

The Pastor and Small Group Leaders

Strategic care and practical training for new small group leaders
2009 Sovereign Grace Pastors Conference
Jim Donohue

Our Goal: Strong, healthy small groups led by godly, trained leaders.
How do we get there?

I. Pastoral Ministry in a Growing Church¹

A. The Call of a Pastor

1. To promote and protect the fruit of the gospel in the life of the church.

“And it is my prayer that your love may abound more and more, with knowledge and all discernment, so that you may approve what is excellent, and so be pure and blameless for the day of Christ, filled with the fruit of righteousness that comes through Jesus Christ, to the glory and praise of God.”

~Philippians 1:9-11

2. The pastor accomplishes this goal by giving himself primarily to the ministry of the word (preaching) and prayer. Acts 6:2-4
3. If the care of each member is oriented around the pastor, then the pastor won't be doing what he is supposed to do.
4. Small groups are to take the bulk of care. They are the mechanism that frees the pastor to focus on preaching and prayer.

B. Church Growth Blessings and Challenges

1. The blessings of growth.
2. The challenge of growth.
 - How do you care for souls?
 - What programs do you develop?

¹ Andy Farmer, *Pastoral Care in a Growing Church: Bigger Boat or Better Boat?* (The Journal of Biblical Counseling, Summer 2006), p 19

C. Priorities for Pastoral Care

1. To stir proper worship and the fear of the Lord in the heart of the believer.
2. To meaningfully apply the gospel to all of life.
3. To stimulate believers toward biblical wisdom and maturity in thinking, feeling and doing.
4. To equip believers to care for one another in biblical fellowship.
5. To help each member find meaningful ways to serve in the ministries of the church.
6. To make the activity of witness and evangelism a normal orientation in every member's life.
7. To help every believer live in light of, and prepare for, life with Christ in eternity.

D. Pastoral Counseling

1. Avoiding talk therapy and the pastor as a professional care giver.

“The idea that the primary way we handle our problems is by talking them out has come directly from the therapeutic revolution of the past 100 years. You wouldn't come to a talk-driven model of pastoral ministry in the church through a plain reading of Scripture.”²

~Paul Tripp

2. The “one anothering” fellowship of the saints.

E. Ephesians 4 Equipping

1. The call to equip.

“...to equip the saints for the work of ministry, for building up the body of Christ, until we all attain to the unity of the faith and of the knowledge of the Son of God, to mature manhood, to the measure of the stature of the fullness of Christ, so that we may no longer be children, tossed to and fro by the waves and carried about by every wind of doctrine, by human cunning, by craftiness in deceitful schemes. Rather, speaking the truth in love, we are to grow up in every way into him who is the head, into Christ, from whom the whole body, joined and held together by every joint with which it is equipped, when each part is working properly, makes the body grow so that it builds itself up in love.”

~Ephesians 4:12-16

² Paul Tripp, CFC Leadership Team Community Group, March 2002

2. One of the historic weaknesses in the building of our church has been the lack of care for existing leaders and the lack of developing new leaders.

F. The Pastoral Ministry Continuum



II. Small Group Leadership Development

A. Our Mission³

1. We exist to treasure, proclaim and grow in the gospel of Jesus Christ.
2. This is how we have endeavored to promote and protect the fruit of the gospel at Covenant Fellowship Church.
3. How can a church help their members grow in the gospel of Jesus Christ?

B. Discipleship Development (Grow)

1. Developing a system for discipleship.
2. Keeping discipleship and fellowship together.
3. An emphasis on preaching and teaching (see pg. 6 for meeting topics).
4. Ensuring that future leaders embody biblical values.
5. Finding potential leaders.
 - Who should be doing this?
 - How can you bring discernment to this process?
 - Is there a more systematic way for this to take place?

C. Leadership Development (Invest)

³ See page 5 for our mission graphic.

1. Strategic discipleship for future leaders.
 - Focus on doctrine and values (see pg. 7-8 for meeting topics).
 - Focus on character.
 - Meeting outside of meetings.
2. Full deployment into small group leadership and other ministries.
3. A more systematic and effective positioning of leaders.
4. Deploy pastors in small group leader oversight or Invest if possible.

D. Small Group Leader Training

1. New small group leaders training.
 - Unpacking the job description.
 - Top 7 questions of a new small group leader.
2. Quarterly training meetings.
 - See pg. 9 for meeting topics.
 - Our small groups are called Community Groups.
3. Pastoral care for small group leaders.
 - Twice a quarter in a pastors home.
 - See pg. 9 for meeting topics
4. Friday bulletins for small group leaders.
 - See pg. 10 for an example.

E. Reinvest

1. Re-deploying former small group leaders.



Grow Monthly Topics and Reading Assignments

Teaching	Topic and Assignment	Mentor Meeting Date and Location
September 24	<i>Sanctification</i>	
	Read: How Christ Changes us by Grace	
	Complete: Use “Getting to work” from the outline and the blank 3 trees document. Be prepared to discuss at your mentor meeting.	
October 8	<i>Discipleship</i>	
	Read: “The Kind of Person God Uses” from “Disciples are Made Not Born.” By Walter A Henrichsen	
November 12	<i>Spiritual Disciplines</i>	
	Listen to: CD – Mike Bullmore	
	Read: Disciplines for Life	
December 10	<i>Evangelism/Mercy</i>	
	Read: “Evangelism for the Purpose of Godliness” (Whitney) And “South Beach”(Cahill) “Mercy Ministry” (Hayes)	
January 21	<i>Marriage –Biblical Foundation</i>	
	Read: Love that Lasts	
February 11	<i>Marriage- Practical</i>	
	Read: Love that Lasts	
March 11	<i>Money/Giving</i>	
	Read: Chapters 4, 5, and 12 from Your Money Map by Howard Dayton	
April 15	<i>Parenting or Relationships/Roles</i>	
	Read (Married Groups): Instructing a Child’s Heart by Ted Tripp	
	Read (Singles Groups): Relationships by Lane /Tripp	
May 13	<i>Parenting or Relationships/Roles</i>	
	Read (Married Groups): Instructing a Child’s Heart by Ted Tripp	
	Read (Singles Groups): Relationships by Tim Lane and Paul Tripp	
June 10	<i>Worldliness</i>	
	Read: Worldliness by CJ Mahaney	

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July 8	<i>Spiritual Gifts</i>	
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Invest Monthly Topics and Reading Assignments

Date	Topic and Assignment
September 25	Spiritual Disciplines <i>10 Questions to Ask to Make Sure You're Still Growing</i> (Donald Whitney)
October 16	Doctrine of God Knowing God (Packer) Chapters 2 and 3
October 30	Doctrine of God Knowing God (Packer) Chapters 8, 9, 11, 12, 13, 14, 18, 19, and 21
November 6	Personal Growth and Sanctification First Half of <i>The Discipline of Grace</i> (Jerry Bridges)
November 20	Personal Growth and Sanctification Second Half of <i>The Discipline of Grace</i> (Jerry Bridges)
December 11	Review of Spiritual Disciplines
January 8	Marriage First half of <i>When Sinners Say I Do</i> (Dave Harvey)
January 29	Marriage Second Half of <i>When Sinners Say I Do</i> (Dave Harvey)
February 12	Read the article <i>The Cross and Criticism</i> (Alfred Poirer)
February 27-28	Invest Retreat – Sanctification
March 12	Parenting <i>Shepherding a Child's Heart</i> (Tedd Tripp)
March 26	Parenting <i>Shepherding a Child's Heart</i> (Tedd Tripp)
April 16	Puritan Work <i>The Glory of Christ</i> (John Owen)
April 30	Puritan Work <i>The Glory of Christ</i> (John Owen)
May 14	Biblical Masculinity and Femininity Ladies: <i>Feminine Appeal</i> (Carolyn Mahaney) Men: <i>Sex, Romance and the Glory of God</i> (CJ Mahaney)
May 28	Biblical Masculinity and Femininity Ladies: <i>Feminine Appeal</i> (Carolyn Mahaney) Men: <i>Sex, Romance and the Glory of God</i> (CJ Mahaney)
June 11	Evangelism Gospel Outreach Discussion of personal evangelism
June 25	Leadership and Sanctification <i>Humility</i> (CJ Mahaney)
July 16	End of Invest BBQ

Invest Men's Breakfast Assignments

Date	Assignment	
	Bible Doctrine	The Godly Man's Picture
October 18	Road Trip to College Age Ministry Retreat Doctrine of the Word of God Chapter 1	
November 22	Doctrine of the Word of God Chapters 2, 3	P. 60 "A Man Who Loves the Word"
December 13	Doctrine of God: Incommunicable and Communicable Attributes Chapters 4, 5	P. 37 "A Man Who Serves God not Men"
January 17	Doctrine of God: Providence/Sovereignty Chapter 8	P. 32 "A Man Like God"
February 21	Doctrine of God: Man/Sin Chapters 11, 13	P. 146 "A Man Who Does Not Indulge Himself in Any Sin"
March 21	Doctrine of Christ: Person and Atonement Chapters 14, 15	P. 77 "A Man of Humility"
April 18	Doctrine of Application of Redemption: Regeneration and Conversion Chapters 20, 21	P. 128 "A Thankful Man"
May 9	Doctrine of Application of Redemption: Justification and Sanctification Chapters 22, 23	P. 44 "A Man Who Prizes Christ"
June 20	Doctrine of the Church and Gifts of the Holy Spirit Chapter 29, 30	

Annual Small Group Leader Schedule and Meeting Discussion Summary

- 1.07 Community Group Strengths/Weaknesses Evaluations
- 2.07 **Quarterly Community Group Meeting**
- 3.07 Who are our kids and how are they doing?
- 4.07 Spiritual Disciplines Evaluation
- 5.07 **Quarterly Community Group Meeting**
- 6.07 Demands on Marriage and Date Night goals
- 7.07 **Quarterly Community Group Meeting**
- 8.07 CGL picnics
- 9.07 New Church announcement discussion
- 10.07 **Quarterly Community Group Meeting**
- 11.07 Marriage Conflict – 2B1 Tool
- 12.07 Christmas Party
- 1.08 **Quarterly Community Group Meeting**
- 2.08 Spiritual Life update – What are you learning about God right now?
- 3.08 Marriage Communication – Seeing Sin, speaking grace blog
- 4.08 Leaders Meeting
- 5.08 **Quarterly Community Group Meeting**
- 6.08 Follow up on New Church; Peace in Busyness (from Family Life Meeting)
- 7.08 **Quarterly Community Group Meeting**
- 8.08 CGL picnics
- 9.08 **Quarterly Community Group Meeting**
- 10.08 Parenting – No regrets discussion (from FL meeting)
- 11.08 Follow up on Transition weekend – Presidential election discussion
- 12.08 Christmas Party

Quarterly Training Meeting Summary

- 2.06 Introduction of new Care structure
- 5.06 Gospel Transformation I and II
- 8.06 Gospel Discernment, Using Take It Home Questions
- 10.06 Gospel Centered Self-examination
- 12.06 Leader's Christmas Party
- 2.07 Gospel Centered Sanctification
- 5.07 Women's Ministry I – Kimm Harvey, Men on GMP connections
- 7.07 Women's Ministry II – Kimm Harvey, Men's Discussion on Worldliness
- 10.07 New Community Group Leaders orientation – new pastoral oversight
- 1.08 Discussion of New Church, Proclaim in CG's
- 4.08 Pastoral Transition Announcement Meeting
- 5.08 CIA, Proclaim follow-up, Stump the Pastor (Q&A on CG experiences)
- 7.08 Jared – Treasure, Grow, Proclaim; Kenny – Grow in CG's
- 9.08 David – Churchbook, Kenny – Grow Training, Andy – Fellowship Q&A

1.09 Overview of Membership Clarification; Running Effective meetings

Small Group Leader's Friday Bulletin

From: Andy Farmer
Sent: Thursday, January 29, 2009 11:45 AM
To: Charity Campbell
Cc: Andy Farmer
Subject: Friday Bulletin

Hi Folks. A number of things on the list today:

VERY IMPORTANT

1. **CGL Meeting next Friday.** Rather than meeting in pastors homes next Friday, 2/6 as per the schedule, all the CGL's will meet together HERE AT THE BUILDING in the Whitfield Room beginning at 7:30. This is still a care meeting for you, so it is NOT a training meeting that would include fellowship Group Leaders.

GROW

2. Kathy wanted to let you know that the Grow Message from the last meeting is available on the church website. You can use this link <http://www.covfel.org/pages/index.php?plD=3127> or check the Grow page.

MARRIAGE CONFERENCE FOLLOWUP

3. The Marriage Conference messages can now be downloaded at <http://mercy4marriage.org/index.php?plD=13>. Aron, Blake and Jocelyn would also love to get your feedback on the conference, which you can submit by going to this link: <http://mercy4marriage.org/index.php?plD=11&PHPSESSID=3b51ed4378b42a816e8b9423b9d6fa5f>

LEADERSHIP TIPS (This was taken from a training session we did a couple of years ago on how to lead fellowship groups)

Five Pointers on Using the Take It Home Questions:

- You'll always have twice as many Take it Home options as you do meetings to use them. Choose ones that might be most helpful for your group.
- Don't focus on answering all the questions, use the questions to get into personal application
- Take some time to read the passage and remind the folks of the main points and key ideas, but keep this as brief as possible. Don't re-preach the message
- Come with a back-up plan. If you're not getting lift from the Take it Home questions, have a question relevant to what's going on with the folks in the group.
- Try to engage folks in responding to each other, so you don't become the 'answer person'.