



FLATIRONS
GROUPS

LEADER GUIDE





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**WE LEARN
IN ROWS.
WE GROW
IN CIRCLES.**

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IN A CIRCLE.

Whether we are sitting in a classroom, a hotel conference room, or in an auditorium, the truth is: we learn in rows. This is how most of us learned our ABC's, the periodic table, and the Gettysburg Address, right?

IN A ROW.

But where do we grow and connect best? Where do we develop spiritual growth and relational connection? Where do we unpack biblical truth, address the things that block us, and experience grace and life-change?

IN A CIRCLE.

It has been this way since creation. We were made for relationship. God created us to form and build relationships; with each other and (more importantly) with Him. Jesus modeled this and lived it out around campfires, along dusty roads, and aboard a fishing boat. He showed us that the most effective way for His followers to deepen their relationship with God is by linking arms with other people pursuing the same goal.

IN A CIRCLE.

We encourage, challenge, and strengthen each other. Today, those circles happen in living rooms, coffee shops, and pubs all in your communities and around your Flatirons campus. Like fertile soil, we grow when we take the time to build a safe “me too” group where we can sit across from each other, face to face, and work through what God is teaching us. This growth is all built on a solid foundation of His Word and healthy relationships.

This doesn't happen by accident. It takes intentionality. It takes people willing to step up and humbly lead and serve others on this great adventure. Thanks for accepting this book and the bold challenge to create more circles, invest in deeper connections with Jesus, God, and one another, and cultivate a thriving community here at Flatirons.

—The Flatirons Groups Team

THE VISION

Imagine a place . . . a place where people begin to think and act like Jesus.

Imagine a church filled with people. . . people who are learning to put into practice what Jesus taught His followers.

Is that even possible? Is it possible to become the kind person who truly thinks and acts like Jesus? Jesus said this was possible, and it was His last command on Earth. We believe that living life and linking arms in a safe, “me too” group is the best place, and the best environment, for someone to become that person. A group is the best place to train, grow, and know who Jesus really is so that His mind is formed in each of us.

This is the way things started. Shortly after Jesus’ death and resurrection - right after He ascended into heaven - the first church formed. The church (the first Christians) set the model for what a safe, “me too” group looks like.

“And they devoted themselves to the apostles’ teaching and the fellowship, to the breaking of bread and the prayers. And awe came upon every soul, and many wonders and signs were being done through the apostles. And all who believed were together and had all things in common. And they were selling their possessions and belongings and distributing the proceeds to all, as any had need. And day by day, attending the temple together and breaking bread in their homes, they received their food with glad and generous hearts, praising God and having favor with all the people. And the Lord added to their number day by day those who were being saved.” Acts 2:42-47

The very first followers of Jesus did it simply by gathering together in homes and unpacking and applying what Jesus said through the Apostles. Then they would share their own journeys, the change Jesus was making in their lives, and their belongings.

Before long, Jesus' followers were everywhere and Christianity spread like wildfire around the world! This is at the heart of everything we're trying to do at Flatirons in groups:

To take what we've heard and learned about Jesus from the weekend.

TO SHARE OUR STORIES ABOUT THE CHANGE JESUS IS MAKING IN OUR LIVES IN A SAFE, “ME TOO” GROUP.

To grow together; being formed into people
who think and act more and more like Jesus.



THE INTENT TO DO IT

First steps are important.

Like any journey, the first step is an important one, isn't it? The first step is where the ideal becomes reality; where desires, hopes and dreams are tested, and where perseverance is initially tested.

Before we ever take that first step, however, we need to know where we are going and decide if we really want that vision to be our reality. We need to know the path. That takes vision, and our vision here at Flatirons is pretty simple: "to bring the awesome life of Christ to a lost and broken world."

The next steps on the journey to fulfill this vision are easily broken down into our five core values with the first (and most important) core value: **Biblical Authority** directing all the rest. Everything we do and try to accomplish here at Flatirons (including creating "me too" groups) is directed by these core values:

1. Biblical Authority - "A Better Way to Do Life"

The Bible is God's Word and it is our authority for life. If we will adjust our lives (submit) to it, we will find a better way to live. (John 1:14)

2. Relational Intimacy - "Grace and Truth"

No matter what you have done wrong, we believe that by grace through faith in Jesus alone, it is still possible to be reconnected back into an intimate relationship with God. (Ephesians 2:8-9, Romans 6, 8)

3. Spiritual Formation - "Me Too"

We believe that living life and linking arms in a safe, "me too" group is the best environment to train to know who Jesus really is so that He is formed in us. (Romans 12:1)

4. Excellent Environments - "Bump Into Jesus"

Using our spiritual gifts, talents, abilities, resources, passions and creativity, we believe that it is our role and responsibility to create excellent environments and eliminate any and all obstacles so that people have the best opportunity to encounter (bump into) Jesus so that He can do what only He can do. (Colossians 3:17)

5. Relational Evangelism - "Come and See"

Because of what Jesus has done for us we believe the most loving thing we can do for others is to go to them and invite them to come and see who Jesus is and what He has done for them. (Mark 2, Matthew 28)

As a Group Leader, we are asking you to not only read and embrace these **five core values** personally, but to use them to direct you on this journey - using them as the road map and compass for leading your group to deeper connection to Jesus and with others.



THE STRATEGY

Another important part of any journey is having a plan, right? When you're setting off on a big adventure like we are at Flatirons with this groups program, you have to have a plan.

The basic strategy for the Flatirons groups program will consist of:

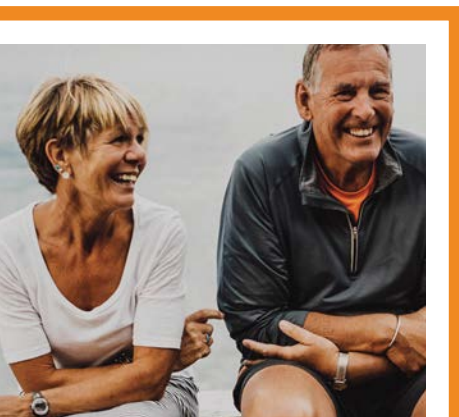
- + Group Leaders will commit (a semester at a time) to hosting a gathering (or circle) in their home or public venue (i.e., coffee shop, restaurant, pub, etc.).
- + The groups program will be held throughout the year in two 12-week semesters: a fall-into-winter semester and a winter-into-spring semester.
- + There will be a winter and summer break option between the two 12-week semesters where groups and Group Leaders have the choice of continuing to meet weekly, meet once-a-month, or suspend meeting during the break(s).

We'll look at some of the details to this plan later, but before we do, let's quickly look at the heart of this plan. The structural and foundational parts of the Flatirons groups program begin with what you've already read in the last section, our third core value: spiritual formation.

SPIRITUAL FORMATION—"ME TOO"

We believe that living life and linking arms in a safe, "me too" group is the best environment to train to know who Jesus really is so that He is formed in us.
(Romans 12:1)

Spiritual formation speaks to the change that Jesus works out in our hearts and lives. It is the Spirit-driven process of forming our inner (and outer) worlds in such a way that we become more like Jesus Himself. Jesus taught and demonstrated spiritual formation during His three year ministry, and He continues to lead and encourage us toward the end goal of being like Him. That's called spiritual formation.



The process of spiritual formation consists of three parts:

- 1. Truly knowing God**
- 2. Identifying and replacing false messages**
- 3. Putting into practice what we have learned from Jesus**

Each of these three aspects of spiritual formation will be encouraged, reflected, and lived out in our Flatirons groups. Let's take a look at each aspect.

1. Truly knowing God

Each week your group will get together and unpack the teaching from the weekend using the specific content that will be delivered to Group Leaders. The goal of this is to learn about the true character of God which creates a greater desire to know more about Him. The very relational process of sitting in a circle and working through the teaching from the weekend is the best way to grow in our love and trust of God. All groups are pursuing one truth as it applies to thousands of different circumstances.

2. Identifying and replacing false messages

As everyone learns more about the true character of God, we'll run into old messages that play in your head about God, ourselves, and other people. Some of those messages may include past thoughts and ideas about God you believed to be true about Him. As we grow and as we are being transformed into people more like Jesus, it is going to require letting go of those old, false beliefs and taking hold of the truth. That transformation will happen most often during the discussion time. Your job as a Group Leader will be to help facilitate this process - gracefully and respectfully - by guiding everyone in your group along in this journey, keeping in mind that questions are always more helpful than directions.

3. Putting into practice what we have learned from Jesus

Then, as our lives change and we are being transformed into people who look more like Jesus, we start to see the world as Jesus sees the world. When this happens, we begin to act in the world as Jesus acted in the world. In Philippians 2:5-8, we can see that Jesus took on the role of a servant in the world:

"In your relationships with one another, have the same mindset as Christ Jesus: Who, being in very nature God, did not consider equality with God something to be used to His own advantage; rather, He made Himself nothing by taking the very nature of a servant, being made in human likeness. And being found in appearance as a man, He humbled Himself by becoming obedient to death—even death on a cross!"

As people who are becoming more like Jesus, our homes, neighborhoods and communities should all be getting better because of the way we are living and acting in them; the same

way Jesus lived and acted when He walked the earth. We will be building a faith that can stand up to and thrive in times of trouble by putting everything Jesus taught into practice. Jesus compared it to building a house on a rock versus building a house on sand.

**In other words, the people of God are learning
to actually do what Jesus said to do.**

Being true followers of Jesus, it is important that we as a church, a group, and individuals ask, “God, what are you and I going to do about ‘this’ today, together ?”

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**ALONG THIS GREAT JOURNEY, THE PLAN,
THE CONTENT, AND THE STRUCTURE
FOR GROUPS WILL ALWAYS SERVE THESE
THREE PURPOSES TO CONTINUE THE
PROCESS OF SPIRITUAL FORMATION.**

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WHAT DOES A GROUP LOOK LIKE?

What does it practically look like to move from rows into circles? Every group at Flatirons will obviously have their own personality and style, but there are certain aspects we'd like each group to carry or have at their core.

Here is a quick breakdown of some of those expectations.

A. Weekly Meetings

Each week we are asking groups to commit to gathering together and work through the Flatirons Groups Content Package. The goal of this is to hit the first two aspects of spiritual formation:

- + Truly knowing God (Who is God? What did He say to do? What did He promise?)
- + Identifying and replacing false messages with the thoughts of Christ

The role of the Group Leader will be to facilitate this discussion time so that your group really gets to know the mind of Christ, let go of their false beliefs, and take up the truth. To help Group Leaders in this process, Flatirons will provide the Flatirons Groups Content Package at the beginning of each week, 52 weeks of the year. This Content Package will include:

1. A shared activity or discipline that each Group Leader can participate in - joining Jim and our other teachers as they prepare for their talk each week. This powerful activity will help Group Leaders prepare themselves for sharing their own journey of spiritual formation.
2. Discussion questions related to that weekend's message for the group to work through in their circle.
3. Context for the Bible verses used in the message from the weekend to help Group Leaders learn more about how everything in the Bible points to Jesus.
4. A 3-5 minute video from the teaching pastor to the Group Leaders on guiding their groups through the message from the weekend or simply sharing what they have been doing and learning on their own journey.

B. Having Fun

A big part of connecting with others is "shared life experience", i.e. having fun. The Group Leader is encouraged to figure out a once-a-month time and place for the group to get together and do nothing but have fun.

The goal of this is to build relationships and trust within your group. The longer your group meets, the more this is likely to happen, but a great way to improve those relationships and build that trust is sharing an enjoyable time together. Intimacy is built through shared life experience.

Relationship + Time + Trust = Great Discussion

We see this modeled in Acts 2 by the early church. One of the descriptions used was that the people “ate together”. Taking time to eat together and be together, without an agenda, will be a tremendous help in the depth and richness of your group.



C. Putting What Jesus Teaches Into Practice

The people of God put into practice what Jesus said, so once a month Group Leaders need to figure out a way for their group to serve together. Serving together is probably the most difficult thing to organize and get a group to commit to, but when it happens, it will have a drastic impact on your group.

Service projects will look different for each group. It is really up to each group to decide what is close to their heart - and to their homes. A great way to start the discussion about service projects is by having each group member share about what they're grateful for, and that can jump-start a discussion on what everyone wants to do to express their gratitude.

Here are a couple serving ideas:

1. Sign up to serve on one of the volunteer teams at your Flatirons campus.
2. As a group, identify where you have relationships in your community. Discuss ways to serve the people that you know and see on a regular basis. Serving is always best when it is done through relationships because your service is rooted in friendship and is sustainable.
3. If you have questions or need help figuring out how your group can serve, reach out to missions@flatironschurch.com.

WHAT IS A GROUP LEADER AND A GROUP COACH?

A lot of us hear the word *leader* and our hearts jump a little, right? For some of us, it dredges up negative experiences with past bad leaders. For others, it feels like a heavy responsibility we either don't want or don't think we are equipped for.

When it comes to Group Leaders and Group Coaches, our thoughts are really based on this simple principle: you can't lead someone to a place you've never been. That means that any Leader who leads a group or Coach who coaches a Leader (within this context), leads out of their own work and journey. So as a Group Leader or Group Coach, you are to inspire the people you're guiding to dig deeper through the example of your own work.

“LEADERS GO FIRST.”

Leading a group or Coaching Leaders is encouraging others to join you in what you are doing. When we live out our journey as an example for others, it is natural - an almost effortless way of leading. In this way of leading you share your successes, struggles, what is blocking you, your setbacks, and breakthroughs. And when that happens, leading will never feel like you're taking on some daunting task, giving up life as you know it to become a Bible scholar, or taking responsibility for any (and every) action of the people in your group.

As you guide the people you are responsible for through sharing your own work and journey, we hope you see yourself as . . .

- + A disciple of Jesus
- + Who can agree with a few biblical requirements (see below)
- + Who is hospitable (1 Peter 4:8-9)

Here's a little more clarity on those:

1. A Disciple Of Jesus

Do you believe that Jesus Christ is the one, true Son of God, and the only way to find forgiveness of your sins and mistakes, and the only way to reconnect back to God? (John 14:6)

Are you setting up your life and actions in such a way that you are moving towards having the mind of Christ?

2. Can Agree With A Few Biblical Requirements

A. Agrees that the Bible is the authority for our lives (core value #1) and that the best way to live life is under its authority (i.e. following what God makes clear in the Bible)

B. Agrees with #1 - that Jesus is the only way back to God

C. Is personally embracing discipleship and spiritual formation in their own life

3. Is Hospitable

Simply put, **Group Leaders** are willing to open their home (or public venue) to make people feel welcomed and comfortable when they gather for group.

Group Coaches are willing to open your lives and experiences to make Leaders feel cared for and resourced as they guide their groups.

Pretty straightforward, isn't it? Group Leaders and Coaches are to be followers of Jesus whose lives are under the authority of the Bible and open their homes (and lives) as an example for others on their work and journey.

Now, what does the week-to-week, nuts and bolts life of a Group Leader or Group Coach look like? Let's quickly review both.

GROUP LEADER

HOST: A Group Leader will host a group in their chosen environment. Meaning, they will have a space that is private, comfortable, and available for the group to meet. This could be in their home or a public venue that offers a private, comfortable space.

DISCUSSION LEADER: The Group Leader will lead their group through the Flatirons Groups Content Package that will be delivered to the Leader at the beginning of each week. The Content Package will include discussion questions and supplemental content. The discussion questions will serve as a guide for the conversation in the group. The role of the Group Leader is to guide that conversation by staying engaged and connected with all the people in the group, and by asking good follow up questions like, "What would Jesus say to you now?", or by asking people to be more specific.

RELATIONAL ENCOURAGER: The Group Leader is encouraged to cultivate authentic community (core value #3) in their group which is best done by example: going first, sharing about your own work and journey. That means the good and the bad that happens in your life. It also means working to build

relationships with people in your group more often than just during your group meetings. Trust your instincts, but this could include having people over for dinner, meeting for a drink after work, or going on a hike together. Making time to get to know someone outside of group makes a big difference in the chemistry of the group.

BASIC QUALIFICATIONS

- + Has a place to host a group
- + Agrees with the teachings, values, and beliefs of Flatirons
- + Someone who has shown growth in their faith over time
- + Someone who feels compelled to lead in groups

GROUP COACH

ENCOURAGER: One of the main things a Groups Coach will do is pray for their leaders and their group, and just be available to Leaders. This encouragement may look differently to each Leader: joining in and celebrating a great group together, encouraging Group Leaders over the growth and “wins” in their own lives, or calling out the good work they see in the Leaders’ lives.

CHALLENGER: Secondly, the Groups Coach is called to serve as an avenue of challenge for Group Leaders. This challenge may look like a Coach sharing the things they are walking through or working on and asking their Leaders to join them in similar work. The sort of challenge we are looking for is another facet of encouragement. The Coach may press in on a Leader to encourage a deeper walk with Jesus. However, this isn’t a Coach coming up with some insane faith-based challenge, being a jerk to Leaders, or working out their brokenness on others. Instead, the Coach must always challenge from the difficulty and progress of their own work.

RESOURCE: Coaches will be the main point of contact for Group Leaders if (and when) the Leaders bump into a challenge or have questions. Coaches are to be people of solid faith with a breadth of experience and wisdom. They are a great resource for the questions that will come up when leading a group. Please know, the Coach isn’t expected to have every answer for every occasion, but is simply meant to be an excellent resource for when things come up in their own life or when something happens in a group where Group Leaders are unsure of next steps. Likewise, as Coaches are the first point of contact for Group Leaders, the Groups Team at each campus is the first point

of contact for Coaches. If anything arises that the Coaches are unsure of or have questions, the groups staff at each Flatirons campus is there as the primary resource for Group Coaches.

BASIC QUALIFICATIONS

- + Meets all the same qualifications of a Group Leader
- + Has been asked and invited to be a Coach by a Flatirons group staff member
- + Someone whose faith has grown through difficult circumstances - enabling them with the ability to empathize with others who struggle
- + Someone with the combination of: available time, leadership experience and skill
- + Someone who has demonstrated the Godly quality of wisdom through experience



LEADING A GROUP

As we said from the start, there is great power and connection that happens when we move from rows (church) to circles (groups). God does amazing things in our hearts and lives when we come together to experience the worship and teaching each weekend. Likewise, God can do equally amazing things when we come together in smaller numbers, sitting in homes, coffee shops, and pubs, to study and discuss what we experience each weekend.

But what does that look like, practically? Let's break that down:

What's the size of a Flatirons group?

Our hope is that each group is no less than 10 people and no more than 15 people.

What's the makeup of a Flatirons group?

The makeup of groups looks pretty simple:

- + Men's groups
- + Women's groups
- + Couples groups
- + Families groups
- + Young Adult groups
- + Empty Nester groups
- + Open to everyone groups

What's the Flatirons group schedule?

We're asking all our Group Leaders to follow the 12-week semester period; committing to leading one semester at a time (fall into winter & winter into spring).

How do people find a Flatirons group?

After each Group Leader has been approved as a Leader, they will be given the necessary login information to post their group on flatironschurch.com.

Once a Leader has submitted the necessary information for their group to be posted on the website, each Flatirons campus will host a kickoff event(s).

Group Leaders will need to attend these events to meet potential group attendees, answer questions, and allow people to get to know Group Leaders. At the event potential group members will use flatironschurch.com to join a group.

Once a group is full (15 people max) the Group Leader will reach out to every member (via email, phone or text) and welcome them to the group. For Group Leaders, this will serve as a great way to introduce (or re-introduce yourself), provide any necessary information about your group, and give everyone an idea of what to expect for the first meeting.

The information needed by group members may look like this:

- + Parking instructions
- + Meal requests
- + What time to show up
- + A cell number to reach for questions
- + What your house looks like

We encourage you to keep this email, call or text brief, friendly, and informative.

WEEKLY GROUP STRUCTURE

You might be asking yourself, “What is my group supposed to look like on a weekly basis?” The reality is, each Flatirons group will eventually take on the identity and personality of its members, but there are a few basic parameters we would like each group to follow on a weekly basis. We have included a few of these (along with some helpful tips) below:

The Environment

One of the biggest factors in the health and success of many small groups relies on the physical environment of where you’re gathering. Whether you’re meeting in your home or at a public place (restaurant, coffee shop, pub, etc.), you need to ensure the people in your group feel safe, comfortable, and wanted.

If you’re meeting in your home, it’s always good to make sure:

- + You have enough chairs for everyone to sit
- + The thermostat is set a few degrees cooler
- + You greet everyone at the door and welcome them

If you’re meeting in a public place, it’s always good to make sure:

- + There’s enough seating for everyone to sit
- + The area is conducive to private or personal discussion
- + You either greet everyone at the door to welcome them or make sure they know where you’ll be meeting and welcome them in the designated area

TIP WELL. Encourage everyone to tip the server well if you’re meeting in a restaurant, etc. It’s simply a terrible example for people when Jesus’ followers are bad tippers.



The Structure

Once everyone is seated and ready, get their attention and open in a prayer. A good way to start a group gathering is to go around and have people share what they expect out of the group. This is also a good time to set some basic ground rules for the group.

Here's a sample of what we recommend:

- + First, make sure everyone “agrees to agree” to the group ground rules.
- + Agree on the start time and end time to your group gatherings. Encourage members to feel free to leave at the agreed end time if you run long.
- + Agree on the group dynamics for discussions: Be brief. Meaning, when a person shares something with the group, they won't use this time to dominate the discussion time. This also means setting a ground rule that unless someone asks for advice it may not be welcomed.
- + Be biblical. The Bible is the standard for truth and, as a group, we agree that it will be the arbiter for truth (core value #1).
- + Be beneficial. When you speak, ask questions, or interact with others. Do it with a heart for being helpful and life-giving.

After this discussion, it is a good idea for everyone to agree to help each other follow the rules for the group.

Leading Discussion

Each week Flatirons will provide discussion questions in the Flatirons Groups Content Package. They are designed to encourage and build community and connection with everyone in the group by getting to know each other and sharing your work and journey. The discussion questions and content each week will center around the talk from the previous weekend. They are formatted to begin with community connection questions, moving to deeper, message topic, and Bible-related questions, and ending with a weekly challenge or training for group members to work on for the rest of the week.

The discussion time is the primary time for building trust, but building trust and vulnerability in your group will take time. There are a couple things that you can do to help trust and vulnerability develop. The biggest thing you can do is meet with people in your group outside of group. It doesn't have to happen every week, but it will be helpful to do this over time; having dinner, coffee, or even a hike with the different people in your group. Getting to know the people in your group will help you better facilitate the discussion each week because you'll have a deeper understanding and empathy for their stories and their work.

Handling Childcare

The method of childcare is ultimately up to each group to decide.

Here are some options to consider:

- + Each parent hires their own babysitter
- + Every once in a while, include the children in group
- + Rotate babysitting among the group members
- + Hire a babysitter and split the cost among the group

However you decide to approach childcare, Flatirons has an incredible resource available for kids. All of our content kids walk through on the weekends is available online at flatironskids.com.

Whoever is with the kids in your group can use that website to show the worship videos, the teachings from the weekends, and small group discussion questions. It's a great idea to open your group with the kids using one of the discussion questions from flatironskids.com. Approaching group this way allows kids to see spiritual formation modeled by their parents and other adults and will leave a lasting impression.

Some kids love the content so much they complain about going on vacation:

"I don't want to go to the beach! I can't miss Sunday because I need to know what Helping Hans is doing!"

— Claire & Grey DeYoung

Dealing With Problems

Every group will inevitably run into problems that impact the chemistry of the group. This can take several different forms whether it's someone dominating the conversation, someone using a different standard of truth, or even someone who is just plain weird.

Problems are going to happen in groups.

The best way to handle these issues is to discuss the reality of problems occurring at the very start of your group. As you begin your group or when someone new joins the group, it's important that everyone agrees to be brief, biblical, and beneficial, and that the group helps each other maintain these commitments. Almost every problem you'll run into can be fixed by addressing it through one of these filters.

The best way to handle these problems is to connect with the person before or after group and remind them of their commitment. When it comes to someone dominating the group, keep in mind, sometimes someone will need to share more than other people. This is the reality of real people with real struggles. It is still important to get a sense of excessive, repetitive behavior before addressing the problem because it may be about the season of life the group member is in instead of something that will keep repeating.

The Coach is a great resource to reach out to for specific advice on things that may come up in group. If you encounter something you're not sure about, please reach out to your Coach with any questions. They are there to support you!



Pray For Your Group:

When Jesus' disciples asked Him to teach them how to pray, He gave them (and us) the greatest prayer ever given: The Lord's Prayer. If you struggle with public prayer or need some help in this area, the best example of prayer is found in Matthew 6:9-13. This can be a great way to pray with your group.

You can also pray by thanking God for all that He has done, asking Him to give you what you need to keep going, asking for forgiveness for the sin and mistakes in your life, asking Him to grant you the strength to continue to be shaped in His image, and then finally closing by asking God to search you and reveal any wrong or impure way in you.

Remember, praying is simply talking to God about who He is in the world, your life, and in your community. Be real. Be honest. Be open.



**Our Father in heaven,
hallowed be your name,
your kingdom come,
your will be done,
on earth as it is in heaven.
Give us today our daily bread.
And forgive us our debts,
as we also have forgiven our
debtors. And lead us not into
temptation, but deliver us
from the evil one.**



Matthew 6:9-13 (NIV)

COACHING LEADERS

The goal of groups is for people to have the same mind as Jesus. In an effort to facilitate that process as much as we can, we need Coaches; solid, mature, Godly people willing to step up and guide or help Group Leaders. The Coach is the biggest piece in the puzzle of making sure every Group Leader is supported and encouraged in this journey.

COACH CHECK-INS

One of the primary parts of the Coach's role is checking in regularly with the Group Leaders they oversee. These check-ins not only serve in gaining valuable information on how a group is going, but also the place where Group Leaders are encouraged and challenged.

Here's a look at the check-in process and a simple outline of questions that can help guide the conversation with Group Leaders:

1. How are you, your family, your job, your hobbies, your dreams?

- + These questions are centered in relationship. Take the time to get to know your Group Leaders.
- + Be real. Be authentic. Be honest. Share your life, your work and your journey with your Group Leaders.

2. What are you celebrating?

- + It's crucial that we rejoice and share what God is doing - even during difficult times God is still at work.
- + The celebration in your Group Leader's life might be personal, group related, job related, etc.

3. What challenges are you experiencing?

- + Listen. Listen. Listen. Don't try and fix. Simply listen to what your Group Leader is walking through.

4. What do you plan to do about those challenges?

- + You are there to support and encourage your Group Leaders; not solve their challenges.

- + If they don't have an action plan for those challenges, that's okay. This could be a great time to pray or use this time to share from your own journey, if it is similar.

5. How can I help you?

- + This isn't necessarily to offer a specific solution, but rather support and help if or when it's needed.
- + This is a great "me too" time and can encourage and help Group Leaders by assuring them they are not alone and don't have to journey through challenges in isolation.

6. How can I pray for you?

- + Be sure to pray with them as you wrap up your time together.
- + Offer a few of your own prayer requests so they can be praying for you too.

GROUP CONTACTS

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