



# Group Leader Handbook

# WELCOME

Life is not meant to be lived alone. From the creation of Adam and Eve in the garden to the calling of the disciples in the Gospels, community has always been central to the heart of God. At Oak Hills Church, we envision these communities to be centered on the teachings found in the Bible. Through the relationships formed and the experiences gained, groups are catalytic gatherings that guide disciples where they live, work, learn, and play. As the leader of one of these groups, you are following the calling of God and partnering with the local and global body of Oak Hills Church to be a disciple who makes disciples through these relationships formed in groups that you lead.

## **BIBLICAL VISION**

### **BIBLICAL MODEL FOR THE CHURCH**

What are the important characteristics of the church in Acts? (Acts 2:42-47)

They devoted themselves to the apostles' teaching and to fellowship, to the breaking of bread and to prayer. Everyone was filled with awe at the many wonders and signs performed by the apostles. All the believers were together and had everything in common. They sold property and possessions to give to anyone who had need. Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts, praising God and enjoying the favor of all the people. And the Lord added to their number daily those who were being saved.

## **GROUP TYPES OF OAK HILLS CHURCH**

### **MIDSIZED GROUPS**

Midsized groups are Adult Bible Communities that gather on Sunday mornings. They are demographic based groups that focus on building relationships, studying God's word, and encourage everyone to take a step into Biblical Community. By using the Sunday morning experience, these groups will help people make connections that will help them find smaller communities to gather in during the week.

### **SMALL GROUPS**

Small groups are in person and online groups that regularly meet throughout the week. They gather where you live, work, learn, and play. The purpose of these small groups is to help people to connect into biblical community outside of the Sunday morning experience. As these groups connect relationally, they will deepen their journey with Jesus together by studying the Bible and praying together.

### **MICRO GROUPS**

Micro groups are in person and online groups that are gender based with a focus on authenticity and accountability. These groups are meant to be intimate, transformational groups that band individuals together with the sole intention of spur one another on through thought provoking questions and comprehensive bible study.

# New Leader Onboarding Process

Below is an outline of the onboarding process for new leaders. We are constantly and prayerfully in pursuit of leaders to start groups.





# LAUNCH

OHC staff verifies leader training, resourcing, and onboarding. Staff provides support, equipping, training, and guidance to leaders.

## DEFINING YOUR GROUP

### Public vs. Private Groups

- Public groups are placed on the OHC website for people to sign up and join. Once someone shows interest in joining the group, you will receive an email with the information needed to contact them and invite them to your group.
- Private groups are not placed on the OHC website. Private groups have designated that they are at capacity for those who are in attendance of their group.

**Small Group details are requested for training/equipping and public join a group promotion (promotion is optional):** Follow up with the Group Ministries administrative assistant with all group details promptly.

## ONE-ON-ONE SUPPORT

- Coaches or Ministers will support leaders by scheduling check in to get you started.
- Assistant will follow-up to verify details and to help with onboarding requirements: volunteer application, membership next steps, collecting group details, etc.

## PUBLIC GROUP PROMOTION

If public, group will be posted one of the following webpages.

- <https://oakhillschurch.com/groups>
- <https://oakhillschurch.com/men>
- <https://oakhillschurch.com/women>
- <https://oakhillschurch.com/parents>
- <https://oakhillschurch.com/marriage>

All public groups would be listed on Oak Hills Church print material, website, APP, and shared by staff for those searching for a group. These promotional pieces will include contact name(s), email, group type, welcoming status, day, time, and topic/description. Onsite groups will have the room number listed. Off-site groups will not include the meeting address. The leader phone will not be listed. The leader will receive emails from OHC (with info for a potential member) or emails directly from a potential group member. The leader can contact them with more specific details about the group (address, contact information, etc.).

## CHILDCARE

Some Small Groups that meet in homes include families with children. In those groups, the participants are responsible for making their own childcare arrangements to ensure the proper safety and care of their children. Oak Hills Church is not responsible for childcare arrangements for groups that meet off-site. *Note: Some groups do meet on campus and might have childcare available. (Example: Adult Bible Communities)*



# TOOLBOX

New leader begins leading their group and is supported with ongoing coaching, care, resources, and training. They are supported by the coach, minister, and OHC administrative staff.

## Core Training

- Leader Handbook
- Biblical Model
- Steps to Launch your Group
- Relational Discipleship

## Ongoing Training/Equipping Resources

- Checking In and Checking Out
- Mock Group
- Inductive Bible Study Method
- Intentional Prayer
- Sabbatical
- Micro Groups

## Ongoing Training/Equipping Connections

- Coaches will continue to support leaders by scheduling check in times monthly.
- Minister will follow-up twice a year (or more) personally and ongoing through email.
- Assistant will follow-up three times a year to verify details and to help when people are trying to connect to their group.

## ONGOING TRAINING/EQUIPPING EVENTS

- One-on-one with Coach (monthly or as needed)
- Leader LABS (twice a semester)
- Leader Rally (yearly)
- Resource page <https://oakhillschurch.com/groupleader>

## ONGOING STUDY RESOURCES

- Study Tools
- RightNow Media



# TRAINING

## Relational Discipleship

Vision for Disciples within Biblical Community

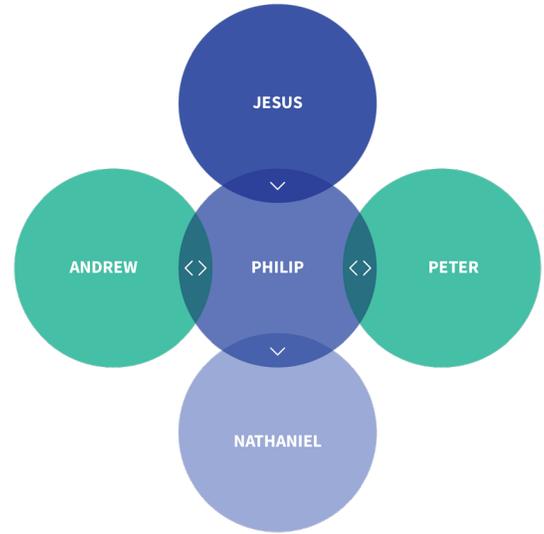
### OVERVIEW

Biblical Community focuses on disciple-making relationships that build upon each other to ensure the disciple is growing towards maturity in Christ.

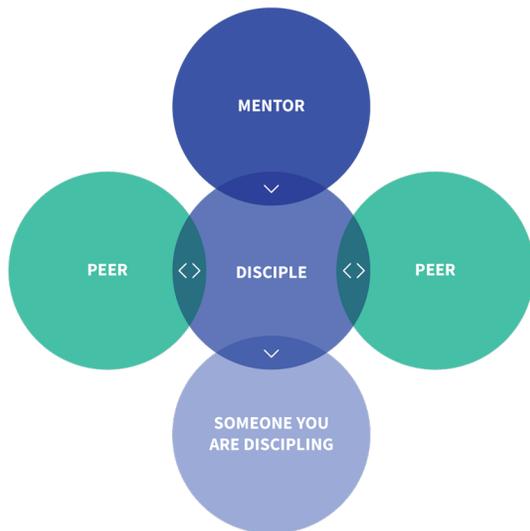
### DEFINING THE MODEL

**Biblical Focus:** John 1:35-51

Relational discipleship starts with Jesus. Jesus called the disciples into a relationship with himself, with each other, and with those who would make up the future of the Church. When Jesus called those disciples, he called them into relationships that would transform them into the Body of Christ.



**Relational Connection:** Relational discipleship is the process of being connected in relationships that equip us and encourage others to be more like Jesus. The purpose of this model is for disciples to make disciples through relationships. Disciples are in healthy relationship when they have a mentor, peers, and someone they are discipling.



Discipleship matures with a **mentor**. The mentor serves to guide, resource, support, and equip the disciple to grow more like Jesus.

Discipleship is sustained with **peer** relationships. Peer relationships hold each other accountable, teach each other through experiences, and care for each other through life.

Discipleship starts with **someone you are discipling** (you are mentoring them). A disciple expresses the love of God where they live, work, learn, and play.



# TRAINING

## BUILDING YOUR RELATIONAL DISCIPLESHIP MODEL

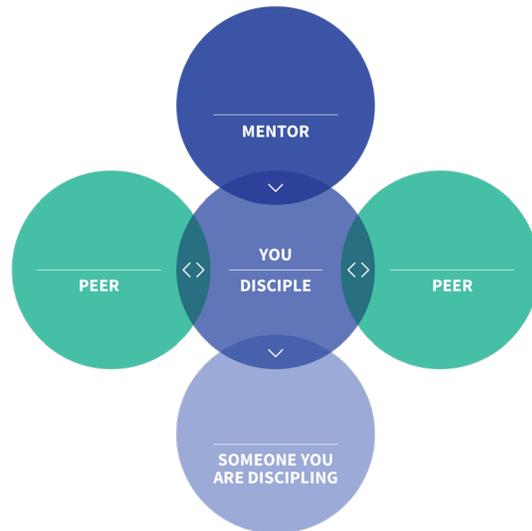
When to use relational discipleship: This model can be used to help disciples build the relationship needed to be disciples who make disciples. This can be implemented at any start point for people who are taking next steps in discipleship and leadership.

Who should utilize relational discipleship: The “Disciple (You)” is the person who has made a discipleship commitment to grow more like Christ.

Use the question below to fillout the diagram blanks for YOUR Biblical Relationships.

### Who?

- Who is mentoring you?
- Who are your peers?
- Who are you discipling and/or sharing the gospel with?



### Take Your Next Steps: Use the questions to take next steps.

- How will you guide, resource, support, and equip?
- How will you hold each other accountable, teach each other, and care for each other?
- How will you express love?

## ONGOING RELATIONSHIP RHYTHM

Create a regular rhythm of meeting weekly, biweekly, or monthly to maintain the relationships that are accountable and help you grow in Christ. For these relationships to be healthy, they should be mutually caring and embrace the need to be more like Jesus. Meet in an environment that ensures everyone can be engaged in the relationship.



# TRAINING

## Training Material - Discussion Questions

### **BIBLICAL MODEL OF ABIDING IN CHRIST**

Group leaders are disciples of Christ first. What does a disciple making relationship with God look like? (John 15:7-13)

- A disciple interacts with God through word and prayer. (v. 7)
- A disciple makes a significant impact on people. (v. 8)
- A disciple responds to God's calling in obedience. (v. 9-10)
- A disciple is internally contended and at peace. (v. 11)
- A disciple loves others as Christ has loved them. (v. 12-13)

### **BIBLICAL MODEL FOR THE CHURCH**

What are the important characteristics of the church in Acts? (Acts 2:42-47)

- Biblical teaching (v. 42)
- Disciple making fellowship (v. 42)
- Prayerful (v. 42)
- Visionary (v. 43)
- Caring community (v. 44)
- Radical generosity (v. 45)
- Daily interactions with each other (v. 46)
- Multiplication (v. 47)

### **BIBLICAL MODEL OF HEALTHY GROUPS**

- What is the purpose of a group? (Romans 12:1-2)
  - Transformational living (v. 2)
  - Daily renewal (v. 2)
  - Purposeful living (v. 2)
- How does a group stay healthy? (Romans 12:3-8)
  - Live humbly toward each other (v. 3)
  - Encourage the gifts of each other (v. 4)
  - Use our gifts to support each other (v. 5)
  - Fulfill God's purpose through our gifts (v. 6-8)
- What does a healthy group look like? (Romans 12:9-16)
  - Sincere love (v. 9)
  - Honoring each other (v. 10)
  - Serving the Lord (v. 11)
  - Joyful experiences (v. 12)
  - Hospitality (v. 13)
  - Suffering together (v. 14)
  - Authentic relationship (v. 15-16)



# TRAINING

## Training Material - Getting Started

### HOW TO START AND MAINTAIN

- **Pray:** Pray about who God will bring, where you will gather, what you will need, when you will meet, and how your time together will look. Seek God's direction on clarifying the direction your group will take.
- **Define:** Will your group meet where you live, work, learn, or play? Will your group focus on fellowship, curriculum, or care? Will it be online, in-person, or both?
- **Invite:** Start inviting others to join your group. Invite 2 or 3 friends to get started. Then use other resources to invite others such as OHC website, your social media accounts, and personal invitations.
- **Empower:** Empower others in your group to help. Who could lead, who can host, who can cook, who is good with technology, who can organize, who is eager to serve, etc.? The health of the small group depends on the ownership of others and will enable your group to multiply.
- **Resource:** Gauge the biblical depth of your group. Find out how your group can study God's Word most effectively. Don't be afraid to ask your coach or minister for help.
- **Shepherd:** Know what is going on in the life of your group. Weep with each other, laugh with each, and pray for one another. Share and find things in common with each person in the group.

### SAMPLE GROUP MEETING

Every small group is different. Here is an example of how to run a small group.

- **Welcome:** Spend time showing hospitality to those coming to your gathering. Small chats help enforce that they belong to your group.
- **Check-In / Icebreaker:** Depending on your group, either give each person a quick minute to share how they are coming into the group or use an ice breaker game/question to get everyone started.
- **Prayer of Thanksgiving:** Start the group in an attitude of gratitude with prayers of thanksgiving that your group was able to meet that week.
- **Bible Study / Discussion:** Spend quality time discussing a biblical text using either a chosen curriculum or OHC sermon series study guide. Allow the group to interact within this time of discussion and study.
- **Prayer of Supplication:** After studying the Bible, allow the group to share prayer requests, and spend time in prayer reflecting on what you just learned from God's Word.
- **Invite / Reminder of next meeting:** Invite group members to return to your next group gathering. Note any special occasions such as birthdays or anniversaries within your group to celebrate.