

North Church

Community Group  
Leader Handbook

## 1. FOUNDATION

### Community groups are the primary vehicles for discipleship at North Church.

We gather in community groups with our friends and neighbors to live life together and experience the gospel in ways we can't on our own. Community groups are a place to wrestle with the truths of the Bible, love one another, serve the city, and participate in the mission of God for North Church.

We are a people living lives together as disciples of Jesus who are on a mission to call others to become disciples. So before we address what a community group is, let us take a moment to discuss what it means to be a disciple.

A disciple is a follower of Christ who reflects the image of God by finding their identity in Jesus and expressing that identity through worship to God, community to the body of Christ, and mission to the world.

We call this the Description of a Disciple's Life (DDL). This Description is not simply a destination, but rather it's a process of growth and sanctification we are striving for, individually, as a church, and in our community groups. There are five significant concepts that we need to address as foundational to our life as a disciple and our lives together in community: Imago Dei, Identity, Worship, Community and Mission.

#### **Image of God (Imago Dei)**

We are image bearers of God created in His image to proclaim His glory to the rest of creation. This means that we have intrinsic value as His image bearers and that we were created for a purpose, to bring glory to our Creator (Gen 1:27-29, Eph 2:8-10). It is from the image of God, and reconciling work of Jesus on the cross (Rom 5:10), that we express our identity as disciples of Christ through worship to God, community to the body of Christ, and mission to the world.

#### **Identity**

Our identity is in Christ. This means that we define ourselves in the same way that God does: by what Jesus has done on the cross (2 Cor. 5:18). We are not defined by what we have done, do, or the things that we have (2 Peter 2:9-12). Jesus has atoned for our sin (Rom. 3:25), clothed us in righteousness (Isa. 61:10), and adopted us as sons and daughters (Rom 8:23). This is our identity. As a community this means that Jesus is our King and Savior. He is our highest affinity, the Bible is our highest authority, and the Trinity is our example for how we live together.

#### **Worship**

We are worshippers. We are created as instruments of worship intended to bring glory to Jesus (1 Cor. 6:20). Therefore our greatest joy comes from when we do what we were created for, and that worshipping Jesus. We worship through song, gratitude, prayer and the way we live our lives. As a community this means that we worship together and encourage one another to

proclaim the excellencies of Jesus (1 Pet. 2:9). Our life together should be a proclamation of the gospel of Jesus Christ and a corporate act of worship.

### **Community**

We are the body of Christ created in the image of God who exists in community (Gen. 1:26,27). The Father, Son and Holy Spirit have eternally existed in relationship with one another as one God in three persons (John 1). God is a relational being who created us as relational beings so that we could image Him (Gen. 1:26). As a community this means that we are to reflect the glory of God and preach the gospel through our lives together. This means: loving one another, forgiving one another as Christ forgave us, calling one another to confession and repentance for the purpose of reconciliation and calling one another to lives that glorify God (Heb 10:24-26, 2 Cor. 5:18).

### **Mission**

We are missionaries created in the image of a sent and sending God. God sent His son Jesus into human history to reconcile himself to us (John 1:14). God is in the business of gathering more worshipers to Himself. As his disciples our mission is to proclaim the Gospel of Jesus so that more image bearers would come to a saving faith and give glory to God (1 Peter 2:12). As a community, we are called to live lives together that reflect God's glory, showing the world around us the saving, transforming love and power of Jesus Christ.

Therefore, we are called to live our lives intentionally and missionally, loving one another, and engaging with and loving our neighbors. We do this because we are commanded to (Matt. 28:19, Luke 10:27, Jer. 29:5 ) and so that hopefully, our neighbors will see the glory of God being lived out in our lives, stirring their hearts so that they will answer God's call for their own salvation (2 Peter 3:9)

It is on this foundation that we have built our Community Groups. We are called to be disciples and make disciples. As you participate in, lead, or coach groups at North Church Church, you should endeavor to align yourself and your community in these principles.

## **2. VISION**

### **Community in North Church**

Community Groups are essential to the mission of North Church. In light of our biblical convictions that community is a critical part of sanctification and growth of a believer, and a crucial aspect of our ability to image God, we want to see everyone living out their faith in a Community Group. For this reason, being in a Community Group is required for membership and is the vehicle through which one becomes a member of North Church (See Appendix 2 for the member process). As well, Community Groups are our primary vehicle for discipleship and an important strategy for the mission of the church. Therefore, understand that your leadership in the Community Groups Ministry is vital to the mission of North Church. You will play a huge part in determining the legacy of North Church and transforming our city.

### **What is a Community Group?**

A Community Group is a group of disciples who live life together for the purpose of sanctifying one another and giving glory to God. Consequently we would expect that the same attributes of a disciple would manifest themselves in community. It is a group of disciples who find their identity in Christ, who worship Jesus together, who care for one another and spur each other toward godliness and who own the mission to see more people glorify God. A Community Group is not an event. It is a lifestyle of discipleship, shared lives with Gospel Intentionality. We will discuss expectations of what happens in a group in the spaces and rhythms sections below, however for now let's look at how Community Groups factor into the mission of North Church.

### **Neighborhood Strategy**

The mission of North Church is huge. To simplify the mission statement, our goal is to transform our city and see the name of Jesus exalted. For those of us without a microphone, website, blog (that's actually read) or other platform, it can be difficult to grasp how we fit into the plan. Don't be fooled! You and your community have a huge role to play as stated above. As we endeavor to transform the city, there are two equally important parts to the strategy. The first is the proclamation of the Word (Sunday\* gathered preaching and worship) and the incarnational living out the Word in our lives (Community Groups).

The goal of our Community Groups is to live out the conviction from God's Word in a way that transforms our lives and the lives of those who see God's work in us. This is where the Neighborhood Strategy comes in. The concept is simple. Although your Community Group may not be able to affect the whole city, it can affect your block and your neighborhood. If the other groups in your neighborhood do the same, and the groups in your church affect their neighborhoods, eventually we can transform a city. This is the body of Christ each doing their share that adds up to mission greater than the sum of its parts. We see in 1 Cor. 12 that this is how God designed the church to work for His glory and our joy. What makes this more significant is the fact that you and your group can reach people and people groups that would never darken the door of the church building. You have to opportunity to contextualize within your group at a deeper level than a church, and therefore reach people who otherwise would never hear the gospel. As Sunday gatherings and Community Groups work together, this city will never be the same.

Neighborhood: a neighborhood may be defined differently depending on your church size and context. Generally it designates a region of your context that has specific cultural distinctives, which separates it from other regions. It defines a scope of missional oversight for that particular region.

### **Belonging Before Belief**

Much has been written on this subject but the idea is simply this: In our culture today, many people want to belong to a community before they actually commit to belief in their values. They want to see if the values you profess are actually lived out in your life. They want to participate and may even be willing to further your cause before committing to belief. This is an amazing phenomenon. This means that a non-believer wants to participate in your group and

watch you be Christians to see if your life is different because of the Gospel. They may even participate in the mission with you. This should change the way we think of our Community Groups. Our groups need to strategically think about providing opportunities for engagement in the culture and the ability to invite non-believers into their community in accessible but authentic ways.

## **Replication**

One of the key elements of a Community Group is replication, which safeguards against becoming lost in complex rhythms and spaces. (It also allows room for new people to join and see lives transformed by the gospel.) As these groups continue to grow and replicate, we make steps towards our goal to transform our city. Replication is an opportunity to plant another community in your neighborhood and provide another outpost for the gospel. Every group should strive to plant more communities and saturate their neighborhood with the Gospel of Jesus. Every group should have an apprentice leader being groomed to plant a new group (see appendix 2 for the leadership process). You should be replicating when your group participation is around 14 or more (see section IV for a replication plan).

### **2.1 Spaces**

Implicit within the neighborhood strategy is the expectation that your group engages the neighborhood in which you live. Let us take a look at how your group can interact with your neighborhood. **Spaces are places or events where your group can experience community with one another as well as people in your neighborhood.** Some opportunities are more intimate and some are more social. The key is to consider which spaces your group frequents and which ones it does not. You want your group to span across all these spaces at one time or another in order to provide different opportunities for your neighbors to experience community (and the gospel through your community).

**There are four spaces that we are going to consider:**

**Fellowship:** Fellowship is the place where traditional Community Groups spend most if not all their time. This is where we study the Bible, pray and experience the most intimate community.

*Hallmarks:* Bible (following sermon: questions provided for your use), Prayer, Worship, Confession and Repentance

**Hospitality:** This is the place where you enjoy one another and can more easily invite new people to experience your community. It should be marked by a gospel centered community while providing a safe place to introduce someone new into your group.

*Hallmarks:* Food, Fun, Social

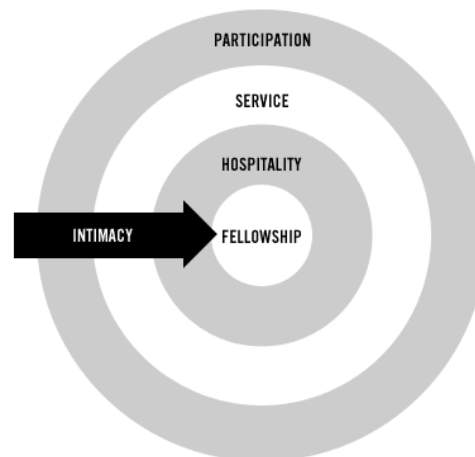
**Note:** the first two spaces are “come to us” spaces. You are asking someone to come to your turf. These are more intimate spaces and therefore should not be the extent of your community if you want to transform your neighborhood.\*

**Service:** This is the place where we get out and bless our city. It is an opportunity to partner with your neighbors toward a common cause that gives you the time to develop relationship with your neighborhood. It is an opportunity to reflect the grace and love of Jesus to your neighbors.

*Hallmarks:* Sacrificial, Relationship building, Outward focused

**Participation:** This last space is simply participation in what your neighborhood is doing. We do not need to create our own event, but rather join in with what the neighborhood is already doing. The point is to build relationships and do it as a community. Your group can be a witness to the gospel as a people, who although sin against one another, forgive and love one another.

*Hallmarks:* Existing events or places, Relationship building



Again, as we move from Participation to Fellowship the spaces become more intimate. The different spaces that your group spans allow you to invite someone into the appropriate space and build relationships that bridge the “intimacy gap” to deeper spaces, as they are continuously experiencing Christ centered community. You should work with your coach and the other leaders in your neighborhood to find opportunities to extend your group into new spaces. As you build your group plan (see appendix 2) you will want to incorporate these spaces into the life of your group.

## 2.2 Rhythms

Now that we have explored spaces, it is time to address the weekly rhythms of your group. As mentioned above, a Community Group is not an event. It is a lifestyle of living

lives together in community. **This means that you have the freedom to break away from the traditional rhythms of small groups.** Not only do you have the freedom but it is strongly encouraged. The reason for this is simple: One of the biggest barriers of people becoming apart of a Community Group or sticking to it is that they generally are unauthentic and labored. If our rhythms are unnatural then anyone new will be uncomfortable and for that matter so might you. When it comes to rhythms, I want you as a leader to ask, why? Why do we do what we do? Is there a more natural way to do community together? Community Groups should be life giving but that is not always the reality. Although there may be many reasons for this, often times the problem is simply due to unnatural rhythms of the group. Lets explore the variables when it comes to rhythms of your group.

**Time:** When and how long do you get together? Traditionally groups meet for three hours on their group night. That can be a burden for the host of your group and exhausting for its members week after week. Could we achieve the same objectives by meeting for less times more frequently and be more life giving? You should be intentional with the time you meet and consider the missional implications of that choice within your neighborhood.

**Frequency:** Closely tied with time above, this asks the question: how often do you get together as a community? If community is truly a lifestyle then community will not be relegated to one night a week. This does not mean that every opportunity is mandatory or obligatory. Rather, you use your time intentionally to be a part of the community. For example, attending service together is an opportunity for a rhythm that takes no additional time but is a chance be together as a community.

**Space:** Where do you meet? In alignment with the neighborhood strategy and the concept of spaces above, your group should be strategic about where they meet. Is it hospitable to new comers? Do you ever you gather?

The combination of these three variables will determine the rhythm of your group. **Think natural, think intentional, and think missional when you design your group.** And remember, not only does every gathering not have to be obligatory, you as a leader don't have to be in attendance every time the community gathers either. As a matter of fact, not planning or being at every gather may be helpful in instilling ownership in the members of your group.

### **3. ELEMENTS OF A COMMUNITY GROUP**

This section defines and explains certain elements that should be a part of your Community Group rhythm. Our goal is to see unique expressions of community that encompasses these elements, versus letting the elements dictate what community looks like. We are encouraging

leaders to experiment with rhythms and frequency to develop Community Groups that are life giving and transformational.

### **Bible Study**

A key element in our Community Groups is study of Scripture. The Bible is the revelation of God and is therefore authoritative in our lives. It should be the place we go to answer questions about our lives. The Bible is our source of wisdom and practical application of the gospel to daily living. It should not be something we merely study but something we live by.

In your Community Group we want you to be in the Word consistently. Community Groups are more than Bible studies but the Scriptures are central to our life together. We are not a community until we apply what we read in Scripture in worship of Jesus, in love for one another, and in mission to the world.

Therefore, you should have time for Bible study within the rhythm of your group. During that time you are strongly encouraged to follow the text from Sunday. The purpose for this is to encourage unity and connection with other groups and unify ministries within North Church so that parents and children are learning together. It also encourages connection with your church and its mission. Exceptions are permissible but should be few and affirmed by your coach.

Questions are provided for the text covered on Sunday. You can find them in the weekly hand-out at service or at LINK. They are written to encourage your group to engage in the text (not simply the sermon), as we would prefer you test and explore the Scriptures on your own in response to what you have heard.

### **Prayer**

Prayer is a gift of God's grace to us. It is an opportunity to communicate with the Creator of the universe. We have the ability to converse with God, praising him, confessing our sin, asking for His provision, and listening for His response. Our Community Groups should be consistently seasoned with prayer.

#### **Prayer should include:**

- Praise of God
- Praying for His Will
- Confession
- Forgiveness
- Petition/Requests

We have a tendency to focus on requests, so be sure to shepherd your group toward a fuller understanding of prayer.

Provide opportunities for your group to pray often and build a culture of prayer. Encourage your group to recognize that it is more important to pray than to talk about praying. Reduce the urge for everyone to share prayer requests (this generally takes way to long) but be quick to go

to prayer when you hear one. In other words, if someone is sharing and you hear a need, stop and pray. Use smaller settings, like breaking in groups of three, to have everyone share requests. But again, it is more important to pray than talk about it. Be cognizant of new or non-believers who may not know how to pray. You can try some or all of the following (this list is not exhaustive):

- Pray as a large group (directed, specific prayers for neighborhood, the sick, the mission, etc.)
- Pray in smaller groups (break out by gender)
- Pray in groups of two (specific prayers for each other)
- Popcorn Prayer (no pre-discussion, pray as you feel led)
- Korean Style Prayer (everyone praying for the same thing at the same time)
- Pray through Psalms or other Scripture
- Meditate on scripture

### **Confession and Repentance**

As with prayer we are looking for a culture of confession and repentance as a response to the gospel and the work of the Holy Spirit. If we are to see transformation in our Community Groups, we need to see conviction worked out in repentance. As a community we cannot wink at sin, but must lovingly correct beliefs, thoughts, and behavior that is not honoring to God. The purpose must always be reconciliation not conformity. Reconciliation is the gospel. Conformity is religion. Therefore, the goal of your group in this area should be to point to Jesus, the cross and the resurrection, as the only remedy for sin and look to the Holy Spirit for the ability to walk in righteousness. We want heart change not merely behavior change. Therefore, address sin with the gospel not with rules.

### **Worship**

As the image bearers of God in community, we ought to live lives of worship. As a community we should encourage one another toward constant worship. You can practice this in community in many ways but here are a few examples:

- Worship together on Sunday
- Lift praises to God
- Pray through the Psalms or other Scripture
- Write a poem/psalm in exaltation of Jesus (tell the guys you are writing a song)
- Gather to sing worship songs
- Eat a great meal and praise God
- Gather for Thanksgiving in August
- Clean someone's yard for the glory of God

### **Hospitality**

This is the place where you enjoy one another and can more easily invite new people to experience your community. Hallmarks of hospitality include food, fun, and conversation. The point is to build relationships, so provide the space and enjoy.

## **Service**

This is the place where we get out and bless our city. It is an opportunity to partner with your neighbors toward a common cause and gives you the time to develop relationship with your neighborhood. It is an opportunity to reflect the grace and love of Jesus to your neighbors. Check schools, community centers, neighborhood newsletters and websites for ideas on where you group can serve. Remember as well that service includes serving the body, so check your church for needs that your Community Group can fill.

## **Mission**

Mission is the engagement with your neighborhood for the glory of Jesus and the advancement of the kingdom of God. This is the outward focus of your group to love people and share the truth of the gospel through the witness of your life together. This should be a consistent focus of your community in prayer and action. (See the Vision section for deeper discussion.)

## **Hosting**

The purpose of hosting particular events within the rhythms of your group is to provide a safe and hospitable place to enjoy community. You need to consider the space, food, lighting, seating, greeting, clean-up and a host (pardon the pun) of other factors. As a leader be sensitive to the demands of the host and be sure to clue the community into those demands so you can share the burden. Proper thought into rhythms can alleviate some of that burden as well. Hosts should be reminded that simple is good, to ask for and receive help, and to find your identity in Jesus not the presentation of their home.

## **Children**

As often as possible children should be incorporated in what the community is doing. With the right rhythm you should be able to include kids in a lot of the life of the community. Reference the appendix for some ideas on alternative rhythms for groups with children. In the event that you do use childcare or have members of your groups watch kids during a gathering, be sure and use common sense. No less than two adults should watch kids regardless of how few kids are being watched. Have parents take their own children to the bathroom or change diapers. If you are going to use someone outside the group, you need to do a background check similar to the children's ministry policy.

## **Exercise of Spiritual Gifts**

The Holy Spirit is in the business of exalting Jesus and that is the purpose of our Community Groups. Therefore it stands to reason that we should be exercising gifts of the Spirit in community and seeing the fruits of the Spirit as well. As the church is described as a body with all the parts important to the function of the body, so a community of believers should be using their gifts for the glorification of Jesus. When discerning the appropriateness of particular gifts in community, remember that the purpose of those gifts is to exalt Jesus.

## **Discipleship Plans**

Every member of your community should put together a plan for personal growth in Christ over the next year. Leaders should be aware of growth areas for their members. The growth plan

can be input in The City under your profile as a reminder and tool to help keep you on track.

### **Group Plans**

This is a plan to be worked out and owned by your group. The purpose is to keep your group focused on the mission and call of God on your Community Group. This plan should reflect the Neighborhood Plan and your engagement in the Neighborhood Plan. Every Community Group Plant should start with building a Group Plan.

### **Neighborhood Plans**

This plan is to help each group in a neighborhood strategize on how we are going to reach this portion of the city. The plan will be developed by the coaches and leaders of that neighborhood and overseen by the neighborhood head coach. This plan should be consulted frequently to chart progress and rejoice in what God is doing.

## **4. ORGANIZATION**

### **Purpose of the Leadership Structure**

**Pastoral Care:** The leadership structure provides us with a structure for the pastoral care for all of North Church. The structure has been designed to ensure that every active member of North Church is directly being shepherded by a leader, coach, or pastor. This means that each level of leadership carries responsibility and delegated authority. As a leader you may be asked to participate in some levels of church discipline for your members should the need arise. Ultimately though, we have the expectation and the authority of believers to shepherd one another biblically.

**Discipleship:** The leadership structure provides relationships for discipleship and growth. Every level of leadership should be discipling someone and be disciplined. This gives us an avenue for growth and maturation as well as leadership development within the church. This also allows members to rise to the level of their calling with a variety of places to land.

**Facilitate the Vision:** One of the purposes of the leadership structure is to implement the vision and accomplish the mission of the church. The structure is designed to promote ownership of the mission of North Church to the group level as you carry out the mission in your neighborhood.

**Backbone for Unique expressions:** The leadership structure provides us with enough oversight that we can empower you as a leader to employ the concepts outlined in the vision section to express community in new and unique ways. By providing a consistent structure we have freedom in the way community is expressed in particular contexts.

### What is the structure?

The structure is simply:

Each group has a leader

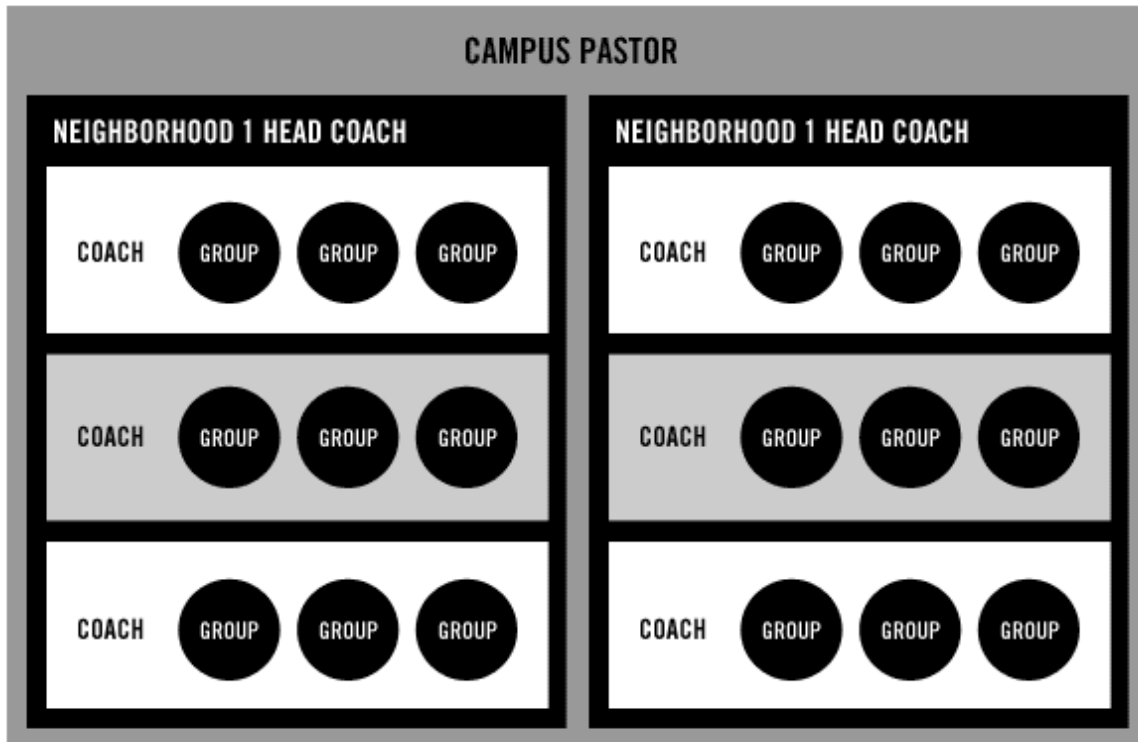
Each leader has a coach

Each coach has a head coach (will be phased in over time)

Each head coach is overseen by a pastor



It is important to note that this structure is lived out within the neighborhood strategy, allowing us to accomplish the purposes described above. Below is an organic view of the leadership structure.



### Function of a Leader in Community Groups

For each level of leadership there are different expectation and requirements. Those expectations will fit into one of three buckets.

**Shepherd:** Care for and protect the flock in your charge leading them toward worship of Jesus and maturity as a disciple of Christ.

**Missiologist:** Lead the mission with passion to see Jesus glorified in your city by engaging the culture in your context.

**Administrator:** Organize and plan so that we can accomplish the mission.

In the next section we will break down the specific roles and responsibility for each level of leadership.

#### **4.1 Head Coach/Community Pastor:**

##### **Orientation toward coaches and neighborhood:**

*Note: North Church may not have a Head Coaching role until group density dictates. Context and density will dictate scope of this role. Head Coaches/Community Pastors may lead neighborhoods, cities or regions.*

##### **Qualifications**

- Mature and growing disciple of Jesus, and well grounded in scripture
- Member of North Church
- Committed to the purpose and reflects the values of North Church as outlined in the Member Covenant
- Genuine love for people with demonstrated relational skills
- Ability to both challenge and encourage others in their walk with the Lord
- Humble demeanor and teachable spirit; consistent and reliable
- Good verbal skills and possesses the ability to communicate in such a way that is clear and understandable with warmth and graciousness
- Willing to be judged with greater strictness as a leader in the church (James 3:1)
- Ability to lead 100-250 people

Additionally, head coaching is a deacon role at North Church and therefore the qualifications of a deacon from Acts 6:1-7 and 1 Tim. 3:8-13 apply:

- Worthy of respect
- Sincere
  - Not indulging in much wine (self controlled and without addictions)
- Not pursuing dishonest gain
- Keeping hold of the truths of faith with a clear conscience
- Tested and affirmed

##### **Responsibilities**

**Shepherd:** Care for the coaches in your neighborhood (reference Coaching Guide in Resources Tab)

- Shepherd coaches in areas of spiritual, family, vocational and physical health
- Help coaches in their shepherding of their leaders
- Address appropriate levels of care and discipline within groups in your neighborhood.

**Missiologist:** Lead the mission in your neighborhood

- Develop a Neighborhood Plan with the help of your coaches and leaders
- Lead your neighborhood in prayer for the advancement of the gospel
- Own mission, replication and leadership development for your neighborhood
- Insure mission ownership throughout your neighborhood.
- Mobilize groups for cooperative hospitality, service, and participation events.

**Administrator:** Organize and plan at the neighborhood level to ensure progress toward stated goals

- Provide accountability for coach's maintenance of The City groups and dashboards (see Resources Tab for dashboard guide)
- Insure progress toward goals set in your Neighborhood Plan (see Resources Tab for plans)
- Track and insure apprentice leadership and Replication Plans in your neighborhood.

### Development

The ongoing development and equipping of you as a coach can be broken down into 3 opportunities:

1. **Sync:** Ongoing monthly training for vision casting/alignment and addressing timely issues (varies by church)
2. **Boot Camps/equipping events:** Yearly or quarterly training sessions (varies by church)
3. **Pastor Relationship:** Your relationship with your overseeing pastor is your perpetual on call resource for help and assistance

## 4.2 Coach:

### Orientation toward leaders and neighborhood.

#### Qualifications

- Mature and growing disciple of Jesus, and well grounded in scripture
- Member of North Church
- Committed to the purpose and reflects the values of North Church as outlined in the Member Covenant
- Genuine love for people with demonstrated relational skills
- Ability to both challenge and encourage others in their walk with the Lord
- Humble demeanor and teachable spirit; consistent and reliable
- Good verbal skills and possesses the ability to communicate in such a way that is clear and understandable with warmth and graciousness
- Willing to be judged with greater strictness as a leader in the church (James 3:1)
- Ability to lead 40 – 60 people

Additionally, coaching is a deacon role at North Church and therefore the qualifications of a deacon from Acts 6:1-7 and 1 Tim. 3:8-13 apply:

- Worthy of respect
- Sincere – Not indulging in much wine (self controlled and without addictions)
- Not pursuing dishonest gain
- Keeping hold of the truths of faith with a clear conscience
- Tested and affirmed

### Responsibilities

**Shepherd:** Care for the leaders in your huddle (reference Coaching Guide in Resources Tab)

- Shepherd leaders in areas of spiritual, family, vocational and physical health
- Coach leaders in their shepherding of their groups
- Address appropriate levels of care and discipline within groups in your care.

**Missiologist:** Coach your leaders to engage in the mission

- Own the mission, replication and leadership development for your groups
- Coach leaders in opportunities to engage in the neighborhood
- Participate in prayer for your neighborhood
- Challenge and help leaders think through alternative rhythms
- Mobilize groups for cooperative hospitality, service, and participation events
- Work with your head coach to develop the Neighborhood Plan (see Resources Tab)

**Administrator:** Organize and plan so that your groups functions well together in your neighborhood.

- Provide accountability for leader's maintenance of city groups and dashboards (see Resources Tab for dashboard guide)
- Insure each group has a Group Plan that is aligned with the Neighborhood Plan (see Resources Tab for plans)
- Track and insure apprentice leadership in each of your groups
- Help Develop, review, and approve Replications Plans for each of your groups (see Resources Tab for Replication Plan)

**Development:** The ongoing development and equipping of you as a coach can be broken down into 3 opportunities:

- Sync: Ongoing monthly training for vision casting/alignment and addressing timely issues (varies by church)
- Boot Camps /Equipping Events: yearly or quarterly training sessions (varies by church)
- Coaching: Your Head Coach relationship is your perpetual on call resource for help and assistance.

### 4.3 Leader:

#### Orientation toward members and group.

#### Qualifications

- Mature and growing disciple of Jesus, and well grounded in scripture
- Member of North Church
- Committed to the purpose and reflects the values of North Church as outlined in the Member Covenant
- Genuine love for people with demonstrated relational skills
- Ability to both challenge and encourage others in their walk with the Lord
- Humble demeanor and teachable spirit; consistent and reliable
- Good verbal skills and possesses the ability to communicate in such a way that is clear and understandable with warmth and graciousness
- Solid reputation (above reproach) inside and outside the church meeting the requirements of 1 Timothy 3.
- Willing to be judged with greater strictness as a leader in the church (James 3:1)
- Ability to lead 8-16 people

Additionally, leading a Community Group is a deacon role at North Church and therefore the qualifications of a deacon from Acts 6:1-7 and 1 Tim. 3:8-13 apply:

- Worthy of respect
- Sincere
- Not indulging in much wine (self controlled and without addictions)
- Not pursuing dishonest gain
- Keeping hold of the truths of faith with a clear conscience
- Tested
- Affirmed

#### Responsibilities

**Shepherd:** Care for and lead your community group toward growth as disciples of Jesus. Although you are not required to be the agent of the following for every member of your group, you should take responsibility that it is occurring:

- Discipleship: Know the members of your group and encourage growth through the use of the discipleship plan on The City.
- Call on others in your group to shepherd one another and provide an atmosphere that is challenging and full of grace (see Resources Tab for discipleship guide).
- Facilitate fellowship times with scripture (sermon based), prayer, worship, confession and repentance.
- Designate members of your group to walk with new or non-believers through the 7 Conversations curriculum (see Resources Tab).
- Membership: Encourage people to become committed members to the church and address lapsed expectations of members such as community involvement,

service and giving. This also includes conducting membership interviews (see Resources Tab for the membership process).

**Missiologist:** Lead your group in mission of the church

- Create a Group Plan that is in line with the Neighborhood Plan (see Resources Tab).
- Cast vision and pursue opportunities for neighborhood involvement
- Network with other groups in your neighborhood
- Grow your group through missional effort and seek to replicate to advance gospel opportunities in your neighborhood (see Resources Tab for replication plan)
- Develop future leaders through apprenticing members of your group (see Resources Tab for the leadership process)

**Administrator:** Organize and plan so that your group functions well.

- Maintain your City group and group dashboard (see Resources Tab for dashboard guide)
- Provide clear expectations and safe places to gather
- Network with other groups in your neighborhood
- Grow your group through missional effort and seek to replicate to advance gospel opportunities in your neighborhood (see Resources Tab for replication plan)
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*Note: While a Community Group Leader is responsible for all three areas above, they do not need to be every one of these roles. Generally the leader will be the shepherd of the group but does not necessarily have to be its chief missiologist or administrator. These can be delegated to members of the group based on spiritual gifts and passions.*

## Development

The ongoing development and equipping of you as a leader can be broken down into 4 opportunities:

1. **Basic Training:** A series of lessons that deliver the basic DNA of North Church Community Groups (see Training Tab for Basic Training Curriculum)
2. **Sync:** Ongoing monthly training for vision casting/alignment and addressing timely issues (timeframe may vary)
3. **Boot Camps/Equipping Events:** yearly or quarterly training sessions (varies)
4. **Coaching:** Your coaching relationship is your perpetual on call resource for help and assistance (reference Resources Tab for coaching guide)