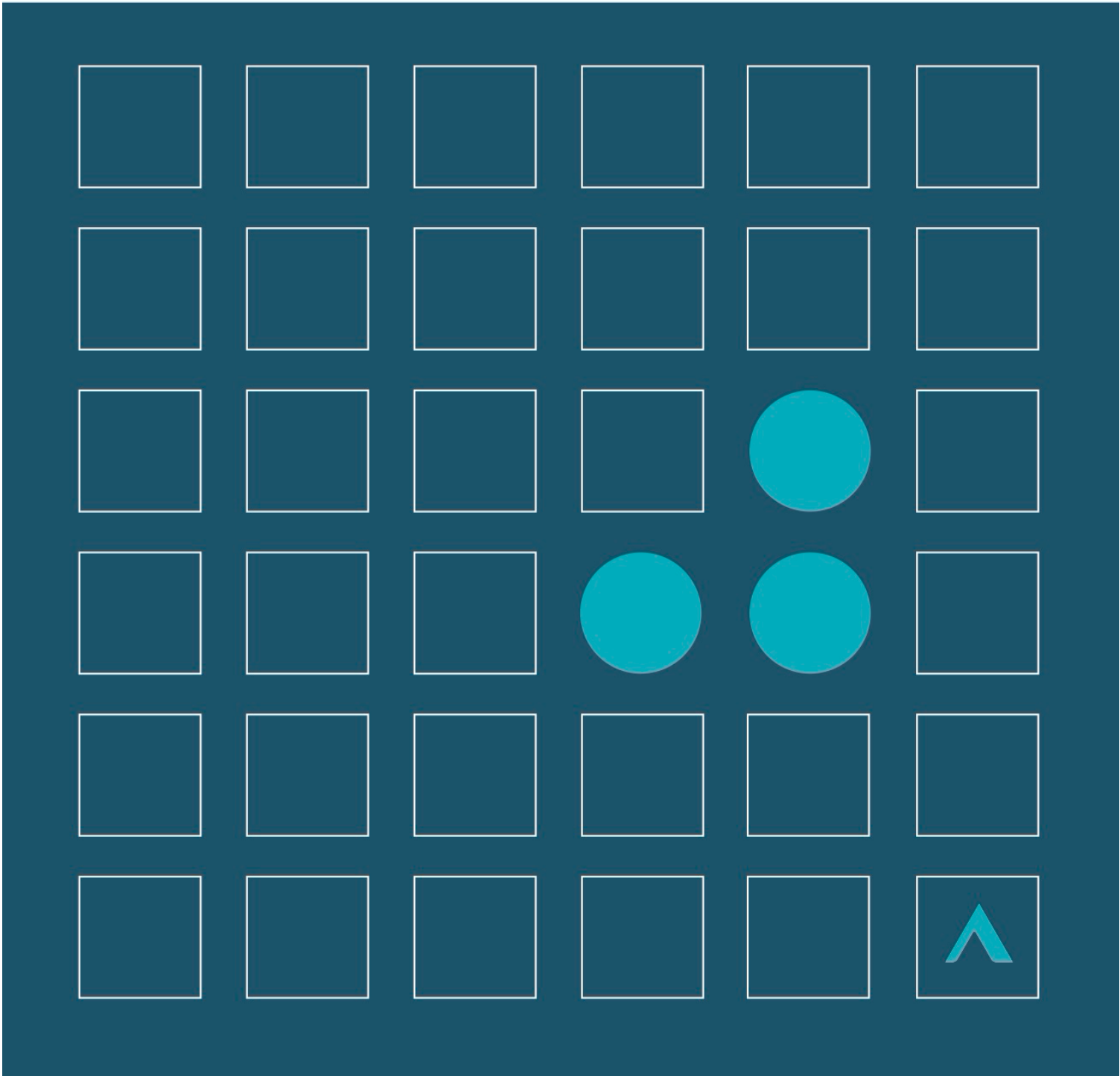


LEAD OTHERS

FROM LEADING SELF
TO LEADING OTHERS



GROWTH Groups

A HIGHPOINT RESOURCE

Highpoint Church
1805 High Point Drive
Naperville, Illinois 60563

www.highpoint.church

All Scripture is from the English Standard Version unless otherwise noted.

LEAD OTHERS | Fall 2023

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LETTER FROM PASTOR RON

Dear Leader,

When Jesus called His disciples to *“Go into all the world and make disciples.”* He was not only instructing His disciples then, He was casting vision for you and me today. This mission is the call of every Christian. And it is certainly the call of every Growth Group leader at Highpoint.

“All the world” includes making disciples over the fence in your neighborhood, in your community, and down the row with the people you sit with at church. With your help, we desire for people to get out of rows on the weekends and get into circles in a Growth Group during the week.

LEAD OTHER will give you the tools you need to lead a Growth Group with confidence, as you learn leadership principles from the Bible.

Did you know that Jesus was a group leader? He might not have called it that, but His twelve disciples were His group members and He paved the way for growing in faith within a group. He modeled for us exactly what we desire for you to learn through LEAD 101.

Thank you for being together on mission to help people believe in, belong to, and become like Jesus. I am confident that fruitfulness will result from your faithful leadership. Our staff team and group coaches are here to help make you the best leader that you can become.

Walking in His strength,

Ron Zappia
Senior Pastor
Highpoint Church



Our Mission + Method

All authority in heaven and on earth has been given to me. 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.

- Jesus (Matthew 28:18-20)

You are called to live _____.

Jesus gave His disciples a mission - to live on mission by making disciples. This same mission is our mission. This mission is our mission as a church and this mission is our mission as followers of Jesus.

The Great Commission in Matthew 28 contains one primary imperative - "make disciples." Our mission is more than to *be* disciples. We are called to *make* disciples.

We exist to help people
believe in,
belong to, and
become like Jesus

The disciple-making process involves helping people

- **Believe in Jesus** through _____ and _____ the Gospel
- **Belong to Jesus** through being in _____ in body of Christ
- **Become like Jesus** in _____ and _____

As followers of Jesus, we are called to move beyond leading self to leading others, from being a disciple to making disciples.

We gather to _____, not just _____.

Our mission in Growth Groups is *not* to lead a Bible study, form a book club, or gather for fellowship. These are good elements, but they are not our mission. Our mission in Growth Groups is to make disciples.

LEAD OTHERS is all about equipping you move beyond leading self to leading others - to growing in your leadership and influence to be a disciple who makes disciples through our Growth Groups.

Reflect + Discuss

Why is it important for Growth Group leaders to

- understand our mission?
- be together on mission?

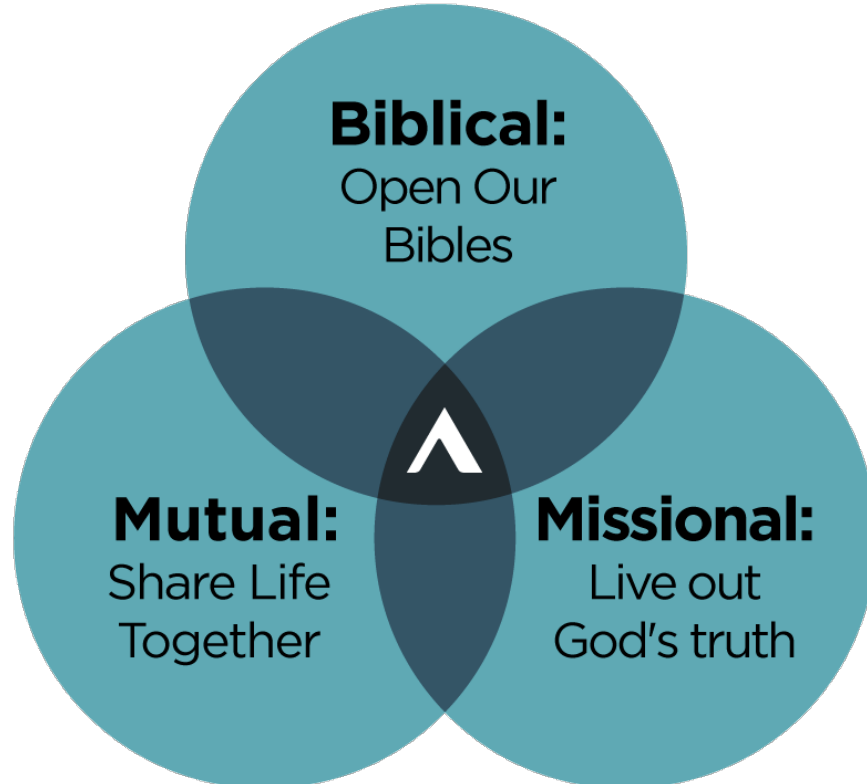
Why Growth Groups?

Jesus made disciples in the context of a small group.

More than ministering to large crowds, Jesus devoted most of His time to a small group of twelve ordinary guys from all backgrounds of life. Jesus invested in a few to impact the world.

After Jesus ascended into heaven, His disciples continued the mission as they lived on mission. Throughout the book of Acts, the early church had a consistent pattern of gathering at the temple as well as in homes. At Highpoint, we follow this pattern by gathering for Sunday worship and in small groups.

Growth Groups are the primary place for discipleship and care at Highpoint.



Our Big Three Priorities

We are _____:

We allow God's Word to guide our discussion
and shape our thinking.

*¹⁶ All Scripture is breathed out by God and profitable for teaching,
for reproof, for correction, and for training in righteousness
- 2 Timothy 3:16*

We are _____:

We share our lives together in relational
and spiritual community.

*¹² that we may be mutually encouraged by each other's faith,
both yours and mine. - Romans 1:12*

We are _____:

We live out God's truth through following Jesus
and obeying His Word.

*²² But be doers of the word, and not hearers only,
deceiving yourselves - James 1:22*

What Happens in a Group?

We study the Bible, but we are more than a Bible study.

Our Growth Groups include these three elements - Share, Study, Support - with a bonus element of Social. Our weekly Growth Guide and Growth Group resources are created to model these elements.

_____ : Introduction (10 minutes)

- Get talking: How is your week? What is a high or low? What emoji best represents your week?
- Share group information or Highpoint announcements.

_____ : Group Discussion (30-45 minutes)

- Facilitate an interactive discussion based on the Growth Guide or recommended Highpoint study.
- Follow the 80/20 principle - the leader talks 20%, group members talk 80%.
- Ask questions to draw group members into the discussion.
- Focus on understanding and applying God's Word.

_____ : Share-Care-Prayer (30-45 minutes)

- Follow up to commitments made in a previous week.
- Encourage self-assessment and life application from the study.
- Share personal prayer requests. Care for each other. Prayer together.

Note: To encourage appropriate disclosure, married or mixed groups separate into gender-based groups for accountability and prayer.

_____ : Food and Fellowship (10 minutes)

- If able, begin or end the group with sharing food together.

Reflect + Discuss

What happens to a group that lacks healthy discipleship balance:

- Emphasizes study, but neglects support or sharing?
- Emphasizes support, but neglects study or social?
- Emphasizes social, but neglects study or support?

Which element do you tend to emphasize the most?

Which element do you tend to emphasize the least?

When are Growth Groups?

Growth Groups meet 3-4 times each month. Format, frequency, and focus may change during the summer months.

Growth Groups generally meet for 1.5-2 hours. No group should meet more than 2 hours. Be respectful of others by starting and ending on time.

Growth Groups meet mornings and evenings, weekdays and weekends, inside and outside the church.

Some Growth Groups follow the semester calendar. Other groups meet year-round.

Who is in a Growth Group?



Levels of support available
for our Growth Groups

Growth Groups are open to anyone willing to commit to being a part of the group. See Group Commitment (page 16).

Growth Groups are led by an approved and trained leader of Highpoint Church.

Each Growth Group has approximately 6-10 people. Married Groups often have 10-14 people. There should be a plan to multiply *before* groups get larger than these sizes.

Each Growth Group leader is to develop an apprentice leader and connect with a Growth Group coach.

Steps to Become a Growth Group Leader

1. Participate in a Growth Group
2. Serve as an apprentice
3. Be a partner at Highpoint
4. Complete LEAD training
5. Model personal growth in Christ and a biblical lifestyle
6. Submit application with referral from a group leader
7. Interview with a Highpoint staff member
8. Agree to follow the guidelines of Highpoint

Types of Growth Groups

“though many, we are one body in Christ” - Romans 12:5

Although there are different types of Growth Groups, all groups are united on mission to make disciples. Our groups are open to anyone who desires to commit to the group. Our desire is for each person in our church family to join a Growth Group regardless of the type of group.

Women’s Groups

Women’s Groups provide community for ladies who are seeking to become like Jesus. Most groups follow a women’s study with video teaching, workbook, discussion, and mutual support. Women’s Groups meet mornings and evenings. Childcare may be available for certain groups that meet at the church.

Men’s Groups

Men’s Groups unite men who desire to challenge each other toward mature manhood, to the measure of the stature of the fullness of Christ. Men’s Groups meet mornings and evenings throughout the week.

Married Groups

Married couples meet in groups in homes and at the church to encourage spiritual growth together as a couple. Most married groups meet in the evenings.

Mixed Groups

Mixed Groups are for those interested in a small group with single individuals and married couples. They meet at various times and locations.

Young Adult Group

Young Adult Group (ages 18-29) gathers as a large group for worship and teaching then breaks into small groups to discuss and apply the teaching time. There are additional social and serving opportunities and small groups in the YAG.

Young Married Groups

Young Married couples (20’s/30’s) meet together for discussion then break into gender-based groups for accountability, mutual care and prayer.

Young Family Group

Parenting comes with joys and challenges. This group provides community and discipleship for parents of littles through grade school. This group focus on topics of parenting, marriage, and spiritual growth.

Parenting Teens Group

Rather than protecting our teens from culture, this group seeks to help parents to prepare their teens to engage the culture. This is more than a study group. It a community of parents who are raising teens.

Español Groups

Highpoint en Español meets each Sunday morning for worship and preaching. Additional smaller Español groups meet during the week.

Russian Group

Our Russian community meets monthly for a time of worship, preaching, and fellowship. In addition, Russian men's groups and women's groups meet during the week.

Study Groups

Study Groups are short-term groups designed to help people apply biblical principles to a specific area of interest. Examples of Study Groups include: *Tying the Marriage Knot*, *Starting Your Family Off Right*, *Financial Peace University*, and more.

Hope Group

Hope Group help people experience hope in suffering or struggling. We all suffer in many ways. Our struggles may be different, but our struggle is the same. Hope Groups involve real-life testimonies, teaching from the Word, gender-based small group discussions that promote honest conversations about real-life issues in a safe, shame-free, and supportive context.

G2 Groups

G2 Groups are “groups within a group.” These Growth Groups involve mid-size gatherings with smaller groups. Examples include Young Adult Group, Young Family Group, Hope Group and some Women's Groups and Men's Groups.

Our Commitment

*Let us draw near with a true heart in full assurance of faith ...
Let us hold fast the confession of our hope without wavering ...
And let us consider how to stir up one another to love and good works,
not neglecting to meet together, as is the habit of some, but
encouraging one another ... - Hebrews 10:22-25*

We grow in our relationship with God and with each other in Growth Groups. We meet together to draw near to God, to hold fast to God's Word, and to encourage love and good works in one another.

Together, we commit to:

- Supporting, caring, encouraging and praying for others in the group understanding this is a team-effort, not only the responsibility of the leader.
- Prioritizing participation in the Growth Group, including contacting the group leader if unable to attend.
- Being a safe, shame-free, and supportive environment to share honestly. We will keep confidences and refuse to gossip about others in the group. We understand the leader may need to consult with a Highpoint staff member and we trust his/her discernment.
- Being gracious. We will extend grace to others as God has extended to us.
- Showing respect. We will be respectful of others in the group and will listen to and love each other.
- Welcoming all people. As our group grows, we will multiply the group.
- Letting the group leader facilitate and lead the direction on the group.

GROWTH Groups

All conflict is the result of an unmet expectation.

The Growth Group Commitment provides guidance for operating under a well-defined set of expectations. It focuses on “we” language, not “me” language, because these are commitments that the group makes together to one another.

The Growth Group Commitment is to be reviewed at the beginning of each semester.

Reflect + Discuss

How can the clarity of expectations and mutual agreement to the Group Commitment avoid future conflict?

Jot down one thing that was helpful for you in this session?

At Highpoint we say,

GET OUT OF ROWS AND INTO CIRCLES.

Move beyond sitting in a Sunday service to engaging in community for relational and spiritual growth.

Character + Competencies

*With upright heart he shepherded them and guided
them with his skillful hand. - Psalm 78:72*

Leading others involves _____ and _____.

David went from shepherding sheep to shepherding people. He was faithful with sheep and God entrusted him with shepherding people. Leadership requires being faithful in both moments of perceived insignificance and moments of perceived significance - when alone and when in front of people.

David shepherded people with character (*upright heart*) and competency (*skillful hand*). And we need to do the same.

Character is _____ you are.

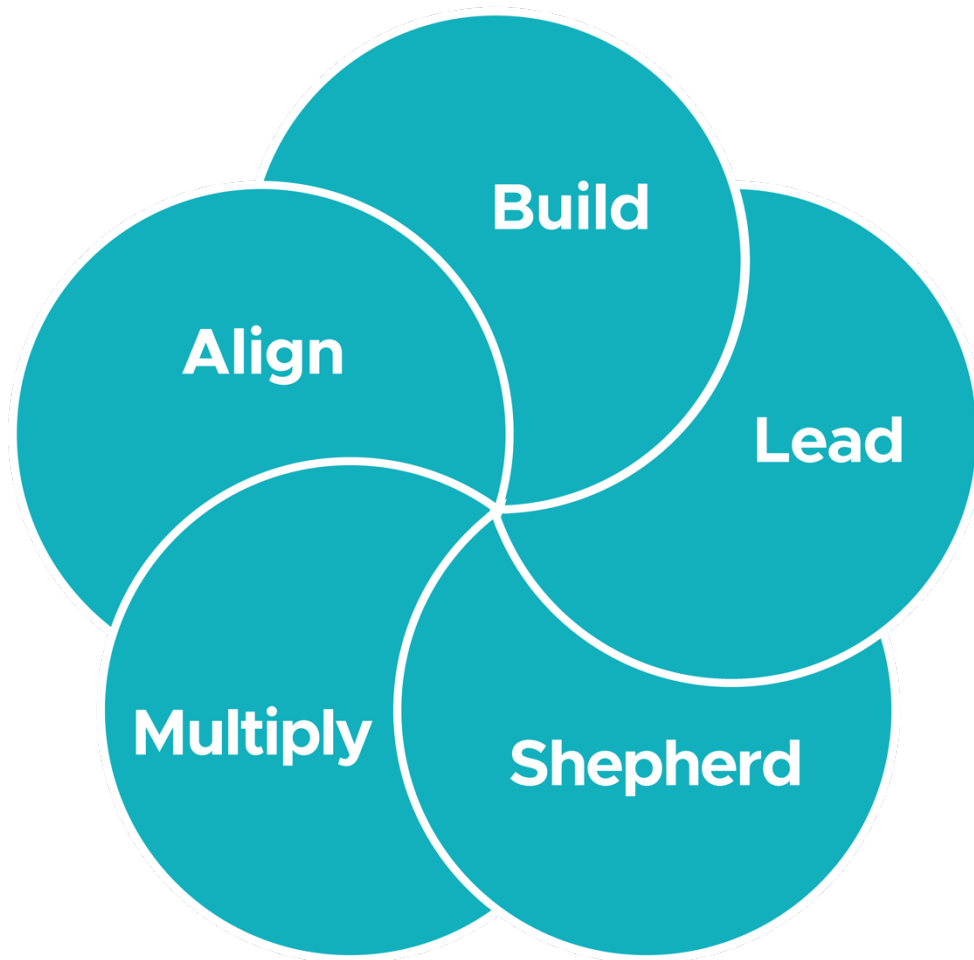
Competencies are _____ you do.

Reflect + Discuss

What does leadership look like if it is weak in character or competency?

What do you bring to the table as a leader?

The rest of this section will focus on five competencies for leading others in a Growth Group - Build the Group, Lead the Group, Shepherd the Group, Multiply the Group, Align the Group.



1 | _____ the Group

*Welcome one another as Christ has welcomed you
to the glory of God. - Romans 15:7*

Reflect + Discuss

- Do you remember wanting to join a Growth Group?
- What anxieties and expectations did you have?
- What did someone do to help you feel like you belonged?

Build a _____ Culture

- Have an “open chair mindset” - always willing to welcome others.
- There is power in the personal invite! Invite people to your group and encourage group members to do the same.
- Participate in Group Connect. Ask people: “*What Group are you in?*”
- Welcome people who sign up through Group Finder. Call the person in advance to welcome and share about the group.

Build a _____ Culture

- Jesus invested into Peter, James, and John. Who is part of your team? Who is your Peter, James, and John you can invest in?
- Encourage others to share group responsibilities - prayer, planning socials, coordinating serving projects, managing communications, etc.

*from whom the whole body, joined and held together by every joint
with which it is equipped, when each part is working properly, makes
the body grow so that it builds itself up in love. - Ephesians 4:16*

2 | _____ the Group

[Jesus] we proclaim, warning everyone and teaching everyone with all wisdom, that we might present everyone mature in Christ. - Colossians 1:28

To lead is to _____.

To lead others involves using your influence to model Jesus and encourage others to become like Jesus.

- **Lead _____ before leading others.**

You cannot lead someone to place you are not at yourself. To influence by example is being able to say, *“Be imitators of me, as I am of Christ”* (1 Corinthians 11:1).

- **Lead _____ to become like Jesus.**

We gather to grow, not just to gather. Growth Group leaders are intentional with their group format (see p. 13) to include these essential elements - study, share, support, social, and serve.

5 Healthy Group Elements

_____: Facilitate an interactive + intentional discussion

_____: Encourage personal sharing

_____: Provide accountability + prayer

_____: Interact inside + outside the group time

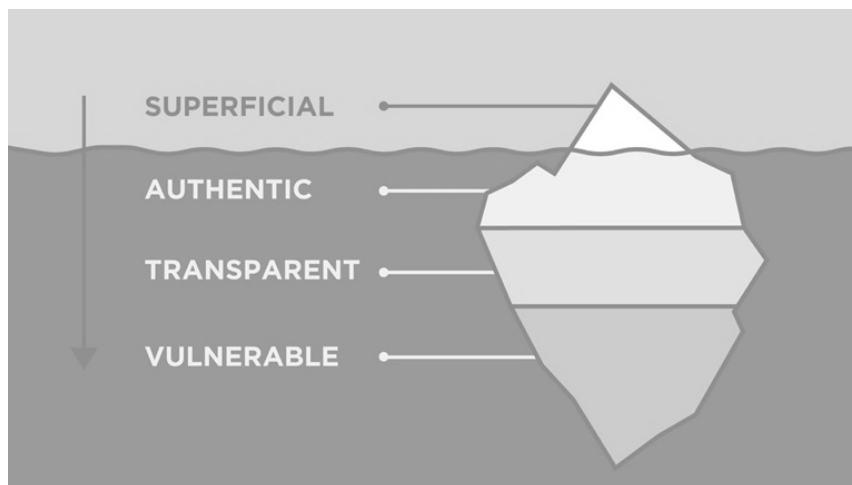
_____: Care for others in the group, church, and community

STUDY: Facilitate an _____ + _____ discussion

- Use the Growth Guide or a Highpoint recommended study. Seek approval from a Coach or staff member before choosing a group study. Be willing to do an all-church study when encouraged.
- Follow the 80/20 principle; leader talks 20%, group members talk 80%.
- Lead with questions to facilitate an interactive discussion. The goal is not to share what you know, but rather to get people sharing what they are learning.
- Emphasize specific life application.
- Focus on God's Word for truth. Avoid being guided by personal opinion, and human advice.
- Consider room dynamics - group seating should allow eye contact and the ability to hear one another.

SHARE: Encourage _____ sharing

Disclosure is the currency of meaningful relationships.



- Superficial - *avoids personal disclosure*
- Authentic - *sharing personal thoughts and feelings*
- Transparent - *being honest when asked*
- Vulnerable - *initiating honest disclosure*

- Create a safe, shame-free, and supportive space for people to be real.
- Build trust for personal sharing by expressing genuine care and interest in their lives. Most people are willing to share about themselves if they feel safe and sense that people care.
- Ask questions to get beyond the superficial. Be willing to model authenticity.
- Schedule each group member to share his/her “ten-minute testimony”; one per week.

SUPPORT: Provide _____ + _____

Support through Accountability

Sadly, accountability has been misused and abused in the Church through legalism and judgmentalism. Rather than rejecting accountability we need to redeem accountability.

Benefits to Redeeming Accountability

Accountability is about ...

1. Becoming like Jesus.
2. Mutual giving and receiving support, encouragement, and prayer from others.
3. Following up to previous commitments, not just making commitments.
4. Affirming progress, not demanding perfection.
5. Asking heart questions, not a list of legalistic questions.
6. Grace and truth, not grace or truth.
7. Voluntary disclosure, not an invasion of privacy.

Support through Prayer

Keep Your Prayer Time _____

It is easy to drift into sharing about others (as a way to deflect from personal sharing) or talk about prayer without taking the time to pray. Use this guide to help you group PRAY with focus.

P _____	Focus on first-person needs rather than requests about others.
R _____	Refer to past prayer requests for updates and praises.
A _____	Encourage prayer requests about personal application of your study.
Y _____	Move beyond sharing prayer requests to praying together.

Keep Your Prayer Time _____

- Journal prayer requests. This demonstrates that you care enough to listen and write down the requests. It also helps you to recall prayer requests during the week and review at the next group time.
- Encourage multiple people to pray, but never require anyone to pray.
- Encourage brief prayers, especially if many people are praying.
- When prayer time is limited:
 - Divide into pairs, triplets, or smaller groups to pray.
 - Encourage each person to pray their prayer requests rather than share prayer requests.
 - Write prayer requests on index cards and give to someone else to pray.
- Provide guidance for prayer - "Lord, I thank you for ..."
- Pray through Scripture - i.e. Psalm 23, each person praying a verse.
- If someone shares negatively about a spouse, a boss, or a friend - follow up by asking, "how can we pray for you to handle this in a God-honoring way?"

Social: Interact _____ + _____ of group time

- Encourage group members to provide a snack to create a relational environment for connecting.
- Gather outside the normal group context for a dinner out, watch a Bears game, have a bonfire, do a fun activity together, etc.
- Plan seasonal socials - summer picnic, Friendsgiving potluck, Christmas Party, etc.
- Periodically sit together for worship on Sundays.
- Spend time with individuals in the group by grabbing coffee or a bite to eat together outside of group time.
- If in a Men's Group or Women's Group, encourage a social activity with spouses and/or families.

Serve: Care for _____ in your group, church, community

- Celebrate special moments *and* be present in crisis moments.
- Look for practical ways to serve each other in the group.
- Encourage each person to join a Serve Team.
- Seek opportunities to serve as a group together - Host Teams, Care Center, 5th Sunday Serve, special events, and more.
- Each Growth Group should serve several times a year.
- Groups that serve together grow together because fellowship is a byproduct of serving.

Reflect + Discuss

How well are you leading your group in these areas?

	Struggle	Strength
Study
Share
Support
Social
Serve

3 | _____ the Group

Know well the condition of your flocks, and give careful attention to your herds. - Proverbs 27:23

The imagery of shepherding is throughout the Bible.

- Psalm 23 states the Lord is *my* shepherd, not *the* shepherd or a shepherd.
- Jesus says, “*I am the Good Shepherd.*”
- In the Gospels, Jesus calls Peter to feed my sheep.

As the Lord shepherds us, He empowers us to shepherd others.

5 Ways to Shepherd Your Group

C _____	<p>Set up a system for group members to keep in contact throughout the week - text, email, group app, etc.</p> <p>Send at least two texts each week - day after group time and day before the next group time.</p> <p>Focus texting on encouragement, prayer requests, and group information.</p> <p>Encourage group members to initiate and respond to group texts/emails.</p>
C _____	<p>Celebrate special moments of group as a group - birthdays, promotion, new baby, anniversaries, baptism, answered prayer, etc.</p>
C _____	<p>Encourage group members to support each other when there is a need - meal train, hospital visit, moving, watch kids, etc.</p> <p>Seek to be present in crisis moments.</p> <p>Mail a card or send flowers when appropriate.</p>
C _____	<p>Show genuine interest in group members.</p> <p>Get together with each group member at least once every six months. Get together for coffee or a meal or do an activity together.</p> <p>Encourage group members to connect with each other outside of group time.</p>
C _____	<p>Connect - <i>with empathy, though questions, by listening</i></p> <p>Assess - <i>spiritual condition, SOS (severity, ownership, support), and heart issues</i></p> <p>Respond - <i>with hope, grace. and truth</i></p> <p>Encourage - <i>toward a next step, in prayer together, and through a care plan</i></p>

This might seem overwhelming, but shepherding is part of making disciples. Remember, God has given you His authority and promises to be with you. Seek your Good Shepherd for wisdom and strength. Contact your coach for support.

This illustrates why Growth Groups promote “mutual ministry” and developing apprentices. Ministry should be a shared role, not limited only to the leader alone ministering to everyone.

Reflect + Discuss

Where in the Gospels do we see Jesus using all five shepherding methods?

What would it look like to imitate His model in our groups?

What happens when one method is favored over others or rejected altogether?

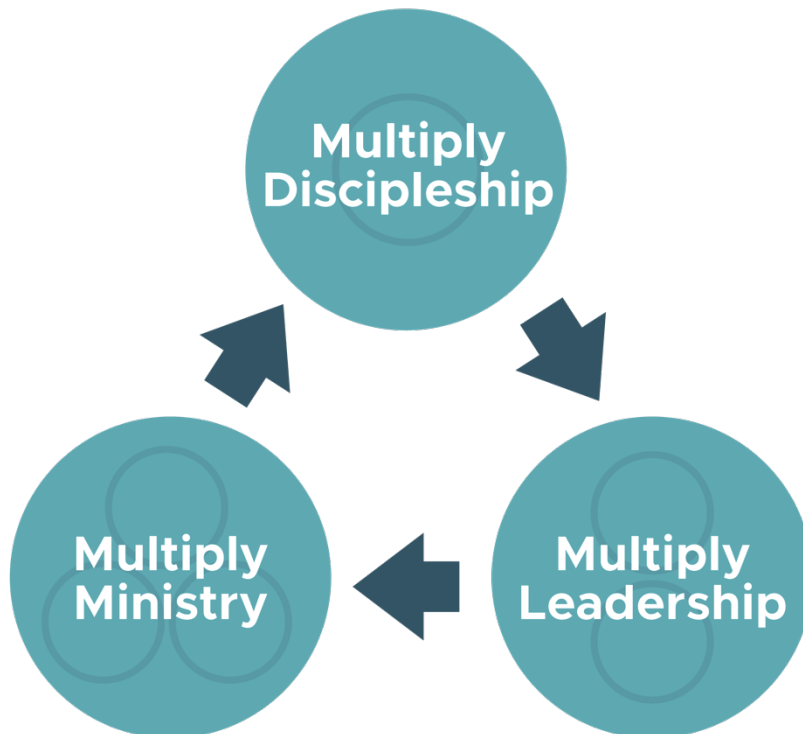
4 | _____ the Group

*And what you have heard from me in the presence of many witnesses
entrust to faithful men who are able to teach others also.*

2 Timothy 2:2

Healthy things _____ and _____.

Where true discipleship is happening, multiplication is happening. After all, the heart of discipleship is multiplication - making disciples who make disciples who make disciples who make disciples.



As people are being discipled in a group, the next step for spiritual growth and the growth of Growth Groups is for some to apprentice to become a leader.

Every Growth Group should have a vision to multiply.

Growth Groups are a pipeline for personal discipleship and leadership development. We desire to see people grow in spiritual leadership - from leading self to leading others.

D_____ an apprentice

Who is growing in FAITH - Faithful, Available, Integrity, Teachable, and Heart for God and others?

A person with growing FAITH needs to be challenged to not just be led, but to start leading others; to not just be discipled, to start making disciples.

D_____ an apprentice

Cast a vision for increasing personal growth and spiritual influence.

Begin to share leadership experiences and responsibilities.

- *All me* - explain the “why”, not just the “what” and “how”
- *All us* - share ministry together
- *All you* - provide feedback

Invite the apprentice to leadership gatherings and encourage participation in LEAD training.

D_____ an apprentice

As the group grows, discern best time to multiply into two groups. Affirm the new leader and celebrate the multiplication of ministry.

Reflect + Discuss

Why should multiplied discipleship lead to multiplied leadership and multiplied ministry?

5 | _____ the Group

For just as the body is one and has many members of the body, though many, are one body, so it is with Christ. – 1 Corinthians 12:12

Growth Groups are a part _____ Highpoint, not apart _____ Highpoint.
We have many Growth Groups, but we are part of one body. We are better together when we are aligned on mission.

Encourage Engagement at Highpoint

- Weekend worship
- Growth Track process to become a Partner with God at Highpoint
- Promote special events and serving opportunities
- Align group calendar with the Highpoint calendar

Attend Leadership Gatherings

- Summit - late August
- Team Nights - fall, winter, spring
- Leader Training - Lead Others, Care+Counsel, and more.

Use My.Highpoint

- Enter group attendance
- Add new group members to the online roster

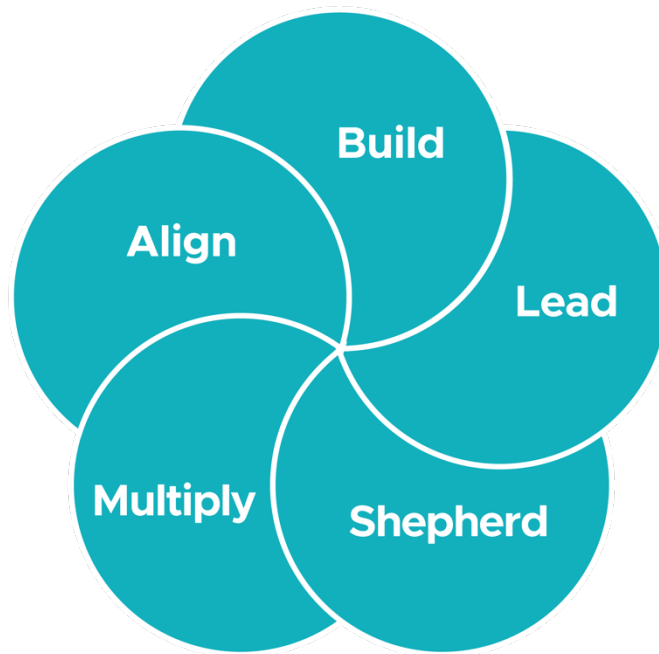
Connect with Your Coach

- Meet with your Coach for personal connection and to seek counsel.
- Attend leader huddles with your Coach for connection with other group leaders and to share and learn best practices
- Allow your Coach to visit your group periodically to support you
- Share praises and problems with your Coach

Reflect + Discuss

What are the dangers of a Growth Group or group leader not being aligned with Highpoint?

Why should a Growth Group leader encourage group members to participate at Highpoint?



To neglect one or more of the core competencies will lead to an unbalanced and unhealthy group.

To embrace these these five core competencies, the group will be a healthier, more effective Growth Group..

Reflect + Discuss

Which core competencies is most natural for you?

Which takes greater intentionality?

GROWTH PLAN TOOL

This tool provides self-assessment, or group assessment, based on elements and values highlighted in Lead Others.

Groups should aspire to progressively deepen community together, moving from left to right.

All groups have areas for growth. This tool is designed to cast vision for what a healthy Growth Group could look like.

- This tool is to be completed by the group leader to assess where the group is at and to identify some actions in a few categories.
- This tool can also be given to group members to help cast a clear and compelling vision for the group. This can lead to some meaningful discussions and create greater ownership of the goals within the group.
- This tool provides context for coaching from your coach.

GROWTH & GROUPS GROWTH PLAN

ELEMENTS + PRIORITIES	ASSESSMENT Circle the boxes that describe your group currently				ACTION STEPS Identify ways to grow
WELCOMING CULTURE Romans 15:7	No new group members in past 6 months	Open to having new people join the group	A few new group members in past 6 months	Actively seeking & inviting new group members	
STUDY: GROUP DISCUSSION Proverbs 20:5	Lacks purposeful direction Focus on sharing opinions	Questions seem rigid; awkward silence Focus on knowing answers	Most people involved in the discussion Focus on behavior application	Each person engaged in the discussion Focus on heart application	
SHARE: HONEST SHARING 1 John 1:7	Superficial: Basic conversations Lack of trust	Authentic: Sharing of feelings Testing out trust	Transparent: Honest when asked Trust is growing	Vulnerable: Initiates honesty Trust is established	
SUPPORT: ACCOUNTABILITY Hebrews 10:24-25	Not identifying specific application nor commitments from discussion	Identifying personal application and commitments	Following up to previous commitments	Open confession of struggles for support and prayer	
SUPPORT: PRAYER Ephesians 6:18	Basic prayer for physical needs Only leader prays	Prayer for relational needs Prayer is brief	Prayer for personal/emotional needs Prayer is participatory	Prayer for spiritual needs Prayer is fervent	
MUTUAL MINISTRY Romans 1:12	Superficial connections Only happens in group	Social connections Text contact is information	Personal connections Text contact focuses on encouragement of spiritual growth	Deep connections Ministry continues during the week	
ALIGNMENT WITH HIGHPOINT Romans 12:4-5	Group operates independently of Highpoint leadership	Group follows basic instructions like attendance & suggested curriculum	Group promotes & encourages involvement with Highpoint ministries	Group actively engaged with Highpoint	
VISION TO MULTIPLY 2 Timothy 2:2	Group has not multiplied in the past 2 years	No apprentice identified yet	No shared leadership with an apprentice	Apprentice actively developed and sharing in leadership	

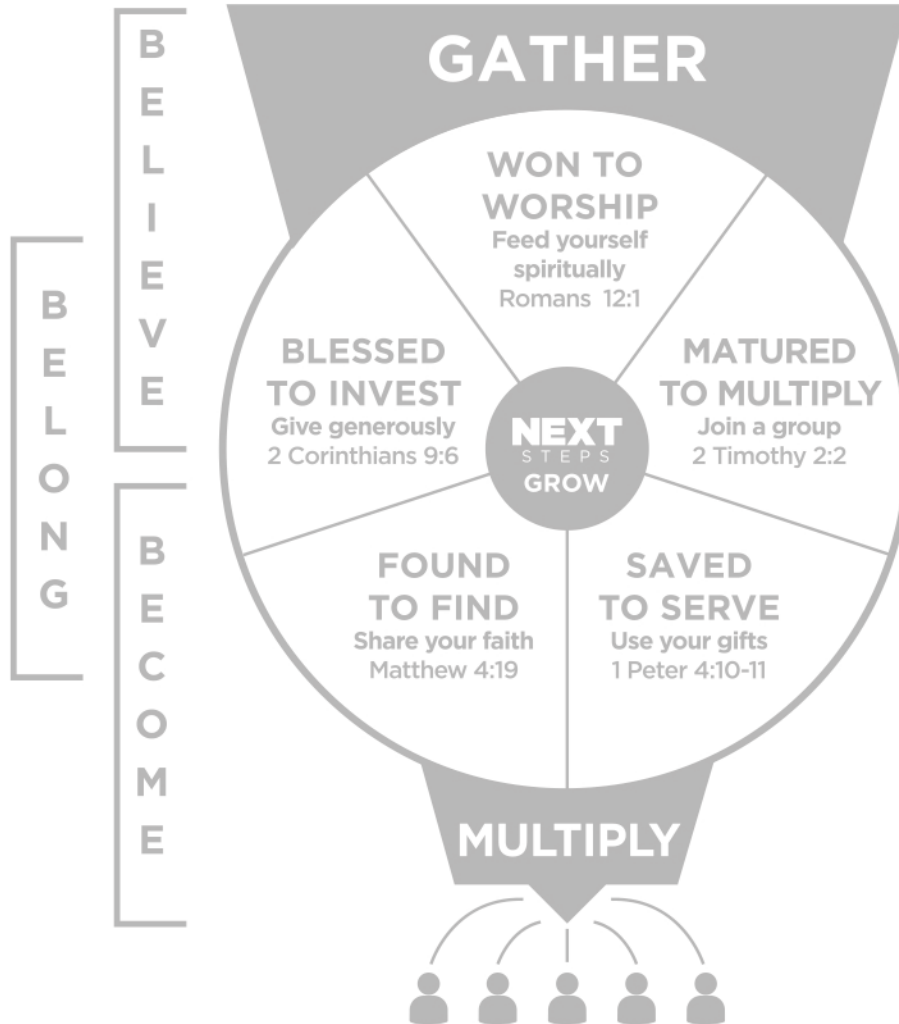
THREE MONTH GROUP PLANNER

Growth Groups are encouraged to think through the rhythm of their group three months at a time – intentionally planning not only the study but also times for socials and serving together.

- When will your group gather for a social in the next three months? What will you do? Who will coordinate it? Your group is encouraged to connect with other similar groups – women’s, men’s, young married, young families, etc.
- What will your group do to serve together in the next three months? Serving can be in addition to or instead of your group time.
- What Highpoint special events need to be included in the group schedule? It is best not to meet certain weeks if people are encouraged to attend another Highpoint event that week.

Week	Date	Study/Lesson	Share/Testimony	Snack	Social or Serve
1					
2					
3					
4					
5					
6					
7					
8					
9					
10					
11					
12					

WHEEL OF ENGAGEMENT



This wheel represents our mission and values, while highlighting five ways for people to engage with God and each other at Highpoint.

Discipleship involves more than joining a group. Group leaders are to encourage group members to feed themselves spiritually, use their gifts to serve others, share their faith, and give generously to the work of the Lord.

Leading with Questions

*The purpose in a man's heart is like deep water,
but a man of understanding will draw it out.*

Proverbs 20:5

Jesus led by _____ questions.

The Gospels record Jesus asking 173 questions, to His disciples, to the Pharisees, and to people seeking His ministry.

Reflect + Discuss

What are some questions Jesus asked?

Since Jesus is all-knowing, why did He ask questions?

Leading with questions cause people to _____ and to _____.

Leading with questions encourages group members to:

- Engage with _____ - *reading and discussing*
- Engage with _____ - *listening and responding*
- Engage with _____ - *self-assessment and personal application*

Leading with questions ...

- creates _____ connection
- leads to _____ discussion
- encourages _____ assessment
- promotes _____ application

Questions

What is your name? (John 1:38)

Groups should promote relational connection with each other. Here are some ideas:

- Start each group by briefly sharing highs and lows for the week.
- Ask fun open-ended questions to get the discussion started - *What's your favorite _____? Would you rather _____ or _____? What comes to your mind when you think of _____? Have you ever experienced a time when _____?*
- Encourage "ten-minute testimonies." Schedule one person to share his/her faith story each week. This allows group members to really get to know each other.

Questions

Do you not understand what I say? (John 8:43).

When studying God's Word, ask a balance of questions to promote:

- Observation: what does the text say?
- Interpretation: what does the text mean?
- Application: how will you apply the text to your life?

Our discussions should be rooted in the truth of God's Word.

Questions

But who do you say that I am? (Matthew 16:15).

The context of this question is Jesus asking the disciples "who do people say that I am?" After hearing their responses, He redirects the question to make it personal. It's easy to talk about other people in the third person, especially when pointing out how others are wrong. A healthy Growth Group leader redirects questions seamlessly:

- Suzy, what do you think?
- I hear how you think your spouse is wrong, but what about you? What role have you played in the conflict?
- Can you explain that further? What exactly do you mean?

Questions

Why do you call me 'Lord, Lord' and do not do what I command? (Lk 6:46)

How many people know the right answer but struggle with the right action?

We need to move from information to application, from knowing to doing.

- How do you intend to live this out in your everyday life this week?
- What are you going to do with what you know?
- What is a specific takeaway for you?

Questions

Why are you anxious? (Matthew 6:27). Why do you doubt? (Luke 8:25). Do

you want to be healed? (John 5:6). Do you want to leave me, too? (John

6:67). Do you love me? (John 21:16).

Jesus moved from external behavior to internal motive. Real change comes when people begin to get to the heart of the issue:

- What do you think is the root cause to your temper?
- What does your anxiety reveal?
- What's going in your heart that causes you to turn to pornography?

Reflect + Discuss

Why is a balance of questions needed in a Growth Group?

Which types of questions are most natural for you?

10 Principles for Leading with Questions

1. Do not follow the questions like a script, nor expect each person to answer each question.
2. Prepare 4-6 questions in advance but ask lots of follow up questions - *“Can you explain that further?”*, *“Can you be more specific?”*, *“What do you think?”*, *“Great to hear from you, can we listen to others now?”*
3. Don’t answer your own questions.
4. Be okay with pauses to allow group members to think.
5. It’s okay to challenge superficial answers with the goal of seeking for a deeper, genuine response.
6. Read the room to encourage everyone to be involved, but don’t expect each person to be as vocally engaged.
7. Don’t let one person dominate the discussion or derail the direction.
8. Give order when several people want to talk at the same time.
9. Ask open-ended questions more than leading questions or yes/no questions.
10. Keep track of time. Learn to say, “For the sake of time, let’s move on.”

DISCUSS

Identify the problem for each person and discuss potential solutions.

PERSON	ISSUE	SOLUTION
Motormouth Mike		
Superficial Sally		
Dogmatic Dave		
Joking Jill		
Wallflower Will		
Late Lucy		

FAQ

What should a first gathering in Growth Group look like?

Because Growth Groups involve relationships, it's important to take the time to get to know each other.

- Start with: Share a bit about yourself, whatever you feel comfortable sharing, so we can get to know you better.
- Then ask: What are you hoping to get out of being in a Growth Group? Really listen to the responses.
- Cast vision for the Growth Group:
 - Share your heart for the group.
 - Review the Group Commitment together.
 - Emphasize your desire for mutual encouragement of spiritual growth and care for each other.
 - Talk through format and study.
- Wrap up sharing prayer requests and pray together.
- Note: In most situations, it's best to start week #1 of the study on week #2.

What is the Growth Guide?

The Growth Guide helps people to *“be doers of the word, not hearers only”* (James 1:22). Each weekend we hear a great message from the Word. But how often do we move on in life without applying what we have learned? The Growth Guide is a weekly resource for further study, discussion, and application of the weekend message for individuals, families, and Growth Groups. Using the Growth Guide to direct a group allows people to join a group anytime during the year. The Growth Guide is available on the Highpoint app and at www.highpoint.church each week.

Why submit group attendance online?

Highpoint cares for each person who is in our church family. Submitting attendance helps in two specific ways: 1) the leader to see who is missing and 2) the Highpoint staff know who is actively engaged in community.

If someone joins the group, please add the person to the group roster.

A reminder email is sent to each Growth Group leader within an hour after the scheduled group gathering. It takes less than a minute to follow the prompt to enter attendance for the group. While entering attendance, the leader can also share any group updates or prayer requests.

Why is having an apprentice important?

To not develop an apprentice is to miss the goal of discipleship. Jesus developed disciples to send them out. Paul followed Jesus patterns of spending time with individuals with the goal of sending them out – Barnabas, John Mark, Luke, Timothy – just to name a few. To embrace the vision of developing an apprentice is to embrace a vision of developing the leadership potential in others.

It is never too early to develop an apprentice. An apprentice should be identified before the group grows too big, because to wait until an apprentice is needed is too late.

What should a Growth Group study?

Growth Groups can do a variety of studies – the weekly Growth Guide and recommended Highpoint studies and resources.

A healthy group rotates between topical and biblical studies and rotates between format of studies – workbook, video, book, etc. Avoid being a group that only follows one author or speaker for every study. There is much to learn from other recommended resources.

If the group leader wants input from the group member, he/she should offer 2-3 options preselected with the counsel of a Coach or staff member. This avoids many issues.

Periodically, groups will unify around a common study to build synergy together as a church or group type (i.e., all Men's Groups do the same study together). In these cases, the leader should show humility and defer to the wisdom of a unified study remembering that Growth Groups are a part of Highpoint, not apart from Highpoint.

How should a leader prepare for a Growth Group?

First, the leader is to lead by example. Read the study in advance and complete any worksheets or homework. It is obvious to others if the leader is not prepared if the leader is not prepared, why should group members come prepared to discuss?

Second, review the sample questions in advance. Questions are a guide, not a script. Identify the questions that are best for your group, revising questions as needed. Be sure to include different types of a questions: an intro question, digging in questions, and application / heart questions. Most often there is only time for 4-6 questions.

Last, pray for the group. Pray for the group members by name and for the group time together. Pray for the Holy Spirit to guide your leadership and work in the lives of the group members.

What's the difference between application and accountability?

Application is committing to an action in response to a study. Accountability is following up to the committed application to ensure an active response. Here are some examples:

- *"Last week we talked about _____. How is it going?"*
- *"In response to our study last week, what did you do, or do differently, this week?"*
- *"How did your behavior or thinking change since our last group time?"*
- *"You mentioned your desire to do _____. How did it go this week?"*
- *"Do you feel like you're making any progress with _____? Explain."*

How should a leader respond to gossiping about others?

Quickly say, "We don't have ears for that." Redirect the conversation to speaking respectfully of others - whether present or not. To allow gossip even once will only encourage more gossip in the future. If there is an issue of conflict, encourage the person to go directly to the person to talk about the offense. If needed, offer to go, too. In most instances, avoid taking sides but be present to encourage healthy communication and restoration.

What should a leader avoid while leading a group?

There are many things to avoid, including these ten common issues:

1. Avoid asking someone to read or pray who has not volunteered to do so previously.
2. Avoid gossip or critical comments about others present or absent.
3. Avoid allowing someone to hijack the discussion or the direction of the group.
4. Avoid discussing politics. Politics divide, the Gospel unites. Understand not all Christians share the same political views. The goal of the Christian is allegiance to Jesus, not a political party.
5. Avoid assigning motives to others. It's okay to challenge the actions of someone, but never judge one's motives.
6. Avoid arguments. Healthy, robust discussions are encouraged but arguments can be destructive to the group.
7. Avoid debating minor theological issues. On the major doctrine (authority of God's Word, deity of Christ, etc.), conviction. On the minor doctrines (end times, gifts of the Spirit, etc.), tolerance. But in all things, love.
8. Avoid being perceived as the "expert." If someone in the group asks a question, encourage others in the group to respond. The leader does not need to answer all the questions.
9. Avoid becoming a church within a church. Growth Groups are to supplement involvement in the weekend service, not replace it.
10. Avoid going beyond the designated end time. Of course, people are encouraged to interact after the group time, but the group time should end on time. When managing time learn to say, "for the sake of time, we need to move on" or "for the sake of time, we need to wrap up."

Should a group still meet if half the group cannot make it?

Yes! Honoring the group meeting schedule honors the people who will be present and helps others see the priority of the group. And it helps others from not getting into a pattern of missing the group.

Can a non-Christian attend a Growth Group?

Our groups are to be missional, sharing our lives and the Gospel with others. God often uses authentic relationships in Growth Groups to influence others to embrace the Gospel. That said, the group leader should be sensitive and patient, but not alter the format or focus of the group because a non-Christian is in the group. Instead, model the same elements of a healthy Growth Group.

What should I do if someone asks a question I cannot answer?

It's okay to not have all the answers. Be honest. Say, "that's a great question, I don't know the answer offhand." Let them know that you'll do your best to get some information and encourage them to do the same. Get back with them at your next Growth Group time. Talk to your Coach as needed.

What should a leader do if someone shares something requiring additional attention or assistance?

If a group member is going through a time of crisis, the leader can rally the group to provide prayer, encouragement, and support. Use wisdom and be sensitive to the situation.

If the leader is unsure what to do, he / she should not hesitate to contact the Coach or a Highpoint staff member.

Should a leader promise absolute confidentiality?

The leader should assure the person the who wants to disclose something that he / can offer absolute discretion, but not absolute confidentiality, but you. It's important for the leader to report if someone is hurting themselves or hurting others.

Should home Growth Groups provide childcare?

This should be determined by the home host. If children are present in the home, they should be cared for in another room so the parents can fully engage with the group. Because childcare in a host home can be challenging, many groups choose to meet at the church when children's programming is already provided.

Move from leading self to leading others.

Live on mission by being a disciple who makes disciples. Grow in influence and effectiveness as a leader by developing your character and competencies to lead others.

Lead Others is an interactive equipping experience to help Growth Group leaders create an impactful gathering for intentional discipleship and incarnational care.



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