



# GROUP LEADER TRAINING

## WHY

### MAKE DISCIPLES THAT MAKE DISCIPLES

*"All authority in heaven and on earth has been given to me, therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And I am with you always, to the very end of the age." Matthew 28:18-20*

The passage above is known as the Great Commission. It's given by Jesus after his resurrection and right before he ascended to Heaven. At Red Rocks Church we believe the great commission is for anyone who identifies as a follower of Jesus Christ. We are to "make disciples" by "baptizing them" and "teaching them to obey everything" Jesus commanded.

A few words about the Great Commission:

#### Baptizing them into the Father, Son, and Holy Spirit:

This means we introduce people to God as a Father, as Jesus our Savior, and as the Holy Spirit who is with us forever. God is three distinct persons, yet one God.

#### Teaching them to do everything I commanded:

We are to teach people how to follow the teachings and ways of Jesus.

Disciples are then to go out and make more disciples, baptize them and teach them the ways of Jesus. We call this multiplication. We model our methods of discipleship by how Jesus disciplined. Living alongside a small group of disciples, teaching and studying Scripture, and obeying what Scripture teaches us. We learn by doing and we get to do it together as a group.

### WHAT IS A DISCIPLE

A disciple is a student or an apprentice of a teacher. A disciple would literally follow their teacher everywhere he went to learn and to become exactly like the teacher. We really want to emphasize this part of being a disciple. The end goal of being a disciple was to become like your teacher, who for Christians is Jesus. Discipleship is becoming like Jesus by imitating everything he did. Paul puts it this way in Ephesians: "become imitators of God, as beloved children" (Ephesians 5:1)

*Ultimately our hope for groups is that we would intentionally cultivate and strengthen deep relationships founded in God's love for us; living life together with eternity in mind and multiplying to make room for every person. For this to happen, we have to purposefully and ruthlessly fight the growing culture of busyness, comfort, selfishness, materialism and shallow relationships.*



in prayer, power so great most have not been able to describe it. Jesus tells us in Luke 18 to not lose heart but to instead pray trusting that God hears us. Even if you don't know what to pray Paul tells us in his letter to the church at Rome "the Spirit helps us in our weakness. For we do not know what to pray for as we ought but the Spirit himself intercedes for us with groanings too deep for words." (Romans 8:26)

Prayer can be as simple as asking your group to write down their requests in a journal and sending them out to your group for everyone to pray during the week. It can also be guided by coming to our monthly prayer nights on the first Tuesday of every month. Come with your group and the RRC staff will guide you and your group through different prayers.

### NEXT STEPS

We desire that all people in our church are taking steps to get closer to Jesus. Those steps will look different for each person in your group. One way to encourage people on their journey is to ask questions at the beginning of your group like "what would help you grow closer to Jesus in the next few months?" or "how can you serve the church in a greater capacity." We want to meet people where they are and encourage them on their journey by following up with them on their steps. Say they decide to read their bible everyday to get closer to Jesus. You could ask them after a month how they are doing and encourage them to keep going.

Ideas for Next Steps:

- Have they considered baptism? Now might be the time to go public with their faith by participating in a baptism service.

- Are they a part of the mission of God? What special gifts and abilities do they have to contribute to the world and to the local body of Christ? Our church has many places for people to serve people, from outreach, Kids Rock, Youth, Young Adults, Production, Greeting, Cafe, Sports, God Behind Bars, leading small groups and praying for people.

- Maybe you could encourage someone to co-lead or lead the group one day? As a leader, it is okay to delegate the responsibility of leading the weekly discussion to someone in your group who you think would do a good job.

- Have they taken a class at Red Rocks Church? Classes are a great next step for people, especially those who are new to the faith. We offer lots of classes at Red Rocks including Financial Peace University, Marriage Classes, Classes about Jesus and the Bible, and many other options.

- Do they know about all the sports leagues available through Red Rocks Sports?

- Are they ready to lead a group? More often than not, our new leaders come from already established Groups. These individuals have been part of a group for some time and are ready to lead one on their own. This is a great next step for some people to take.



### COACH

#### ROLE OF A COACH

The Coach's role is to disciple and shepherd Group Leaders placed under their care. They encourage, equip, and foster a discipleship relationship with each leader and help cultivate the group within them. They gauge the health of the groups and assist leaders in serving their group leaders and help be a resource for them in tough situations.

A Coach...

- Loves Jesus, the Church, recognizes the Bible as the final authority in all matters, and has a personal, growing relationship with Jesus Christ. (3-year minimum)

- Has a recognizable passion for discipleship and has led small groups successfully in the past.

- Has the time, emotional capacity, and moral discernment to develop leaders by leading, loving, and shepherding.

- Consistently attends Red Rocks Church as their home church and carries out the vision of Red Rocks Groups.

- To help prioritize Groups events, communicate with the Campus Ministry Leader promptly, and respond to all email communications, phone calls, and event requests.

## HOW

At Red Rocks Church we use the acronym ESPN as a tool for leaders to help engage with their group and push group members into a deeper relationship with Christ and each other. ESPN stands for Encourage, Scripture, Prayer, and Next Steps.

### ENCOURAGE

We desire our Groups to be a place of encouragement. To encourage means "to impart courage". The world and it's people are filled with things that tear people down, beat them up, teach them to question themselves. The church is different, it's a place where people hear messages contrary to what they hear daily. 1 Thessalonians 5:11 says "Therefore encourage one another and build one another up, just as you are doing." Encouragement has the power to not only impart courage but to also build another person up while the rest of their life could be tearing them down. Hebrews 10:25 says *"...not neglecting to meet together, as is the habit of some, but encouraging one another, and all the more as you see the Day drawing near."*

Here we can see that "meeting together" and "encouraging" are tied together. Not all encouragement has to come from words but can come from the act of meeting together in small groups consistently.

### SCRIPTURE

We can use scripture to encourage people by reminding them of the promises of God and His faithfulness throughout history. We can also see the story of what God is doing on the earth. We can trust scripture to teach us about all the things useful for life and godliness.

Scripture will also equip us for every good work. 2 Timothy 3:16-17 says "all scripture is breathed out by God and profitable for teaching, for reproof, for correction, and for training in righteousness, that the man of God may be complete, equipped for every good work". Here Paul lays out all the benefits of being saturated in scripture:

**Teaching:** the Bible is full of teachings on the best way to live, especially the teachings of Christ. His way is sure, sturdy, an anchor, founded on a rock, and eternal.

**Reproof:** the Greek word is *elegchos* which means "proof of reality". (So good!) Scripture is the best proof of what is real.

**Correction:** We all need to be corrected in our course of life. Being corrected is not about condemnation, but inspiring redirection (Romans 8:1) it is a "course correction" to walk down the path that leads to eternal life. (Psalm 1)

**Training in Righteousness:** in Greek word is *dikaïosynē* which means "as one ought to be, approved by God and man, integrity, purity of life, virtue, correctness of thinking, feeling, and acting". We all need training in these areas. Scripture can teach you all these things, the way Jesus would have it.

**The Result:** that the man or woman of God may be **complete, equipped** for every good work. By reading scripture for the renewal of the mind and putting it into practice we become complete, whole, and equipped for every good work God has prepared for us.

### PRAYER

We also want to pray for the people in our group. James reminds us in chapter 5 of his letter "the prayer of a righteous person has great power while it is working". There is great power

## WHO

### GROUP LEADER

#### ROLE OF A GROUP LEADER

Each campus is supported by Group Leaders, who are the backbone of relational discipleship at Red Rocks Church. Group Leaders are responsible for leading a group of individuals or couples up to 15 people. Group Leaders shepherd the group, guide them in discussions, set the tone for the conversations, and lead the group according to our ESPN model. Leaders work toward growing together and meeting the needs of those in their group.

A Group Leader...

- Loves Jesus, the Church, recognizes the Bible as the final authority in all matters, and has a personal, growing relationship with Jesus Christ. (2-year minimum)

- Is gifted and called to lead with a recognizable passion for discipleship and is able to lovingly and gracefully intervene if there is destructive, ongoing sin in the life of group members and maintain healthy and loving unity in the groups.

- Has the time, emotional capacity, and moral discernment to lead a group, and to be in a relatively healthy stage of life with a safe meeting place for a group. Consistently attends Red Rocks Church as their home church and carries out the vision of Red Rocks Groups.

- To help prioritize Groups events, communicate with the Campus Ministry Leader or Coach promptly, and respond to all email communications, phone calls, and event requests. *(If there is an ongoing pattern of not attending the required events and/or not responding to email or phone calls from Coach's or Staff, we will need to remove that leader from leadership and inform the group of that change).*