

CELL GROUP MINISTRY TRAINING

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UNIT 1

A. Three types of Church

Pastor driven

Programme driven

Cell driven

If the church lived up to its/our expectations, what would it be like?

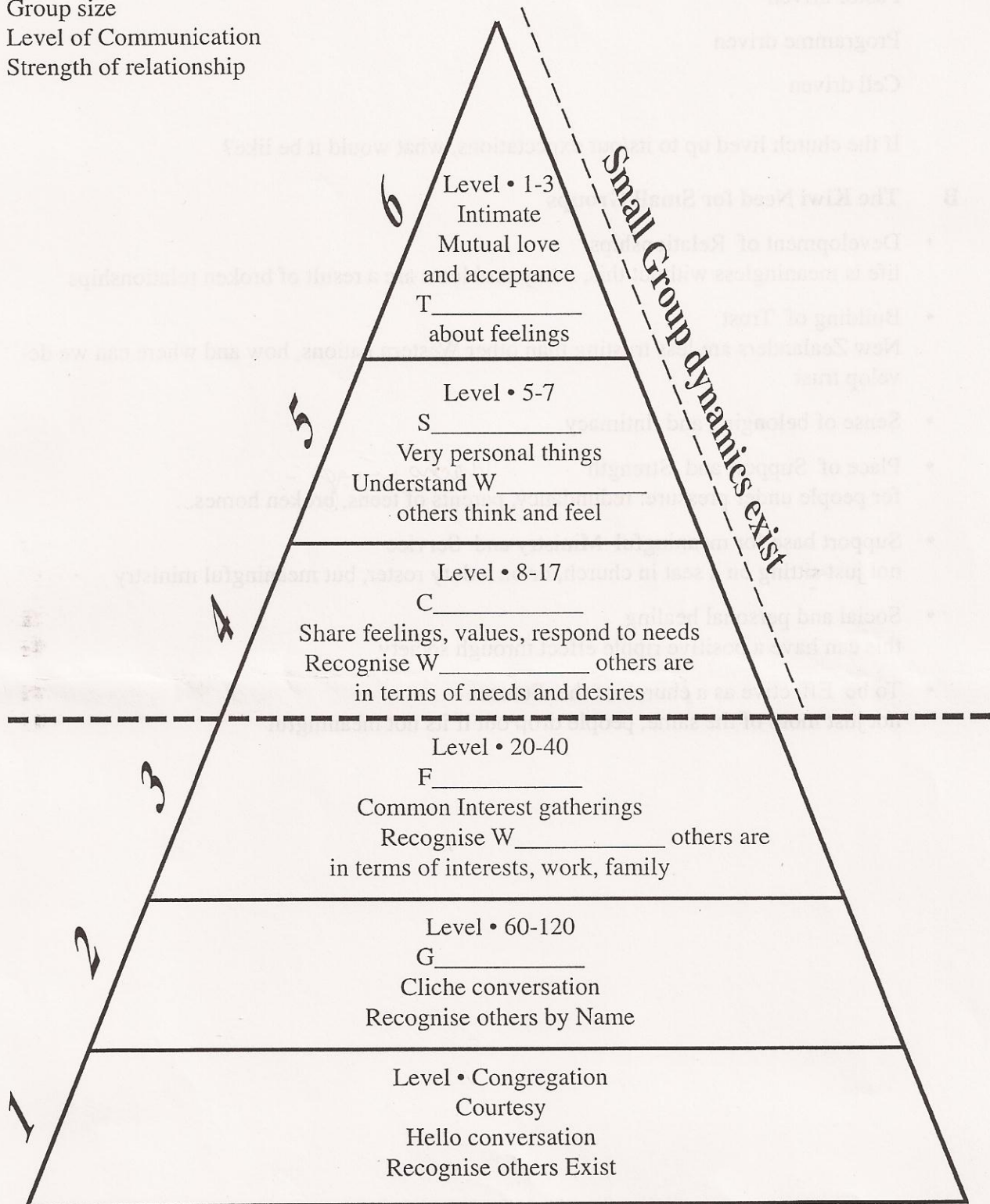
B The Kiwi Need for Small Groups

- Development of Relationships
life is meaningless without this, many problems are a result of broken relationships
- Building of Trust
New Zealanders are less trusting than other Western nations, how and where can we develop trust
- Sense of belonging and Intimacy
- Place of Support and Strength
for people under pressure: redundancy, parents of teens, broken homes...
- Support base for meaningful Ministry and Service
not just sitting on a seat in church, or on a duty roster, but meaningful ministry
- Social and personal healing
this can have a positive ripple effect through society
- To be Effective as a church of the Future
not just more of the same, people drop out if its not meaningful

C Relational Pyramid

Where small groups fit for relationships and community to exist and develop in terms of...

Group size
Level of Communication
Strength of relationship



Implications:

- 1 In Programme or Pastor driven churches ...
- 2 Without cells
- 3 When difficulties arise ...

UNIT 2

A Community: The Biblical Basis for a Cell group Church

Definition of Community

People in Relationship with others

People who become Responsible to one another

People who take Responsibility for one another

Community is at the heart of the character of God and of every level of created relationships.

1 The Trinity

If God were only One person, there could be Power

If God were Two persons, there could be Love

But God is Three and with the Trinity there is Community

This is the most fundamental and intimate unit of Community, and is the building block of God's Creation.

2 The Family

"and baby makes Three!.."

This first unit of mankind, reflected God's image in Number, Character, Gender and in Spirit.

He made them responsible for One Another and the World around them.

3 The Israelite Community

In Genesis 4 we find a description of complimentary Abilities.

The growing Community also expressed its corporate life in Celebrations, Battles, Songs, Funerals etc.

By Moses' time, the numbers had grown too big to handle. God had already established Tribes but now the structure of the nation was formed around Tens, Fifties, Hundreds, and Thousands. (The Jethro principle, Exodus 18)

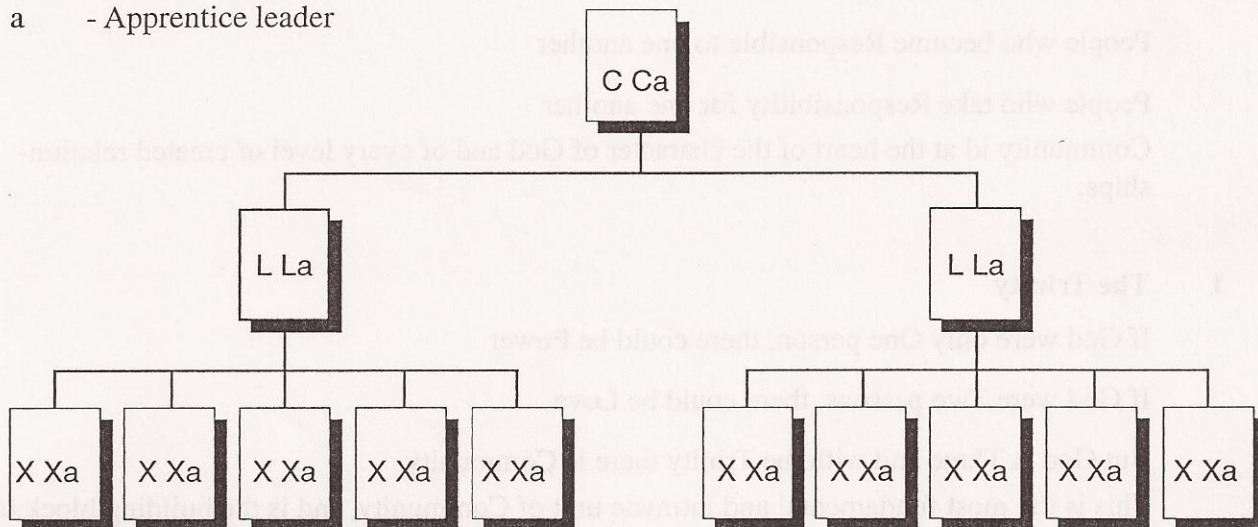
They used what in Greek is called Oikos.

It describes a Household, an Extended Family. The average number of people was Ten.

Clusters of five oikoses formed a grouping of fifty. Several fifties formed into hundreds.

The final size grouping was thousands. Each had someone in oversight.

- X - leader of 10
- L - leader of 50
- C - leader of 100
- D - leader of 500
- M - leader of 1000s
- a - Apprentice leader



It is the concept of "Oikos" which Jesus and the early Christian church develop.

4 The Disciples

Jesus choose to live in a community of Twelve men. We know there were also women attached to the group. In addition there was a subgroup of three: Peter, James and John. These dynamics of groupings will be evident in cell group life.

The disciples learn to deal with issues of Power, Status, Money, Prayer, Faith, etc.

It was the place of belonging, learning, living, ministering and worshipping.

5 The Church

When the church was launched into ministry on the day of Pentecost over three thousand new believers got added to the existing one hundred and twenty.

Like Moses before them, they used the principle of small cells of people, and larger corporate groupings.

	Cell Group	Corporate Group
Teaching		
Prayer		
Breaking of Bread		
Worship		
Fellowship		

B The Church is the Oikos of Faith

Whether gathered together deliberately, like Jesus did with the disciples, or simply building on existing relationships, our "oikos" includes those with whom we have/can have a primary, close relationship - our first circle of friendships.

Acts 16:31

Believe in the Lord Jesus Christ and you will be saved, you and all your household (oikos)

1 Tim 3:15

...you will know how people ought to conduct themselves in God's household (oikos)

1 Peter 4:10

Each one should use whatever gift they have received to serve others, faithfully administering (oikonomos) God's grace in its various forms

1 Thess 5:11

Therefore encourage one another and build each other up (oikodomeo), just as in fact you are doing

UNIT 3

A Eight Principles of Small Group Development

- 1 A church's Growth Potential is directly related to the capacity of its infrastructure.
Cf. sponge soaking up water - church remains same size but with new people. (Infrastructure can only cope with 'X' number of people)
- 2 All groups have a Saturation Point
When group reaches saturation point, it will only grow through substitution or replacement of old people.
No Physical room, group is too large for any more
No Emotional room, too many people with turmoil and needs
No Safe room, group conflict keeps new people from sharing deeply
No Relationship room, new people will upset the group friendships and fellowship
No Communication room, need ice breakers so people don't feel like outsiders
No Leadership room, not able to nurture any new members
- 3 Small groups Incorporate people easier than Larger groups
- 4 New groups Incorporate people better than Older groups
If a group does not develop and birth a new group within 2 years, it probably never will.
- 5 The greater the Diversity in group life, the greater the Growth of the church.
- 6 The Stronger the group life, the more Loving the church
If you want people to feel loved, we must create a place and a climate for it to happen.
- 7 The Health of a church is related to the Health of its group life
- 8 A Church Growth plan must include small group Development if the fruit of evangelism is to remain

B. Scriptural Insights into Koinonia

Note these Scriptures are all written to Christians cell groups meeting in homes.

List the functions of the church in each of these scripture passages.

Acts 2:42-47

They committed themselves to the teaching of the apostles, the life together, the common meal, and the prayers. Everyone around was in awe - all those wonders and signs done through the apostles! And all the believers lived in a wonderful harmony, holding everything in common. They sold whatever they owned and pooled their resources so that each person's need was met. They followed a daily discipline of worship in the Temple followed by meals at home, every meal a celebration, exuberant and joyful, as they praised God. People in general liked what they saw. Every day their number grew as God added those who were saved.

I Timothy 3:15

I'm writing this letter so you'll know how things ought to go in God's household (oikos), this God-alive church (ekklesia).

1 Corinthians 14:26

When you gather for worship, each one of you be prepared with something that will be useful for all; Sing a hymn, teach a lesson, tell a story, lead a prayer, provide an insight.

Ephesians 5:19,21

Sing songs from your heart to Christ. Sing praises over everything, any excuse for a song to God...

Hebrews 10:24-25

Let's see how inventive we can be in encouraging love and helping out, not avoiding meeting together as some do but spurring each other on...

Other passages: Romans 12:10, Ephesians 4:2,32, Galatians 6:2, Colossians 3:16, 1 Thessalonians 5:11, James 5:16

C Changes in the Church when it moved from the Home to a Building

The Lord's Supper	changed from symbolic meal	to ritual
Leadership Style	changed from gifted	to professional
Worship	changed from participation	to spectator
Witness	changed from relationship	to salesmanship
Ministry	changed from personal	to social
Discipleship	changed from apprenticeship	to training
Fellowship	changed from in-depth	to superficial
Use of gifts	changed from edifying	to impressing
Stewardship	changed from gift of the heart	to dues

UNIT 4

A What Small Groups do

1 LLDD as a basic model

Different components of the cell

Love focus on love and care, Christ's love in us, being shared/ministered to others

Learn not just acquiring knowledge, but transforming of attitudes, alter behaviour

Do time when group accomplishes its task, actions we take

Decide where people get ownership of group agenda and process to accomplish that

2 Three Types of Small Group

Task emphasis on the Doing Ministry team music, ushers, food bank

Study emphasis on the Learning Bible Study book, topic
(needs application/action)

Care emphasis on the Loving Share Group growth and support

3 Why caring groups should comprise the majority of Church groups

- The Needs of people to be loved, have intimacy with others
- The Growth potential if love means anything it means there's room for one more

B Kinds of Small Groups

- | | |
|-----------------------------------|--|
| 1 Bible Study group | Primary purpose
learning, acquiring Bible knowledge |
| 2 Prayer group | develop intimacy with God, intercede for others |
| 3 Fellowship group | develop relationships and enjoy one another's company |
| 4 Social group | centres round an issue related to people in the group |
| 5 Task or Ministry group | specific objective the group is trying to accomplish |
| 6 Accountability or Support group | hold one another accountable for behaviour and actions |
| 7 Covenant group | group meets for specific purpose and time with obligation, but free to leave after |
| 8 House church | duplicate in miniature what happens in church |

Need to develop the right kind of mix of small groups for the diversity of people and needs.

C Four Essential Tasks (Non-negotiable)

- Care and Development of existing believers (edification)
Encouragement and release of gifts in one-another ministry
- The reaching of Non Christians with the gospel (committed intentional evangelism)
- The development of new Leaders (each group has an apprentice leader)
- The Birthing of new Groups (aim and expectation of multiplication, not a holding tank for Christians)

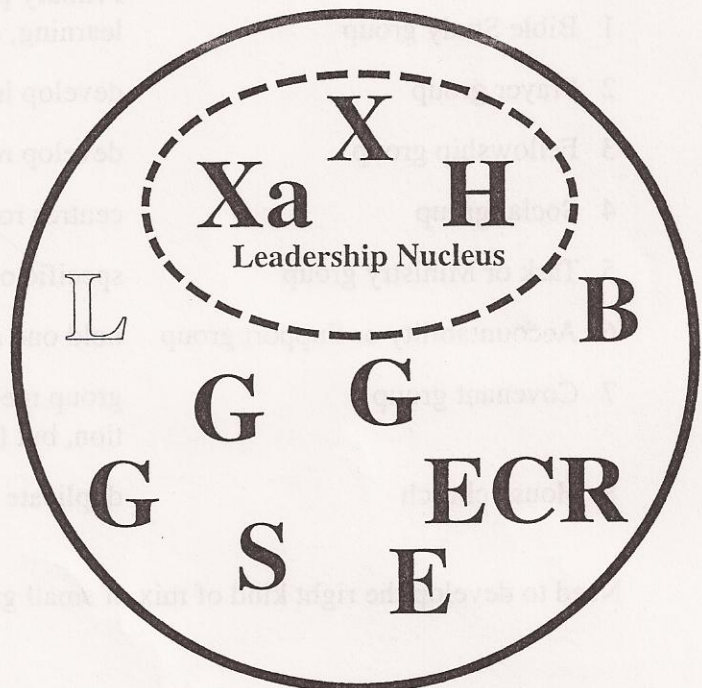
D Five Critical Principles (Non-negotiable)

based on evidence from churches if any of these are violated, cell groups will not work

- Span of Control
Number of people over whom you have direct contact. If you exceed 1:5 you cannot model or mentor, only supervise.
- Formational training
People need a model and to be coached, not a classroom where they are told
- 1:10 Ratio for Care Giver
Need to train 1 in 10 for primary care giving
- Developing of an Apprentice
Every leader must train another, if not, it leads to a dead end.
- Development of the Leadership Community
The ongoing support, training and encouragement of leaders is one of the most important things for the church

E Parts of a Healthy Cell Group

- X Facilitator Leader
- Xa Apprentice Facilitator Leader
- H Host/Hostess
- L Coach
(drops in from time to time)
- G Growing Christians
- S Seeker
- B Baby-sitter (if needed)
- ECR Extra Care Required person
(optional but expected)
- E Empty Chair
(for new person)



UNIT 5

A Agenda For A Cell Group Weekly Gathering

4 Ws

90 minutes (7.30 - 9.00)

Welcome

10-15 minutes

Snacks

Introduce new people/visitors

Ice Breaker

Relational activity/game to draw focus of group together in non-threatening way

- Breaks the ice, everyone gets to say something or accomplish a task on a predetermined topic
- Brings everyone to a common focus
- Allows people to share in a non-threatening way (often at a superficial level)
- People are able to share part of their story
- Extremely valuable for new groups beginning to get to know each other
- Important to use at every meeting, but no longer than 15 minutes

For groups that have been meeting for some time the icebreaker might be the question...

What was the most significant thing that happened to you this past week?

Worship

10-15 minutes

Planning is important. Choose songs, readings, meditations, prayers that have a purpose, but be flexible.

Allow things to be altered

1 Corinthians 14:26-27 the purpose is to strengthen the church

When you come together, everyone has a hymn, or a word of instruction, a revelation, a tongue or an interpretation. All of these must be done for the strengthening of the church.

Expect to meet your God. This can be a highlight of the evening.

Musicians are great if you have them, but not crucial to effective worship

Evaluate. Encourage people to talk about what they received during worship.

Communion. Celebrating the Lord's Supper in an atmosphere of intimacy is real communion, both vertical and physical.

Word

15-30 minutes

Purpose

- allows discussion and sharing on a deeper level
 - personal sharing
 - specific sharing
 - practical sharing

Encourage the focus of this time to be reflection and application of the Sunday message

How does this word affect your life? What can we do to make this word real in our lives?

What is the Holy Spirit asking you to do about it?

How would your life need to change for this to come about?

Is there a sin to confess, a change in behaviour to make?

Leader facilitates, not dominates. It is not time for another study or lesson.

Transformation comes through relationship, love and life of the body.

Creates accountability in the group.

- Leads to a time of ministry, exercising spiritual gifts and prayer (now or during next phase)

Works

20-30 minutes

- Share the Vision every time the cell meets in preparation for multiplication. The vision runs out if the fire is not consistently fed.
- Pray for one another
- pray for non-Christian friends, both when the cell meets and during the week. A "hit list"
- encourage one another in ways of reaching out

Who do we know on our Oikos list we could invite?

What can we do to help this person get to know Jesus?

What occasions can we invite them to, or what time will we spend with them this week?

Barbecue, 10 pin bowling, parent evening, CIN-Common Interest group

UNIT 6

A Evangelism in Cells, OIKOS

What is the mission of a cell group church?

Reaching unbelievers and equipping Christians for that task.

Evangelism is an essential element and intentional focus of cell life.

Responsibility for reaching outsiders rests with the whole group, not just one or two.

Our approach to evangelism is often deficient. Becoming a Christian is often viewed as making a decision, but this is limiting. Some people view evangelism as a program or event (have a big crusade, or special speaker). We often shrink from it because we are embarrassed and we can't imagine our neighbours wanting to be part of it. We should view the process of becoming a Christian as getting to know a friend and becoming committed to him.

Friendships and natural relationships form the natural bridges we should access. Displaced persons are often very open to friendship and the gospel.

One of the greatest gifts and tools God has given to us for evangelism is Koinonia - "see how these Christians love one another"; unbelievers saw it and wanted to be part of it.

One of best evangelistic phrases: Can I pray with you?

Seek to become aware of what God may be doing in a persons life and cooperate with him.

Learn the Engels scale and understand where the person is in the process. (See simplified scale next page).

Oikos is a Greek word in the New Testament translated **household**, referring to family but includes the extended family and close friends. This OIKOS is the obvious place to start in developing relationships which bring people closer to Jesus.

Consumer resistance

no time, not for me, apathy, don't have skills, it's your job!, I've been called to something different

Overcoming Consumer resistance

Teach - each person a witness, build genuine relationships

Model it

Discover evangelistic gifting in each group (who has the interest and gift for it?)

Oikos lists, cell take responsibility, not just individual.

Each person try to identify non-Christians among their extended family and friends.

Cell leader asks weekly: How is it with your non-Christian friend?

Plan time in cell group cycle for 'friendship-evangelistic' gatherings (barbecues etc.)

Don't let mature people get caught up with other activities

B OIKOS List

If being a Christian is being a friend of Jesus, how close are your family and friends?

1 2 3 4 5 6
 ignorant know some know lots interested seeking close

Oikos	Name	How close to Jesus
Family	_____	_____
	_____	_____
	_____	_____
Friends	_____	_____
	_____	_____
	_____	_____
	_____	_____
	_____	_____
Work	_____	_____
School	_____	_____
Other	_____	_____
	_____	_____
	_____	_____

C Multiplication, birthing new groups

Aim

This is the goal of the cell, to grow through reaching non-Christians, become two groups.

Process

Share the vision every time the cell meets

Needs to be emphasised from beginning and throughout life of cell

The evangelistic nature of the group anticipates growth and eventually multiplication

Leadership, requires the apprentice to be doing more and more in anticipation of leading a/ the cell

Who goes where, will probably be decided relationally, (apprentice will be responsible pastorally for a growing number of people within the cell, who will probably form the nucleus of the new cell)

Having a vision for multiplication means setting an anticipated date for multiplication, and preparing for this during the countdown

Identify possible new apprentices and share these names with coach

Birthday

A new cell being birthed is a time of pain and joy.

The cell meeting would be especially arranged to focus on this as its highlight: welcome, worship, word, works.

One way for it to take place:

Leadership Nucleus pray for guidance

Share with cell, timing of new birth, who leaders and apprentices will be

Ask group to pray and consider which group they will be part of.

Leaders phone or visit every member to ascertain their preferences.

Leaders try to ensure a balance in each group.

On the night of the new birth:

Choose a song of vision, reaching out, or fellowship, to play or sing

Form a circle which includes everyone present

The new (departing) leader moves into centre (and new apprentice/host if known)

Others who will form new cell encouraged to join

The remaining cell prays for them

All sing and celebrate (cry and hug and laugh etc.)

New cell meets briefly in other room to decide where to meet next week

Supper and party

Sunday

The leader (and apprentice if known) would be commissioned/affirmed in the worship service, and group acknowledged, in a celebratory way, and prayed for.

First meeting

Original cell sends flowers (or chocolates etc.) to the new group, and prays for them.

Members of original group will phone after to enquire and encourage them.

Four to six weeks later

Both cells get together for occasion to recognise and celebrate growth of both

UNIT 7

A The Jethro Principle

Re-examining a Biblical Model for Care and Ministry

Jethro's Leadership Suggestions

Exodus 18:17-27

Seven Key Functions

- Share the Burden so leader can stand the strain and people go home satisfied
18:17-18,23
- Listen to good counsel don't get locked into situation which can't change
18:19a
- Represent the people before God intercessory prayer
18:19b
- Teach the people to know the truth, statutes, laws of God
18:20a
- Show the people don't just tell, model it, it's caught not just taught
18:20b
- Select Leaders from among the people
appoint them over specific units with assigned tasks
18:21
- Implement the plan
18:24

B The Administrative Structure for Care

The Jethro Principle

Jethro, Moses' father in law, suggested a strategy for providing care for the multitude of Israelites. What he suggested was to delegate the responsibility and authority to other capable leaders. This is called the Jethro Principle. We have modified it and applied it to the local church context.

- X leader of 10
- L leader of 50 oversight of 3-5 Xs
- C leader of 100s oversight of 3-5 Ls
- D leader of 500s oversight of 3-5 Cs
- M leader or 1000s oversight of 3-5 Ds
- a Apprentice leader

C Applying the Model to the Modern Culture

Defining the Positions

1 Cell Group leader X, leader of 10

- Lay pastor of 6-15 people
- Oversees and provides pastoral care for group
- Organises and runs Cell group
- Helps train apprentice to lead new Cell group
- Receives training and support from Coach (L)

2 Apprentice Leader Xa

- Not an assistant but a leader in training
- Will ultimately lead a Cell group
- Serves alongside the Cell Group leader in all aspects of the group
- Receives training

3 Coach L, Leader of 50

- Pastors and Coaches the 3-5 Cell Group leaders assigned
- Coordinates activities of the “family” of cell groups
- Attends Cell group weekly gatherings to help leaders
- Helps with appointment and training of apprentices
- Encourages and oversees birth of new groups

4 Cell Pastor C, Leader of 100s

- Oversees entire cell group structure
- Monitors group growth and reproduction
- Responsible for VHS meetings
- Nurture and training of Ls and apprentices

5 Senior Pastor

- Responsible for casting the vision
- Focuses on the worship/celebration services and leadership community
- Encourages and oversees staff members
- Team builder

D Cell Group Member's Role

- 1 To develop your relationship with God through Bible reading, prayer, worship and fellowship with other Christians.
- 2 To be faithful in your witness for Christ in your home and family, among your friends and contacts, and at work.
- 3 To be welcoming of new people into your cell group.
- 4 To be committed to attending and participating in your cell group meetings and gatherings.
- 5 To be committed to attending and participating in the life of Hillsborough Baptist Church.
- 6 To pray for and support the leader of your cell group regularly.
- 7 To pray for other people in your cell group, caring for them when special needs arise.
- 8 To encourage others in their walk with the Lord and exercise of their spiritual gifts.
- 9 Experiment to discover your own spiritual gifts, and develop them within your cell group.
- 10 To bring friends into the orbit (network) of your cell group that they might experience koinonia (fellowship) among you.
- 11 To open your home where possible to members of your cell group for hospitality and hosting of cell group meetings.
- 12 To be open to serving as a Host, or Apprentice Leader for possible cell group leadership in the future.

E Cell Leader Job Description

X = Leader of Ten

A cell group leader serves and encourages a growing group of people, who enjoy being together, so that the leader and all the group experience the Christian life together. A cell group leader walks with God and takes responsibility to love and influence people so they progress from where they are to where God wants them to be.

Responsibilities

Assume X has an Xa and a Host

- 1 To develop your relationship with God through Bible reading, prayer, worship and fellowship with other Christians.
- 2 To be faithful in your witness for Christ in your home and family, among your friends and contacts, and at work.
- 3 To develop friendships with non-Christians.
- 4 To pray for the people in your cell group each week.
- 5 To assimilate new people into your cell group.
- 6 To model pastoral care to all members of your group and their families, referring ECRs (Extra Care Required persons) when appropriate.
- 7 To organise and lead regular cell group meetings, which seek to enable group members to grow in:
 - Fellowship - building supportive, mutually accountable relationships
 - Worship - praising God
 - Teaching - applying the word of God for daily living
 - Prayer - listening to and sharing intimately with God
interceding for others and God's work in the world
 - Power - experiencing the filling and outpouring of the Holy Spirit
 - Ministry - using spiritual gifts and loving each other in practical ways to meet needs and serve Christ through his church
 - Evangelism- impacting our society and sharing the good news so that people become disciples of Christ.
- 8 To be faithfully involved in the leadership community, (VHS meeting)
- 9 To meet regularly with the Coach (L), for ongoing support, training and accountability.
- 10 To seek to grow the group numerically over a 12 month period and multiply into two cells.
- 11 To help the Coach (L) with the selection of an Apprentice for your group, and to train that person to lead a new cell group following multiplication.
- 12 To be a faithful and committed member of Hillsborough Baptist Church.

F Coach Job Description

L = Leader of 50

A cell group Coach (leader of fifty) is responsible for three to five cell group leaders and their ministries. This includes the effective maintenance of the cell groups, pastoral care of their members, group growth and reproduction as well as the leaders' personal spiritual lives.

Responsibilities

Assume L has an La

- 1 Facilitate Cell Group effectiveness
 - Attend cell groups regularly and debrief with leader
 - Build a team spirit through the VHS meetings
 - Help cell group leaders formulate goals, plans and priorities
 - Monitor the implementation process, and growth of groups
 - Provide a secondary level of pastoral care as required

- 2 Shepherd Cell Group Leaders
 - Pray consistently for each leader
 - Pray to determine direction and huddle agenda
 - Build personal relationships with your cell leaders
 - Build unity among the leaders
 - Offer personal encouragement, help and advice
 - Plan to spend time with the leaders

- 3 Cultivate Apprentice Leaders
 - Assist Cell Leaders (X's) to select and develop Apprentices (Xa's)
 - Meet with potential cell group leaders and give vision for possible future ministry
 - Direct the formation of new groups through multiplication
 - Select and nurture your Apprentice coach (La) through formational and informational training, in preparation for coaching a cluster of cells as it multiplies.

- 4 To be a faithful and committed member of Hillsborough Baptist Church, responsible to the Senior Pastor.