



# DISCIPLE GROUP LEADER GUIDE





*1825 Disciple Group Leader Guide*

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# VISION, MISSION, CORE VALUES & PURPOSE

## **VISION:**

The Church of Eleven22 is a movement for all people to discover and deepen a relationship with Jesus Christ.

## **MISSION:**

We are a community that seeks to glorify God by surrendering to Jesus, making disciple-making disciples and transforming communities.

## **CORE VALUES**

Biblical Integrity: knowing right and wrong according to God's Word

Spirit-led Courage: the willingness and ability to do what's right

Christ-like Character: a lifetime of integrity and courage

Sacrificial Love: love God and love people

## **1825 PURPOSE**

In line with Eleven22's vision, the purpose of 1825 is to connect 18-25-year-olds to their role in the Great Commission.

"Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age." - Matthew 28:19-20

1825 focuses on pointing back and plugging into the mission, vision and life of Eleven22 through disciple groups, connect events and serve opportunities.

## **1825 MINISTRY GOALS**

In connecting 18-25-year-olds to their role in the Great Commission, 1825 cultivates disciples who make disciples.

A disciple is someone who LOVES ALL PEOPLE, DISCOVERS their identity in Jesus, and DEEPENS their relationship with Jesus.

More specifically, a disciple of Jesus loves all people by serving those that He has placed in their life and by sharing the Good News of Jesus Christ with them. A disciple also discovers their identity in Jesus through surrendering to Him to be their Lord and Savior, and by stewarding all that God has given them to bless others. Finally, a disciple deepens their relationship with Jesus through consistently connecting with other Jesus followers and by growing closer to Him through prayer, reading the Bible and worshiping Him.



# IN THE 1825 MINISTRY...

Culture, whether good or bad, does not happen by accident. And it isn't preserved by accident either. It is the behaviors we design and drive in order to achieve the culture we desire. Within Eleven22's culture, 1825 is shaped by a few key characteristics:

## **NAMES MATTER**

- Seek to meet and greet 1825s by name to convey ALL are seen, welcomed and valued.
- Pray for one another and for the ministry of the church.
- Commit to believe the best in one another.

## **"I CAN ONLY LOVE YOU AS MUCH AS I KNOW YOU"**

- Model transparency and vulnerability.
- Care for one another.
- Hold information shared in meetings or by other group members in confidence unless given clear permission to do otherwise.
- Gross things grow in the dark. We will care more about how you are doing than what you are doing. When struggling confess. Invite wise counsel and the covering of Truth.
- Speak Truth in love.
- Point to Jesus.

## **SEEK TO UNDERSTAND BEFORE BEING UNDERSTOOD**

- Choose to trust the leadership God has appointed Eleven22 and the 1825 Ministry.
- Listen with the desire to understand, ask questions to gain clarity, communicate with humility to bring clarity not confusion.
- Resolve conflicts quickly and early, following the Matthew 18 model.

## **IDENTITY IS RECEIVED NOT ACHIEVED**

- Only God can tell you who you are.
- Actively seeking and engaging with Christ through word and deed.
- Being (identity) comes before doing (behavior).

## **HOSTS NOT GUESTS**

- We go first
- Takes initiative and facilitates
- Mingles, looks to the fringes, models stepping outside of comfort zone
- Sets the tone and sets the pace
- Serves

## **IF YOU'RE SAVED, YOU'RE SENT**

- To follow Jesus means being sent on God's mission as He was sent.
- Every believer is commanded to be a disciple who makes disciples. Everywhere your foot lands the Gospel goes too.
- "So, whether you eat or drink, or whatever you do, do all to the glory of God."  
1 Corinthians 10:31
- Ask not simply WHAT should I do with my life, but WHERE should I do it for the glory of God.



# ABOUT DISCIPLE GROUPS

Disciple groups are the best way to surround yourself with other Christ followers as you learn to be a disciple-making disciple. We offer men's, women's and mixed groups specific to 18-25-year-olds to foster connection with peers and geared to address this unique season of life. 1825 groups are facilitated by leaders a few years and seasons ahead in their own journey.

## **1825 DISCIPLE GROUPS ARE VALUE-DRIVEN, NOT CURRICULUM DRIVEN**

A successful disciple group experience is defined by group members engaging in a meaningful discussion, not whether or not the curriculum material was completed.

## **RELATIONSHIPS ARE MORE IMPORTANT THAN ATTENDANCE**

To be engaged in building relationships within the disciple group is an intentional activity not relegated to those who show up. Remember Jesus' strategy with his sheep. When 99 showed up, he went looking for the one who didn't. Jesus calls us to a ministry of inviting others to be with us SO THAT they can be with HIM.

## **DISCIPLE GROUP MINISTRY GOES BEYOND THE DISCIPLE GROUP MEETING**

Identifying and encouraging NEXT STEPS outside of disciple group is crucial within an individual's discipleship journey. 1825 disciple groups do not merely point to the next group gathering, but serves as a springboard for individuals to become disciples who make disciples. Disciple groups are not the mission. They are the vehicles we use to accomplish the mission—namely, spiritual transformation while connecting 18-25-year-olds to their role in the Great Commission.

## **DISCIPLE GROUP PRINCIPLES**

- **Guiding is more important than leading:** Pay attention to how the group thinks, processes and responds—Don't do it for them.
- **Questions are more important than answers:** Good questions guide, invite, real and open us up. Bad questions direct, threaten, and intimidate. Be willing to revise or delete questions when necessary, based on what you know about your group.
- **Listening is more important than talking:** Take time to listen beneath and beyond the spoken words. Use questions and allow periods of silence to leave room for people to speak. Accept what people share, even if you disapprove or feel uncomfortable. Your group is always testing the waters to see what is safe to share.



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# ABOUT DISCIPLE GROUPS

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## DISCIPLESHIP JOURNEY

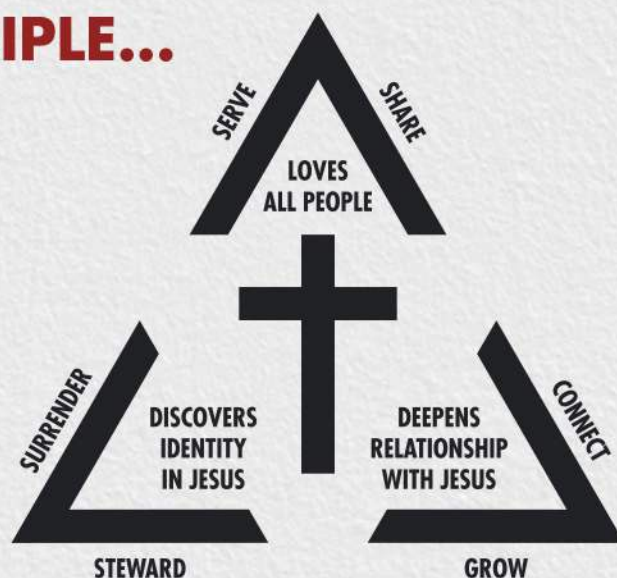
**A disciple is a follower of Jesus Christ.** From the moment we surrender our life to the lordship of Jesus Christ, we begin our discipleship journey, seeking to live like Him, trust in Him and learn from Him. Because our identity as a disciple of Jesus is rooted in our believing in His life, death and resurrection, our activity will look and be different.

Over time, through the power of the Holy Spirit, our lives will start to look more and more like Jesus's. This is our discipleship journey.

We pray this tool equips you to be a disciple-making disciple on your own journey and as you walk alongside others on theirs.

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## A DISCIPLE...





# DISCIPLESHIP QUESTIONS TO ASK YOURSELF AND OTHERS

## LOVES ALL PEOPLE

### SERVING OTHERS

**Where are you serving?**

How is God stretching and challenging you through serving there?

What is holding you back from serving?

### SHARING THE GOSPEL

**Who is the #ONEMORE person you are praying for to meet Jesus?**

How have you shared your story with them?

Have you shared the gospel with them?

If not, what's keeping you from sharing the gospel?

**Where has God sent you to share the gospel?**

## DISCOVERS IDENTITY IN JESUS

### SURRENDERING TO CHRIST ALONE

**Have you surrendered your life to Jesus?**

What part(s) of your life are you still trying to control?

### STEWARDED WELL WHAT GOD HAS GIVEN

**How has God blessed you with talents, spiritual gifts and resources?**

How are you using what God has given you to point people to Jesus?

**How are you loving God with all of your heart, soul, mind and strength?**

## DEEPENS RELATIONSHIP WITH JESUS

### GROWING IN FAITH

**How do you stir your affections for Jesus?**

What is God revealing to you in your personal time with Him?

**How do you prioritize prayer and time in the Word?**

### CONNECTING TO THE FAITH FAMILY

**Are you surrounding yourself with people who point you to Jesus?**

Who's in your world that you are vulnerable and honest with?

**Who are you helping to be more like Jesus?**



## WHAT IS A DISCIPLESHIP GROUP?

Disciple groups are community-based, gospel-centered gatherings where all people can discover and deepen a relationship with Jesus Christ, growing as disciple-making disciples.

### **Disciple Groups**

Meet in homes, campuses, businesses and throughout the community to study the Word, pray and deepen their relationship with Jesus Christ.

### **Online-only Disciple Groups**

Meet only through a virtual platform. They are primarily for those who don't live near our campuses or are physically unable to attend but still want to participate in our sermon-based curriculum, pray with others and deepen their relationship with Jesus Christ.

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## HOW DO DISCIPLE GROUPS SUPPORT THE VISION & MISSION OF ELEVEN22?

Each week through disciple groups, people all over the community are growing deeper in their faith and their connection with the faith family.

- Groups study the Word, dive deeper into the past week's sermon and learn to apply what they learn to their life wherever the Lord has SENT them - at work, with family and friends and in their local community.



- Together, lives and communities are transformed through the power of the gospel and the work of the Holy Spirit. We intentionally invite our friends, family and coworkers to belong in a disciple group before they ever believe in Jesus as Lord.
- We see communities transformed through the power of the gospel and the work of the Holy Spirit.

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## WHAT TYPES OF DISCIPLE GROUPS ARE OFFERED?

We offer men's, women's, mixed and 1825 groups based on geography to encourage people of all ages to disciple one another in their own local neighborhood.

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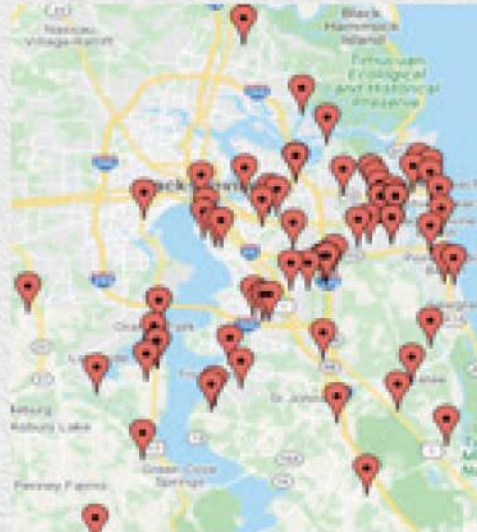
## HOW DO PEOPLE SIGN UP FOR A GROUP?

Anyone can search groups and sign up at [coe22.com/findagroup](http://coe22.com/findagroup).

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## WHAT HAPPENS WHEN SOMEONE JOINS A GROUP?

Below is a quick high-level overview of what the person that "joined" experiences and what you as the leader will hopefully experience.





## NEW MEMBER'S EXPERIENCE

After a person fills out the disciple group registration and clicks the "register" button, they will receive a confirmation message on their device's screen and in their email.



- Leader name and contact info to be displayed on the confirmation
- If they do not hear from the leader with 48 hours of joining or a few hours before the group meeting time, they should reach out to the leader.

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## LEADER EXPERIENCE & RESPONSIBILITY

You will be notified every time someone registers for your disciple group. As the leader, we ask you to take the following actions.

- Contact and welcome each new person within 48 hours
- Update their status within your group (everyone starts in pending)
  - *Pending* – Person has recently joined and has not been contacted by the leader
  - *Active* – Leader has spoken to the person and they've participated in group for first time

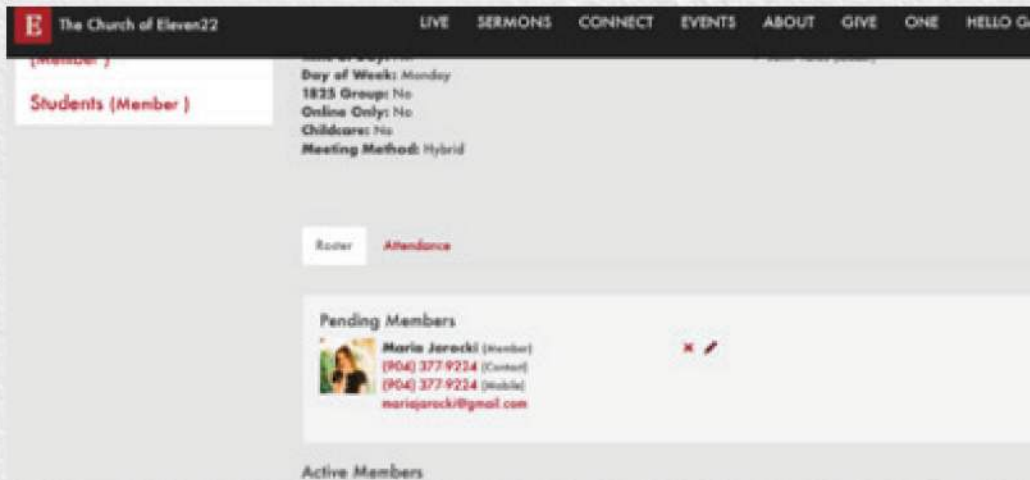
Please DO NOT leave anyone in a pending status after you have contacted or spoken with them.



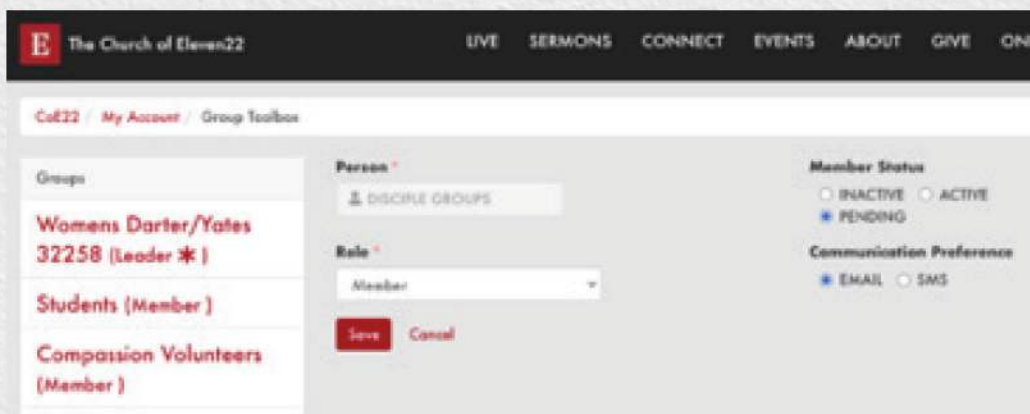
Example of “new pending group member” leader email:



Example of “new pending group member” ROCK view:



- DO NOT click on the **x**. This will delete the person and the history of group they're joining.
- Click on the **pencil** to update person's group status.
- After clicking the pencil, the following screen will appear.



- From this screen, the leader can update the status of people within their group.
- A group member's "role" may also be updated as you see fit (member, leader or coach).
- **IMPORTANT!** – click "save" to ensure your updates are saved.



## WHAT AND WHERE IS THE CURRICULUM?

We provide a sermon-based curriculum every week that is designed to take us deeper into our relationship with Jesus and to connect 1825s to their role in the Great Commission by diving deeper into God's Word, based on the previous week's sermon. 1825 groups will engage and validate the journey to answer: Who am I? Where do I fit in God's story? How can my life make a difference? **We ask that all groups use our curriculum instead of another Bible study so we can be one church in many locations.**

- Curriculum is found at [coe22.com/disciplegroups](http://coe22.com/disciplegroups)
- Curriculum is also posted on the Eleven22 app's Disciple Groups page each week

## WHAT IS THE CAPACITY FOR DISCIPLE GROUPS?

Our ideal for all disciple groups is 15 ACTIVE people on the roster. Our heart is to ensure groups maintain a level of authenticity and intimacy so that deep discipleship occurs. We've found this happens best in smaller group sizes.

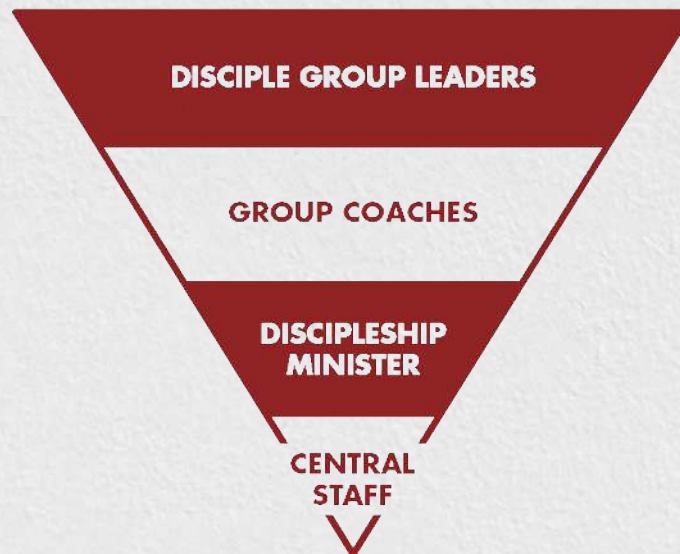
- Generally speaking, not every person in a group shows up every week
- Roster maintenance is very important in ROCK. Once a group's capacity is reached, the group will automatically be removed from the website's "Find A Group" page
  - No one can sign up for your group from the website after capacity is reached
  - Capacity includes "pending and active" statuses
- As a group gets closer to their limit, the leader should consider two things
  - Review roster so that it only includes those actively participating in the group
  - Start praying about multiplying the group to create room for many "one mores"

*\*If you need assistance with reviewing and updating your roster, please reach out to your assigned group coach and watch the ROCK "How-to" videos that can be found at [coe22.com/leaderresources](http://coe22.com/leaderresources).*

## WHAT DOES IT MEAN TO MULTIPLY AN 1825 GROUP?

Multiplication is at the heart of being a disciple-making disciple. As God works and groups grow in size, we are called to multiply so that more people can discover and deepen a relationship with Jesus. While we do not identify and develop new leaders from WITHIN growing groups, we do raise up and bring in additional leaders with the goal of launching a new group. We look forward to partnering with you when the time comes for your group to multiply.

# DISCIPLE GROUP LEADERSHIP STRUCTURE



## DISCIPLE GROUP LEADERS

Disciple group leaders are trained individuals who model the mission, vision and core values of Eleven22 and intentionally seek to make disciples who will GO and make disciples. 1825 disciple group leaders are required to apply and go through a screening process prior to being approved as leaders.

- Facilitate gospel-centered and mission-focused conversations
- Care and pray for group participants
- Cast vision for next steps
- Build groups to launch individuals into their next season
- Identify and develop potential new leaders to launch new groups

## GROUP COACHES

Disciple group coaches are experienced former or current group leaders who equip, encourage and care for disciple group leaders. Coaches intentionally focus on the leader's individual spiritual health along with the health of their group.

- Assist with communication and issue resolution
- Offer help wherever it is needed. They are the main point of contact for disciple group leaders
- Regularly connect with disciple group leaders through texts, phone calls and group visits
- Live a disciple-making disciple life through intentional raising-up of future coaches



## **DISCIPLE GROUPS MINISTRY STAFF**

**DISCIPLESHP MINISTER** - A campus-based staff member who oversees disciple groups at the campus level, with a focus on developing relationships with coaches and equipping them to go and do likewise with individual leaders.

- Models disciple-making through encouraging, equipping and empowering people to take next steps on their discipleship journey
- Primary disciple group contact at each campus
- Oversees and executes disciple group events such as new leader and coach trainings, coach and leader gatherings, coaches' lunch and sign-up weekends

**CENTRAL STAFF** - Staff that is not campus-based and supports discipleship ministers and 1825 disciple groups across all campuses.

- Creates the systems and processes by which people take their first step and subsequent next steps within disciple groups
- Provides discipleship ministers with tools, resources and content so they may care for and lead healthy 1825 disciple groups at each campus
- Ensures there is a singular vision and direction for all campuses and groups because we are one church, many locations



# 1825 DISCIPLE GROUP LEADERS

## QUALIFICATIONS OF A DISCIPLE GROUP LEADER

### CHRIST FOLLOWER:

We are first and foremost people who can say, "Jesus is my Lord and Savior."

**LOVES PEOPLE** and desires to be a disciple who makes disciples. 1825 is a relational ministry; therefore our group leaders HAVE to be people who actually LIKE and LOVE 18-25-year-olds. Simply put, we want leaders to be people who enjoy doing life with young adults and who understand healthy boundaries.

### SERVANT HEART:

We need group leaders who feel the conviction to do whatever it takes to make sure each and every member of their group feels loved, cared for and listened to. Remember, see a need, meet the need.

### TRUST:

As we continue to grow, we need group leaders who trust the vision, trust the method, trust each other, and trust the staff. Remember, choosing to trust honors God best.

### DISCIPLESHIP:

Sanctification is a process and we all have different journeys, but it's important that all group leaders are pursuing that journey of sanctification in their own life. Remember, all that you do to minister and serve 1825s is best done out of an overflow of what God is doing in you.

### TEACHABLE SPIRIT:

Choose to be a lifelong learner. No one has it all figured out and we're always growing. It's important that each of us have that same attitude. Remember, we're in this together.

### COVENANT MEMBER of The Church of Eleven22

- Is in agreement with the Eleven22 statement of faith ([coe22.com/beliefs](http://coe22.com/beliefs))
- Prior Eleven22 Disciple Group participation and attendance at a new leader training
- Clearly articulates The Church of Eleven22's vision, mission, core values and 1825's purpose.

## **ROLES OF A DISCIPLE GROUP LEADER**

- Proactively communicates Eleven22 and 1825 information (news, updates, announcements) to group participants
- Facilitates group discussion by using the provided curriculum
- Cares and prays for group participants during and outside of designated group meeting times
- Assists with communication and issue resolution between disciple group participants and the church
- Leads group members to participate in events that are part of the life of Eleven22 and 1825
- Leads group members in identifying their next step

## **A DISCIPLE GROUP LEADER IS**

- A worshiper, servant, disciple and witness of Jesus
- A facilitator of healthy, gospel centered conversation
- A person who listens and asks questions
- A person who encourages others to take steps of faith on their discipleship journey

## **A DISCIPLE GROUP LEADER IS NOT**

- A therapist
- A preacher
- A teacher
- The answer to everyone's problems

## **EXPECTATIONS OF A 1825 DISCIPLE GROUP LEADER**

- Strive to live above reproach
- Be a vision caster and culture carrier
- Be present...Show up: predictably, mentally, and randomly
- Create a safe space that values honesty, acceptance, confidentiality, the discipleship journey, as well as physical and emotional safety
- Communicate once a week with group members via Group Me
- Available to meet occasionally with group members individually while practicing safety and healthy boundaries
- Communicate regularly and proactively with their group coach and 1825 Ministry Director
- Lead the group's participation in at least one local outreach serve project each trimester
- Record attendance each week
- Maintain a current roster
- Participates in two leader training events throughout the year
- Adheres to and follows through with the "roles" outlined above

## **FAQs**

What is the length of commitment?

- We ask that you commit to one trimester



# YEARLY RHYTHMS TO EXPECT

## GROUPS OPERATE IN TRIMESTERS

Clear start and stop times provide an opportunity to actively sign-up people looking to join a disciple group, train up new leaders and provide rhythmic rest times for leaders.

- Groups do not have to break; 1825 curriculum is not provided during breaks, but Eleven22 curriculum is available. Group leaders will clearly communicate their group plans to their coach or 1825 Ministry Director prior to the end of the semester.
- Fall trimester (starts in August and breaks in December)
- Spring trimester (starts in January and breaks in May)
- Summer (starts in June and breaks in August)

## WHAT TO EXPECT WITHIN EACH TRIMESTER

While disciple groups are actively meeting, we'd encourage every group leader to plan on the following:

- 4th Sunday 1825 Connect Nights: Groups should not plan to meet on the 4th Sunday of the month. Leaders encourage their group members to attend.
- Set days and times for relational/sent events AND communicate those dates to your group so they can plan on attending.

## WHAT TO EXPECT IN BETWEEN TRIMESTERS

Leaders and coaches have the option to take a break from meeting in order to rest, reset and refuel for what God may do in the coming trimester.

- Coach and Leader Gathering (refuel) – January and August (dates TBD)
- Update group rosters (reset) – this is the time to remove anyone that is no longer attending and create space for new people to join
- Onboarding season
- New Leader trainings
- Active sign-ups before and after every service – two weeks leading up to new trimester start

# DISCIPLE GROUPS RELATIONSHIP RHYTHMS

## LOVE GOD AND LOVE PEOPLE

We hope to see disciple groups live out Acts 2:42-47, Fellowship of the Believers. Below are a few options to help you and your group do just that.

**DG Connect Nights** – Creating an informal space to have fun, eat together and build relationships each month - Love God by loving one another

- No agenda and no curriculum
- Focus on deepening relationships and getting to know people outside of typical group time
- Emphasize “family time”
- Great for inviting your #onemore

**Sent Events** – Intentional time each trimester where the entire disciple group will be sent into the community (both your neighborhood and beyond) to serve with one of our local partners - Love God by loving #onemore

- At the beginning of each trimester, please share the vision and purpose of the SENT Events with your group
- Pick a local partner, choose a day/time, notify your group and share the link/email address to register
- Great for inviting your #onemore

Visit [coe22.com/localoutreach](https://coe22.com/localoutreach) to learn more about our local partners and to register to serve alongside of them.

**Discover and Deepen Nights** – Regular rhythms to guide your group through spiritual practices with the hope of deepening our relationship with Jesus and each other - Love God by Loving One Another

- Communion
- Foot washing
- Group prayer

Additional documentation for each spiritual practice can be found at [coe22.com/leaderresources](https://coe22.com/leaderresources).



# DISCIPLE GROUPS COVENANT

To create an environment where disciples can grow deeper in their relationship with Jesus, practice authenticity, seek wise counsel, sharpen one another relationally and make disciples of others. We encourage all groups to enter in a covenant relationship, committing to the values listed below.

We ask group leaders to introduce this covenant at the beginning of each trimester and to intentionally remind members of the covenant as necessary.

## PRAYER

- We acknowledge that spiritual transformation is the result of engaging the gospel in our lives and therefore commit to regular habits of prayer and study of the Word.
- We will pray for each member of our disciple group often and by name.

## AVAILABILITY

- Knowing that our individual attendance will greatly affect the intimacy of the group, we will give our best effort to attend each group meeting.
- We will also be available to care for each individual in this group whenever there is need.

## SCRIPTURAL AUTHORITY

- While everyone's thoughts and opinions are valuable and encouraged, we will ultimately rely on the truth of Scripture as the final authority.

## RESPECT

- We will support the foundation of trust in our disciple group by not participating in gossip; which also means never discussing things shared in group, outside of the group.
- We will celebrate the diversity of the body of Christ and seek to intentionally build unity by acknowledging our differences and focusing on our similarities in Christ.

## GROWTH

- Group intimacy is rooted in authenticity and vulnerability; therefore, we will be willing to share truthfully about the personal issues in our lives.
- Knowing that healthy things grow, we eagerly anticipate the multiplication of this group into new groups of disciple-making disciples.

# CARE FOR YOUR GROUP

While leading your group you will likely encounter scenarios you are not fully equipped to walk through with a young adult. For those needs we have incredible resources available on our Care page at [coe22.com/care](http://coe22.com/care). Resources include a list of counselors (Elbow Tree offers \$10 sessions for college students) and the option to request care from one of our Care Team members. For additional guidance always feel free to reach out to your Coach of the 1825 Ministry Director.

When it comes to what you can do to care for individuals in your group, remember ESPN.

**ENCOURAGE • SHARE SCRIPTURE • PRAY • NEXT STEPS (ESPN)**

## **ENCOURAGE**

- Pray for God to give you the desire to listen and encourage
- Be present with the person in crisis - practice station - the virtue of presence
- Listen - ask them questions, turn off cell phones, turn away from distractions, have an open body posture
- Don't feel the need to give good advice; point to the Good News
- Remember: God is the caregiver - you are the caregiver
- Love them and walk alongside them

## **SHARE SCRIPTURE**

- Allow the Holy Spirit to prompt you
- Look up scriptures that relate to the issue, but you don't need a verse for every problem
- Share what you have been reading in your own devotions - whatever is filling you will pour out.
- Share when appropriate (sometimes it's better to wait to share - every situation is different)
- You may want to share scripture with them directly, pray scripture over them or text verses to them over the course of a week

## **PRAY**

- Pray before you meet with people. Ask God to speak through you to the person
- Create a routine where you are regularly praying for your group, especially those in crisis. Let those individuals know you are praying for them
- As the Spirit leads you, pray with them - individually and collectively
- When appropriate, as a group, lay hands and pray fervently for God to heal



## **NEXT STEPS**

- Make sure your people are connected and feel a part of the church body
- Encourage them to find a connection beyond disciple group - serve team, mission trip, etc
- Reach out to the care team for members who need more support - go to the app, scroll down to the CARE icon tab, click on it, then click "Need Care?" You can fill that out with them or show them how to fill it out. There is also a "counselor list" option with a list of Christian counselors.
- Use the respond cards in the seat backs at all of our campuses
- To get even more equipped to help, sign up for care team training

# **ONE-ON-ONES**

Don't be surprised if a group member asks to meet one-on-one. Use wisdom on the location (public) and men meet with men and women meet with women. When necessary, bring a third party to the meeting. When you meet: ask questions, dig deep, pray and challenge next steps.

## **GENERAL QUESTIONS**

- How did you hear about/come to Eleven22?
- What is your church background/history?
- What is something you are learning about God?

## **COACHING QUESTIONS**

- What's on your mind?
- What's the real challenge here for you?
- What do you want?
- What else?
- How can I help?

## **HOW ARE YOU...DISCOVERING YOUR IDENTITY IN JESUS?**

- Have you surrendered your life to Jesus? (share it)
- What part of your life are you trying to control?
- What talents, gifts and resources has God given you?
- Which part of following Jesus is the toughest?
- What about God fascinates you the most?
- What Bible verses mean the most to you?

### **HOW ARE YOU... DEEPENING YOUR RELATIONSHIP WITH JESUS?**

- How do you most deeply connect with God?
- What is God revealing/ showing you recently?
- Who are you vulnerable and honest with?
- Where in the Bible are you reading right now?
- What is the boldest thing you've done for Jesus?
- Where are you spiritually weak?

### **HOW ARE YOU...LOVING ALL PEOPLE?**

- Who do you "serve"? How?
- Who do you need to share the gospel with?
- How can you share the gospel with them?
- What is the hardest part about sharing the gospel?
- Who are you "pouring into"?
- Who are you meeting with to talk about Jesus?

### **NEXT STEPS QUESTIONS**

- Where is God prompting you to take a next step? (missions, local outreach, serving, lead/coach a disciple group, counseling)
- Where are you leading by example and modeling discipleship?
- How may I help come alongside you in your discipleship journey?
- What books are you reading outside of scripture to help your discipleship journey?



# TIPS FOR COMMON CHALLENGES

## SET UP THE GROUP FOR SUCCESS FROM THE START

During the first few weeks of your group, share with the entire group that we are here to love God and love one another. We want to support each other, but not try to “fix” one another. Let the group know that we have care team members that are trained to help with sensitive and stressful situations. If a group member is going through a difficult time, help them connect with a caregiver at [coe22.com/care](http://coe22.com/care).

## THE CONVERSATION HOG

### CHARACTERISTICS OF A CONVERSATION HOG

- Monopolizes conversations easily
- Always has a long answer to every question
- Gives advice to anyone who shares in the group
- Will always relate someone else’s answer to what is going on in their lives

### WAYS TO PARTNER WITH A CONVERSATION HOG

- Talk to them before or after group
  - *Explain* – that you are very happy with their willingness to share
  - *Ask* – if they will help get others involved by waiting a couple of minutes before answering a question
- If they are telling a story and keep going, wait for them to pause and immediately re-direct the conversation. Most people who are socially aware will eventually pick up on these cues if you continue to re-direct them.

## THE “OPINION BASED THEOLOGIAN”

### CHARACTERISTICS OF AN “OPINION BASED THEOLOGIAN”

- Uses “I feel...” when discussing Scripture
- Gives advice based on their opinions and not Scripture
- Contradicts Scripture

### WAYS TO PARTNER WITH AN “OPINION BASED THEOLOGIAN”

- Talk to them before or after group and recast the vision of the group being gospel-centered and that we use sermonbased curriculum, so God’s Word is center stage.
- Our discussion in group should be centered around what Scripture says because Scripture is alive and is God’s gift to us.
- We all have our own opinions and experiences, but as we are being sanctified, we seek to know God’s truth and have it deeper in our hearts and minds.

*\*Remember, your coach is happy to provide assistance with any challenges or issues you experience*

# PRINCIPLES FOR ASKING GREAT QUESTIONS

## 1. BE CURIOUS...THIS IS A DISCUSSION, NOT A TEST

- A test is a situation in which the person asking the questions knows all the right answers, and the responder's task is to give the right answers
- Test questions are fine when you want someone to regurgitate information they have memorized, but when spiritual growth or sharing is the goal, tests become problematic
  - Tests tend to put people on the defensive (worry about giving wrong answer, appearing foolish...pulse rises, adrenaline rises...Adrenaline hinders creative thinking. It floods out the portions of the brain in which people do creative thinking.
  - A test question is ok IF everyone understands they are reviewing material that they have heard before, but when a test question is disguised as a discussion question you risk people feeling put down.
- For the most part, discussion questions usually look for information members of the group have but the leader may not have:
  - What do you think?
  - What feelings does Jesus' statement provoke in you?
  - With which character do you most identify in this passage?
  - What word or phrase stands out to you?
- In all of these cases the person asking the question is looking for something he or she genuinely doesn't know.
- At times you will find yourself asking questions that involve drawing out the facts of the text. There are some important questions that have right or wrong answers. In this situation, keep in mind that as the leader you have most likely had more time to prepare and examine the text.

## 2. AVOID LEADING THE WITNESS.

- As a disciple group leader you may want the group to get at some piece of information you see as important and sometimes being committed to a question-and-answer format you might ask:
  - *Don't you think...*(This phrase in a question is a manipulative way of telling people what to think. It is ok for you to have an opinion, but it is important to own as your opinion and create space for dialogue for others to express similar or opposing views, to wrestle)
  - *In what ways are you like the...*This assumes everyone resembles the object or person you are asking about...It could totally be true, but most of us want to confess our own sins/feelings/experiences rather than have others do it for us...



- *Does this make you feel angry or glad....either/or* alternatives limits the response someone might share...Anyone who might have a different response may shut down
- Leading the witness could also be called fishing for the right answer. If you go fishing for the right answer and you celebrate when someone says what you think should be said, what will end up happening? Everybody else will stop participating in the discussion. So don't go fishing for the right answer and instead welcome all as an opportunity to continue the learning and discussion.

### **3. KEEP IT SIMPLE. ASK ONE QUESTION AT A TIME**

- Break it down...Co-leaders can be a great resource for clarity during this process...
- Rather than asking a multi-layered question, it's best to ask just one simple question and wait for responses before asking the next thing.
- Well-focused questions also serve as a tool to keep bringing the group back around to the subject at hand. Small groups are notorious for getting off the subject, and clearly worded, pin-pointed questions help avoid this problem.
- Silence is not your enemy. People often need at least 3-5 seconds to think before they respond, so allow time for awkward silences and give people the space to formulate an answer. If the silence continues, try rephrasing the question.

### **4. MAKE YOUR QUESTIONS ACCESSIBLE TO EVERYONE**

- Keep questions simple
- If the question involves technical terms or church lingo don't assume everyone has a clear understanding of the word
- Remember, Jesus' questions were always simple...The simplest questions are often the most profound

### **5. BE OPEN ENDED...ASK OPEN ENDED QUESTIONS**

- Closed questions are pointed and obvious questions that imply the answer and usually only require a yes or no. Closed questions usually end up limiting group discussion and don't promote self-discovered learning or community.
- A person can answer "yes" or "no" without engaging his or her brain.
- Open ended questions have the power to move us away from safe answers...And questions that move people forward in their spiritual journeys are often risky.
  - Open ended questions are often story telling questions...
  - *When people come to a new group, they inwardly ask themselves these questions:*
    - Do I fit here?
    - Will I be able to do the work I have come to do?
    - Do I like these people?
    - Do they like me?
    - Do we have anything in common, or do we come from opposite corners of the universe?
    - Will they understand me?



- *People don't accomplish much work in a group until they get satisfactory answers to these questions. Some will barrel head and others will hang back, or even bail...The full resources of the group will not become available until all members believe it is safe to offer themselves.*
- Telling stories is the easiest, fastest, safest way to help people get their trust question answered...And storytelling questions are the easiest way to help people tell their stories.

## **6. BE ENGAGED - HELP PEOPLE TALK TO EACH OTHER**

- Do not ask a question that you are not willing to answer yourself. You might need to answer the question first before others feel comfortable in responding... Answering first should be the exception not the rule...
- In any small-group setting, people usually direct questions to the group leader. Even if you've done a good job of establishing that you are a facilitator/co-learner and don't have all the answers, people will still direct their questions to you most of the time.

So, in response, it is often a good idea to answer their questions with a question of your own. Like: "What do you all think about that?" or "Anyone have ideas about the answer to that?"

- How you and those in the group respond to what people say will influence whether or not people feel they can share and be respected. Affirm people for their honesty, and do not make light of what people share in sincerity or ridicule them for what they say.
- Avoid piling on advice and comparison stories "if it makes you feel better"

## **7. DON'T LOSE SIGHT OF THE BIG PICTURE**

- Prepare
- Know the big idea you are looking to communicate and what you want them to do as a result
- What is the one thing that they should take away and remember?
- Without an INCREASINGLY solid foundation of trust, no group discussion can build very high...And questions are an essential component in the process of laying that foundation.



# TOOLS AND RESOURCES

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## HOW TO USE THE ROCK

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### WHAT IS ROCK?

ROCK is the online community and engagement tool for The Church of Eleven22.

- Where people can easily connect and communicate with one another
- Is a tool for care and discipleship
  - Groups can email each other
  - Leaders can update their group information, meeting time and other important information
- Where people can sign up for events, to serve, join a group and more

Each Eleven22er has a unique profile in ROCK that may be updated with big life events, family members and steps taken on their discipleship journey.

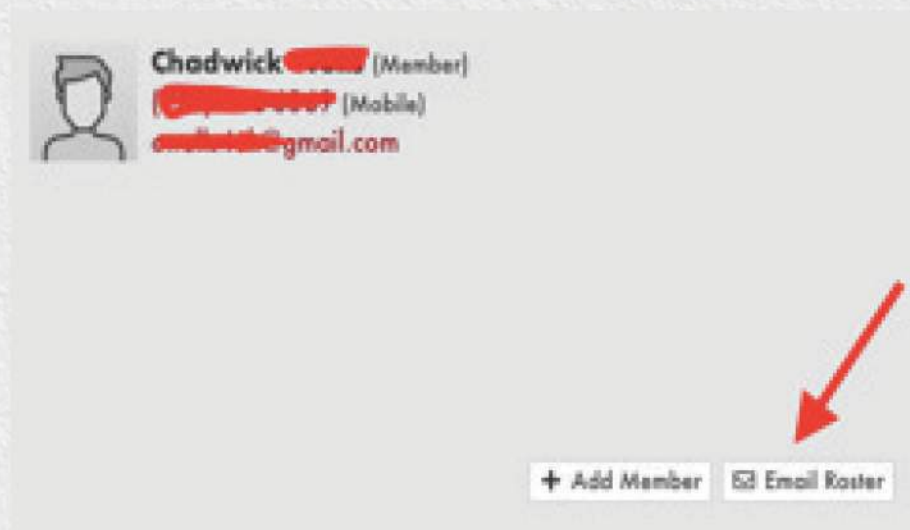
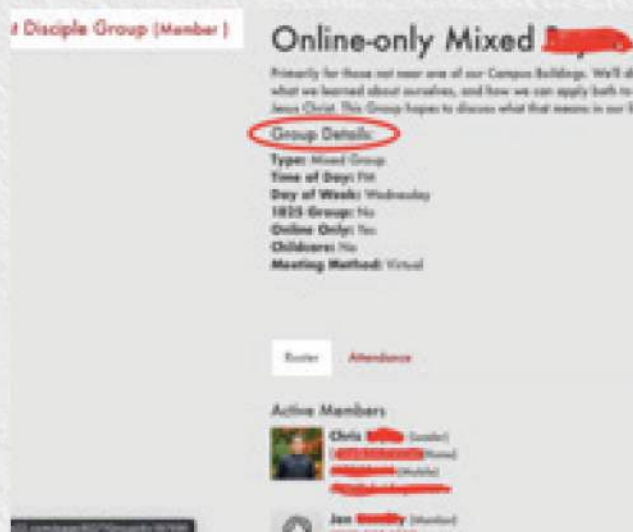
All how-to videos can be found at [coe22.com/leaderresources](https://coe22.com/leaderresources)

### HOW TO I ACCESS ROCK?

Each individual has a unique username and password to access the ROCK. If you don't currently have access, watch the video at [coe22.com/leaderresources](https://coe22.com/leaderresources) titled "Log in for the first time."

# HOW DO DISCIPLE GROUPS USE ROCK?

Each disciple group has its own ROCK page. As the group leader, you can use this page to access your group member's contact information, send emails to your group, record attendance and share prayer requests.





## HOW DO I TAKE ATTENDANCE?

Each week you will receive an automated email, sent to the address in your ROCK profile, reminding you to record attendance for the group meeting that week. **Please do this!**

- If you don't receive the automated email or don't have it available, you can log in to ROCK directly to record attendance.
- If you're not sure how, watch the video titled "Take Attendance" at [coe22.com/leaderresources](http://coe22.com/leaderresources).

\*When each group records accurate attendance, the church has a better understanding of how full groups are and can see if there are opportunities for new groups in a specific community. It also helps in seeing the overall engagement of church members and how people are growing in their faith.

## HOW DO I EDIT MY GROUP, ADD MEMBERS, SEND EMAILS AND RECORD ATTENDANCE?

You can do all of that and more with ROCK. Short tutorial videos are available at [coe22.com/leaderresources](http://coe22.com/leaderresources). Simply click on the title of the video that fits your need. In less than three minutes, you will be an expert.

## WHY DO I NEED TO MAINTAIN MY GROUP ROSTER?

For both your benefit as the leader and for accurate group membership numbers, it is important to keep your group roster up to date. Therefore, we ask leaders to:



- Remove members that have never attended or haven't attended in more than one month (unless you've heard from them)
- Remove anyone that has advised of a life situation that will prevent them from coming this trimester. Keep them on the group chat and feel free to check in.
- Often people will sign up for a group, but then find a different group to attend and not know they need to remove themselves in ROCK.

When a group has reached capacity, it will show as full in ROCK

- New members will not be able to join
- ROCK will recognize once your roster is back under the capacity and allow people to join again

*Need help?* Watch the short tutorial videos at **[coe22.com/leaderresources](https://coe22.com/leaderresources)** to learn how.



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## GET CONNECTED

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### HAS A GROUP MEMBER EXPRESSED INTEREST IN GETTING CONNECTED TO ANOTHER ELEVEN22 MINISTRY?

Learn more about all of the churches next steps at  
[coe22.com/connect](https://coe22.com/connect)

#### **Specific Next Step pages:**

Serving: [coe22.com/serve](https://coe22.com/serve)

Care team: [coe22.com/care](https://coe22.com/care)

Short-term and long-term mission: [coe22.com/multiplication](https://coe22.com/multiplication)

Serving in the local community: [coe22.com/localoutreach](https://coe22.com/localoutreach)

Eleven22 Kids: [coe22.com/kids](https://coe22.com/kids) (0-5th grade)

Eleven22 Students: [coe22.com/students](https://coe22.com/students) (6th-12th grade)

1825: [coe22.com/1825](https://coe22.com/1825) (18-25 year-olds)

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## STUDY THE WORD

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### WHAT IS A GREAT WAY TO STUDY THE BIBLE?



## **R.E.A.P. METHOD: READ - EXAMINE - APPLY - PRAY**

**Read - Open your Bible and ask the Holy Spirit to teach, correct and train you (2 Timothy 3:16).**

As you're reading ask these questions:

- What is happening in this passage? What is emphasized or repeated?
- What does this passage tell me about God? What does it tell me about mankind?

**Examine - Spend some time reflecting.**

Ask yourself these questions and write down your thoughts:

- What did I learn about God's character?
- What wrong beliefs did I have about God and myself?

**Apply - After examining the passage, apply the text to your own life.**

Ask yourself these questions and write down your thoughts:

- What do I need to repent from (turn from my sin and turn towards God)?
- What truths from the Bible do I need to believe in?

**Pray - Talk to God and ask Him to change your heart and your life. Listen to what God has to tell you.**



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# ADDITIONAL RESOURCES

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## WHAT OTHER TOOLS ARE AVAILABLE?

At [coe22.com/resources](http://coe22.com/resources) you can find the weekly reading plan, devotionals, recommended reading and more. Resources are added regularly.

1. Bible Basics
2. Marriage
3. Generosity
4. Spiritual Disciplines

AND MANY MORE

## RIGHTNOW MEDIA

As part of Eleven22, we're excited to share a gift of access to **RightNow Media**! One of the primary focuses in all that we do is to be disciple-making disciples. We believe that RightNow Media will be a tool to serve as you live out your faith at home, at work, in your neighborhood and in your disciple group! There are videos for everyone, in all aspects of life, aimed at helping you grow in your discipleship journey.

Go to [coe22.com/RIGHTNOWMEDIA](http://coe22.com/RIGHTNOWMEDIA) or text "RightNow 1122" to 441122 to sign up and gain access to an extensive video library tool known as the "Netflix of video Bible studies."

## NOTES

[illegible]



## NOTES

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.





THE CHURCH OF  
**Eleven22**<sup>®</sup>