

Group Host Training

Real Hope. New Life. Lasting Purpose.



**Groups exist to
develop meaningful
connection beyond
Sunday centered on
God's Word.**

Welcome.

Thank you for being willing to host a group this next season. We believe that God wants to utilize the gifts and passions He's poured into your life to help call others into meaningful community.

Groups gives us an opportunity to connect, to care, and to serve those around us. Groups invites us to align with the heart go God: to be in continual process of loving Him and loving others. (Matt 22:36-40)

Unpacking the 3 Host Elements.

1. Who You Are

- Be a consistent attendee of North Point (1 Year)
- Committed to Christ for at least 1 year
- Committed to integrity, character and spiritual growth
- Have a track record of relating and connecting with others and demonstrate high care and concern for others.
- Commitment to reliability (minimal meeting cancellation, prepared to lead each meeting.)
- Represent North Point positively and with protection of its unity (needs to reflect NP Mission & Vision statement, NP values)
- Undergo application and interview

What is NP's Mission?

“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.”

Matthew 28:19

What is NP's Vision Statement?

Leading people to Real Hope, New Life and Lasting Purpose through Jesus Christ.

What is NP's Core Cultural Values?

These values determine why we exist, what is important to us, how we behave, what we do and how we succeed.

Embracing Truth.

We stand on the life-giving Truth found in the Bible

Living Authentically.

We 'come as we are,' and become more like Jesus daily.

Reaching Out.

Our energies are focused on sharing Jesus' love to all people.

Giving Generously.

We are rivers, not reservoirs of God's extravagant blessing to us.

Battling Mediocrity.

If it is worth doing, it is worth doing with passion.

Looking Forward.

We thank God for our past but we are focused on the future.

Taking Ownership.

Together making God's name great, WE are North Pointe!

2. How To Meet

- Start and end times are important (respect for people's time).
- Weekly group communications through email or text (whichever works best for your group as a whole).
- Groups and meeting locations must align with the values and beliefs of North Pointe. (i.e. Groups shouldn't meet in bars, clubs, casinos, etc.)
- Meetings must include 3 or more people (Who can you ask to be a part of this with you?). An ideal group size is between 8-12 people.
- Groups can meet as often as they desire, but must be consistent (Weekly meetings are recommended, monthly meetings are the minimum requirement)

Why length and consistency matter.

We must be good stewards of people's time. People thrive on clarity and consistency; this gives Groups the best opportunity to see people committed long-term.

Consistency creates caring community. Relationships grow over time, trust is earned over time, and transparency happens over time; consistency gives people that time.

***All study-based content must be NP approved.**

3. How To Host

- Hosts need to be willing to create a place where group members can find care and support.
- Facilitate an environment where group members can safely express fears, worries, and doubts about faith and life.
- Hosts responsibility to stop gossip or destructive conversation immediately.
- Zero tolerance policy for self-promotion (politics, small business, MLM, etc.)
- Groups should remain bible-focused and fact-focused, not opinion-focused. Communicate observable facts/ideas. (If you can't weigh it, don't say it)
- Hosts are willing to connect with group members outside of the meeting times to produce genuine community.
- Hosts are supported by a Groups coach to help with any questions or concerns that may arise.

The best Groups don't just meet together, they do life together.

Are you willing to care for your group outside of meeting times?

Group Hosts ideally become "shepherds" to the people in their groups.

Host Tip

Never underestimate the significance of the time after the meeting

The best Groups are facilitated, not dominated.

Don't host if it's about power or recognition. This is about community and care.

Follow the "2 ears, 1 mouth" rule. Listen twice as much as you talk. Ask good questions.

Always remember that people don't care how much you know until they know how much you care.

The best Groups serve together.

Groups can easily become inward focused only. Serving allows us to break free of that to care for others around us. We encourage groups to find fun, creative ways to serve together. Helping at a homeless shelter, sorting items at a food bank, doing a neighbourhood clean up, trunk-or-treat, carnivals, or becoming a greeting team on Sundays or Thursday's together can be great ways to accomplish this.

The best Groups grow intentionally.

Growth is not an accident and so Groups are designed to intentionally promote spiritual maturity and personal growth through meaningful Christian relationships and the study of God's Word (Romans 8:29 & Hebrews 10:24-25). We'll do this by focusing on four primary activities:

SHARE

Each week we'll take time to share what is happening in our lives.

STUDY

Each week we'll take time to look to God's Word in a way that either relates to the previous weekend's sermon or an approved

bible study. Our goal is to learn how to live out our Christianity in everyday life.

SUPPORT

Each week we'll learn how to take care of one another as Christ commanded (John 15:9-13). This care can take many forms, such as prayer, encouragement, listening, challenging one another and meeting real needs.

SERVE

Spiritual growth is fostered not only by what we gain through the support and input of others, but also through service to others. The role each of us fills is important to the health of the church and for us to be the hands and feet of Jesus to our community (Ephesians 4:11-16). It is our hope you can find and/or be affirmed in the ways God has designed you to serve and make a difference in God's Kingdom.

5 Marks of a Healthy Group

For our groups to be healthy we need to...

1. Make spiritual growth our number one priority (Romans 8:29).
2. Accept one another (Romans 15:7)
3. Take Care of one another (John 13:34)
4. Treat each other with respect (Ephesians 4:25-5:2)
5. Keep our commitments to the group (Pslams 15:1-2, 4b)

The Four Q's

For key questions to ask when someone comes to you with an issue they are experiencing. Getting the facts and context usually makes the next steps relatively straightforward on how to support them and the kind of help they may need.

1. How long have you been dealing with this?

When did this first occur?

2. Who else knows?

Have you talked to anyone else about this? If so, who? When was the last time you talked to someone about it?

3. Have you received any advice or council on how to deal with this?

What have those you've talked to said about it? Have you sought any other help or resources regarding this issue?

4. Do you have any plans for your next step?

What would you think might be your next step? Would you like to me to check on some other resources? *(Connect with your Group Coach if you need resources, you don't make the calls but give them referral, etc.)*

Group Coaches

What is a Group Coach?

Every Group's Host has a Coach assigned to them.

Coaches are your support system. They are there for you when you have questions, concerns or just need some encouragement.

They are:

- Your biggest cheerleader & #1 fan
- The Aaron to your Moses - there to hold up your arms when needed
- The fleece to your Gideon - there to help you discern the will of God
- The donkey to your Balaam - there to help stop you from walking into a disaster when possible
- The tree to your Zacchaeus - there to lift you higher so you can see Jesus better!

Coaches are available and accessible, but not there to micromanage or overshadow.

Coaches can attend your group, but ideally won't. Why?

- 1. We believe you're a capable leader.**
- 2. Most groups are healthy & function well.**
- 3. The addition of a random one-event coach could be awkward and change the dynamic of the meeting**

However, your coach is there to help with conflict resolution when things maybe don't go as planned, or to offer additional support.

Common Group Issues

Group Issues You May Face

- **The Dominator** - #1 reason why people don't return to groups, often speak out of turn, cut others off, and go on rants. Everything is about them, and they often bring all their luggage to a meeting.
- **The Political Warrior** - Everything is political (correct or incorrect).
- **The Business Mogul** - They have a Multi Level Marketing Plan (MLM)/ Investment/Small Business (and they just want to see you retire in 5 years, or at least pay significantly less on your heating bill).
- **The Agitator** - likes a good fight (willing to go 9 rounds), confrontational in nature, and often can't be wrong.
- **The Religious Guru** - has been sent as a gift from God to "actually" teach everyone the "real" truth of scripture. They have a keen eye for sin and mistakes in others and have no problem pointing it out.

We all need grace, and we all have "stuff" to work on, but some people might just be ERG's (Extra Grace Required people).

Our heart is to show grace, and to love people where they are at, but also to call them higher (towards Christ) and forward (to walk that out). Sometimes this takes intentional 1-on-1 conversations, or even deeper intervention.

So how do you deal with these issues?

Solving Group Conflict

We believe one of the best strategies we can follow to solve conflict in Groups is to follow the "You Go, We Go, I Go" model.

- 1. You Go** - As a Groups host, you need to confront those in conflict (for the health of your group, and those involved). This can often happen in a quick, loving conversation that truthfully communicates the issue and a healthy path forward. Most conflicts can be solved at this stage.
- 2. We Go** - If necessary, together you and your coach will confront, speak into, and deal with those involved in conflict.
- 3. I Go** - Unfortunately, some rare circumstances will require deeper attention. If this happens, your coach or a pastor will step in and take appropriate action.

The goal is not only to solve conflict quickly, but also to help others become healthy and move forward, and to protect the health and unity of the group.

Groups Advertising & Promotion

All approved Groups will be publicly displayed on the North Pointe website.

Groups, in general (not specific), are shared about in Pastor Michael Voll's weekly email.

Groups will also be encouraged as part of the New Class.

The best advertisement for Groups is through PERSONAL INVITES. Who are you going to invite? A great way to personally invite others is through social media (Facebook, Instagram, etc.).

Planning Center

All approved Groups will be run through Planning Center Groups. Planning Center Groups creates an informative, easy-access display of all Groups listed in the database.

What is Planning Center Groups? Check out this short video:
www.youtube.com/watch?v=Ed8xVoVsMJM



PCG is helpful for:

- People searching for a group (randomly or intentionally)
- Advertising - you can easily share a direct link on your social media, or through email
- Administration ease - tracking, attendance, follow-up, and adding resources
- Information security - this program makes host information accessible, yet secure.

Your privacy matters to us. People can only access information that we allow once they are registered for your specific group.

Hosts will be required to maintain an up-to-date Planning Center profile (profile picture, email, phone number, etc.).

Hosts are required to:

- Keep the "Events" tab up-to-date (proper dates and times for events)
- Take attendance every event
- Add necessary resources under the "Resources" tab

Your Groups coach will take care of the rest (Group settings, and image).

Group Tips

Here are some great tips to keep in mind as you Host your Group.

1. Ask open-ended questions.
2. Be encouraging.
3. Be yourself.
4. Don't feel you need to have all the answers.
5. Don't be afraid of silence.
6. Redirect or rephrase the questions.
7. Always be real.
8. Invite people to your Group
9. Serve with your Group

Your job as a host is to as authentically and simply as possible facilitate a safe, welcoming, and encouraging environment.

Invite people. Take a moment right now to think about who you could invite. Don't feel like you have to make people come, but rather you can invite them and then leave the results to God.

Join in on the Host Rally's when they happen!
These events are put on to celebrate you, and the many amazing stories of life change that come out of Groups.

Host Tip

Seek feedback, it will strengthen you as a leader.

Appendix

FIRST NIGHT PREPARATION

Hosts - Check your rosters online and **CONTACT ALL MEMBERS** one week before the first meeting and welcome them to the group. Provide the location and time of your group, as well as any entrees to bring for dinner/dessert.

GOALS FOR THE FIRST MEETING

- Rekindle relationships and meet new members
- Clarify your group's direction / expectations / commitments
- Briefly discuss the sermon topic (if there is time)
- Pray for the building of relationships and spiritual growth of the group

THREE ESSENTIALS PARTS OF YOUR EVENING

#1 WELCOME, MINGLE AND TALK WHILE YOU EAT

Host greet members upon arrival with music.

The first seven seconds after arrival are critical for new members. Make a great first impression!

#2 FIRST GROUP DISCUSSION

Sharing Activity: "Getting to know you" questions and/or Getting to know you game like 2 Lies and a Truth.

#3 KEEP IN MIND, YOUR "DESSERT" CONVERSATIONS ARE JUST AS IMPORTANT AS YOUR MEETING DISCUSSIONS.

Host Tip

Snacks can help make people feel relaxed and can help break the ice in your group.

GROUP PRAYER TIPS

Use these three simple guidelines to help your group pray.

1. **WE PRAY FOR ONE TOPIC AT A TIME**

Anyone in the group is free to introduce a prayer request either before prayer begins or during the prayer time. Once a topic is introduced, the group focuses on that request alone. Once it's covered, the group moves on to the next topic.

2. **EACH PERSON PRAYS MORE THAN ONCE**

Because the group is focusing on one topic at a time, each person is encouraged to pray several times during the prayer time for those topics they feel most led to pray about.

3. **WE KEEP OUR PRAYERS SHORT AND SIMPLE**

Group prayer goes better when members keep their prayers short and to the point. When someone prays for a long time, it's hard for the other members to stay focused and long prayers tend to intimidate those who are just learning to pray out loud in a group.

P.R.A.Y a template to help you pray.

Praise is all about giving God thanks for who They are and what They have done.

Repentance is about turning away from our sin and asking God to help us live holy lives. This step is necessary because we can't come before God with a clean heart if we're still clinging to our sin.

Ask is about asking God for help. We can ask Him for anything, big or small, and He will graciously answer us, even if the answer isn't what we expect.

Yield is about giving God control of our lives and surrendering our plans to His perfect will. Yielding is a hard step, but it's an important one if we want to truly follow God.

SUGGESTIONS FOR SOCIALS

We encourage each Life Group to plan one social event per quarter where everyone can connect in a new way. These socials can include children too if appropriate. We are always looking for fun things to do with our Life Groups. Here are some ideas.

FIELD TRIPS

Take a day trip as a group to someplace like Fort Edmonton Park, the Zoo, the ice sculptures etc.

GAMES

Lunch and Bowling

Grab lunch somewhere and then enjoy an afternoon of bowling.

Laser Tag & Dinner

Dinner & Play

There are several pre-packaged murder-mystery plays available at game stores.

Miniature Golf

Miniature Golf can be a fun activity for adults and children.

Game Night

Game nights are always popular especially when combined with fun food such as appetizers or a potluck. Fun games to play are Taboo, Bunco, Cranium, Quelf and more! Check your local game store.

FOOD & POTLUCKS

Progressive Dinner

Choose 4 member's houses to visit. Each "house" will provide a different part of the dinner. Everyone carools to each location for that portion of the dinner. You can play a game at each house as well.

Breakfast Bar

Meet for breakfast on the weekend and cook a big breakfast together. During good weather, this can be fun to serve in the backyard.

Sushi Night

If one person has a special cooking skill...share it with the group. Combines fun, learning and eating all in to one event!

Host

Qualifications / Expectations

Qualifications

- Be a consistent attendee of North Point for at least 1 Year
- Committed to Christ for at least 1 year
- Committed to integrity, character and spiritual growth
- Have a track record. Of relating and connecting with others and demonstrate high care and concern for others
- Commitment to reliability (minimal meeting cancellation, prepared to lead each meeting.)
- Represent North Pointe positively and with protection of its unity (needs to reflect NP Mission & Vision statement, NP values)
- Undergo application and interview

Expectations

Prepare for group meeting

- Review group material (sermon, video, discussion questions, leaders notes etc.)

Care for Group

- Stay connected with group members as they experience personal problems & needs
- Partner with your group coach for any special needs
- Visit members in the hospital
- Start and end times are important (respect for people's time).
- Weekly group communications through email or text (whichever works best for your group as a whole).
- Groups and meeting locations must align with the values and beliefs of North Pointe. (i.e. Groups shouldn't meet in bars, clubs, casinos, etc.)

- Meetings must include 3 or more people (Who can you ask to be a part of this with you?). An ideal group size is between 8-12 people.
- Groups can meet as often as they desire, but must be consistent (Weekly meetings are recommended, monthly meetings are the minimum requirement)

Attendance

- Attendance is one of the key ways to help you shepherd your group as well as help us know how your group is doing and how to care for you.

“ONE ANOTHER” PASSAGES

The phrase “one another” is derived from the Greek word *allelon* which means “one another, each other; mutually, reciprocally.” It occurs 100 times in the New Testament. Approximately 59 of those occurrences are specific commands teaching us how (and how not) to relate to one another. Obedience to those commands is imperative. It forms the basis for all true Christian community, and has a direct impact on our witness to the world (John 13:35). In addition to *allelon*, the Bible uses other words and phrases to instruct us how to relate to others. With that in mind, the following list is not exhaustive, and primarily focuses on the use of *allelon*.

POSITIVE COMMANDS

Love one another (John 13:34 - This command occurs at least 16 times)

Be devoted to one another (Romans 12:10)

Honor one another above yourselves (Romans 12:10)

Live in harmony with one another (Romans 12:16)

Build up one another (Romans 14:19; 1 Thessalonians 5:11)

Be likeminded towards one another (Romans 15:5)

Accept one another (Romans 15:7)

Admonish one another (Romans 15:14; Colossians 3:16)

Greet one another (Romans 16:16)

Care for one another (1 Corinthians 12:25)

Serve one another (Galatians 5:13)

Bear one another’s burdens (Galatians 6:2)

Forgive one another (Ephesians 4:2, 32; Colossians 3:13)

Be patient with one another (Ephesians 4:2; Colossians 3:13)

Speak the truth in love (Ephesians 4:15, 25)

Be kind and compassionate to one another (Ephesians 4:32)

Speak to one another with psalms, hymns and spiritual songs (Ephesians 5:19)

Submit to one another (Ephesians 5:21, 1 Peter 5:5)

Consider others better than yourselves (Philippians 2:3)

Look to the interests of one another (Philippians 2:4)

Bear with one another (Colossians 3:13)

Teach one another (Colossians 3:16)

Comfort one another (1 Thessalonians 4:18)
Encourage one another (1 Thessalonians 5:11)
Exhort one another (Hebrews 3:13)
Stir up [provoke, stimulate] one another to **love and good works** (Hebrews 10:24)
Show hospitality to one another (1 Peter 4:9)
Employ the gifts that God has given us for the benefit of one another (1 Peter 4:10) **Clothe yourselves with humility** towards one another (1 Peter 5:5)
Pray for one another (James 5:16)
Confess your faults to one another (James 5:16)

NEGATIVE COMMANDS (how not to treat one another)

Do not lie to one another (Colossians 3:9)
Stop passing judgment on one another (Romans 14:13)
If you keep on biting and devouring each other...you'll be destroyed by each other (Galatians 5:15)
Let us not become conceited, provoking and envying each other (Galatians 5:26)
Do not slander one another (James 4:11)
Don't grumble against each other (James 5:9)

We do all this because we are in a real sense
“members of one another” (Romans 12:5;
Ephesians 4:25).



 **NORTH POINTE**
COMMUNITY CHURCH