

# Cell Group Leader Training:

Leadership Foundations for  
Groups that Work

*Trainer's Guide*

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# Foreword

I wrote the first manuals for equipping cell leaders in the early 1990's in Singapore. This new material is a very special revision of earlier approaches to the training, and is truly "state of the art!" You may be sure the materials have stood the test of time. There are no untested ingredients in the chapters.

The establishing of a mentor relationship between the equipper and the cell leader intern is even more important than the printed materials. Each session should bond the trainer to the trainee. Do not see yourself as a temporary person in the lives of those you train; instead, realize that for months and perhaps years to come you will provide guidance for those completing the materials.

Ralph W. Neighbour, Jr.  
Houston, TX



# Acknowledgements

While writing this training, we realized we are building upon the shoulders of pioneers. A resource like this would be impossible without those who paved the way by daring to think “outside the box.” Their books and training tools have laid the foundation upon which this training is built. In this resource you will find a distillation of the best of the best.

These pioneers include Ralph W. Neighbour Jr., Bill Beckham, Jim Egli, Joel Comiskey, Karen Hurston, and Randall Neighbour. We are greatly indebted to those who have gone before us.

Thom Corrigan spent two days helping us wrestle through the training’s organization and content.

Others like Dawson McAlister, Mark Hayes, Daniel Carr, James Bell and Eric Lerew played crucial roles in the training’s testing and development. Without their input, this tool would not stand as tall.

The editorial support of Blake and Brandy Egli have been crucial to the development of this training.

Rick Chandler, as always, developed a user-friendly design and attractive layout.

Both of us owe a great debt to our spouses, Shawna Boren and Kathy Tillman, whose feedback and support have been critical to the project’s success.

Our Father has walked us through the development of this tool. We pray that it will be a blessing to His name and advance His Kingdom.





# Introduction

*Cell Group Leader Training* has been developed for pastors and church leaders who do not have time to become cell group experts. Each session includes detailed instructions on how to teach the material, how to facilitate the activities, and how to help people process what they are learning. We have sought to make the process as simple as possible.

We have also sought to make this training reproducible so that you can develop other trainers. Keep your eyes open for those who have the potential to assist you in future training.

You will find three different tools in the three parts of this *Trainer's Guide*. They can work together or separately.

- **Part 1: Cell Group Leader Training**

This training has been designed in eight sessions (plus one for children). When used, it will equip new and potential leaders.

- **Part 2: Upward, Inward, Outward, Forward**

This training has been designed to equip group leaders and their members in the four dynamics that make a cell group effective. This training will facilitate the development of a strategic plan to help a group accomplish the purposes of the group.

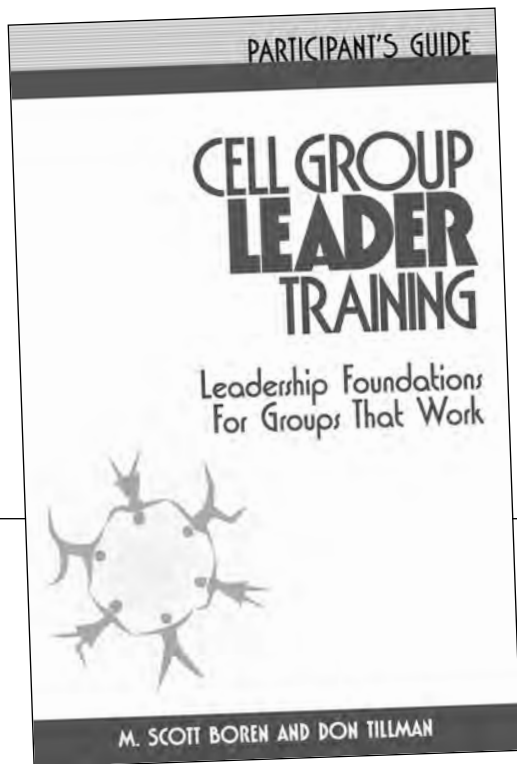
- **Part 3: Journey Guide for Cell Group Leaders**

This *Journey Guide* has been developed to help pastors and leaders get to know current and potential leaders. The interview guide located in Part 3 will facilitate a discussion between a pastor or cell group coach and the potential cell group leader. Through this process the pastor or coach will discover strengths and weaknesses and determine if a person is ready to enter into the leadership of a group. This tool will also prove to be a good self-assessment for existing leaders.



PART

1



# ***Cell Group Leader Training Trainer's Guide***



# How to Use this Trainer's Guide

This *Trainer's Guide* has been developed so that you can facilitate effective training. The following will orient you to the training, guide your preparation, and give you ideas for presenting the sessions.

## Optional Formats

The complete training contains eight primary sessions and one supplemental session for intergenerational groups. We have designed the material so that you can adapt it to your setting. Some options work better than others, but this resource gives you the freedom to implement your training in a format that will work for your church.

- **Option #1: Retreat Followed by Seven Weeks of Training**  
This is the best format for this training. The retreat introduces a presentation of your church's cell group vision and kicks off the training with Session 1. (A retreat schedule has been provided on pages 20-28.) In the weekly training that follows, participants will learn how to lead a particular aspect of the cell group and then be provided with an opportunity to practice in their groups what they have learned. *Note:* To enhance this option further, hold your training sessions every two weeks instead of every week. This provides more time for processing and practicing what has been learned.
- **Option #2: Eight Weeks of Training**  
This option is exactly like Option #1 except no retreat is included. Session 1 is taught during the first weekly meeting.
- **Option #3: Five Weeks of Training plus Three Monthly Follow-up Sessions**  
In this option, participants are trained through Session 5 in weekly training times. These five sessions include the foundational pieces for starting a group. The final three sessions are then taught in monthly follow-up sessions. Initially, you can do this in your monthly huddle meetings where all of the group leaders come together. When you have experienced leaders who have already been through these sessions, you should hold a separate monthly training session for new leaders who need to work through Sessions 6-8.

- **Option #4: Two-Day Retreat**

This works best if you are training people who are already leading groups. It is not as effective in training new leaders because it deals with too much information and they do not have time to process it. New leaders need consistent input over a period of weeks to develop the practices of effective leaders. Here is a sample schedule for a two-day retreat:

## **Friday Evening**

6:00 Arrive and Settle In

6:45 Session 1

8:15 Break

8:30 Session 2

9:30 Evening Concludes

## **Saturday**

8:00 Breakfast

9:00 Session 3

10:00 Break

10:15 Session 4

11:15 Session 5

12:15 Lunch

1:30 Session 6

2:45 Break

2:30 Session 7

3:45 Break

4:00 Session 8

5:00 Day Concludes

- **Option #5: One-Day Seminar**

A one-day seminar is not as effective as the other options because it does not have the built in followed-up over a period of weeks. But one-day training is great for transferring information and orienting participants. Seminars work well when you have invited outside speakers. If you choose this option, you will only have time to teach the first six sessions. Train the final two sessions in monthly cell group leader gatherings. Here is a possible format:

## **Saturday**

8:30 Session 1

10:00 Break

10:15 Session 2

11:15 Session 3

12:15 Lunch

# HOW TO USE THIS TRAINER'S GUIDE

1:30 Session 4  
2:30 Break  
2:45 Session 5  
3:45 Session 6  
4:45 Day Concludes

- **Additional Session**

To each of the above options you can add the session, “What Do We Do With the Children?,” found in Appendix A. This session has been included as an appendix because some groups are not intergenerational. For those that are, questions regarding the children are among the most pressing.

- **Abbreviated Sessions**

Each training session has been written to last about 90 minutes. This includes time for teaching and activities. If you do not have enough time to teach 90 minutes of material, you can teach it in 60 minutes by following the instructions at the beginning of each session. Warning: Many find it tempting to skip the learning activities so they can spend more time on the teaching part. Don't fall to this temptation. Remember that you are training people and that training includes experiences, not just teaching.

- **Bi-Weekly Training**

Finally, the ideal way to teach this material is by holding the training sessions every two weeks. This gives the participants more time to practice and process what they are learning in their cell groups.

## ***If you are training your first group of leaders:***

A Prototype Group is the first cell group of church leaders led by the pastor. Each member of the group is a potential leader. Pilot Groups are the second round of cell groups led by members of the Prototype Group. Pilot Group members are also potential leaders. Both of these groups have the same goal: To provide future group leaders with the experience of a healthy cell group so they can lead others into a similar experience. It is based on the premise that a leader cannot lead others into what he or she has not personally experienced. Prototype and Pilot Groups can last between 10 and 16 weeks.

Many churches mistakenly use these groups to discuss the vision and structure of the cell groups and thereby miss the true experience of the groups. Obviously, when a group spends its time discussing cell group methods and strategies, they are not experiencing the life of the group that they want to produce in the church.

Yet at the same time, these people need to process information regarding cell

group strategy. Therefore, they need training that parallels the experience of the Prototype and the Pilot Groups. These eight sessions provide that training.

When a church is starting its first cell group — a Prototype Group comprised of 8-10 future leaders — it will meet weekly for up to 16 weeks as a cell group while meeting at a different time to process through these eight sessions of training. The training can be held either weekly or bi-weekly. When Pilot Groups are launched, led by the members of the Prototype Group, these Pilot Group members will also go through this training on a weekly or bi-weekly basis.

Cell Group Resources and TOUCH Outreach Ministries have developed 16 cell group lessons for these groups. These are available as a free download through the website: [www.cellgroupeople.com](http://www.cellgroupeople.com).

There is a comprehensive process for successfully launching cell groups with Prototype and Pilot Groups. This process will be explained in our upcoming book, *Success with Cell Groups*. The following briefly outlines a simplified process that will put you in a much better place for success.

1. Identify your first group of potential leaders. This group should be 12 persons or less. The reason is that these first leaders must be on the same page with the vision. This is a very difficult task to accomplish with more than 12 people.
2. Introduce the cell group vision to them. You can do this at a retreat or you can meet weekly and discuss a book. *Life in His Body* by David Finnell or *Reap the Harvest* by Joel Comiskey are good choices for casting the vision of cell groups.
3. Give each potential leader a *Journey Guide for Cell Group Leaders* and meet with each one individually for an interview.
4. Invite those who are ready to be a part of an initial Prototype Group. This will be a 16-week group that will experience all of the various components that comprise cell group life.
5. While the Prototype Group is meeting, it will also meet at a separate time to work through the eight sessions in the *Cell Group Leader Training*.
6. After the group has been meeting for 8 weeks, it should go on an *Encounter God* Retreat. See [www.cellgroupeople.com](http://www.cellgroupeople.com) for more information on this retreat.
7. After 16 weeks of experiencing cell group life in the Prototype Group, start three Pilot Groups; these are second generation cell groups.
8. After these Pilot Groups have been meeting for about 5 weeks, take all the Pilot Group members on an *Encounter God* Retreat. Those who went on the first *Encounter God* Retreat will help you facilitate.
9. Recruit potential leaders from those Pilot Groups and lead them through a *Journey Guide for Cell Group Leaders* Interview.
10. Train these potential leaders using the *Cell Group Leader Training*.
11. Train all cell group members in relationship evangelism and watch to see who actually embraces the call to love the lost.



12. After these groups have been meeting for about three months, lead the group members through the *Upward, Inward, Outward, Forward* Workshop, found in Part 2 of this *Trainer's Guide*.

These twelve steps will guide you in the process, but they are not fixed. You will discover that your situation and the needs of your groups will require that you adjust the process.

***If you are training interns/apprentices/future cell group leaders who are already part of the current group system:***

Interns and Apprentices are cell group members who have been chosen because of their character, servanthood, love for people, and love for God to enter training for leading a future group. Many churches fall into the trap of putting these people through a class on cell leadership and then sending them out “to the wolves.”

Interns do not need classroom teaching; they need training. While teaching is a component of training, they are not synonymous. Training provides trainees with needed information, combined with activities and hands-on experiences, that leads people into life transformation.

When you are using this material with interns or apprentices, you will find that it provides a complete process that supplies foundational information, revealing activities, and weekly practicums where the trainees can practice what they are learning.

The ideal way to prepare these leaders is to give them weekly or bi-weekly training through the eight sessions. At the end of each session, the trainer will assign practicums found in Appendix B of the Participant's Guide. These practicums are guides for implementing what was learned in the weekly session. At the beginning of Sessions 2-8, the trainer will facilitate a discussion regarding what was learned through the practicums.

If your interns cannot attend weekly training sessions, train them in a concentrated setting, similar to a retreat or a seminar as outlined above. At the end of the concentrated training, spend about 30 minutes introducing the practicums and tell them that their cell leaders will lead them through these each week and discuss the questions with them. Then you must follow up with the cell leaders to make sure they are working with their interns through these practicums. If left to themselves, most will ignore or forget them.

## **PowerPoint Presentations**


This *Trainer's Guide* refers to PowerPoint® slides that have been created for each session. These are available as a free download from [www.touchusa.org](http://www.touchusa.org). [The username and password will be printed on this page in the actual book.]

## **How the Trainer's Guide Works**

- Session Introductions

Each session begins with an introduction organized around Ready, Aim, Fire. These introductions will guide your preparation, orient your teaching, and help you prepare for leading the activities each week.
- Time and Media Column
  - The column on the left of each page spread provides time frames for the teaching and activity components.
  - The graphics found in this column are the PowerPoint® slides used to present this material.
- Teaching

Each teaching component provides general outlines for how to teach that section. There are three types of information found under the Teaching component.

  1. Unlabeled paragraphs. These include information that the trainer should teach in his or her own words.
  2. Those labeled with the . This signifies information that is more crucial and should be taught as closely as possible to the written text.
  3. Paragraphs labeled “*Note:*” These provide additional or background information for the trainer. These need not be taught unless deemed necessary.
- Activities

There are three kinds of activities included:

  1. Personal activities are written exercises for individuals to complete.
  2. Small group activities are designed for groups of 3-5.
  3. Large group activities are to be facilitated by the trainer with the entire group.
- Recommended Reading

At the end of each session in the *Participant's Guide* you will find a section called Recommended Reading. Most sessions conclude with recommended reading from the book *How to Lead a Great Cell Group Meeting* by Joel Comiskey as the sessions correlate loosely with this book's chapters. Reading Comiskey's book

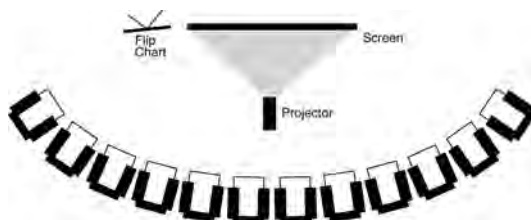
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while going through this training will help participants process the information more thoroughly. We suggest you secure a copy for each person or couple being trained.

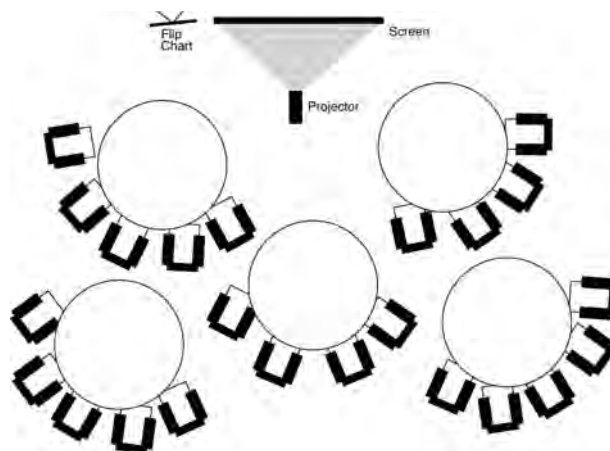
Throughout this *Trainer's Guide*, you will find references to other resources which are not listed in the *Participant's Guide*. Each session includes an introductory page with instructions on how to prepare to teach each session. Specific books are listed that will help provide a solid background. In addition, throughout the training there are references to training tools, books, and discipleship materials. These are not essential for this specific training; they are listed to help you in the overall leadership of the cell group ministry.

## **Layout of the Room**

- The presentation of the training will require the following:
  - A computer with Microsoft PowerPoint® or PowerPoint® Presentation
  - A video projector
  - A projection screen
  - A flipchart or whiteboard
- If your group is small, less than 12 people, set up chairs in a circle and organize the room something like this:



- If your group is larger than 12, organize people around tables like this:



## **Cell Group Leader Training Kick-off Retreat**

### **Ready:**

- It is best if you lead this retreat with a team. Don't expect to do everything by yourself. Enlist two or three people who can help you facilitate and organize the event.
- Reserve a retreat location. This event is best held away from the church building because it takes participants away from distractions and it communicates the value placed upon the leaders.
- If possible, prepare to offer this retreat free to the participants. You want to bless the leaders and communicate the importance of leading a group.
- Provide childcare or help participants find childcare so that they cannot use the children as an excuse for not coming.
- Make arrangements for the meals. As the coordinator, you should enlist someone else to oversee the preparation of the meals. Make sure you are free to interact with the retreat participants and are not bogged down with tasks.
- An additional way to bless the participants is to leave a gift on the bed for each person as they arrive.
- Enlist two or three experienced cell group leaders to share 10-minute testimonies about their experiences as a cell group leader, or, if you are training your first group of cell leaders, arrange for a guest speaker to present a short testimony about his/her experiences leading a cell group.
- Items needed:
  - *The Cell Church Revolution* video if you plan to use it as a part of your Vision Presentation.
  - A *Cell Group Leader Training Participant's Guide* for each person attending the training. Each spouse should also receive a Guide because notes will be taken during the training.
  - A *Journey Guide for Cell Group Leaders* for each person attending the training. All of these resources are available by calling 1-800-735-6865 or visiting [www.cellgroupeople.com](http://www.cellgroupeople.com).
- Resources that will help you communicate the vision of cell groups include: *Reap the Harvest* by Joel Comiskey, *Home Cell Group Explosion* by Joel Comiskey, *Successful Home Cell Groups* by David Yonggi Cho, *The Cell Church* by Larry Stockstill and *The Second Reformation* by Bill Beckham. All of these resources are available by calling 1-800-735-6865 or visiting [www.cellgroupeople.com](http://www.cellgroupeople.com).

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- Resources that will help you communicate the talk on Ezekiel 34:1-6: *A Shepherd's Look at the 23rd Psalm* by Phillip Keller and *They Smell Like Sheep* by Lynn Andersen (both available through most local bookstores).

## **Aim — In this retreat people will:**

- Receive a comprehensive presentation of the church's vision and ministry goals given by senior church leadership.
- Complete the first session of the *Cell Group Leader Training* materials.
- Process the *Journey Guide for Cell Group Leaders* in a small group setting.
- Forge a sense of camaraderie with others in cell leadership training and with your church's leadership team.
- Make a commitment to God to allow Him to shape and use them as Cell Group Leaders.

## **Fire:**

- Arrive early at the retreat site and set up the room for the large group presentations.
- Greet people warmly as they arrive.
- Teach this retreat with lots of enthusiasm and hope. Make sure you have plenty of time to spend with the participants, encouraging them and getting to know them.

### **First Day**

5:00 Registration & Settle In

6:00 Evening Meal

7:00 Worship

7:20 Icebreaker

Have participants break into groups of three and complete the following statement: "I am at this training because..."

After 5 minutes, call the groups back together.

7:25 Introduce Vision Presentation speaker (senior or staff pastor)

7:30 Vision Presentation

Use this time to present a well-prepared overview of your church's history, the vision God has given you, the goals and ambitions you have, and the strategies you are using to achieve them. (You can use the *Cell Church Revolution*, a ten-minute video, to demonstrate how cell groups are impacting the church in North America). Be personal and be motivating. Explain to trainees the role that they will play in the overall vision accomplishment. Close the session with a time for questions and answers.

8:15 Break

8:45 Testimonies: "My experience as a cell group leader"

Arrange in advance for several current cell group leaders from your church to share a 10 minute testimony arising out of their experiences leading a cell group. These testimonies should be humorous, uplifting, and victorious in nature, but should not de-emphasize the difficulties involved in cell group leadership.

If you are training your first group of cell leaders, consider inviting an experienced cell group leader or pastor from another cell-based church to address your group.

- 9:15 Pass out copies of the *Cell Group Leader Training: Participant's Guide*. Review the Guide and the upcoming weeks of training. Briefly overview the plan for tomorrow.
- 9:45 Break into groups of three for a closing time of prayer

## Second Day

7:00 Morning Devotions

8:00 Breakfast

9:00 Worship

9:20 Icebreaker

Have participants break into groups of three and share the answer to the following question with one another: "I went to sleep last night at [time] because..."

After 5 minutes, call the groups back together.

9:25 Introduce trainer for morning's session

9:30 Teach Session 1: Preparing Your Heart for Cell Group Leadership from *Cell Group Leadership Training*

11:00 *Journey Guide for Cell Group Leaders*

Give each trainee a copy of the *Journey Guide for Cell Group Leaders*.

Instruct them as follows to:

- Find a quiet spot and spend the next hour filling out the *Guide*.
- Be as honest as possible. The intent is not to catch you in your faults, but to help you see clearly where you are so you can move with confidence where God wants to take you. (You must start from where you are to go where you need to be.)
- Be prepared to review your *Journey Guide* experience in a small group later in the day, and, in greater detail, with a trusted advisor/mentor following the retreat.

## Afternoon

12:00 Lunch

1:00 Recreation/Free Time

3:00 *Journey Guide for Cell Group Leaders*

Strategically place retreat participants into groups of three or four to

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discuss their *Journey Guide* entries. If possible, place members of the same cell group together. Photocopy the discussion guide on page 25 and distribute copies to participants.

*Note:* These small group discussions around the *Journey Guide for Cell Group Leaders* can be powerful experiences. Try to have at least one person seasoned in ministering to others in each group. Be prepared to join and help in a group if called upon.

Your cell leader trainees will need to process the *Journey Guide for Cell Group Leaders* further upon returning home. In this case, the processing is in the form of a *Journey Guide* interview, conducted by the trainee's supervisor or mentor. Part 3 of this *Trainer's Guide* contains instructions for facilitating such an interview.

## Evening

5:00 Dinner

6:00 Worship

6:20 *Journey Guide for Cell Group Leaders*

Facilitate a large-group discussion, encouraging participants to describe feelings, insights, discoveries, etc. they experienced while filling out and discussing their *Journey Guides for Cell Group Leaders*. Encourage discussion by asking:

- What was it like to complete the *Journey Guide for Cell Group Leaders*? Was it easy? Difficult? Why?
- What was it like to discuss your *Journey Guide* entries with someone else? Easy? Difficult? Why?
- What emotions did you experience throughout the process?
- What is the next step for you?

Encourage trainees to allow the *Journey Guide* to be just that – a journey guide. Encourage them to allow God to grow them from where they are now to where they need to be as they mature as leaders.

*Note:* Through the *Journey Guide* process, some participants may decide that cell group leadership is not for them. You will need to approach them with wisdom, discernment, and prayer. Just because a person's past is marred by sin does not mean he cannot serve God as a cell group leader, and serve very well. Some past experiences or revealed character traits, however, may disqualify a potential leader. In every case, the *Journey Guide* is intended to reveal "growing edges" for those filling it out. Identifying these growing edges is rarely fun, but it is critical to do, especially when placing a person into a position of spiritual leadership.

## 7:00 Commitment Time

Spend a short time reflecting on Ezekiel 34:1-6 (see end of Session 1, *Cell Group Leader Training*). Use the passage to highlight the role cell group leaders are committing to.

- It does not carry the weight of the entire congregation, as with the church's pastoral staff.
- It does carry the weight of investing a significant part of one's life into the spiritual development of a small group of people under the guidance and assistance of the church's pastoral staff.

Invite trainees to make a personal and public commitment to allow God to shape them into an "Ezekiel 34:1-6 Cell Group Leader." Make available a large piece of newsprint and colored markers. Invite trainees to add their names to the newsprint signifying that commitment. You, as the leader, should sign first, followed by other cell group leaders or supervisors that are present. (This piece of newsprint can be used as backdrop your church's next worship celebration as those making these commitments are formally introduced to the church.)

## 7:45 Conclusion

Remind trainees of the next *Cell Group Leader Training* session's time and location. Close by offering a prayer of blessing over all those who attended the retreat.

### ***Ideas if your available time requires/allows for a different retreat schedule.***

- If your retreat is shorter:
  - Present all of the First Day material at a different time in a different setting.
  - Ask participants to eat prior to arriving at the retreat center and start registration one hour later.
  - Conduct the *Journey Guide for Cell Group Leaders* process in a different setting.
  - Skip the Second Day afternoon recreation/free time.
- If your retreat is longer:
  - Lengthen recreation/free time in the afternoon of the Second Day.
  - Teach a second *Cell Group Leader Training* session.
  - Offer a Third Day morning worship celebration.



## ***Journey Guide Discussion***

Find a quiet place for your group to gather and use the next two hours to complete the following directions. Try to relax, share in trust, and allow your discussions to meet the need of the moment. Don't be afraid to minister to one another as needed.

- Share with one another how you initially came to know Christ as Lord and Savior (JG, p. 2).
- Share how you described your present relationship with God (JG, p. 2).
- Share whether or not cell leadership is a responsibility you feel you have enough time and energy to do (JG, p. 8).
- Share your Journey Map with one another and discuss its implications for you (JG, p. 14).

Share the answer to these questions with one another:

- “Of the issues raised in the *Journey Guide for Cell Group Leaders*, I was most challenged by...”
- “Of the issues raised in the *Journey Guide for Cell Group Leaders*, I was most excited by...”

Finish by praying together, interceding for one another based upon your previous discussions.

## Session I

# Preparing Your Heart for Cell Group Leadership

### Session I

Preparing Your Heart for  
Cell Group Leadership

#### **Ready:**

- Prepare yourself for this session so that you can stand in front of the trainees with complete confidence that cell/small group ministry will work in your church. Because this is the first session, you will want to exhibit enthusiasm for the ministry of small groups in your church.
- Make sure that you understand the nature of a group that lives out Upward, Inward, Outward, Forward. Work through the Recommended Reading at the end of Session 1 in the Participant's Guide. The book *Home Cell Group Explosion* will provide further background for your teaching of this session.
- Keep in mind the small group experiences of the people you are training. This will help you communicate the nature of a UIOF Cell Group. For instance, if many people have experienced home Bible studies in the past, you can illustrate how those kinds of groups fall short of the call of the Great Commandment and the Great Commission.
- This training is entitled *Cell Group Leader Training* and throughout this training the words 'cell group' are used. These words are not magical. It does not matter what you call your groups. In fact, churches have called their groups by various names including:
  - Small Groups
  - Life Groups
  - Lift Groups
  - Touch Groups
  - Hope Groups
  - Community Groups
  - Shepherd Groups



# NOTES

If you do not call your groups “cell groups” you may need to explain that the words are generic, and may be used to describe the groups in your church. Do not focus on what you call your groups. Titles do not transform lives. Instead, this training focuses on the values or the lifestyle that the members of your groups embrace. These values are summarized in the four elements Upward, Inward, Outward, Forward. If your groups are embodying these four elements, it does not matter what you call the group.

- Secure copies of the book *How to Lead a Great Cell Group Meeting* by Joel Comiskey to distribute at the end of this session. Couples can share this resource.
- Secure copies of *Cell Group Leader Training Participant’s Guide*. Each person needs a personal copy of this tool.

### **Aim — In this session people will:**

- Understand the nature of a holistic small group.
- Discover how the Great Commandment and the Great Commission impact the nature of an effective small group.
- Compare the heart of a shepherd to the heart of a hired hand.
- Learn ways to prepare their hearts for effective leadership of holistic cell groups.

### **Fire:**

- Distribute the copies of the *Participant’s Guide* as people arrive.
- If you teach the entire session, it will take 90 minutes.
- If plan to teach this session in 60 minutes, skip the following sections, which are marked with an \*:  
  - Biblical Foundations for Holistic Cell Groups\*, page 32
  - The Heart of an Effective Leader\*, page 38
  - The Characteristics of Shepherds\*, page 40
  - Small Group Activity\*, page 40
  - Large Group Activity\*, page 44
- Remember that the purpose of these training sessions is to train your people, not preach to them. (Do not neglect the processing activities that are designed to facilitate interactive learning.)
- Maintain your focus on the holistic nature of effective small groups — as expressed in the four elements, Upward, Inward, Outward, Forward.

## ***Multiple Kinds of Small Groups***

### **PERSONAL ACTIVITY**

3 minutes

#### **Personal Activity**

- There are multiple kinds of small groups.
- Check the various kinds of groups that you have experienced.

This session opens with an activity, which demonstrates that participation in small groups is not a new phenomenon. In fact, even if this is the first group of leaders you are training, you will find that almost 100% of the trainees will have participated in at least one of these kinds of groups.



Check the types of groups you have participated in.

Pause



Raise your hand if you checked off at least one group. Two. Three. Four. Etc. Many people have been a part of multiple groups at the same time. Has this been the case for someone?

Small groups are not a new concept in the church. Jesus did small groups. So did Paul, which is illustrated by the Scripture on the opposite page. Martin Luther wanted to do them. John Wesley viewed them as the most important part of the churches he planted. Today, cell groups are flourishing in churches around the world.

### **Teaching**

#### ***Effective Cell Groups are Holistic***



Some cell groups work while others fall short. Those that work best have a common characteristic: they are holistic. They seek to involve people and touch people at a relational level that impacts the entire Christian life, not just one part. Here is a working definition for a cell group that works:

8 minutes

#### **Effective Cell Groups are Holistic**

- A group of 4-15 people.



# NOTES

Lined area for taking notes.

## Preparing Your Heart for Cell Group Leadership

### Multiple Kinds of Small Groups

**PERSONAL ACTIVITY**

Check the various kinds of groups that you have experienced.

- Task Groups
- Mission Groups
- Choir Groups
- Bible Study Groups
- Worship Groups
- Fellowship Groups
- Discipleship Groups
- Care Groups
- Recovery Groups
- Evangelism Groups
- Leadership Development Groups
- Intercessory Prayer Groups
- Sports Groups
- Sunday School Groups
- Altar Ministry Groups

### Cell Group Leader Training

#### Effective Cell Groups are Holistic

- A group of 4-15 people.
- Members gather weekly for scheduled meetings.
- Members support one another through unscheduled, life-giving interaction.
- Members reach out to the hurting world.
- New leaders are mentored and released.
- Group multiplication is a goal.

*"No Christian can grow strong and stand the pressures of this life unless he is surrounded by a small group of people who minister to him and build him up in the faith." — Chuck Colson*

#### Biblical Foundation for Holistic Cell Groups

- Great Commandment
  - Upward — Love God
  - Inward — Love People
- Great Commission
  - Outward — Preach the Gospel
  - Forward — Make Disciples



## Communication Lines

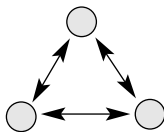
$$N \times N - N = CL$$

$$2 \times 2 - 2 = 2$$


$$3 \times 3 - 3 = 6$$

$$10 \times 10 - 10 = \underline{90}$$

$$15 \times 15 - 15 = \underline{210}$$



- A group of 4-15 people.

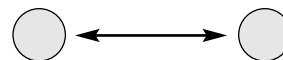
This is a general framework to illustrate that cell groups are small groups. To illustrate the importance of their being small, let's look at this equation.

**N = Number of people in a group**

**CL = Communication Lines**

$$N \times N - N = CL$$

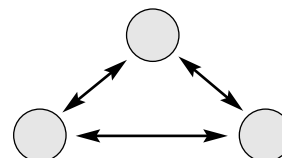
$$2 \times 2 - 2 = 2$$



$$3 \times 3 - 3 = 6$$

$$10 \times 10 - 10 = \underline{90}$$

$$15 \times 15 - 15 = \underline{210}$$



When there are 2 people in a group, there are 2 communication lines.

When there are 3, the communication lines increase to 6.

When there are 10 people, there are 90 communication lines!

When 15 people arrive, there are 210 communication lines.

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- Members gather weekly for scheduled meetings.

This may seem obvious to some, and legalistic to others. This statement is meant to clarify that attending a weekly meeting is important because it serves as a point of connection. Some churches have tried bi-weekly meetings. This is better than nothing, but research has shown that bi-weekly meetings do not stimulate community life as effectively as weekly meetings.

These meetings should be held away from the church campus, which more naturally facilitates relationships and reaching out to unbelievers. By stating that cell groups meet off campus, this differentiates them from Sunday School classes, training classes, task groups, or Bible studies that meet at the church building. These groups have their place, but they are not cell groups by definition.



# NOTES

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## Cell Group Leader Training

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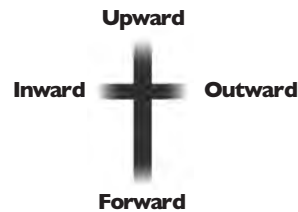
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**Do you feel this training would be beneficial for your leaders? Buy the trainer's guide and participant's guides!  
Call 1-800-735-5865 or visit [www.touchusa.org](http://www.touchusa.org)**