

RENEWAL

2011 SOUTHEAST CHRISTIAN CHURCH
LEADERSHIP CONFERENCE


Overview of Small Groups

Why do we do Small Groups?

- ❖ Accountability:
 - Before we had small groups our volunteers were only coming in and “punching their card” and leaving.
 - There was no way to measure HOW we were making a connection let alone IF we were making a connection.
 - We cringe when we hear things like childcare or babysitting. When I first got this job, my mother-in-law would refer to it as babysitting. She used to ask my husband if I had to babysit this weekend. The truth was that babysitting was what we were doing. Our kids would come in, they would have a great time of worship, and then everyone would go home. Where was the accountability?

- ❖ Creating the right venue for growth:
 - There were several key elements we wanted in our small groups.
 - We wanted consistency, a deliberate path to connect, and volunteer ownership. How were we going to accomplish all that with our lukewarm barely had a pulse volunteer base?

- ❖ Consistency:
 - We set up a letter system that would ensure that each leader would be matched up with the same group of kids each time they serve.
 - So if you were issued a letter A, you would find all the A kids in your room... that is your small group!
 - We initially grouped the kids by zip code. After all the dust settled we had roughly 12-15 kids per group.

Your Small Group Letters	
Saturday @ 5:00	
YELLOW A B C	
BLUE E F G	
Sunday @ 9:00	Sunday @ 11:15
YELLOW A B C D	YELLOW A B C D
BLUE E F G	BLUE E F G
RED I J K	RED I J K

❖ A Deliberate Path to Connect:

- Now that we saw some groups in action, we needed a plan to be intentional about the connection.
- About the same time, we introduced our family service called KidWay. This service encourages our families and volunteers to work together in teaching our kids about our big idea each month.
- Our small group leaders take the big idea and apply the lesson for that week during their small group time. We provide our volunteers with an activity, any supplies needed, what to discuss, and even how to pray.
- Please know not every volunteer we have is super connected to their group. We have different levels of commitment from our volunteers.

❖ Volunteer Ownership:

- Consistency and a deliberate pathway created a new concept we had not had before, ownership.
- Our leaders began noticing the kids in their groups who were not here. They also began asking for lists of their kids to send them notes or to connect with their parents.
- We raised the bar and our volunteers rose to the occasion. This ownership has transitioned into a clear picture for what is expected of a small group leader.
- We went from telling people “it’s really not a big deal to serve” to “what you do is the most important part of what your group will hear today.”
- Now I have the freedom to call on any one of my volunteers with any issue and they not only know the child, but can speak into that situation. They take it from there and proceed accordingly.

❖ Problems:

- This system went through many different prototypes before it really started to get into a groove.
- Computer technology, meetings, opinions, reworking schedules, scheduling volunteers, personality conflicts... and much more.
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❖ Benefits:

- Just last year we had another “rework” that allowed each leader to have a preset number (12) of kids in their group. Before we placed all of our kids in small groups, even if we had 2 leaders and 100 kids.
- The kids who don’t have leaders are led from the stage in another room, and then after small group time is over they are brought back into the small group rooms.
- With our small groups set up this way, kids feel connected immediately to a group of peers, and their leader. The key for the kids is consistency on their part.
- If you think about your own small group experience, you don’t bounce from one group to the next, you find a group and you stick. We desire that with our kids. If they bounce from one service to the next they will not connect to a leader or a group.
- Once we notice consistency within a service, we will issue that child a small group letter.

- ❖ Small Groups Team Contact Information:
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