



A Vision for Team Leading

“You have heard me teach things that have been confirmed by many reliable witnesses. Now teach these truths to other trustworthy people who will be able to pass them on to others.” 2 Timothy 2:2

God often calls us to jobs that are beyond our capability, beyond what we feel like we can handle. We have heard it said this way, “God often calls the overwhelmed, the reluctant, and the mystified.” We understand those thoughts, and we are here to tell you, “You are called!” “You are chosen!”

It takes someone like you to cover the small group leaders as they pastor the members of Trinity Fellowship.

In its most basic form, being a Team Leader is coming alongside and empowering small group leaders in our church. If you can do this, then you can be a successful Team Leader. Team Leaders possess a heart and desire to help leaders develop into their full potential. Small group leaders need someone running alongside of them, encouraging them, supporting them, praying for them, and loving them during this season of leadership. Every small group leader needs a Team Leader. That is you! When a small group leader is under the spiritual covering of a Team Leader, it frees them to more effectively walk in the Spirit as they speak truth and life into those in their group.

The Essence of Your Role

Understand that you are not the one that will provide spiritual growth in a leader's life. That is the job of the Holy Spirit. A Team Leader's responsibility is to inspire, pray, encourage, and challenge, but God provides the growth.

From the beginning, it is important for you to understand the impact you can have on a small group leader. **Team Leaders can help small group leaders in two primary ways:**

1. Team Leaders serve as a spiritual covering, praying for leaders daily and with them often.
2. Team Leaders help define expectations and create a healthy level of support and accountability.

Remember that we want to give ministry away by empowering our leaders, and constantly developing new leaders and Team Leaders to come alongside of us in small group ministry.

Setting Expectations for the Team Leader-Small Group Leader Relationship

What should Small Group Leaders expect from Team Leaders?

1. Spiritual covering through prayer
2. A healthy and open relationship
3. Consistent support and care

What should Team Leaders expect from Small Group Leaders?

1. A humble, teachable spirit
2. Relationship
3. Consistent communication

Helping Small Group Members Move “One Step” in Their Walk with Christ

Therefore, say to the Israelites: I am the LORD, and I will bring you out from under the yoke of the Egyptians. I will free you from being slaves to them, and I will redeem you with an outstretched arm and with mighty acts of judgment. I will take you as my own people, and I will be your God. Then you will know that I am the LORD your God, who brought you out from under the yoke of the Egyptians.

Exodus 6:6-7

One of your greatest wins as a small group Team Leader is to encourage your leaders to get to know the spiritual condition of their members and move them at least “one step” in their walk with Christ. By emphasizing this importance, we are ensuring that every person attending a small group is growing.

As you know, we are a church that believes in the Great Commission. These verses in Exodus show us the 4 things Jesus will do for us once we become His:

“I will bring you out”

“I will free you”

“I will redeem you”

“I will take you as my people”

These 4 statements represent the 4 things we do at Trinity Fellowship: bringing people out of Egypt and into salvation through Sunday Services; **getting the Egypt out of them through Small Groups**; bring redemption by helping them understand who they are in Christ through the Growth Track; and by helping them find their ministry through the Dream Team.

Our win, and the small group leader’s main role, mission, and job is to know each member personally, where they are in Christ, and help them to move one step. Here are some examples:

So lets use Joe for example, is he saved?

No, then the small group leader focuses on sharing the Gospel message or bringing him to the Sunday experience.

Is Joe involved in a local church?

No, then help him find the right church for him.

Is Joe still living in past wounds with no freedom?

Yes, then help him get involved in a small group that will help him find that freedom.

Does Joe know his purpose and calling?

No, then help walk him through the Growth Track.

Does Joe know his purpose and calling, but not walking that out in his life?

Yes, then help get him on the Dream Team.

Has Joe developed daily spiritual disciplines, such as Bible reading and prayer?

No, then give him encouragement and resources to help develop these disciplines.

Defining Your Win

What does the Team Leader's "win" look like?

- Pray for your small group leaders and their groups daily.
- Develop meaningful relationships with your small group leaders.
- Equip and encourage leaders in their personal walk with the Lord.
- Encourage leaders in identifying and recruiting new leaders.
- Visit leaders' groups at least once during the semester.

At Trinity Fellowship, we believe small group leaders need to help members identify areas of potential growth and move one step further in their walk with Christ. Some examples of this would include: salvation, water baptism, baptism in the Holy Spirit, completing the Growth Track, etc.

Build Relationships With Your Leaders

Be sure you know the condition of your flocks, give careful attention to your herds. -Proverbs 27:23

To be a good Team Leader, ask intentional questions. As you build relationship with your small group leaders, ask deeper questions that will uncover thoughts, beliefs, and feelings.

- **Understand their spiritual journey.** How did they come to know Christ? Who has been an influence to them on this journey?
- **Understand their life history.** What was/is their family like? What were the major turning points in their life?
- **Understand their heart.** What brings them joy? What do they dream about?
- **Affirm their gifts and abilities.** Every leader will have strengths and weaknesses. Offer a balance of building into their strengths and encouraging them in their weaknesses.
- **Teach from experience.** Every experience – good and bad – provides an opportunity to learn. As leaders share with you, watch for specific examples that can serve as a learning experience for all your leaders.
- **Solve problems with them.** Problem-solving requires listening and understanding.
- **Learn together.** You will not know the answer to every issue or problem your leaders will encounter. So when you don't know, admit it. Work with your leader to find the answer by including the leaders above you.
- **Celebrate wins together!**

Semester Guideline

Feel free to be flexible, but caring for your leaders might resemble the following:

Week One: Call your small group leaders and co-leaders to introduce yourself as their coach and give them your contact information. Pray with them about the semester.

Week Three: Huddle with all of your small group leaders.

Week Five: Visit your leaders' groups.

Week Seven: Schedule one-on-one meeting with small group leaders.

Week Nine: Schedule second huddle with all small group leaders.

Week Eleven: Plan an end-of-the-semester recap and celebration with your leaders.

During individual or group meetings with small group leaders, be sure to address the following areas. Remember to be an encourager at all times!

1. Spiritual

- *What do they feel God is teaching them?*
- *Is their relationship with Jesus growing?*
- *Are they experiencing any struggles?*

2. Relational

- *Are family and personal relationships strong?*
- *Are they getting to know those in their group? Have they helped them "move one step"?*
- *How is their relationship with you?*
- *Are they identifying and encouraging prospective new group leaders to attend training?*

3. Personal

- *Are there personal issues that need to be addressed?*

A Team Leader's Visit

Ideally, a Team Leader should visit their leaders' groups at least once during the semester. During those visits, here are some key things to do:

1. Contact the leader.

Do this in advance to let them know you will be attending.

2. Arrive Early.

Confirm the role they would like you to play in the group meeting, but allow them to lead the group as usual.

Pray together for them, for the people in the group, and for the meeting.

Assure them that you are there to support them.

Greet the group members as they arrive.

3. Observe the meeting.

You can use these questions as a guideline during your observation of the meeting:

Observations during a Group Visit
<p>Leadership Skills</p> <p>Is the leader helping their members to "move one step" in their walk with the Lord? Are new leaders being identified and encouraged to attend leader training? Were the objectives of the meeting accomplished? Did participants appear to be served by the meeting/leader? Did the leader involve and listen to everyone? How is the relationship between the leader and the group members?</p>
<p>Assistant Leader Development</p> <p>What was the role of the assistant leader? What skill is the leader developing in the assistant leader? (Prayer, administration, teaching, etc.) What is the next step for the assistant leader?</p>
<p>Group Dynamics</p> <p>Did the discussion flow well? Are relationships in the group growing? How is conflict handled? Did the meeting start/end on time? Did the leader stay on topic? Did group members relate to one another? Was the prayer time meaningful? Who participated?</p>
<p>Care</p> <p>Do members feel cared for? What can this group celebrate? How can I pray for this group? How was God at work in this meeting?</p>

Reproducing Yourself

An important part of your role is to help recruit additional Team Leaders for the small groups ministry.

Identify potential Team Leaders during the semester. When recruiting, utilize these strategies:

1. **Share ministry together.** Give prospective Team Leaders one leader to encourage and watch the potential Team Leader grow.
2. **Include prospective Team Leaders in leadership gatherings and small group visits.** When you huddle with your leaders or visit their groups, you have an opportunity to expose a prospective Team Leader to what it is like being a Team Leader.

Remember we want to allow leaders to grow into Team Leading. Let's help them along the way.

What to look for in a potential Team Leader:

- Love of Christ and the church
- Genuine interest in people
- Life-giving spirit and personality
- A passion for helping others become successful
- A teachable spirit