

A JOURNEY GUIDE FOR Cell Group Leaders

Cell Leadership 

Your Destination: Cell Group Leadership



Copyright © 2001 by TOUCH® Outreach Ministries
P. O. Box 19888, Houston, TX 77224-9888, U.S.A. • (281) 497-7901 • Fax (281) 497-0904
Find us on the World Wide Web at <http://www.touchusa.org>

Leading Others

The most exciting thing in life is to see people being changed. Especially when you know that there is no way you could have changed those lives. Wow! We have a wonderful God.

When people join a cell group, they will change. God changes people when they start caring for one another in small groups. Leading a group will prove one of the most rewarding experiences you ever have. To see God move through your group and your leadership will transform your life. In fact, as you lead others, you will discover that your life will be changed even more than the rest.

Leadership is a journey you will never complete — you can always keep improving. Moreover, the traits of effective leadership can be developed. Ninety percent of your leadership abilities are developed practices or habits. The remaining 10 percent is comprised of personal leadership gifts. These gifts will only succeed if a person develops the other 90 percent. If you do not develop and practice the habits of effective leadership, your unique giftings will lie dormant.

You can grow to be a good leader. The Holy Spirit is within you to help you. Your church has pledged to develop you. Your pastor and/or coach is committed to your success. The only things that others cannot give you are a desire to learn and persistence in growing. If you supply the desire and you choose not to give up, you will succeed.

While this *Journey Guide* is designed to help you in leading a small group, the things that you will learn in it will help you be a better leader in all walks of life. You cannot avoid being a leader. Sooner or later, you will have to lead others — whether in your family, work, society, or church, you will lead. The only question is what sort of leader will you be.

This guide is only a tool to help you develop as a leader. You need your coach. A coach is the person who will help you develop as a cell group leader and mentor you as you learn the practices of an effective leader. This person might be your current cell group leader, your pastor, or another leader in the church. As you enter into leadership, learn as much as you can from your coach. Don't be afraid to share openly with him or her and discuss what you are learning about yourself and others that you minister to.

Are you ready? Here we go! Have fun while you grow!

Now go for it!

Your Relationship with God

BRIEFLY DESCRIBE HOW YOU INITIALLY CAME TO KNOW CHRIST AS YOUR LORD AND SAVIOR.

HOW WOULD YOU DESCRIBE YOUR RELATIONSHIP WITH GOD?

- Exciting — I have a close walk with God.
- Rollercoaster — I feel close to Him, but at times I feel He is far away.
- Committed — I am mentally dedicated, but my heart wavers.
- Faith-building — I know God loves me, but I don't always feel it.
- Tough — I struggle in obeying God — I find it hard to obey at times.
- Other: _____

DESCRIBE A RECENT EXPERIENCE WITH GOD THAT ILLUSTRATES WHY YOU CHECKED THE BOX ABOVE.

HOW MANY DAYS IN THE LAST WEEK DID YOU HAVE A QUALITY PERSONAL TIME WITH GOD? _____

PLEASE SHARE ONE SIGNIFICANT EXPERIENCE YOU HAD IN YOUR PERSONAL TIME WITH GOD FROM THE LAST WEEK.

Your Involvement in Ministries

Check [✓] each statement that is true for you:

WHAT MINISTRY TRAINING HAVE YOU COMPLETED?

- A basic discipleship course.
- A spiritual gifts course.
- A worship leading course.
- An evangelism course.
- How to follow-up on a new believer.
- A mentoring course.
- A cell leader training course.
- Other: _____

IN WHAT CELL GROUP MINISTRY HAVE YOU PARTICIPATED?

- Leading worship in cell.
- Leading the icebreaker in your cell meeting.
- Following-up on a new believer.
- Caring for a cell member.
- Leading the prayer time in the cell meeting.
- Helping to pray for someone during the cell meeting.
- Organizing a cell group activity.
- Bringing new people to the cell group.
- Other: _____

LIST THE MINISTRY ACTIVITIES IN WHICH YOU HAVE BEEN INVOLVED IN THE PAST. CHECK [✓] THOSE YOU ARE CURRENTLY COMMITTED TO.

- | | |
|--------------------------------|--------------------------------|
| <input type="checkbox"/> _____ | <input type="checkbox"/> _____ |
| <input type="checkbox"/> _____ | <input type="checkbox"/> _____ |
| <input type="checkbox"/> _____ | <input type="checkbox"/> _____ |
| <input type="checkbox"/> _____ | <input type="checkbox"/> _____ |
| <input type="checkbox"/> _____ | <input type="checkbox"/> _____ |
| <input type="checkbox"/> _____ | <input type="checkbox"/> _____ |
| <input type="checkbox"/> _____ | <input type="checkbox"/> _____ |
| <input type="checkbox"/> _____ | <input type="checkbox"/> _____ |
| <input type="checkbox"/> _____ | <input type="checkbox"/> _____ |
| <input type="checkbox"/> _____ | <input type="checkbox"/> _____ |

LIST THE NAMES OF 3-5 PEOPLE YOU HAVE HAD A SIGNIFICANT INFLUENCE UPON FOR CHRIST.

WHO WAS THE LAST PERSON YOU PLAYED A SIGNIFICANT ROLE IN LEADING TO CHRIST?

NAME A TIME WHEN GOD USED YOU TO MINISTER TO SOMEONE IN GREAT NEED.

HAVE YOU EVER PERSONALLY DISCIPLED ANOTHER PERSON WHO WENT ON TO EFFECTIVELY DISCIPLE OTHER PEOPLE? YES NO

WHO? _____

THINK OF A TIME WHEN YOU FEEL YOU WERE ESPECIALLY EFFECTIVE AT ENCOURAGING ANOTHER PERSON. BRIEFLY WRITE ABOUT THAT EXPERIENCE.

IN A TIME WHEN YOU HAVE FOUND BEING A LEADER A GREAT CHALLENGE, HOW DID YOU HANDLE IT?

WHO IS THE LAST PERSON WITH WHOM YOU FORMED A CLOSE FRIENDSHIP?

THINK OF A TIME WHEN YOU COMMITTED TO A TASK AND UNCONTROLLABLE CIRCUMSTANCES INTERFERED WITH YOUR ABILITY TO COMPLETE THAT TASK. WHAT DID YOU DO?

HOW WELL DO YOU KNOW YOUR NEIGHBORS?

- They are good friends, and we spend regular time with them.
- We are not great friends, but I am working at being their friend.
- I know them, and we talk on a regular basis.
- We say "Hi" when we see one another.
- I barely know them.
- Other. _____

DESCRIBE A RECENT ENCOUNTER WITH A NEIGHBOR THAT WAS SIGNIFICANT.

DESCRIBE WHAT HAPPENED THE LAST TIME YOU ENTERTAINED PEOPLE IN YOUR HOME.

When No One Is Looking

THINK OF A RECENT TIME WHEN YOU WERE TRANSPARENT BEFORE OTHERS. WAS IT A POSITIVE OR NEGATIVE EXPERIENCE? WHAT MADE IT SO?

IN A RECENT EXPERIENCE OF FEELING LONELY, HOW DID YOU RESPOND?

BRIEFLY DESCRIBE A SITUATION WHERE YOU USED YOUR FINANCIAL RESOURCES TO BENEFIT SOMEONE ELSE. HOW DID YOU FEEL DOING THIS?

THINK OF THE LAST TIME YOU EXPERIENCED SPIRITUAL FAILURE (SIN). HOW DID YOU RESPOND?

IN A RECENT EXPERIENCE WHERE YOU UNDERWENT STRONG TEMPTATION, HOW DID YOU HANDLE THE SITUATION?

CONSIDER THE LAST TIME YOU RELOCATED TO ANOTHER CITY. WHAT WERE YOUR PRIMARY REASONS FOR MAKING THE DECISION?

THINK OF A RECENT MAJOR DECISION. DESCRIBE WHAT YOU DID TO ARRIVE AT THE DECISION YOU MADE.

THINK OF A RECENT TIME WHEN YOU DID NOT GET YOUR WAY. HOW DID YOU RESPOND TO THE SITUATION?

Your Availability for Ministering

THINK OF A TIME WHEN YOU WERE ASKED TO ACCEPT A RESPONSIBILITY YOU FELT YOU DID NOT HAVE THE TIME OR ENERGY TO DO. HOW DID YOU RESPOND?

IS CELL LEADERSHIP A RESPONSIBILITY THAT YOU FEEL YOU HAVE ENOUGH TIME AND ENERGY TO DO? YES NO

IF NOT AND YOU FEEL GOD IS CALLING YOU TO LEAD A GROUP, HOW WILL YOU ADJUST YOUR LIFE?

A Process for Refocusing Your Priorities

STEP 1: WRITE DOWN THE VARIOUS ACTIVITIES TO WHICH YOU HAVE MADE COMMITMENTS (I.E. JOB, CHILDREN'S ACTIVITIES, HOBBIES, SOCIAL EVENTS, ETC.)

<input type="checkbox"/>	_____	<input type="checkbox"/>	_____
<input type="checkbox"/>	_____	<input type="checkbox"/>	_____
<input type="checkbox"/>	_____	<input type="checkbox"/>	_____
<input type="checkbox"/>	_____	<input type="checkbox"/>	_____

STEP 2: CHECK THOSE ACTIVITIES THAT ARE PRIORITIES, THOSE YOU KNOW GOD IS CALLING YOU TO. IF YOU DON'T KNOW, ASK THE LORD TO SHOW YOU.

STEP 3: OF THE MINISTRY ACTIVITIES CHECKED ON PAGE 3, WHICH OF THOSE DO YOU FEEL A SPECIFIC CALL OF GOD TO DO? AGAIN, ASK THE LORD TO SHOW YOU.

_____	_____
_____	_____

STEP 4: WITH WHOM DO YOU NEED TO DISCUSS THE CHANGES IN PRIORITIES YOU FEEL THE LORD LEADING YOU TO MAKE (SPOUSE, PASTOR, CHILDREN, BOSS)?

_____	_____
_____	_____

STEP 5: MAKE A PLAN TO CHANGE YOUR PRIORITIES.
(THE ACTIVITIES ON PAGES 12-15 WILL PROVE HELPFUL.)

IF MARRIED, IS YOUR SPOUSE SUPPORTIVE OF YOUR INVOLVEMENT IN CELL GROUP MINISTRY? YES NO

Your Relationship with Leadership

Check [✓] each statement that is true for you:

HOW DO YOU REGARD THE VISION AND STRATEGY OF YOUR CHURCH?

- I support the entire vision with my attendance and financial backing.
- I believe in the vision but am not as involved as much as I would like.
- I question the vision, but I participate in it anyway.
- I question the vision, and I discuss my concerns with others.
- I do not believe in the vision of the church.
- Other: _____

THINK OF A TIME WHEN YOU DISAGREED WITH THE VISION OR STRATEGY OF A CHURCH YOU WERE INVOLVED IN. HOW DID YOU RESPOND?

HOW DO YOU RESPOND TO SPIRITUAL AUTHORITY?

- Blind Obedience — I obey without giving much thought to it.
- Honestly — I contribute thoughts and follow my leaders completely.
- Trustfully — I trust leadership even though I don't always understand.
- Questioning — I often find myself harboring doubts and questions about spiritual leaders.
- Reluctantly — I follow spiritual leaders, but I find it difficult to trust.
- Independently — I prefer to work alone and be led by what I feel God is showing me.
- Other: _____

THINK OF A TIME WHEN YOU WERE IN CONFLICT WITH SOMEONE IN SPIRITUAL AUTHORITY OVER YOU. HOW DID YOU RESPOND?

A Good Leader is a Good Servant

Jesus taught us: *“You know that the rulers of the Gentiles lord it over them, and their high officials exercise authority over them. Not so with you. Instead, whoever wants to become great among you must be your servant, and whoever wants to be first must be your slave — just as the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many.”* (Matthew 20:25-28)

As you become a leader, you will be one of those working the hardest and serving the most. For a Christian leader, servanthood is a big responsibility, but it is the greatest privilege. By becoming a servant, you are becoming more like our Lord, and He has pledged that He will serve those who serve others for His sake (Luke 12:37).

There are characteristics of a servant:

- **A servant leads** — the greatest servants are the greatest leaders. They model the life of Christ for others and lead people into servanthood.
- **A servant does menial tasks** — a servant does not pick and choose what he will do. He does what needs to be done, even the most menial tasks.
- **A servant is faithful** — God looks for faithfulness in His servant. Faithful means reliable. You can count on the person to carry out the instructions given quickly and thoroughly.
- **A servant sees the need** — he does not need to be told. A good servant takes the initiative and does whatever has to be done.
- **A servant is diligent** — in all of Jesus’ teachings and through His own example, He demands that a servant work hard. A good servant does more than he is asked.
- **A servant is available** — when the need arises, the servant is ready to serve. He is prepared to do service at all times.

Rate yourself on a scale of 1 to 10 — “1” the lowest score and “10” the highest.

1. A SERVANT LEADS	1	2	3	4	5	6	7	8	9	10
2. A SERVANT DOES MENIAL TASKS	1	2	3	4	5	6	7	8	9	10
3. A SERVANT IS FAITHFUL	1	2	3	4	5	6	7	8	9	10
4. A SERVANT SEES THE NEED	1	2	3	4	5	6	7	8	9	10
5. A SERVANT IS DILIGENT	1	2	3	4	5	6	7	8	9	10
6. A SERVANT IS AVAILABLE	1	2	3	4	5	6	7	8	9	10

Be a Proactive Learner

“My son, if you accept my words and store up my commands within you, turning your ear to wisdom and applying your heart to understanding, and if you call out for insight and cry aloud for understanding, and if you look for it as for silver and search for it as for hidden treasure, then you will understand the fear of the LORD and find the knowledge of God.” (Proverbs 2:1-5)

There are three types of learners.

1. **An unresponsive learner** — this type of person is not open to learn. He thinks that he already knows enough and that no one has much to teach him.
2. **A passive learner** — this type of person will learn if taught, but she is waiting for someone else to take the initiative. If no one teaches her, she will not learn.
3. **A proactive learner** — this type of person will learn even if no one is teaching him. This person will find someone to teach him because he is hungry to learn.

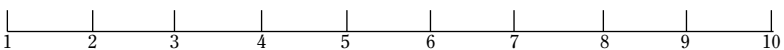
If you develop an proactive learning spirit, it will bless you for the rest of your life. The moment you stop learning, you will become a grumpy old person.

PROACTIVE LEARNERS HAVE CERTAIN QUALITIES. RATE YOURSELF ON A SCALE OF 1 TO 10 — 10 BEING THE HIGHEST.

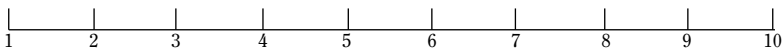
Spending time with God is a habit.



Reading stimulating books.



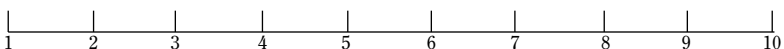
Getting input from others.



Asking questions, even those that might display ignorance.



Learning about new ways of doing things.



Trusting the direction of the leaders.



The Habits of Effective Cell Group Leaders

A survey of cell leaders discovered that there are certain factors that have no affect upon a person's ability to lead a cell group effectively. The following list of non-factors might surprise you: gender, social class, age, marital status, education level, personality type, and spiritual giftings (Reported in *Home Cell Group Explosion* by Joel Comiskey. TOUCH® Publications, 1997).

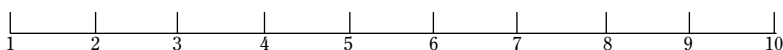
However, the survey found that there are some crucial factors that directly impact a group leader's ability to lead a group. These include:

- Dreaming of leading a healthy, growing, multiplying group.
- Praying for group members daily.
- Inviting new people to visit the group weekly.
- Contacting group members regularly.
- Preparing for the cell meeting.
- Mentoring an apprentice leader.
- Planning group fellowship activities.
- Being committed to personal growth.

These are discussed in detail in *8 Habits of Effective Small Group Leaders*. Anyone who is committed to the Lord, walks with upstanding character, is open to new ways of ministry, and is submitted to the direction of the church, can put these factors into practice.

As you begin leading, you won't practice these habits perfectly. Relax; no one does. You might be surprised at how you are already practicing some of these habits. In the exercise below, rate how much you are putting each habit into practice in your daily life. Don't rate how much you believe in the habit or how much you know about the habit. Rate how much you are effectively practicing the habit.

DREAM: I HAVE A CLEAR VISION OF THE KIND OF CELL GROUP I WANT TO LEAD AND A PLAN FOR GROWING AND LEADING IT TO BIRTH A NEW GROUP.



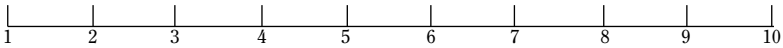
PRAY: I SPEND TIME WITH THE LORD EVERY DAY BOTH IN DAILY DEVOTIONS AND IN PRAYING FOR OTHERS IN MY CELL GROUP.



INVITE: I FEEL COMFORTABLE INVITING PEOPLE TO COME TO OUR GROUP AND DO SO ON A REGULAR BASIS.



CONTACT: I HAVE THE ABILITY TO REACH OUT TO PEOPLE IN MY GROUP BY CONTACTING THEM VIA THE PHONE, PERSONAL VISITS, LETTERS, ETC.; AND I DO SO ON A WEEKLY BASIS.



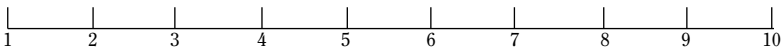
PREPARE: I PREPARE MY HEART BEFORE COMING TO THE CELL MEETING, AND I AM READY TO CONTRIBUTE HONESTLY EVERY WEEK. WHEN I HAVE BEEN GIVEN A RESPONSIBILITY TO LEAD A PORTION OF THE MEETING, I FEEL PREPARED TO DO SO.



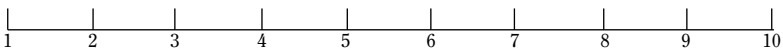
MENTOR: I HAVE MENTORED ANOTHER CHRISTIAN BEFORE AND AM DOING SO RIGHT NOW.



FELLOWSHIP: I FULLY PARTICIPATE IN THE FELLOWSHIP ACTIVITIES OF MY CELL GROUP, AND I HAVE LED THE GROUP TO DO STUFF OUTSIDE THE CELL GROUP MEETINGS.



GROW: I AM COMMITTED TO GROWING AS A LEADER, AND I EXHIBIT THIS BY BEING A PROACTIVE LEARNER.



Your Journey Map

On pages 14-15, you ranked 8 habits on a scale of 1-10. On the map below, write the name of the habit beside the number that you circled for that habit. This will reveal the habits that are strong and point out the habits that need work. Discuss this map with your cell leader, coach or pastor so that you can get the training you need to take the next steps toward effective cell group ministry.

The map features a winding path that starts at the bottom left and moves generally upwards and to the right. Along the path, there are ten numbered points, each with two horizontal lines for writing. The numbers are: 1, 2, 3, 4, 5, 6, 7, 8, 9, and 10. In the top left corner, there is an inset photograph of two hikers with backpacks standing on a rocky mountain peak, one reaching out to the other. In the bottom right corner, there is a compass rose with a central circle and four points labeled with letters: 'N' (North), 'S' (South), 'E' (East), and 'W' (West).

Facilitating the Group Meeting

The four W's, Welcome, Worship, Word and Works, form an excellent framework to guide you as you facilitate a cell group meeting. Even if your church uses different terms to describe each portion of the meeting, you can use the 4 W's as terms to describe what happens in the flow of a meeting. Rate yourself below on how effective you feel your leadership is in the 4 W's.

WELCOME: OPENING A MEETING AND GETTING THE ENTIRE GROUP INVOLVED.

- I have never led the Welcome time in a cell group meeting.
- I have some experience in leading the Welcome time.
- I have extensive experience and feel confident in leading the Welcome time.

WORSHIP: LEADING OTHERS INTO SMALL GROUP WORSHIP.

- I have never led the Worship time in a cell group meeting.
- I have some experience in leading the Worship time.
- I have extensive experience and feel confident in leading the Worship time.

WORD: FACILITATING DISCUSSION IN A CELL GROUP MEETING THAT LEADS TO APPLICATION AND PERSONAL MINISTRY.

- I have never led the Word time in a cell group meeting.
- I have some experience in leading the Word time.
- I have extensive experience and feel confident in leading the Word time.

WORKS: LEADING PRAYER FOR THE LOST AND FACILITATING DISCUSSION OF HOW THE GROUP WILL REACH OUT TO PEOPLE OUTSIDE THE GROUP.

- I have never led the Works time in a cell group meeting.
- I have some experience in leading the Works time.
- I have extensive experience and feel confident in leading the Works time.

Instructions for the Pastor or Cell Leader's Coach

Every person has the potential to lead a cell group. God is no respecter of persons and research has shown that people of all personalities, backgrounds, economic situations, academic training, etc. have led cell groups equally well. If a person loves the Lord, loves people and is committed to the vision of the church, most likely he or she can be trained to be a cell leader.

Obviously, everyone won't become a cell leader. Sometimes it is a matter of timing. Some people don't want to let go of some things in their lives so that they can be free to minister. Others are not open to learning how to minister in new ways. Still, viewing every cell group member as having the potential to lead a group is the first step toward raising up a new leader.

As group members rise to the top and prove faithful in attending group meetings, serving others and reaching out to unbelievers, you will want to visit with that person and talk with them about the possibility of going through cell group leader training. This training will give them the skills to effectively lead a cell group.

Before potential leaders go through your training, you will want to spend some time with them to learn more about them on a personal level. This is where the *Journey Guide for Cell Group Leaders* comes in. Here are three simple steps for using this tool:

- Step 1: Give the *Journey Guide* to the potential cell leader and have him or her fill it out.
- Step 2: Make an appointment to visit with the potential leader about the responses to the questions. It is best to take along the potential leader's current cell leader for this time of sharing.
- Step 3: From the *Journey Guide* discussion, you will help the potential leader take new steps to enter into effective ministry.

To help you lead an effective *Journey Guide* discussion, we have developed a detailed instruction guide. You can download this tool for no charge from the TOUCH® website: www.touchusa.org. These instructions will prove essential if you want to get the most out of your discussion with you potential leader.