needs, for the group and interceding for others.

Some tips in small groups Bible study:

- a) At the first meeting and occasionally thereafter, discuss the following principles for good Bible discussion with your group:
 - Be open to learning from the Bible
 - The Bible is the authority; expect it, rather than the leader, to answer the questions that come up.
 - Stay in the passage under discussion and avoid many cross-reference
 - Stay on the point under discussion
 - Steps and principles of IBS
- b) As you study, use the three main types of questions:
 - a. Observation – What does it say?
 - b. Interpretation – What does it mean?
 - c. Application – What does it say to us today?
- c) Decide what you want the group members to learn and keep moving toward that purpose

- d) Know your question well
- e) Try to avoid moving to next question by adding your own input to question. However, summarizing what has been contributed by members can be helpful.
- f) Build on what others say during discussion (asking question for clarification for example).
- g) Try to make smooth transitions between questions so the study flows together.
- h) Be aware of how members are doing even during the study.
- i) Watch for what is doing in the group during the study be sure to listen to the Holy Spirit.
- j) Adopt the teachable spirit and allow God to work in you as you grow in your small group leadership.
- k) Link the previous study with the current one
- l) Help the group and encourage members to memorize the memory verse.

C. WORSHIP AND PRAYER: adoring God

As a community, we come together in worship and prayer to acknowledge and adore God's character, to respond to the Scriptures, to confess our sins, to thank God, and to bring each others' needs and the needs of our campus and world before Him. In many ways worship and prayer are the heartbeat of the small group because in prayer often the nurture, community and outreach components are addressed and deepened.

Worshipping together

Worship is essentially responding to God's character in ways that brings honour to Him. In a biblical sense, worship involves everything we do – loving and adoring God with our heart, soul, mind and strength as in Colossians 3. Worship is an attitude, beginning with hearts that are humble and reverent. Worship continues as we offer prayers of praise on our knees or as we share our faith, help the poor, or are generous with a roommate. When we do these things, we tell the world what God is like, and thus declare His glory. Therefore, our personal and group prayer times are just one aspect of worshipful lives.

The goal of worship is to please God, not to have a pleasant feeling. However, when we fix our eyes on God, like Isaiah did in 40.27-31, our strength and hope are renewed. The same thing comes back into perspective as we remember God's greatness, control and his profound love for us. Worshiping with others often brings even greater refreshment and awareness of God's character.

What would a worshipful small group look like?

Although it can happen in a variety of ways, small group worship simply involves inviting each other to envision our wonderful God and enjoy being refreshed in His presence.

A leader should periodically ask "How can we adore God and reflect His character tonight?" or "How can I help people become aware of God's character?" or

“How can I remind the group that God is the Shepherd and King?” The leader might then create an activity or a time of singing or just watch for ways to address God’s character and remind the group of God’s presence as the group develops during a given meeting.

Small group worship should be simple, natural and focused on the one God we all worship. This unites us. However, small groups often include people from different cultural and denominational backgrounds who are passionate about and committed to their ways of worshiping. So, as the small group worship develops, we learn from each other and expand our experiences of meeting with God.

Some tips for the Leader

- a) Use different type of prayer in your meetings according to the leading of the Holy Spirit and the openness of the group

ACTS:

- A: Adoration of God’s nature is the worship part of prayer
 - C: Confession of sins often happens in a worship service but is part of small group’s life as well.
 - T: Thanksgiving renews us as we are reminded of all the things God has done and the prayers He has answered
 - S: Supplication is talking to God about our own needs, the needs of the group members and of the world.
- b) Use the scriptures under discussion as a springboard for the group prayer time.
 - c) Be attentive to different prayer preferences, styles, forms and experiences of the people in the group who may come from different denominational and cultural backgrounds and try to accommodate them.
 - d) Encourage the group to have sometime one person pray loud while the group members are following. This brings unity, encouragement and increases our faith. Therefore, it builds our relationships and community.

Prayer Partners:

Prayer partners are Christians who have committed themselves to an open and honest relationship. It is in some ways risky, but it is the risk that the Lord honours when two people become serious about meeting with Him and grow together. As with any serious relationship, to build a prayer partnership costs time. Few prayer partners begin as David and Jonathan. Expect growth – and growing pains.

Prayer partners:

- Describe specifically what the Lord has taught them and what they know the Lord is trying to teach them.
- Talk purposefully, avoiding a mere social session of aimless gabbing.
- Pray specifically for one another's needs, for plans and for common concerns.
- Pray purposefully expecting God to act in their lives and willing to be used by God in answering their prayers.
- Pray habitually, looking to the Lord as a first response to situations rather than as a last resort.
- Pray for each other throughout the week and not just when they are together.

D. OUTREACH: becoming witnesses

From the beginning to the end, the Scripture itself is the story of God reaching to people, through people, to make them His children. When He called Abram a part in Genesis 12 to be the father of a new nation, belonging to God, he told him, "all peoples on earth will be blessed through you" (V.3). When Jesus taught his disciples in the Sermon on the Mount, he told them they were the "salt of the earth" and the "light of the world," meant to be seen, in order that God would be praised (Matthew 5.13-16). In Jesus' final words to his disciples – after his resurrection, before his ascension – He tells His followers, "You will receive power when the Holy Spirit comes on you, and you will be my witness in Jerusalem, and in all Judea and Samaria, and to the ends of the earth" Acts 1.8.

As students, shouldn't we consider "Jerusalem" to be our campus, "Judea and Samaria" the City which surrounds us, and "the ends of the earth" to be the ends of the earth? That is why we should be committed to reaching out in evangelism, working for social justice and involving ourselves in the world mission of the church.

However, the reality is that many small groups do nothing about the outreach component of their life together. Many leaders never plan outreach into their small group meetings, and if they do, it's usually the first thing not to implement. In some ways, outreach is the easiest element not to do. People come to a small group expecting to study the Bible, worship God, and get to know, love and pray for each other. They do not always expect to be challenged to share their faith. Some of us find it easier to just not bring it up.

Reasons a Small Group must take outreach serious

1. Small group will grow closer by reaching out together: if your small group members are out all week, reclaiming territory from our enemy (Satan), your times together will be much more precious and your relationships much deeper than if you merely focus on “feeling close”.
2. A small group will die without outward focus: its members will not know God better because they won't be applying His Word in the world around them. When the year is over, the small group will end, leaving behind no trace of its existence.
3. Small groups that reach out provide a model which members can take with them after graduation
4. A small group that sees itself as an outreach team will be great at helping its members discover and develop their spiritual gifts.
5. Any small group can learn to reach out
6. A small group can provide the training and encouragement its members need to be faithful witnesses.
7. A small group can be easily organised within a specific “people group” i.e. athletic team, a certain residence hall, department, etc.
8. A small group is visible, accessible representative of Jesus – more accurate than one lone evangelist. It is easier for people to see Jesus life (love, unity, etc) modelled in group of people than in one person.
9. A small group can provide the perfect opportunity for nonbelievers to “come and see” (John1.46). They may attend some meetings, ask questions, etc.
10. Without Jesus people are lost, and with Jesus they are made alive (Luke 15)

Practical ways of reaching out to others for Christ:

- Use your small group meeting to prepare your members for doing evangelism on campus
- Ask each one to identify and be praying for at least two non-believing friends together and taking risk in those relationships, in the following week, to bring them closer to Jesus Christ.
- You may plan an event where everyone will invite his/her friends to expose them to the Gospel. It may be picnic, discussion, where you have invited someone to share the gospel with them.
- Small groups can also get involved in outreach through service projects and justice issues on campus.
- Get involved also in evangelism of the GBU on campus

Week to week ask what is happening in the area of evangelism for your group: who can we be praying for? Who have you been hanging out with? Who have you been sharing with? What can our group do to help? This can make a difference in members' attitudes

about being “salt and light” on their campus. Evangelism becomes who we are instead of what we do. Reaching out to others becomes foundational value of small group life.

- Pray also for your Judea and Samaria. Prayer for your city is simple to organise but incredibly important to God’s work and His people who minister there everyday. Once we get in the habit of caring for the world around our little world (on campus, at work or at home), our small group will graduate people who God will continue to use to reach Judea and Samaria.
- Help your small group learn about the world and missions by use some Bible studies on God’s care and plan for all nations of the world. (From Genesis to Revelation and especially in the book of Acts). You could also read a book about missions or some missionaries biographies together. Start a current events time in your group when people come prepared to share what is happening internationally that week. Give research assignments to learn more about countries in the news. As a group, pick a continent, country or people group to adopt for the year (or beyond) to learn about and pray for. The Operation World book by Patrick Johnston is a key resource.

4. Follow Up and Feedback

- Ensure you interact with each member of your group outside the meeting at least once a week.
 - Someone expressed a need – show concern
 - Someone raised a question too hard to answer – look for the answer
 - Someone disagreed – try to understand more
 - Someone didn’t come – let them know they were missed
 - Someone showed real potential interest – encourage them to get more involved.
- Encourage the members to visit and spend time with one another outside the meeting time.
- In such interactions, follow up with one another on:
 - How people are applying what they learnt from the studies.
 - Individual needs expressed during the times of sharing and prayer.
 - One another’s academic, family and social lives.
 - Personal spiritual disciplines i.e., personal Bible study and prayer.
 - Physical needs.
 - There should be a system of feedback in the GBU. The committee should know what is happening in the cells, and each cell leader should be familiar with what is going on in the other cells.
- Build next weeks study on what happened this week
- In next weeks meeting, invite people to share what God did since or because of last weeks study. I.e. try to encourage accountability

5. Leadership: Qualities of a Good Small Group Leader

Commitment to personal Christian growth.

- If you are to lead others and help them grow, then you need to be growing too.
- This calls for good and consistent practice of the spiritual disciplines of prayer and Bible study, and making sure that we are always focused on Christ.

Commitment to get involved in other people's lives

- Remember that God has called you to take care of His people.
- The leader should be genuinely interested in each member.
- Know their names and “know them by asking questions, by attempting to communicate care and demonstrating spiritual concern.” – Doug Whallon – *ibid*
- Avoid being interested only in the group's welfare and not the welfare of the individuals making the group.
- Involves being committed to finding out their needs, both the obvious and the not so obvious ones, and seeking to be involved in the meeting of those needs and influencing them positively for God.

Commitment to the vision of the group

- The leader needs to believe in the vision and purpose of the group, and be committed to its fulfillment.

6. The Leader's Task

The Leader as a Shepherd

- The major role of the leader is pastoral; taking care of God's flock.
- Providing a sense of purpose and vision.

The Leader as a Facilitator

- Initiating and guiding the group's activities.
- Encouraging others: Involves the members in the life of the group, helping them to use their gifts and resources to serve the group.
- Setting expectations: Models openness, interest and participation.

The Leader as an Organizer

- Organizing logistics: The time, place etc of the meetings and communicating these to the members.

7. Skills of a Small Group Leader

- *Listening*: Do not be too eager to contribute, even if you know the answer and they don't seem to know. Learn to be quiet and listen to the opinion of others.
- *Asking questions*: Sometimes people may not know how or may be shy to express their thoughts or feelings. Learn to ask questions that will help people bring out the truth and the substance in them.
- *Open and vulnerable*: Should be open to share your life with the group members and allow them to see you for what you really are. Masks will put them off.
- *Time keeping*: Both in punctuality and in leading the meeting, value their time and work hard not to waste it.

- *Respectful*: Treat your members respectfully in everything.
- *Warmth and friendliness*: Do not be too serious for life! Try to radiate some life and warmth as much as is honestly possible, so that you don't scare people away from yourself and the group.
- *Developing and training potential leaders*: Identify those in your group who can be future leaders, and deliberately invest in them and involve them so that they may be developed.

8. Pitfalls to Avoid

- Lack of commitment by members
 - Commitment is nurtured; be in contact with your members.
 - Be creative in your group activities
- Superficiality\ pretense
 - All these can be mere theory, unless you put effort to realize your aims
 - Avoid 'formality' as much as you can
 - Have regular times of evaluating your progress as a group
 - Encourage the building of healthy relationships
- Duplicating the GBU
 - Always remember that you are not a GBU; you are a cell.
 - Do not duplicate activities. If what is done in the GBU large group fellowship is also all you are doing, then you don't have a reason for your existence.

9. Guiding through phases

Groups grow through four somewhat predictable phases that have some common characteristics and similar challenges. They are start-up or "exploration", shake-up or "transition", live-it-up or "action" and wrap-up or "termination". Understanding what people are thinking and feeling during each phase can help you guide your group through the journey. As a leader, understanding your own thoughts and feelings will give you helpful insights as you navigate the process. As you pass through each phase, you lay the foundation for next phase.

All groups go through these phases in one way or another. They may not make it through all of them or may move back and forth between them. Most groups move one step forward, then may seem to take two steps backwards and some seem to get stuck forever in a particular phase. Knowing what people are likely to be thinking and feeling along the way will enable you to address needs that may remain unspoken. This kind of caring will help you to move through the phases.

The following chart helps to understand the different phases and what people are thinking.

Phase	Start-up /Exploration	Shake-up /Transition	Live-it-up /Action	Wrap-up /Termination
Member's thought	Can I find friends here? What are the purposes of the group? What's expected of me?	Can I be more honest? How can I influence the group? Will this group really work? So-and-so irritates me.	I like and trust this group. I'm committed. These are my friends. Let's go for it and do something.	Was it worth it? How have I grown? What have I learned about God, myself, others?
Member's feeling	Hopeful anticipation. Doubts and fears. Ambivalence.	Anxiety. Impatience. Low enthusiasm. Growing commitment	Secure in relationships. Freedom and enjoyment. Growing appreciation of diversity.	Joy. Sadness. Reflection.
Member's behavior	Cautious conversation. Safe topics. Giving information.	Decreasing openness and/or increasing openness. Expressions of irritation. Sporadic attendance. Demonstrate commitment.	Express positive feelings. Give honest feedback. Contribute ideas, gifts and leadership. Serve one another.	Laughter. Tears. Delight in friendship.
Leader's attitude and approach	Set tone of openness and acceptance. Create safe atmosphere. Communicate clearly.	Encouragement. Active listening. Hang in there – this is a normal process.	Keep goals clear. Challenge to risk. Encourage group to take initiative.	Reflection. Affirmation. Thankfulness.
Leader's planned activities	Self-descriptive get acquainted exercises. Set ground rules. Communicate your excitement and hopes.	Trust-building exercises. Manage conflict. Help clarify and redefine commitment.	Develop gifts of others. Delegate. Give feedback.	Activities for evaluating, celebrating, appreciating.
Leader's feelings	Excitement. Anticipation. Energetic.	Enjoying process. Discouraged, frustrated.	Joy and satisfaction. Left out, unappreciated.	Thankfulness. Degree of disappointment.

Leader's needs	Encouragement, prayer, affirmation.	Problem solving with others. Review phases. Prayer support.	Awareness of own feelings as ownership grows. Support of other SGLs.	Evaluating, appreciating and celebrating with other leaders and SGL coordinator
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10.A word for cell coordinators

Have a regular small group leaders' meeting

- Such meetings are essential to
 - Impart vision
 - Share ideas
 - Train leaders
 - Solve problems
 - Encourage one another
 - Prepare new leaders
 - Strategize
- Require all members to attend
- Invite assistant leaders and potential leaders
- Use some time to model well-prepared, well-led Bible study discussions.
- In each session, focus on one major concern
- Allow time for questions
- Encourage testimonies.
- Reserve time for intercessory prayer.

Conclusion

- God has invited you to share in the work He is doing among His people; He has given you charge of a small group of people to take care of. Always see it as God's work.
- You are accountable to those you lead, to the GBU, and more so, to God.
- Take your responsibility seriously. Invest your time, efforts, prayers, and thoughts in it. Be willing to sacrifice where necessary.
- Consult among yourselves as cell leaders.
- Ensure you develop\ raise other leaders from your group. Give them opportunities to lead.
- Remember that it is also an opportunity for your growth and self-development.
- God will himself reward you after it all.
- 2 Peter 5: 1-4

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