KIDS' CITY PLAYBOOK

Becoming a Small Group Leader
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MISSION OF RESTORE

The dream of Restore Community Church is to see the Spiritual Landscape of Kansas City changed.

WE DO THIS BY:

1. Helping people find their way back to God
2. Mobilizing Christ-followers to change the world
3. Reproducing leaders, artists, and churches

INFORMED BY THE MISSION OF RESTORE, THE FOLLOWING ARE KIDS’ CITY PURPOSE, STRATEGY AND VALUES.

KIDS’ CITY VISION (WHAT ARE WE ALL ABOUT?)

Every kid is connected to a leader, knows they are loved by God and is growing in their relationship with Him.

Every family feels empowered and equipped to be the primary spiritual influencers of their child’s life.

Kids, families and leaders are growing 3C Christ-followers, regularly Celebrating God, Connecting with others and Contributing to changing the world.

KIDS’ CITY STRATEGY (HOW WILL THIS BE ACCOMPLISHED?)

Small groups for all age groups, connecting 1 leader to a small group of kids over time.

Reproducing leaders and groups to serve more kids and families.

Teaching biblical truths and practical life applications, through Orange Curriculum (see www.thinkorange.com for more information).

Equipping families with tools to help them be the primary spiritual influencers at home.
KIDS’ CITY APPRENTICE CONVERSATIONS OVERVIEW

HOW TO USE THE PLAYBOOK

Meet regularly following this schedule and use the questions in each conversation to guide you.

CONVERSATION 1:
Get to know each other, go over Small Group Leader Role and Lead Small Overview

CONVERSATION 2:
Discipleship Convo

CONVERSATION 3:
Restore Leadership Expectations/Review Test results from APEST gift test

CONVERSATION 4:
Be Present/Create A Safe Place

CONVERSATION 5:
Partner with Parents/Make It Personal/Move Them Out

WHAT’S NEXT?
Developing an Apprentice

Throughout the process of apprenticeship, during small group time, use the following plan for “on the job” training:

I do, you watch, we talk
I do, you help, we talk
You do, I help, we talk
You do, I watch we talk
You do, someone else watches
(when you apprentice someone else)
**How to use the Playbook?**

**Step 1:** Find an apprentice

**Step 2:** Meet weekly following this schedule and using the questions at the end of each section

**Step 3:** Read each section before you meet

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## Small Group Meeting

**DATE** | **Meeting Time** | **Family Theme** |
--- | --- | --- |
| | | **Conversation #1**

**Sharing Stories**

- I do, you watch, we talk

**Conversation #2**

**Leadership Expectations**

- I do, you help, we talk

**Conversation #3**

**Lead Small Chapters 1 & 2**

- You do, I help, we talk

**Conversation #4**

**Lead Small Chapters 3 - 5**

- You do, I watch, we talk

**Conversation #5**

**Reproducing**

**Ongoing Meetings – Coaching Questions**

1. How are you? (RPMS)
2. Where are we winning?
3. What challenges are we facing?
4. How will we tackle those challenges?
5. How can we help each other?
6. How can we pray for each other?

**Small Group Leader**
Welcome to the Kids’ City Team! Thanks for saying yes to being a small group leader! We can’t wait!

Thanks for investing in the next generation. Whether you are changing diapers or leading a game of Simon Says, you are playing an important role in Helping People Find Their Way Back To God. What you do matters!

Here are a few things you should know up front:

THE WIN

As a small group leader, we need you to invest in the lives of a few to encourage authentic faith. You win when kids have meaningful interactions—both inside and outside of small group—that deepen their faith in Jesus and influence their relationships with others.

JOB DESCRIPTION

What exactly IS a small group leader? A friend? A parent? A coach? A teacher? Here’s what we define as a small group leader:

A small group leader is anyone who chooses to invest in the lives of a few to encourage authentic faith. Every SGL should do five things:

• Be Present—Connect their faith to a community by showing up predictably, mentally, and randomly.

• Create a Safe Place—Clarify their faith as they grow by leading the group, respecting the process, and guarding the heart.

• Partner with Parents—Nurture an everyday faith by cueing the parent, honoring the parent, and reinforcing the family.

• Make it Personal—By your example, inspire their faith by living in community setting priorities, and being real.

• Move Them Out—Engage their faith in a bigger story by moving them to someone else, moving them to be the church, and moving them to what’s next.

You will learn more about these principles as the apprenticeship conversations continue.
QUALIFICATIONS

To be a small group leader, you don’t have to be a Bible scholar, pass a theological aptitude test or display a particular set of special spiritual gifts. You don’t even need to be that cool!

Here’s all you need to do:

- Love God.
- Care about kids.
- Be committed to consistently investing in and caring for your few over a period of time.
- Complete and pass the application, policies and procedures, background check and interview process.

EXPECTATIONS

- Serve weekly.
- Show up on time.
- Confirm in Planning Center.
- Come prepared with the question and materials you need for group.
- Connect with your coach monthly, and meet with them every six months.
- Attend the appropriate training events and meetings whenever possible.
WHAT’S LEADING SMALL?  

We have a challenge—a BIG challenge. We want to help kids and teenagers develop an authentic faith—faith that stays with them when life gets hard, when they have more questions than answers and when they graduate and move on to whatever is next in their life. We want them to have a faith that lasts.

We believe that the only way to cultivate authentic faith is through leading small.

That’s why what you do every week matters! When you lead small, you realize that what you do for a few will always have more potential than what you do for many.

When you lead small, you simply make a choice to invest strategically in the lives of a few over time so you can help them build an authentic faith.

Here are a few important graphics you may be curious about:

- a circle represents a group of students or kids. Not just any group, YOUR group.
- a large orange dot represents YOU. The SGL. Don’t you look good?
- a small dot represents one individual in your group. Someone you are leading.
- a home represents... well, a student’s home. What else would it be?

There are 5 parts of the small group leader job description that we’ll go over in the apprenticeship:

**BE PRESENT**
**CREATE A SAFE PLACE**
**PARTNER WITH PARENTS**
**MAKE IT PERSONAL**
**MOVE THEM OUT**
CONVERSATION 1 QUESTIONS

1. What made you say yes to being a Kids’ City Leader?

2. What parts of this role excite you and what parts will be most challenging?

3. When did Jesus first become real to you?

4. Was there a leader in your life when you were a kid that inspired you?

5. How would you like to grow closer in your relationship with God over the next month? How can I help you do that? How can I be praying for you?

6. Do you know how to access Planning Center and your curriculum? If not, review this here.

7. Do you know who your coach and director are? Write down their contact information so you have it.

NEXT STEPS:

1. Schedule your next leader/apprentice conversation.

2. Read Conversation 2 and write your answers to the questions before you come.
As You Begin:
Apprenticeship is part of your Discipleship

What is Discipleship?

The word “disciple” in the original language of the New Testament is mathetes which means learner or student. As opposed to the term “Christian” which appears only 3 times, the word disciple is used over 200 times in the New Testament as an identifier of one who follows after Jesus.

In Matthew 28:19-20, Jesus culminates his life and ministry with these words, known as the Great Commission: “Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.”

The Great Co-mission is our joint mission with God to make disciples. Jesus Himself describes a disciple as one who is in engaged in the mission of making disciples. In other words, integral to being a disciple is making other disciples. This is why the church exists and it is the primary mission of every Christ-follower: to make disciples.

At Restore, we want every leader and those apprenticing to lead to know that they are primarily an Intentional Disciple-Maker (I.D.M.). That means that you, the new apprentice, are a part of the Jesus Mission and God’s plan to restore this world back to Him. This is why it’s called the Great Co-Mission because you are literally on this mission with Jesus! A mission that started long before you & will continue long after. It happens one conversation, one relationship, and one person at a time. Regardless of your age, status, past, gifting, area of ministry you are serving in, or background - you are being invited into the Jesus Mission as an I.D.M. This is a mission that should you choose to accept it, will have a far-reaching ripple effect that reverberates throughout your home, workplace, community, and who knows, maybe even the world.

When you are an I.D.M. any environment you are put in becomes an Intentional Disciple-Making Environment (I.D.E.). An I.D.E. has 3 components:
1. **OUTCOME FOCUSED**

At Restore, discipleship results in two transformational outcomes:

- **Becoming more like Jesus in character.**

  
  "But the Holy Spirit produces this kind of fruit in our lives: love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control."
  
  Galatians 5:22-23

Character is who I am becoming and it is manifested by the fruit of the Spirit. As we follow Jesus, our character begins to look more like His. At the root of character is the age-old question of every human heart: “Am I lovable?” As we look to Jesus to answer this question, we experience intimacy with Him. This ongoing intimacy with Jesus is what transforms our character. Jesus said it like this in John 15:5: “I am the vine; you are the branches. If you remain in me and I in you, you will bear much fruit; apart from me you can do nothing.” The second outcome is:

- **Living out our unique Christ-centered calling.**

  "For we are God’s masterpiece. He has created us anew in Christ Jesus, so we can do the good things he planned for us long ago."
  
  Ephesians 2:10

  "God works in different ways, but it is the same God who does the work in all of us. A spiritual gift is given to each of us so we can help each other."
  
  1 Corinthians 12: 6-7

Calling is about what I am doing and is manifested by the gifts of the Spirit. As we follow Jesus, our calling becomes clarified and we begin to discover the distinctive purpose God has for us. The roles we fulfill (dad, mom, friend, manager, brother, sister, co-worker, etc.) begin to be expressed out of our true identity in Christ. At the root of calling is the age-old question of every human heart: “Am I meaningful?” As we look to Jesus to answer this question, we express a Christ-centered influence in the world.

*For us, all of discipleship falls into these 2 areas: Character and Calling. If you were to ask: “How do I know I am a disciple?” We would ask: “Are you being transformed in your character and calling?” If you were to ask: “How do I know I am making a disciple?” We would ask: “Is that person being transformed in their character and calling?”*
2. SCRIPTURE FOUNDED

The second component of an IDE is any environment where Scripture is the foundation and God’s Word, our Truth source, is integral to that environment regardless of what the “content” is. This means an IDM takes 2 Timothy 3:16-17 to heart: All Scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness, so that the servant of God may be thoroughly equipped for every good work.

3. HABIT FUELED

The third and final component of an I.D.E. is any environment where we are cultivating formational habits. These ongoing habits are what fuels the transformation of our character and realization of our calling. The three habits we focus on are Celebrate, Connect and Contribute.

Celebrating our relationship with God:

- Bible Reading: Regular and consistent engagement with God’s word.
- Journaling: Writing down what God is saying and what we will do about it.
- Prayer: Engaging regularly in a conversation with God that includes both talking and listening.

Connecting with others:

- Participating in a weekly small group environment.
- Sharing: What is God saying to you?
- Accountability: What are you going to do about it?

Contributing: Using your gifts on the Jesus mission of helping others find their way back to God

- Contributing, apprenticing, and/or leading in a Restore ministry.
- Contributing, apprenticing, and/or leading outside of Restore.
- Growing in your financial generosity towards the local church.
Here is the crazy part: If you are an I.D.M. who creates an environment that is Outcome Focused, Scripture Founded, & Habit Fueled - ANY environment can be an Intentional Discipleship Environment. Whether it’s at your home, work, a kid’s soccer game, or a third place where you play, you have the opportunity to create an I.D.E.!

THE BOTTOM LINE:

Apprenticeship is not about training someone to simply execute ministry tasks or equip them to contribute beyond the normal volunteer capacity. Apprenticeship is how we disciple someone in a ministry environment using the Apprenticeship Playbook as a tool to help them grow in Christ-like character and Spirit-given calling.

As the leader who is apprenticing, you are an intentional disciple maker using this playbook as a discipleship tool to create an intentional discipleship environment. As an apprentice going through this process, this is about so much more than simply fulfilling some ministry role; this is about your discipleship. This is about you growing in your Christ-like character and Spirit-given calling so that, as the Apostle Paul writes, “the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.”
- Ephesians 4:12b-13

May this experience create holy disruption that leads to transformation in your character and calling. God willing, you will never be the same! Would you partner with us to be an I.D.M and be about making whatever environment you contribute or lead in an I.D.E.? If so, sign your name below, we want to celebrate your decision!

I, _________________, by God’s grace and the Holy Spirit’s help,

(your name here)

commit to being an I.D.M. who creates an I.D.E. no matter where I lead or serve.
QUESTIONS:

1. How would you define discipleship? Have you ever been “discipled” and what was that experience like?

2. When you think of your character, what areas would you like to see Jesus transform? List 2-3 areas.

3. When you think of your calling, how would you like to see Jesus bring clarity? List 2-3 ideas.

4. Share these with your leader. How can your leader help and pray for you in these areas?

HABITS TO OUTCOME:

Based on what you read, can you articulate:

- Restore’s definition of a disciple?
- What is an I.D.M. and an I.D.E.?
- The 2 outcomes a disciple is growing in? Where you would like to grow in those 2 areas?

NEXT STEPS:

1. Schedule your next leader/apprentice conversation.

2. Read Conversation 3 and write your answers to the questions before you come.

3. Take the A.P.E.S.T. Fivefold Gift Survey - email or bring your results for the next conversation. [http://www.fivefoldsurvey.com](http://www.fivefoldsurvey.com)
While we look at the Leadership Expectations, it is important to keep in mind that none of us have “arrived.” We are not able to accomplish all of these things 100% of the time. However, we do agree together that these are the biblical expectations of leaders in the church and we are striving to grow in each of these areas.

Restore Community Church leaders are called first and foremost to be servant leaders who model and encourage others. Leaders will serve as catalysts in Restore’s mission of Helping People Find Their Way Back to God through a commitment to growing and reproducing 3C Christ-followers (people who Celebrate, Connect, and Contribute) and leaders. A leader will be a personal example of a 3C Christ-follower.

CELEBRATE : GOD
*We gather together weekly to celebrate what God is doing in our lives and in the church.*

CELEBRATE A PERSONAL RELATIONSHIP WITH JESUS

God’s offer of salvation through Jesus calls for a response of faith. That response is demonstrated throughout the New Testament by repentance, acceptance of Jesus as Lord and Savior, and baptism by immersion. Repentance involves a change of heart and mind that causes us to want to put Jesus first in our lives.

When we commit our lives to Christ, we put our faith in Him to receive forgiveness of sins, eternal life, and the gift of the Holy Spirit. Baptism is the public demonstration by which a believer is identified with Christ, His body the Church, and a life of followership. The act is one done in faith and submission to the Lordship of Christ. (Mark 1:9 - 11, Acts 2:38, Romans 6, Colossians 2:12)

CELEBRATE THE WORD

Key to growing is better understanding of the principles found in Scripture (The Word). A leader will continually seek to increase his/her understanding of Scripture and model this value through daily time spent in the Bible (2 Timothy 2:15). A leader will seek to apply the principles learned from God’s Word in his/her everyday life, as well as encourage others to do the same.
2 Timothy 3:16-17 (NIV) “All Scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness, so that the servant of God may be thoroughly equipped for every good work.”

CELEBRATE PRAYER AND OTHER SPIRITUAL DISCIPLINES

In order to grow in a relationship with Jesus, a leader will begin to incorporate specific disciplines into his/her life. No relationship can grow without communication. As much as we need to communicate with our heavenly Father, He desires to communicate with us. In fact, He created us to fellowship with Him. The growing spiritual life of the leader will include disciplines such as regular prayer, Bible reading, and meditation on the Word. It may include others such as journaling, fasting, sacrificial giving, etc.

James 5:13-16 (NIV) “Is anyone among you in trouble? Let them pray. Is anyone happy? Let them sing songs of praise. Is anyone among you sick? Let them call the elders of the church to pray over them and anoint them with oil in the name of the Lord. And the prayer offered in faith will make the sick person well; the Lord will raise them up. If they have sinned, they will be forgiven. Therefore confess your sins to each other and pray for each other so that you may be healed. The prayer of a righteous person is powerful and effective.”

Also see, I Thessalonians 5:16-18

CELEBRATE THROUGH CORPORATE TEACHING, PRAISE AND WORSHIP

Growing and developing our relationship with Jesus Christ and His Church includes continuing fellowship and worship with other Christ-followers. This is not only beneficial to the personal spiritual life of the leader, but it is also an encouragement to other Christ-followers. Restore offers Celebration Services weekly as opportunities for corporate praise and worship. A leader will communicate the value of this event and his/her commitment to the Church through consistent participation in corporate celebration.

Hebrews 10:24-25 (NIV) “And let us consider how we may spur one another on toward love and good deeds, not giving up meeting together, as some are in the habit of doing, but encouraging one another—and all the more as you see the Day approaching.”
CONNECT : THE CHURCH
We experience Biblical community as we connect with others regularly.

CONNECT THROUGH SMALL GROUPS
A leader will have a commitment to the type of genuine biblical community seen in Acts 2: 41- 47. At Restore, we believe this biblical community is best experienced in the context of small groups. A leader will have a commitment to small groups demonstrated by personal weekly participation. They will serve as catalysts to connect others with groups.

Acts 2:46 (NIV) “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,”

CONNECT FOR CARE AND SPIRITUAL GROWTH
A leader’s role is to spiritually grow and develop 3C Christ-followers at Restore. Leaders accept the responsibility to provide care for the individuals to whom they are ministering. The leader is not personally responsible to provide all care for individuals, but rather to facilitate care by connecting Christ-followers to care for each other.

1 Peter 5:1-4 (NIV) “To the elders among you, I appeal as a fellow elder and a witness of Christ’s sufferings who also will share in the glory to be revealed: Be shepherds of God’s flock that is under your care, watching over them—not because you must, but because you are willing, as God wants you to be; not pursuing dishonest gain, but eager to serve; not lording it over those entrusted to you, but being examples to the flock. And when the Chief Shepherd appears, you will receive the crown of glory that will never fade away.”

CONNECT THROUGH APPRENTICESHIPS
The apostle Paul modeled for us the importance of apprentice leadership (2 Timothy 2:2). One of the most effective ways to reproduce and maximize ministry impact is to be committed to doing ministry in pairs, a leader developing an apprentice leader.

In order for the body of Christ to continue to make a difference, each leader must take upon himself the responsibility of leadership development. A main priority for leaders will be to invest themselves in developing apprentices as the future generation of leaders, so ministry can be multiplied.
2 Timothy 2:2 (NIV) “And the things you have heard me say in the presence of many witnesses entrust to reliable people who will also be qualified to teach others.”

CONNECT THROUGH LEADERSHIP TRAINING

A characteristic of a growing 3C Christ-follower is to be teachable. This is also true for the leader. A leader will model a teachable spirit through consistent participation in monthly Leadership Community, as well as other developmental opportunities. Restore is dedicated to providing excellent leadership training and equipping opportunities. Similar to participation in Celebration Services and small groups, participation in these leadership training opportunities benefits not only the leader personally, but also encourages Restore’s body of leaders.

CONTRIBUTE: THE WORLD

_We impact our world as we contribute weekly to God’s work using our unique talents, passions, and resources._

CONTRIBUTE OF FINANCES (moving toward 10%)

The Old Testament teaches the principle of tithing — giving to God the first 10% of everything you have. Giving God the first 10% of everything you have is endorsed in the New Testament by Jesus but goes even further as we see a shift toward total stewardship of one’s life and resources. God expects us to live conscious of the fact that everything we have belongs to Him. We are simply stewards/managers of the resources He gives us while we are on earth.

With this in mind, contributing 10% of our income to God would be a minimum expectation for many people. For others, it would be a goal to work toward. A leader will seek to align him/her self with biblical principles and model God - honoring stewardship to those who follow them. (Luke 12:13-21; 18:18-30; 21:1-4; Matthew 23:23, 25:14-28).

CONTRIBUTE TALENTS AND SPIRITUAL GIFTS

God gives every Christ-follower spiritual gifts and talents to be used to benefit His body, the Church. A leader will model the value of weekly contribution.

A leader will seek to discover how God has gifted him or her, and be accountable to the church for where/how to serve in ministry. The leader will encourage other Christ-followers to follow his/her example, discover their own gifts and talents, and use them in ministry for building up the
body of Christ at Restore and helping people find their way back to God. (I Corinthians 12, Romans 12, Ephesians 4).

CONTRIBUTE TO FAMILY

A prime commitment for every leader is to their family. While the demands of church ministry can become great, it should never be at the expense of one’s relationship to their spouse, children, siblings, or parents. Restore is committed to building strong families. A leader will model a God-honoring commitment to their family, an example that is consistent in the home, in the Church, and to a watching world. (Ephesians 5 & 6).

CONTRIBUTE IN SPEECH AND TEXT

As a leader, what we say and type has great influence. It is expected that a leader’s speech will be a positive example to those who follow him/her. The Bible speaks of our tongue as having tremendous power — both for good and evil (James 3). A leader is expected to guard his/her verbal and digital speech carefully, being positive and encouraging, building up the body — always “speaking the truth in love” (Ephesians 4:15). A leader is also to be known as one whose speech and actions have earned them a good reputation in their community (Titus 2: 6-8). This includes the digital world of e-mail, social media and text messages. What we say on digital platforms can have more influence than what we say in person.

CONTRIBUTE THROUGH PERSONAL TESTIMONY

A leader will seize opportunities to communicate the meaning and significance of a personal relationship with Jesus Christ. This will encourage the believer and challenge the unbeliever. It is important that a leader is able to clearly and concisely communicate a Gospel message within the context of his/her own spiritual journey. A leader will be able to support his/her story with Scriptural teaching as a valuable tool for personal evangelism (Matthew 28:18-20)

1 Peter 3:15-16 (NIV) “But in your hearts revere Christ as Lord. Always be prepared to give an answer to everyone who asks you to give the reason for the hope that you have. But do this with gentleness and respect, keeping a clear conscience, so that those who speak maliciously against your good behavior in Christ may be ashamed of their slander.”
REFLECTION QUESTIONS:

1. What comes to mind when you hear the word “leader”?
2. Are you more of a natural leader or natural follower?
3. What leadership roles have you held over the years? Did you enjoy them? Why or why not?
4. After reading “Leadership Expectations”, what concerns or questions do you have?

CELEBRATE:

- If you’ve been baptized, share your baptism stories. If not, what questions do you have about baptism? What concerns? What would help you take a step towards it? (for more information, refer to Restore’s baptism conversation.)
- What spiritual disciplines (e.g. reading the Bible, praying, journaling, fasting, etc.) have been the most helpful in your journey with Jesus?

CONNECT:

- Acts 2:42-47 talks about fellowship of believers. How are you experiencing biblical community through small groups?
- How do you feel cared for at Restore? How can more of your needs be met?
- Restore values developmental opportunities for leadership training and equipping. What have you been learning from attending Leadership Community?
CONTRIBUTE:

• How is God challenging you in the area of generosity?

• How are you using your spiritual gifts to help others find their way back to God? If you’re unsure what your spiritual gifts are, take the spiritual gifts assessment available on Restore’s website.

• Which of the “Leadership Expectations” will come most naturally to you? Which will you struggle with?

Remember, we’re all growing in our ability to meet the Leadership Expectations. It is a process as we transform into the people God created us to be.

NEXT STEPS

• Set a time for your next leader/apprentice meeting

• Read Conversation 4 and write your answers to the questions!
BE PRESENT AND CREATE A SAFE PLACE
God created us for community. Jesus illustrated community. The Church practiced community. That’s why you showed up—to connect the faith of your few to a community.

When you choose to be present, that means you...

1. Show up predictably.

For most of you, that means weekly. You cannot lead a small group without trust. You cannot build a community without trust. And the first step to gaining the trust of your few is making sure they know you will show up—predictably.

2. Show up mentally.

Check your phone at the door—unless of course you are using it for this app! When you show up mentally, you commit to engaging your few in meaningful discussions and to listening—really listening—to what your students have to say. This means knowing the content ahead of time and being mentally prepared to shed some light and scriptural insight into their world. They are worth an hour of your attention.

3. Show up randomly.

Never underestimate the power of showing up randomly. This may look like a phone call, a birthday card, a ball game, a text message, a Facebook post or a postcard from your trip. These small connections may seem insignificant, but when you choose to be present in an unexpected way, outside of your weekly group time, you reinforce your students’ connection to the community you are creating.

The best way to be present is to lead small.
There’s inevitable tension when a group of different people with different personalities and backgrounds come together in one place. But what if tension is actually the platform that gives you an opportunity to demonstrate that this is a safe place? The safer your environment is, the more honestly your few will clarify their faith in the context of your circle.

When you choose to create a safe place, that means you . . .

1. Lead the group.

Lead your group to value acceptance. Lead your group to value confidentiality. Lead your group to value honesty. When you do, your few will feel safe to be themselves, share doubts, ask questions and admit their struggles and clarify their faith in an authentic way.

2. Respect the process.

Authentic faith is a continual process. It’s not static. It is the molding, crafting, shaping and changing of faith through time, life experience and reflection. And the process isn’t the same for everyone. Each individual is different, so celebrate their steps. Refuse to get impatient with the process. And let God do what only God can do.

3. Guard the heart.

Faith is personal. We often process the most difficult times in our lives through the filter of faith which is why, as an SGL, you should expect some pretty tough and even shocking things to be revealed during small group time. Your job is to know when to respect confidentiality and when you need outside help.
REFLECTION QUESTIONS:

1. What are some things that could get in the way of showing up consistently? How will you tackle that challenge in making leading a priority?

2. Do you know what to do if you will be absent? Review absent policy in policies/procedures (separate document).

3. What are some ways others have shown up for you? With your particular age group of kids, what does it mean to show up randomly?

4. Start a practice of writing down prayer requests of your few. The Lead Small App is helpful for this if you do not yet have it.

5. What are some specific ways you can make your few feel accepted every week in your circle?

6. When one of your few asks a question, your reaction may be as important as any answer you give. What are three guidelines to help you respond in a way that will allow you to speak truth in love and honor the process?

7. Review your safety policies and boundaries Restore has set up to protect you and your few (separate document). What questions do you have?

NEXT STEPS:

1. Schedule your next leader/apprentice conversation.

2. Read Conversation 5 and write your answers to the questions before you come.
PARTNER WITH PARENTS, MAKE IT PERSONAL AND MOVE THEM OUT
No matter what you think about the parents of your few, two things are true. One, every parent wants to be a better parent. Two, they will always have more influence than you do. So if you want to nurture the kind of faith that lasts, you need to partner with parents.

When you choose to partner with parents, that means you . .

1. **Cue the parent.**

   When you “cue” the parent, you give them just the right information at just the right time so that they can make a move to do more than they might otherwise do. Cueing the parent is pretty easy. Just let them know who you are, and tell them what you’re talking about.

2. **Honor the parent.**

   Some children struggle with authority. No, scratch that. All children struggle with authority. But remember this—if you’re not on the parent’s side, you’re not on the kid’s side. Model what it means to respect not only your own parents, but theirs’ as well.

3. **Reinforce the family.**

   Although parents potentially have 3,000 hours a year of possible time with their child, it’s not always the same quality as the hours you have with your few. So when you plan your events and small group outings, be strategic. Don’t steal critical family moments. Christmas Eve is probably not a great time for a sleepover.
The most important person you need to lead is not your few—it’s actually you.

When you choose to make it personal, that means you. . .

1. Live in community.

Whether hosted by your church, formed organically or brought together through another local ministry, your own community provides the healthy and necessary outlet for you to process faith in a way you can’t with your few.

2. Set priorities.

One of the best things you can do for your few, and for yourself, is to make your priorities clear. They need to see what you value. And when they see the way you prioritize your own relationship with God, it might even inspire your few to think about their own priorities.

3. Be real.

Find ways to relate to your few without compromising who you really are. It’s more important for them to see a real person that is still growing, learning and trying to live out authentic faith than it is for them to have another friend.

The best way to make it personal is to lead small.
When you focus on the bigger story of their lives, you understand that what happens inside your circle is measured by what happens outside your circle.

When you choose to move them out, that means you . . .

1. Move them to someone else.

The truth is, as we speak, while you are still their SGL, your few need other positive adult influences in their lives. Your few are going to connect with other leaders who will teach them something about God and help them discover something about life. They will experience significant things together. And that’s a good thing. So do your part to encourage other adult influences in their lives.

2. Move them to be the Church.

The Church is more than just a building or a location. The Church is a growing, changing, moving, living being that your few get to be a part of. Never underestimate the importance of letting them pass out goldfish at snack time, allowing them to participate in telling the Bible story or letting them help lead worship for younger kids. The options are endless.

3. Move them to what’s next.

No matter what is next in their lives, it is your responsibility to do everything you can to set them up for that transition and to make sure it goes as smoothly as possible.

The best way to move them out is to lead small.
CONVERSATION QUESTIONS:

1. What are you currently doing to invest in your own spiritual growth? What do you need to do differently? How is your character being transformed?

2. You already know what you think about parents—the ways you might secretly judge or question their methods. It’s best not to write those down. So let’s focus on the positives. What are two benefits of partnering with parents?

3. Connect with your few’s parents regularly. Some leaders prefer text, some prefer email or facebook. It doesn’t matter how, but it’s important to connect to the parents of your few weekly. If you do not know how to send them the God Time/Take Homes, ask your coach or director.

4. Brainstorm some topics that might come up in your circle that would be a good opportunity to cue your few to connect with their parents and reinforce the family.

5. Think about your few. Make a list of the people you know or who might already be in their life who are a positive influence. Make an effort to speak positively about these individuals and encourage these relationships.

6. How can you help your few get involved in serving both inside and outside the church?

NEXT STEPS:

1. Schedule your next leader/apprentice conversation.

2. Read Conversation 5 and write your answers to the questions before you come.
WHAT'S NEXT?
DEVELOPING
AN APPRENTICE
"My fruit grows on other people’s trees."
-Bob Buford, founder of Leadership Network and author of Half Time

Read Exodus 18: 12-23

WHY SHOULD I HAVE AN APPRENTICE LEADER?

Restore has chosen to follow the Leadership Structure laid out by Jethro in his conversation with Moses.

- Apprentice Leader
- Leader – develops and cares for an apprentice leader(s)
- Coach – cares for and develops up to 5 leaders
- Small Group staff director – cares for and develops coaches

With intentional and ongoing leadership development, we believe that more and more people will find their way back to God.

Paul writes about leadership development in his letter to Timothy. The strategy of the early church was to develop and disciple leaders who then developed and discipled more leaders. And the early church grew exponentially as a result.

Read 2 Timothy 2:2

The more leaders we have, the more people can grow in their relationship with God and others.
WHO SHOULD BE AN APPRENTICE LEADER?

So, you may be wondering who should be your first apprentice? Great question! Here are some things to look for in your apprentice:

- Faithful—they have good momentum and direction towards God.
- Available—they can make space in their life for Kids’ City leadership.
- Teachable—they are open to growing and learning more all the time.

HOW DO I DEVELOP AN APPRENTICE LEADER?

Have an ICNU conversation (simply means tell someone what you see in them, why do you think they’d make a great leader?). Grab a copy of this playbook and work through it with your apprentice, and follow the “I do, you watch, we talk” process outlined, while discipling them along the way.
There are a few simple things we can do to create an atmosphere that helps people take next steps in their spiritual journeys. Although these things are simple, they are not easy, and often go against our natural tendencies as group leaders.

“What you have to say as a leader is not as important as the thoughts of those present!”

How To Lead A Great Cell Group Meeting, Joel Comiskey, Pg. 74

Have you ever been in a small group where the leader does most of the talking? The group members get bored, their eyes glaze over and before you know it, the group goes from 10 members to a faithful 2 or 3, the leader’s spouse and the group host. Small groups are designed to be relational, a place where we share our lives and stories with each other, which requires everyone to talk. So why does a small group leader often find themselves dominating the conversation?

There are multiple reasons a leader talks too much in their group: perhaps one of his primary gifts is teaching, so he just can’t help himself. Or maybe she is nervous or she doesn’t like silence, so she fills it up with chatter. Whatever the reason, a small group leader who talks too much will soon find themselves the only one showing up for group.

Proverbs 20:5 says, “The purposes of a person’s heart are deep waters, insight draws them out.” When leaders learn to ask good questions and actively listen to responses, it can change a ho-hum group time into a life-changing conversation.

The art of asking good questions begins with active listening.

ONGOING MEETINGS WITH YOUR COACH:

1. How are you?
2. Where are you winning?
3. What are your challenges?
4. How will you tackle the challenges?
5. How can I help you be more successful as a SGL?
6. How can I pray for you?

DISCIPLESHIP QUESTIONS

1. How are you hearing from God?
2. What are you going to do about it?
3. As ongoing conversation, can go back to conversation 2 and 3 about Discipleship and Leadership Expectations.

ADDITIONAL RESOURCES:

• Kids’ City Volunteer Handbook
• Lead Small Book
• Lead Small App
• orangeleaders.org