

Small Group Council Definition Document

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Small Group Ministry Mission & Vision

Our Mission

To develop fully devoted followers of Christ through a growing network of multiplying small groups open and available to every interested or un-reached person in Crossroads Fellowship and throughout the triangle.

Our Vision

We envision every person in a small group community of friends fully devoted to Christ. It is here that people can connect, grow deeper with God, and serve others in complete dependence and submission on the Holy Spirit. We will then work together to invite others into this same experience in an ever-expanding network of small groups.

Small Groups Defined (Values)

We are a church of small groups - not simply a church with small groups!

The Christian church was born and nurtured through small groups that had a transformational impact on people's lives and the growth of the Church. We want to continue this pattern. Our small groups value (as described in Acts 2:42):

- joining together people with a passion to know God through His Word.
- nurturing spiritual and relational growth with God, others and the world.
- offering an environment for people to develop sincere, authentic friendships, care for one another, pray together, and spend time in praise and worship.
- equipping and empowering people to serve God and share the love of Jesus with others.

Small Group Council Mandate *

To support the mission of our Small Group Ministry by...

- Creating and maintaining support systems: Help develop, deliver, coordinate, influence/impact
- Overseeing & interpreting ministry results: Instill quality, consistency, alignment, and conduct trends/needs analysis

** In support of our Small Group Mission*

Council Directives

- **Help don't hinder!** Work with what is already working if going well.
- **Collaborate** don't control
- **Empower** don't execute
- **Open Up Opportunities** but don't overload

Risks to Success

- **Hindering ministry** - must support congregational/church small group objectives and NOT stifle or derail them
- **Creating bureaucracy** - must exist to foster collaboration and NOT block congregational progress
- **Duplicating leadership** - must exist to empower the existing DCLA structure and NOT to become a new one
- **Overloading leaders** - must provide value-added opportunities for small group leaders but NOT overload leaders with unneeded/unreasonable expectations
- **De-valuing progress** already made in various areas.
- **Templating too much** so that varying needs of sub-groups are lost

Customers

- DCLA Congregational Leadership
 - Help them “do” small group ministry
- Senior Pastor
 - Help him “manage” overall small group ministry
- General Constituency
 - Help them “experience” small group ministry

Interdependencies

- Should leverage and align small group systems with other systems:
 - DCLA Structure: all leadership accounted for in this way - must ensure consistent expectations of what this is and how it uses council support systems
 - Training & SG Execution: Should leverage and align with applicable training from Spiritual Development & Care systems
 - Assimilation & Tracking: Should leverage and align with church wide systems
- Should ensure consistency and collaboration with other strategies and initiatives
 - Vision Casting: Should ensure consistent messages/ focus/direction across councils
 - Church-wide Coordination: Ensure collaboration among councils/congregations to not overload leadership

Roles

- Council Director: Council facilitator and manager over council including its functions, members, and projects.
- Council Member: Represents ministry areas and contributes ideas, direction, etc...to overall church-wide small group ministry. Takes on special projects and/or functions of the council as able.
- Exec Team Member: Council members who take on primary responsibilities for directing and managing a *function* of the small group council or producing a key *deliverable*.

On-going Functions *

- Create/maintain support systems for
 - DCLA Structure
 - Training & Effective Small Group Execution
 - Assimilation & Tracking
- Oversee/interpret ministry results by
 - Vision Casting
 - Coordinating Ministry Church-wide
 - Interpreting support systems effectiveness

* *The council **creates/maintains** systems while congregations **use** these to carry out small group ministry*

On-going Deliverables

Tools

- Training packet and process
- Recruiting packet and process
- Assimilation packet and process
- Small group execution tools & processes
(e.g. templates for leaders to use)

Events

- Periodic Corporate Small Group Events
- Annual Church-wide Leadership Training
- Annual Congregational Leadership Retreats
- Annual Strategic Conferences (e.g. Willow)

Measurements

- Periodic Metric Report on Health of Ministry
- Periodic Status on Function Action Plans
- Annual Customer Satisfaction Survey

Planning

- Annual Function Action Plans
- Annual Small Group Calendar
- Annual Communications Plan

Out of Scope

- The council will not be responsible for hands-on DCLA work - this will be done by the congregations
- Council creates/supports small group systems but congregations use them. Examples:
 - Council develops overall recruiting process and annual schedule but congregations use these while they have one-on-one's with potential leaders
 - Council defines & schedules annual small group leader training event but pulls in individual directors/ coaches from congregations to conduct actual seminars
 - Council defines and schedules small group finder class but pulls in individual directors/coaches from congregations to conduct actual classes

Commitment Level

- Meetings (~2 hours per month) - *Required (all Council Members)*
 - Council members meet monthly to plan/assess small group ministry (2 hrs/month)
 - Council sub-teams meet monthly to plan/coordinate (*optional* - 2 hrs/month)
- Assignments (~2 to 4 hours per month) - *Optional (mainly Exec Team)*
 - Members work on assigned tasks ~1 hour/week (e.g. Plan training event, analyze small group statistics, develop promotion video, contact directors to understand current needs/issues, etc...),
- Commitment Duration
 - Overall duration commitment of 1 year Sept - August (12 months)