



# CCN LEADERSHIP TRAINING SERIES LEADERSHIP SEMINAR FEBRUARY 21, 2002

## Leading Transformational Small Groups: Walking the Small Group Tightrope

Bill Donahue and Russ Robinson

### Introduction

“Polarity Management” is the art of balancing the tension between two good things.

The main point of this seminar: There is no “paint by the number” method in small group leadership; there is only managing tension between good things.

### I. THE LEARNING CHALLENGE

Understanding the role the Bible/curriculum play in the group



A. In “truth” groups, the leading value is to get the lesson done.

B. The goal is a \_\_\_\_\_ - \_\_\_\_\_ student.

*“For you were once darkness, but now you are light in the Lord. Live as children of light (for fruit of the light consists in all goodness, righteousness and truth)...” Ephesians 5: 8, 9*

C. “Life” groups take all forms. In Life groups, the goal is \_\_\_\_\_ - \_\_\_\_\_ self.

Examples:

Modern day encounter groups, Shared ignorance groups, kaffeeklatsche groups

## HOW DO WE BRING TRUTH AND LIFE TOGETHER TO FOSTER SPIRITUAL TRANSFORMATION?

### A. Learn to Move from meetings to Moments

1. \_\_\_\_\_ Moments

2. \_\_\_\_\_ Moments

3. \_\_\_\_\_ Moments

### B. Understand How to Vary Learning Styles.

Visual

Auditory

Kinesthetic

Experiential

- If you are weak on the “truth” end of the continuum, use life-changing curriculum.

- If you want to strengthen the “life” of a group, follow promptings of the Holy Spirit and pay more attention to people.

Evaluate your group today, and then consider one way to:

Introduce Learning Styles

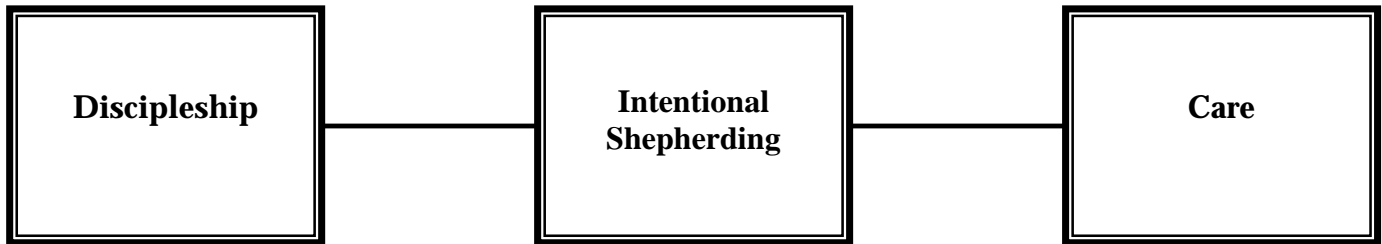
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Move from Meetings to Moments

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## II. THE DEVELOPMENT CHALLENGE

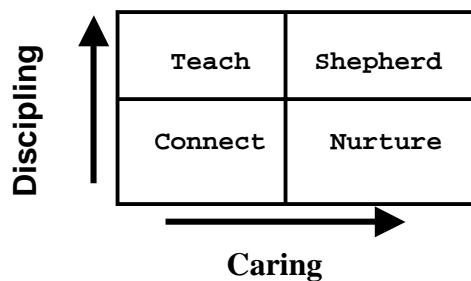
Understanding the role the leader plays with group members



- A. Discipleship groups tend to focus on equipping the strong.  
This group wants to produce “soldiers” for the “battle.”
  
- B. Care groups tend to focus on supporting the weak.  
This group wants to provide “healing” for the “family.”
  
- C. Goal: To care for and disciple members in your group.

GOAL: To practice Intentional Shepherding, providing an environment of care and a plan for development.

Every small group leader has a bias toward caring or discipling. Place an “X” in the box below to reflect your bias as a small group leader. Why did you place it there?



**Solution:** Build a relationship, assess the needs, develop a plan together.

### III. THE RELATIONAL CHALLENGE

Understanding the role group members play in each others' lives



A. Friendship is the magnet that pulls people into groups.

B. Accountability is the glue that keeps people connected to each other.

C. How Does an Authentic Relationship Form?

1. Know and Be Known – self-disclosure
2. Love and Be Loved - acceptance and belief
3. Serve and Be Served – meeting needs
4. Admonish and Be Admonished – truth-telling
5. Celebrate and Be Celebrated - affirmation

D. The best time to build friendships is \_\_\_\_\_.

E. The best way to foster accountability is \_\_\_\_\_.

## IV. THE RECONCILIATION CHALLENGE

Understanding the role conflict plays in growing relationships



### A. Root Causes:

- Group Stages
- Relationally Unaware Group Members
- E.C.R. People
- Interpersonal Tension

The Biblical Guidelines:

Matthew 18:15-17 and Matthew 5:23-24 for conflict “between the two of you.”

Ephesians 4:15 for “speaking the truth in love.”

Personally reflect on where there is tension between:

You and someone: \_\_\_\_\_

Two people in your group: \_\_\_\_\_

Designate a time and place to initiate the reconciliation process.

## V. THE IMPACT CHALLENGE

Understanding the role a group plays in the church



- A. The task opportunity: We can develop people with a task, helping them build each other up through works of service.

The problem: It takes time to identify a task, organize your group and do the work.

- B. The community opportunity: In serving groups, people are already gathering for the task, so it should be easier to build community with them.

The problem: The task always wins

- C. Some guidance for bringing community and task together:

- Be OK at the 101 level
- Be “with” people along the way
- Be open to special occasions
- Be available to help with just the next spiritual step
- Be focused on the goal

### CONSIDER:

For Serving Groups and Team: How could you provide loving service?

For Community Groups: How and when could you provide loving service?

## VI. THE CONNECTION CHALLENGE

Understanding the role a group plays in growing community



A. Love + Gratitude + \_\_\_\_\_ = Openness

B. Duration + Confidentiality + \_\_\_\_\_ = Intimacy

C. Dynamics of Divine Purpose:

- The temptation to hoard
- The tendency toward stagnation
- The reality of mobility
- The need for natural relationship
- The value of legacy

D. To build more openness, use \_\_\_\_\_ ;

to increase intimacy, develop a \_\_\_\_\_.

Which of the 5 dynamics above is affecting your ability to achieve and embrace the divine purpose for your group? What can be done to make progress here?

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Submit questions to CCN's presenters by

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Email: [questions@ccnonline.net](mailto:questions@ccnonline.net)

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## CONCLUSION

Mark an "x" where your group or team is in walking the small group tightrope

Truth	Spiritual Transformation	Life
Discipleship	Intentional Shepherding	Care
Friendship	Authentic Relationship	Accountability
Kindness	Healthy Conflict	Confrontation
Task	Loving Service	Community
Openness	Divine Purpose	Intimacy

### OBSERVATION:

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### ACTION ITEM:

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### ADDITIONAL NOTES

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## CONFERENCES:

### **Willow Creek Small Groups Conference**

Thursday-Saturday, September 26-28, 2002 at Willow Creek  
For more information go to [www.willowcreek.com](http://www.willowcreek.com)

### **Small Groups Summit**

Friday-Saturday, May 3-4, 2002 in Calgary, Alberta, Canada  
For more information go to [www.growingleadership.com](http://www.growingleadership.com)

## RESOURCE LIST

Leading Life-Changing Small Groups, Bill Donahue and team  
Building a Church of Small Groups, Bill Donahue, Russ Robinson  
To order these books, go to [www.willowcreek.com](http://www.willowcreek.com)

Interactions, Bill Hybels

New Community Series, Bill Hybels

Pursuing Spiritual Transformation, John Ortberg, Laurie Pederson, Judson Poling

Bible 101, Bill Donahue, Kathy Dice, Judson Poling, Michael Redding, Gery Mathisen

Walking With God, Don Cousins, Judson Poling

Tough Questions, Garry Poole, Judson Poling

Telling Yourself the Truth, William Backus

Telling Each Other the Truth, William Backus

Telling the Truth to Troubled People, William Backus

Caring Enough to Confront, David Augsburger

Making All Things New, Henri Nouwen

How to Lead Small Groups, Neal McBride

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