



# **Church of God of Prophecy Trust (U.K)**

# **LEVEL 1 CELL LEADER TRAINING MANUAL**

3<sup>rd</sup> Edition

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Supporting Material

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**Living Hope**

[www.cellchurchtools](http://www.cellchurchtools)

## Introduction

This manual has been produced as a resource to help those seeking to lead a Cell Group or those who would like to refresh their awareness of the basic principles required to run a group and lead it to multiplication.

The manual forms part of a suite of materials and activities that are designed to provide both knowledge, skills, support and monitoring. Collectively they are referred to as **“The Cell Church DNA”**.

Pastor Lynden Paul Davidson leads the National Cell Group Leadership team within the Church of God of Prophecy, in the UK. The team includes: Demoy Pinnock, Beverley Smith, Monica Dunkley, Dannett Graham and Lance Wilson.

The team has worked with the original source material written by Andy Laws and Howard Robinson for Living Hope and is now developing the seven parts of the DNA with the support of Bishop Tedroy Powell, National Presiding Bishop. The information was first compiled into a user friendly manual by Andrew Powell and piloted in Manchester UK.

We hope that this manual will help you to unlock the growth potential in your small group but would like to encourage you to consider the other elements of the DNA if your group is to reach its full potential.

These include:

1. Cell leaders training - a beginners course (The subject of this manual).
2. Level 2 on the job training – a six months monitoring NVQ style course.
3. Mentorship and twinning - groups are twinned to share experiences.
4. Using purposeful assignments – groups take on a meaningful task together
5. The Testimony Journal - which is a tool to help members grow while disciplining others.
6. Milestone Events – these are special dates in the calendar to work towards for multiplication and growth.
7. Administering and Reporting – this keeps the congregation motivated and informed about the progress and needs of each group.

No method is perfect and therefore should not be used as a substitute for genuine love for God's people and a burning desire to give yourself to the great commission. God is a God of order and demands both good stewardship as well as fruitfulness. By his grace and help we will be profitable servants.

All this material is available on the website – [www.cellchurchtools.org.uk](http://www.cellchurchtools.org.uk)

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## Cell Leader Training Notes for the Trainer

### Introduction

These notes are provided to assist the trainer intending to train a group of church members to become Cell Group Leaders. The expectation is that this role will normally be carried out by the *Senior Pastor* of the church. This group training course lasts 12 weeks (one session per week) and the complete curriculum is outlined below.

### Group Training Curriculum

Week	Session	Training Notes Topic	Handouts
1	Introduction	Cell Church Movement	An Introduction for Senior Leaders
2	1	Our Vision – Part 1	Welcome to Cell Group! Leaflet E8.1 Our Vision
3	2	Our Vision – Part 2	E8.3 Leading A Cell Meeting
4	3	Effective Leadership	E8.2 Activities of Effective Cell Leaders
5	4	Welcome & Worship	E8.4 Leading the <i>Welcome Time</i> E8.5 Leading the <i>Worship Time</i>
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10	9	Shepherding the Flock	E8.11 Shepherding the Flock
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13	Outreach	Special Family Social Event	Invitation
14	Celebration	Graduation Day Ceremony	Certificate

Alongside the above programme, it is suggested that the group could celebrate the **Lord's Supper** during the Worship Time in Sessions 6 and 12, and also organise a separate **outreach event** between week's 11 and 12 to build relationships with potential new members.

## Mentoring the Trainees

In addition to the group training sessions and the equipping handouts, it is valuable for each leadership trainee to have a mentor. The *Leadership Mentor* can be a senior leader in the church or even an experienced Christian from another church. Ideally, the *Leadership Mentor* will have experience of leading his or her own cell group. Since the Cell Leader training materials (*Equipping Track* section E8) will be handed out each week at the group training sessions, the main role of the *Leadership Mentor* is to support the trainee as he/she goes through the training process. The mentor checks that his assigned trainees have *read and understood* each week's materials, and is available to answer their questions or provide any general support they might need. A mentor will typically have between 1 and 3 trainees to support. **As the trainer you should act as mentor for 2 or 3 of your trainees, and link each of the remaining trainees with other suitable mentors.**

## Trainee Participation Schedule (Example)

Develop *your own schedule* to give each of your trainees the opportunity to lead each part of the cell meeting. Below is an example designed for 7 trainees -

Session	Welcome	Worship	Word	Prayer Time	Witness
1					
2					
3					
4					
5	Name 1	Name 2	Name 3	Name 4	Name 5
6	Name 6	Name 7	Name 1	Name 2	Name 3
7	Name 4	Name 5	Name 6	Name 7	Name 1
8	Name 2	Name 3	Name 4	Name 5	Name 6
9	Name 7	Name 1	Name 2	Name 3	Name 4
10	Name 5	Name 6	Name 7	Name 1	Name 2
11	Name 3	Name 4	Name 5	Name 6	Name 7
12					

Blank sections led by the Trainer. The last session can either be led by the Trainer or used to provide extra practise for any trainee who'd like to repeat a particular section.



## Feedback

Two methods can be used to give trainees feedback on their performance. Firstly, at the end of each session when trainees are leading, take 5 minutes to ask *the group* to share any comments they have about the leadership of either the *Word or Prayer Time only*. Ask the group to share briefly and with a spirit of humility and love. Remember, we are trying to encourage and build one another up! Secondly, *you* can give any necessary feedback to each trainee on an individual basis. Try to be encouraging whilst aiming to help them improve.

## SHARING MY JOURNAL WITH MY TRAINING MENTOR

NAME \_\_\_\_\_

### Mentors Commitment

“I commit to being available to you to allow you to discuss your experiences and feelings during this training program. I will ask you what you thought and how you felt about each session.

I pray that God will help me to be faithful.

\_\_\_\_\_  
Signed Mentor

MY COMMENTS	MY MENTORS COMMENT
Wk.1	
Wk. 2	
Wk. 3	
Wk. 4	
Wk. 5	
Wk. 6	

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MY COMMENTS	MY MENTORS COMMENT
Wk.7	
Wk. 8	
Wk. 9	
Wk. 10	
Wk. 11	
Wk. 12	
Wk. 13	
Wk.14	
General	

How much of this record can you share with the Cell coach or training team?

**Quarterly Cell Group Attendance Record**

Week	1	2	3	4	5	6	7	8	9	10	11	12	13	14
	W/C	W/C	W/C	W/C	W/C	W/C	W/C	W/C	W/C	W/C	W/C	W/C	W/C	W/C
Attendance														
Homework														
Attendance														
Homework														

**Keep a record of your attendance. All homework session need to be completed  
To receive your certificate**

## **Week 1 - Cell Church**

### **An Introduction for Senior Leaders**

#### **Purpose**

The purpose of this article is to tell you something about the modern Cell Church movement, and to help you see how the principles of Cell Church could help your church to grow and prosper too.

#### **Present Situation**

Over the last 30 years or more the church has been in decline in the western world. Especially in the UK, church congregations have become smaller and smaller, many have no leader, and many others have been forced to close or to join together with another congregation to survive. We are now said to live in a “Post-Christian Culture” where people have largely given up on organised religion, and have instead filled their lives with a multitude of other things. Shopping and other social and leisure activities have become the norm on Sundays; most people no longer have time for God.

Yet, just as in the days of Elijah (1 Kings 19:13-14, 18), God still has many good people who belong to him, who love him and remain faithful to him. And the gospel of Jesus Christ is no less powerful and no less needed than when it was first preached nearly 2000 years ago. The kingdom of God is still attractive and desirable to people when they have the opportunity to *see and experience* the real thing for themselves.

We *could* take a lot of time analysing what’s wrong with the traditional church, asking why it seems unable to relate to modern culture, but it’s enough for now to simply admit that things are not what they should be – we rarely engage with unbelievers, and even believers are often disappointed with their experience of church.

#### **A Contrast – The Global Cell Church Explosion**

In stark contrast to the decline of the traditional, Sunday-focused church, the Cell Church movement has exploded across the world over the last 30 years. According to Cell Church pioneer Ralph Neighbour, 19 of the 20 largest churches in the world are Cell Churches (*Where do we go from here?* page 37).

The modern Cell Church movement began in about 1963 when South Korean pastor, David Yonggi Cho, began to re-organise his church on the basis of small groups led by lay leaders. His church grew at an ever-increasing rate until it became the largest church in the world. Today it has held that title for many years, and still it continues to thrive. A 2007 entry in Wikipedia claimed the church has around one million members! Even if this figure is disputed, we have an independent estimate from cell church researcher Joel Comiskey, who visited the church in 1997.

Even then, he estimated a Sunday attendance of about 253,000! The Guinness Book of Records also recognises Cho's Yoido Full Gospel Church as the world's largest church. The story of Cho's church is astonishing – growing the largest Christian church in history, and that in a land considered to be Buddhist. Is Yoido just a one off? The answer is a resounding "No!" I have been amazed to discover churches of astonishing size all over the world. Yoido Full Gospel Church is a Pentecostal church (Cho was once president of the worldwide Assemblies Of God denomination). But Cell Churches exist in many denominations. The largest Methodist and the two largest Presbyterian churches are also cell group congregations based in Seoul, South Korea.

## Other Examples

Here are some more examples of Cell Churches across the world:

- International Charismatic Mission, Colombia, South America; 250,000 people
- Elim Christian Mission International, El Salvador, Central America; 115,000 people
- Faith Community Baptist Church, Singapore; 9000 people
- Works and Mission Baptist Church, Cote d'Ivoire (Ivory Coast), West Africa; 150,000 people (network rather than a single congregation)
- Bethany World Prayer Center, USA; 6000 people

Lots more examples can be found in Joel Comiskey's writings, including his website, <http://joelcomiskeygroup.com/> and in his classic book, *Home Cell Group Explosion*.

There are Cell Churches in many other parts of the world too, including South Africa, Australia, Russia and former Communist countries. Only Western Europe seems left behind at the moment by this global move of the Holy Spirit.

## Is It Just About Size?

When you talk to some people about these huge churches, they think of them as massive, impersonal organisations – and they want nothing to do with them! Yet, by definition, a Cell Church is made up of Small Groups – *everyone* is important; *everyone* has a place to belong in a Cell Church.

I think of these mega-churches as examples, models (like the New Testament church at Thessalonica, 1 Thessalonians 1:6-8) that show the rest of us the *power and potential* of God's kingdom. I certainly do not believe every church is called to become a mega-church, but we *are* all called to *fulfil our potential in Christ!*

## The UK

Christians in the UK have been involved in the Cell church movement since the 1990's, with most early interest being shown by Anglican Churches. Notable examples are St. John's in Bradford (Vicar Howard Astin; book *Body and Cell*), and St. Mark's in Haydock, Merseyside (Vicar Phil Potter; book *The Challenge of the Cell Church*). The current 'flag-ship' cell church in the UK is Kingsgate Community Church in Peterborough, with a weekly attendance of around 1500 people. The UK also has its own national training organisation, *Cell UK* that runs training courses, conferences and supplies resources.

## What Is A Cell Church?

So what is a Cell Church? The word 'cell' is taken from biology. Every living thing is made up of cells. Each cell is a complete working unit with the capability to reproduce itself. Many cells together form a larger unit – a body. Cell Church is like this. A cell is a group of up to 12 people, usually meeting in homes, and when the group reaches 12 in regular attendance it 'multiplies' to become 2 groups of 6. All cell groups are linked together to form a single body – a church. Thus, however large a church grows, everyone continues to experience church in a small group. This enables supportive personal relationships, encourages spiritual growth, and provides opportunities to make a meaningful contribution.

It is important to note that the body must be carefully fitted together as a *complete system* – all parts working together for the *same purpose* – just like a healthy human body!

The 5 core values of Cell Church correspond to God's purposes for his church. These can be described in different ways, but essentially they are:

- Jesus at the centre/Love God
- Church is community/Love one another
- Every member in ministry/Use your gifts to serve others
- Every member growing/Being transformed into his likeness
- Every member making disciples/I will make you fishers of men

It should be emphasised that Cell Church promotes an equal balance between large congregational meetings and intimate small group meetings – each has its own advantages. Bill Beckham, in his book, *The Second Reformation*, describes this as the "two-winged church". The church that correctly balances the two "wings" of large and small gatherings is like a bird that is able to soar skyward and achieve great things – it functions effectively in accordance with the original design of its Creator!

## Biblical Basis

The New Testament does not describe or promote any particular church structure, cell church or otherwise. Yet, a careful look at God's word reveals a clear Biblical basis for the ideas of Cell Church. Jesus spent a large proportion of his brief 3 years of ministry investing in the spiritual development of 12 men – his cell group! He also preached and ministered to great crowds. He balanced the large and the small!

The Apostles did the same. The first church gathered both in the temple courts and in each other's homes (Acts 2:46). The Apostles moved among the groups of early Christians, going from house to house, not knocking on the doors of strangers, but visiting the homes where Christians were gathered, encouraging the saints (Acts 5:42 and Acts 20:20). For the first 300 years of its existence the church did not own its own buildings. The home group was their normal form of meeting (see for example Romans 16:5; Philemon 2).

## So what's The Difference?

A Cell Church regards both large and small gatherings as *equally important*. Cell groups are not treated as optional extras but as an essential part of the church's core activity. Both large and small meetings are equally *church* – celebration is church; cell is church!

Cell Church promotes supportive personal relationships, spiritual character growth, the discovery and use of your God-given gifts, continuous, relationship-based evangelism, and the creation of warm Christian community – a place to belong. Sunday celebration focused churches often fail to provide some or even all of the above benefits – no wonder people often find them disappointing!

## A Bit about Cells

A cell group is first and foremost *a family of Christians*, a place to belong. Just as God intended the natural family to provide *a network of supportive relationships*, he intends his spiritual family to do the same. The advantage, of course, is that if we submit to God and follow his ways in our relationships with our fellow believers, then our relationships should be of higher quality, more positive, constructive and supportive than even those within our natural families!

While a lot of Cell Church teaching refers to building the right structures, we must always remember that the kingdom of God is about *people and relationships*. "The Sabbath was made for man, not man for the Sabbath." (Mark 2:27) The structures exist to help us; they must remain our servants and not become our masters.



## Cell Structure

Having said that, a cell meeting does have a structure. Meeting weekly, usually in members' homes (rotating round several homes is best), a typical cell meeting lasts 1 to 1½ hours. A normal meeting would use the "4 W's" structure.

The "4 W's" are:

- *Welcome* – This includes the informal welcome into the home, light refreshments, and an icebreaker question at the start of the formal meeting
- *Worship* – A brief time focusing on God; not necessarily singing or music
- *Word* – A focus on the Scriptures, with the emphasis on application to daily life; including a time to pray for one another
- *Witness* – A regular focus on reaching out as a group to the unchurched around us

The cell group meeting also incorporates an emphasis on 3 other vital elements:

- Prayer, e.g. Start, end, worship, intercession and outreach
- Honest sharing of our lives
- Giving practical help and support when there is an opportunity (Galatians 6:10) *Always*, the aim is to support and develop *the people* in the group, rather than simply getting through the planned programme. Therefore, the cell leader *always* has the discretion to alter the programme in order to minister to the current needs of those present.

## Cell Cycles

Cell groups exist not to fulfil their own ends, but to fulfil *the purpose of the church*. The regular meeting is designed to both build up believers and reach out to the unchurched. But not every meeting has to be a normal cell meeting; there is scope for variety in cell group life! In fact, a regular social event is recommended, whether in a home or going out somewhere together. This has several advantages: It helps members get to know one another, thus building community; it creates a regular opportunity to let unchurched friends experience the cell community without any formal Christian content; and it gives members a break from the normal routine, thus helping to keep things fresh.

Other valuable alternatives to the normal meeting might be an evening of prayer, or a special outreach event designed to share something of the gospel with the unchurched. Yet, the mainstay of cell group life remains the regular "4 W's" meeting, and the guiding principle behind all activities is, "Are we fulfilling the purpose of the church?"

There is not only a regular cycle of meetings, but cell groups normally have a definite start and a definite end. The goal of every cell group is to produce another cell group! Either the current group grows large enough to divide in two (the process of "multiplication"), or the group supports one or more members starting a new group ("cell planting"). In both cases, the preparation of *new leaders* is the key.

## A Bit about Church Leadership

It should be clear by now that Cell Church is rather different from a traditional, Sunday celebration-focused church. It should also be obvious that the great potential of Cell Church – to mobilise ordinary church members as workers for the kingdom of God – cannot be realised unless the church has *great leadership*. This doesn't mean leaders have to be super-human or perfect saints, but they must be humble enough to learn lessons from others who've pioneered the way. As Rick Warren says, "God always uses imperfect people in imperfect situations to accomplish his will." (*The Purpose Driven Church*, page 38.)

I believe our goal as church leaders is to try to build *a great expression of the kingdom of God*; a church focused on *accomplishing the purposes* God has given us. We are not all called to build massive mega-churches; just to fulfil the potential God has placed within us.

## The Big Picture

Leaders need to be able to see the big picture – where does our church fit into society, what is our purpose, and what is God's desire for us? Excellent churches have a clear understanding of God's *purpose* for them (this comes from God and does not change), and a clear *vision* that describes how their particular church will seek to accomplish God's purpose. Bill Hybels, famous US pastor, defines vision as, "a picture of the future that produces passion." Defining and communicating a clear vision is one of the best ways to launch a change to Cell Church; it inspires commitment and let people know which direction you're heading – successful leaders have a 'dream' of what the future could be like.

To support your vision you must break it down into goals that can be actioned – smaller steps you can actually plan to achieve. Having clear goals at all levels of church life enables the vision to become reality, little by little.

One more important aspect of the big picture is the church's *target group*; *who* are the people you want to reach with the gospel of Christ? While the easy answer is simply to say, "All unbelievers", this is just not realistic. Every church has its own culture and character – a person who would feel perfectly at home in your church might feel like a fish out of water in another church down the road. If you know the type of people you're trying to reach then you'll be better focused on how to meet their needs, whilst not wasting your energy trying to please everyone – an impossible task!

## ***Supporting Your Cells***

A cell group system is only as strong as its weakest link. If we are intentionally aiming to help many ordinary Christians become cell leaders, we must give them excellent support. One of the great weaknesses of the traditional house group is that the leader is generally left to get on with it alone. Cell leaders are probably the most important workers in a cell church. As such they need the *best* preparation and support we can give.

Cell leader support should include:

- Weekly study materials
- Excellent training
- Regular coaching

Study materials are usually provided by the main church leaders. There are a variety of ways to do this, one being to link studies to the Sunday preaching.

Training is usually accomplished by a mix of on-the-job experience in a cell (as an apprentice leader), and structured training as part of the church's general *Equipping Track*.

Coaching may be carried out in different ways, but basically relies on an experienced coach forming a personal link between a cell leader and the main church leaders. Regular personal contact helps cell leaders cope with challenges, keep on track and stay motivated even when the going gets tough. A coach also helps to ensure the quality of the cell group experience.

To keep the whole support system functioning properly, senior church leaders must regularly support the coaches – giving them the help and support they need, and holding them to account for the groups under their care.

## ***Equipping System***

As has already been said, one of the key aims of Cell Church is to support the development of every member. This goal promotes the spiritual growth of every believer, helps members discover and use their gifts, and helps to prepare new leaders. As such, it is too important to be left to chance, so an intentional strategy is needed.

All successful Cell Churches have some kind of intentional equipping system. Such a system is often called an *Equipping Track* because, like a train track, it defines the pathway of a journey. The aim of an Equipping Track is to provide a system that will take new believers on a journey towards spiritual maturity. It should help new believers to get established in the faith and become members of the church, teach values for practical Christian living, provide a foundation for getting involved in service and in fulfilling the 5 purposes of the church; and ultimately it should lead to as many as possible being trained to lead a cell group or even to coach cell leaders.

Implementing an equipping system can be hard work. It is easy to get side-tracked or lose momentum, so it is necessary to put significant work into this area if you want to see the benefits. Senior leaders must constantly remind believers of the benefits of persevering through the equipping track; re-cast the vision regularly.

Another way to make equipping more effective is to use *mentors*. A mentor in this context is a more experienced Christian helping a less experienced Christian progress through the church's equipping material. Mentoring has the added benefit of giving the mentor the chance of a significant spiritual ministry, which is great for their development too.

Using *special events*, such as training days or retreats, to launch key sections of your Equipping Track, can also create a much greater momentum, making the whole process more likely to succeed. Finally, always *recognise progress* so people feel they are really achieving something, particularly something their leader's value as really important.

### ***Keep Learning!***

Even when you've got all your systems running well you can't just sit back and relax. Successful churches constantly *monitor* and *evaluate* how well everything is going and continually look for ways to *improve*. In particular, leaders need to *frequently refresh the vision* in people's hearts and minds; otherwise they may become discouraged, the work may seem too much, and they may begin to give up.

### **So, Where Should We Begin?**

I hope you can now appreciate something of the benefits and challenges of Cell Church. Obviously, it is not an easy thing to do; it's no soft option! But I believe it's worth the effort, in order to bring the true excellence of God's kingdom to the great mass of unsaved people around us. Their eternal destiny is at stake!

For those who are willing to take up the challenge, the follow on article to this introduction is entitled, **"Implementing a Cell Church Vision – A Guide for Church Leaders"**.

Cell Church pioneer, Ralph Neighbour, in his classic book, *Where Do We Go From Here?* Puts the challenge like this:

*"How will you start your cell group church? With a vision so deeply rooted in your heart and soul by the Holy Spirit that it will not wane when the going is rough and you feel like quitting!"*

## Recommended Resources

### *Books:*

#### The Second Reformation

By William Beckham, Touch Publications USA, 1997, ISBN: 1-880828-90-1

#### *Where Do We Go From Here?*

*By Ralph Neighbour, Touch Publications USA, 2000, ISBN: 1-880828-17-0 Groups of Twelve*

By Joel Comiskey, Touch Publications USA, 1999, ISBN: 1-880828-15-4 *The Purpose Driven Church*

By Rick Warren, Zondervan, 1995, ISBN: 0-310-20813-0

#### Reap the Harvest

By Joel Comiskey, Touch Publications USA, 1999, ISBN: 1-880828-13-8

### *Websites:*

[www.celluk.org.uk](http://www.celluk.org.uk) [www.touchusa.org](http://www.touchusa.org)

[www.joelcomiskeygroup.com](http://www.joelcomiskeygroup.com)

**WEEK 1 – INTRODUCTION - HOMEWORK**

**Q1. How would you describe the progress of the church over the last 30 years?**

- 1. Thriving**
- 2. Declining**
- 3. Remaining steady**
- 4. None on the above**

**Comments:**

**Q2. David Yonggi Cho was Pastor of the world's largest church. What is the Predominant religion in his country?**

- 1. Catholic**
- 2. Muslim**
- 3. Buddhism**
- 4. Atheists'**

**Comments:**

**Q3. What is a Cell Church?**

- 1. A church that has several Fellowship Groups**
- 2. A church that is trying to become a Mega Church**
- 3. A congregation where every member is part of a Cell Group**
- 4. A church that is part of one denomination**

**Comments:**

**Q4. What is a Cell Group?**

- A. A regular Prayer Meeting**
- B. A well-planned Bible Study Group**
- C. A family of Christians, a place to belong and grow**
- D. Another programme in our church**

**Comments:**

**Q5. What is the main objective of each Cell Group?**

- A. To create another Cell Group through Multiplication or Cell Planting**
- B. To hold regular Social Events**
- C. To improve the attendance of congregation meetings**
- D. To improve the reputation of the church**

**Comments:**

**Q6. Which is more important, small groups or large congregation gatherings?**

- A. Small groups because it is where people grow**
- B. Large meetings because that is where people are inspired**
- C. Both are equally important to have a balanced church**
- D. It depends on the needs of your local church**

**Comments:**

## Week 2 – Cell Leader Training Notes

### Session 1 – Our Vision – Part 1

[Notes in square brackets for the session leader only – not to be read out]

#### Welcome

[The ‘Quaker Questions’. Progress systematically round the group; ask each person in turn all 5 questions; allow them to answer each question before putting the next. Start by asking then answering them yourself:]

- Where did you live between the ages of 7 and 12?
- How many brothers and sisters did you have?
- What kind of transportation did your family use?
- Who was the person you felt closest to?
- When did God become more than a word to you?

#### Worship

[If appropriate, sing one or two worship songs together.]

[Ask someone to read out Ephesians 1:18-23.] Church is not about us – it’s about Jesus! We are each part of his church by coming to know *him*. How do you feel about being connected with the one who is seated at God’s right hand, far above all power and authority and every title that can be given? [Ask several people to express their thoughts in prayer to God.]

#### Word

*Welcome to Cell Leader Training*

Over the next 12 weeks we will meet together as a normal cell group, except that the content of the sessions is designed for training new Cell Leaders. Initially led by the trainer, later sessions will give everyone the opportunity to lead parts of the meeting. Each week we’ll also give out printed training sheets (section E8 of the *Equipping Track*). Please read each sheet during the week it is given out, and raise any questions you have with your *Leadership Mentor*.

#### ***The Bigger Picture***

In the 1960’s in South Korea, Pastor David Yonggi Cho re-organised his now famous church by introducing home cell groups led by ordinary people, and these became his main way of caring for his members and reaching out to the lost. It became the first *Cell Church* of modern times.



His system was so effective that within a few years his church became the largest in Korea and then the largest in the world, a record it still holds. Other pastors have taken the same principles and applied them with great success all over the world.

Cell Churches are not necessarily large – they can be of any size. But whatever the size, cell church provides an effective way for ordinary people to really experience God's kingdom, and it provides the opportunity for *everyone* to become fruitfully involved in the spiritual ministry of the church.

Cell Church isn't really new – it's more a *re-discovery* of the balance between large and small meetings, and of the spiritual leadership capability of ordinary Christians. We read about these very things in the book of Acts!

### ***The Challenge***

[Ask someone to read Matthew 9:36-38.] As in the time of Jesus, the need is still great. The harvest is still plentiful. And the Lord is still looking for workers who *will work with him* to bring in his spiritual harvest. As in the days of Isaiah, he is still asking, "Whom shall I send? And who will go for us?" (Isaiah 6:8). Will you?

Pastor Joel Comiskey surveyed 700 cell leaders in some of the most successful cell churches in the world, and says this: "Whether you're male or female, educated or uneducated, married or single, shy or outgoing, a teacher or an evangelist, you can grow your cell group... ..cell group growth depends on simple basics that anyone can put into practice." (*Home Cell Group Explosion*, page 32)

### ***The Vision of Our Church***

Here's a helpful definition of church:

*"Church is the presence of Jesus among His people, called out as a spiritual family to pursue His mission on this planet."* (Taken from *Organic Church* by Neil Cole, chapter 4).

It is our vision to build a church where everyone is welcomed and valued; where everyone can find a real relationship with God and the hope of eternal life; where everyone can find friendship, help and support amongst God's family. It is a church where everyone can find significance through serving others with their gifts; where we continually encourage each other to grow in Christ-like character, where we work together to share God's blessing and message with others.

These things express God's five purposes for his church.

Both together and as individuals we aim:

- 1) To Love God and put him first
- 2) To love one another as members of his family
- 3) To serve others with our gifts
- 4) To grow in godly character, and
- 5) To help others become disciples of Jesus

The way we intend to turn this vision into reality is by basing our church on a network of small groups – cell groups; by training and supporting ordinary Christians to become effective leaders; by equipping every member for life and ministry through clear Bible teaching *applied to daily life*; by creating space for everyone to contribute to the kingdom; and by sending out trained leaders to start new groups and even new churches!

### ***Applying the Five Purposes***

Future group sessions will focus on different aspects of cell leadership and will include discussion questions designed to help us grasp the ideas and *apply them in our lives*. For now, we will look very briefly at the first two of the five purposes. These are the foundation of our church.

Question 1 [Ask someone to read Mark 12:28-30.] Can you think of an occasion (good or bad) when you had to decide whether or not to put God first? What happened?

Question 2 [Ask someone to read John 13:34-35.] When have you been in need and found help from your Christian brothers and sisters, or have you ever needed support and *not* found it in the church?

### ***Prayer Time***

Break into pairs, briefly share 2 things for which you'd like prayer, then pray for each other.

### **Witness**

As a group, begin to pray for the people you know best who don't yet know Jesus. Two or three people should pray.

## **E8.1 - Our Vision**

*“Then Jesus came to them and said, ‘All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptising 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 surely I am with you always, to the very end of the age.’” Matthew 28:18-20*

### **Part 1 – Cell Church**

#### **Jesus, our Model**

Jesus Christ, the Son of God, preached to thousands, yet the whole of his 3 years of ministry focused on training just 12 men. They were ordinary men with ordinary jobs, not scholars, not clever, not more religious than others, not rich or influential. But through these 12 God changed the world. Jesus invested his time, his energy, his life in them. He also trained 72 others as helpers. Altogether, there were just 120 believers still meeting together after Jesus’ death and resurrection. But on the Day of Pentecost the church exploded to 3000 members, and shortly afterwards, to 5000. The small core of believers left behind by Jesus were able to guide and care for this huge explosion in growth because they had been prepared by the Lord.

Taking principles modelled to us by Jesus, the Holy Spirit is renewing the church in our day, creating explosive growth, bringing many thousands of lost people into God’s kingdom, saving them for all eternity. This movement is called Cell Church.

#### **Cell Church – the Big Picture**

The Cell Church is a powerful, global movement of the Spirit of God. In denomination after denomination, and country after country, the Holy Spirit is bringing revival to the church, sweeping thousands of lost souls into the kingdom of God. By taking part in cell group ministry you too can play an important role in God’s eternal purpose.

The modern Cell Church movement began in 1964 in Korea. Pastor David Yonggi Cho was unwell and unable to give adequate pastoral care to his already large church. God gave Pastor Cho a new vision that would enable him to provide good pastoral care to his flock and at the same time, reach out to unbelievers around them. The vision was *home cell groups*. Cho battled through early teething troubles and his church began to grow at an ever increasing rate through multiplication of cell groups. Through this strategy the Yoido Full Gospel Church became the largest in the world. Today this church has over 25,000 cell groups and hundreds of thousands of members! Others visited Korea, and today 19 of the world’s 20 largest churches are Cell Churches.

## Further Examples

Further notable examples include Faith Community Baptist Church, Singapore. Starting as a split of a traditional Baptist Church with 600 members in the mid 1980's, this church now has over 12,000 members. And the International Charismatic Mission (ICM) in Bogotá, Colombia, began with just 8 people meeting in the pastor's home in 1984. Pastor Castellanos visited Korea and created his own cell system. Today this church has over 20,000 cell groups.

In all these churches it is *the equipping and mobilising of ordinary Christians* to become leaders of home cell groups that has resulted in dynamic, explosive and sustained growth. Listen to these encouraging examples taken from Joel Comiskey's book, *Groups of Twelve*, based on his personal visits to ICM in Colombia:

*"It's amazing how many common people at ICM are actually supervising others. Willie, who drove us around in the van, had 45 cell groups under his care. He hoped to be supervising 250 cells within a year. We talked to a young girl who cleaned the floor, who supervised four cell groups. The phone operator for ICM had 80 cell groups under her care. Another security guard had already formed his G-12 group [a group of 12 leaders each leading their own cell group] and was now seeking to form his group of 144." Groups of Twelve, page 57.*

(For more information on wider Cell Church topics see Joel Comiskey's website, <http://joelcomiskeygroup.com>, [www.celluk.org.uk](http://www.celluk.org.uk) and [www.touchusa.com](http://www.touchusa.com)).

## Part 2 – Who Should Be A Leader?

### Me – A Cell Leader?

The Bible says it is a noble thing to aspire to be a spiritual leader (1 Timothy 3:1). Jesus himself set the need clearly before us: “When he saw the crowds, he had compassion on them, because they were harassed and helpless, like sheep without a shepherd. Then he said to his disciples, ‘The harvest is plentiful but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field.’” Matthew 9:36-38. The world needs a Saviour!

A Cell Leader is first of all, a shepherd of the sheep, a pastor. While this role is quite different from that of a paid ‘minister’ leading a church, the responsibility to take care of the spiritual needs of a small group of people is the Cell Leader’s main task.

Who should aspire to be a Cell Leader? Everyone! While many church members may feel inadequate for the task of leading others, it is our belief that every Christian is called to play a part in Christ’s *Great Commission* (Matthew 28:18-20). The *Equipping Track* has been designed for the very purpose of equipping ordinary Christians to serve Christ, including fulfilling the role of Cell Leader when a suitable level of spiritual maturity has been reached. Just as most people have the capability to become good parents, each church member has the potential to care for a few others, helping them to grow and leading them into God’s purposes. The cell system provides the support that can make this a reality. Our part is to be willing to allow the Lord to prepare us and use us in his service. ‘Our competence comes from God’ (2 Corinthians 3:5-6).

### Essential Qualities

What are the essential qualities necessary for someone to become a Cell Leader?

While the list could be long, the *essentials* are these:

- Must be a genuine disciple of Jesus Christ (i.e. must have a real, personal relationship with God through Jesus Christ, not just a church-goer or a religious person).
- Must have a servant-heart. A spiritual leader must be willing to freely serve those whom they seek to lead (see Matthew 20:25-28).
- Must be faithful (see 1 Corinthians 4:2).

## **Part 3 – Our Vision**

### **Our Purpose**

Our church exists to accomplish the purposes of God. Both together and as individuals we aim:

- To love God and put him first
- To love one another as members of his family
- To serve others with our gifts
- To grow in godly character
- To help others become disciples of Jesus

### **Our Vision**

Our dream is to build a church where everyone is welcomed and valued; where everyone can find a real relationship with God and the hope of eternal life; where everyone can find friendship, help and support amongst God's family. It is a church where everyone can find significance through serving others with their gifts; where we continually encourage each other to grow in Christ-like character, where we work together to share God's blessing and message with others.

We will accomplish our dream by basing our church on a network of small groups; by training and supporting ordinary people to become effective leaders; by equipping members for life and ministry through clear Bible teaching applied to daily life; by creating space for everyone to contribute to the kingdom; and by sending out trained leaders to start new groups and new churches!

### **Our Cell Group Mission**

The mission and goal of each cell group is to create new groups. This may be accomplished in one of two ways: Either the group grows large enough to divide in two (often called 'multiplication'), or the group prepares and sends out a core team to start a new group (often called 'cell planting'). This goal is supported by our policy of continually developing new leaders.

## Part 4 – Our Systems

### Why Systems?

Living things consist of a multitude of systems working together in harmony. The church too is a living body – the body of Christ. When its various systems are working well and in harmony with one another, then the church is healthy and capable of achieving much good.

Our systems are designed to help us live and work together to achieve God's purposes. Our key cell group systems are summarised below, with more details in the modules that follow.

### Underlying Principles

Our Systems are based upon these underlying principles:

- Prayer is essential for everything
- Large and small gatherings are equally church
- Everyone has a role to play – there are no 'spare parts' in the body of Christ
- Everyone needs equipping for life and ministry
- Everyone needs a small group, a spiritual family, where they can belong
- Godliness is beneficial for everyone – we all need to grow more like Christ
- Everyone has the potential to become a cell leader
- Every cell leader has the potential to become a cell coach
- Everyone needs to *receive* ministry and support in order to *give* ministry and support

### Cell Group System

Our cell group system forms the backbone of the ministry of our church. Cell groups provide the structure that enables us to put our Christian beliefs *into practice*; they enable us to actually live out the purposes to which God has called us.

A cell is a group of between 4 and 12 people who meet weekly, usually in members' homes. There is always a formal cell leader, and usually between 1 and 3 apprentice leaders in each group. A standard cell meeting uses the "4 W's format" (Welcome, Worship, Word, Witness/Works) and lasts about 1½ hours. Typically, it takes place on a mid-week evening. A cell group may hold other, nonstandard meetings to provide variety in the regular pattern, e.g. a monthly social or outreach evening.

The cell leader takes overall responsibility for the group and its meetings, but active delegation for leading parts of meetings and other responsibilities is strongly encouraged. In particular, increasing responsibilities should be delegated to apprentice leaders as their competence develops.

The focus of the standard cell meeting is *the application of God's word*. We seek to understand it, to honestly share our own progress, and to encourage each other to keep going forward.

The other major focus is to continually remember the unchurched. We seek to pray for them, build relationships with them, serve them, invite them, and do whatever we can to bring them nearer to Christ.

Each group seeks to live out the 5 purposes, and works to achieve its mission – to start new groups.

## Equipping System

It is part of our vision *to equip all members for life and ministry*. We believe this aspect of Christian life is so important that it must not be left to chance, so we have created a systematic basic training process, *the Equipping Track*. The *Equipping Track* comprises the following sections:

- E1 Structure
- E2 Introduction
- E3 Finding Life (*A Study in John's Gospel*)
- E4 Beginning with Christ
- E5 Following Christ (*Key Principles for Christian Living*)
- E6 Reaching Out
- E7 Knowing Christ (*Key Christian Beliefs*)
- E8 Leading a Cell Group
- E9 Coaching Cell Group Leaders

The cell group is the *context* for administering the *Equipping Track*. The cell leader is the *key administrator*, making sure regular cell members get started on the *Equipping Track* and linking them with a suitable *mentor*. The cell leader must also monitor members' progress, and encourage them to keep going and not give up. Our desire is to help *every member* get as far as they can with the *Equipping Track* so they have the best chance of fulfilling their potential in Christ.



## Cell Leader Training System

A key part of our vision is to equip, train and support ordinary people to become effective cell group leaders. Leadership training is handled differently from the rest of the *Equipping Track*. Once a member is ready to begin training as a leader, they will be invited by their current Cell Leader to become an Apprentice in their current group. On-the-job training begins right away, and consists of the Cell Leader delegating tasks and increasing responsibilities to the Apprentice, and involving the Apprentice in leadership decisions about the group.

When a number of new Apprentice Leaders have begun this informal training, church leaders will organise a formal *Cell Leader Training Launch Event* (say, a Saturday morning) to which current cell leaders and their new Apprentices are invited. This event will involve vision casting by senior leaders, testimonies and question and answer sessions with current cell leaders, and training in the first leadership training modules.

Following the launch event the current Cell Leader will become the *leadership mentor* for all Apprentice Leaders in his/her group. As mentor, the Cell Leader will pass equipping modules to his/her trainees, ensure they have read and understood each module, and answer any questions etc.

Once all cell leader training modules have been completed, the Apprentice is ready for the final step, the *Close Event*. Similar to the Launch Event, the Close Event brings together present cell leaders and their apprentices, cell coaches and senior church leaders.

The event includes final training, vision-casting, and time for each Apprentice to discuss with appropriate leaders options for putting the training into practice. The final act of the Close Event is commissioning the new cell leaders – committing them to God for the new work he has called them to.

## Leadership Support System

Our leadership support system is based on each Cell Leader receiving support from their Cell Coach. In turn, each coach receives support from the senior leaders of the church. When an Apprentice Leader begins leading his/her own cell group, their former Cell Leader takes on the new role of Cell Coach for the new leader, thus maintaining the established relationship. A Cell Coach meets with all the Cell Leaders in his/her charge as a group once a month to provide encouragement, support and guidance. In addition, the Cell Leader can call upon his/her Cell Coach at any time for any help and support needed.

*Living Hope*

**WELCOME**

**To**

**CELL GROUP!**

Printing Instructions:

Set your printer for double-sided printing and select print **OR** Print pages 1 and 3; put back into printer with printed face up and right hand edge towards the printer. Print pages 4 and 2.

Welcome To Cell Group - leaflet.doc  
Version 1



## Welcome To Cell Group!

Welcome to cell group! Meeting weekly in each other's homes, our aim is to grow in the faith together. The church is God's family (not a building or an institution), and we come together in our small groups to experience God, to discover his principles for living, and to help each other put them into practice. We also work together to share God's blessing with others. It is an open community where visitors are always welcome.

**Love each other as I have loved you** (John 15:12)

## The Bigger Picture

The idea of a 'cell' is taken from biology. Every living thing is made up of cells. Each cell is a complete working unit with the capability to reproduce itself. Many cells together form a larger unit – an organ or a body. Cell groups are the smallest reproducible unit of the church; a local church brings many cell groups together in a larger, united body. A cell church grows by creating new groups and, no matter how big a church may become, every member remains connected to the body through the close personal relationships of their own cell group. Many of the greatest churches in the world today are cell churches – in many different denominations.

## Our Vision

Our dream is to build a church where everyone is welcomed and valued; where everyone can find a real relationship with God and the hope of eternal life; where everyone can find friendship, help and support amongst God's family. It is a church where everyone can find significance through serving others with their gifts; where we continually encourage each other to grow in Christ-like character.

## Eternal Life!

The message of the gospel of Jesus Christ is not just a message of hope for this life, nor is it just a message of hope for a life to come – it is both! Eternal life begins *now*, and carries on into eternity. It is a new *quality* of life, life in God's kingdom. We cannot expect perfection in this life, but we can see *transformation* as little by little we are changed into the image of Christ. A person enters the kingdom by *repentance and faith* in Jesus Christ. Please talk to your mentor or cell leader if you'd like to know more.

*God has given us eternal life* (1 John 5:11)

### **In Summary**

Cell group is church! Together, we form a supportive Christian community that aims to worship God, serve others, grow in godly character, and reach out with the good news of Jesus Christ. In short, we want to help each other to love God, love one another, and love everyone else! This is the kingdom of God; this is “...the life that is truly life.” (1 Timothy 6:19)

***Please remember to bring along your Bible!***

**Go and make disciples....** (Matthew 28:19)

## Equipping

**May...God...equip you with everything good for doing his will**  
(Hebrews 13:20-21)

It is part of our vision *to equip all members for life and ministry*. We believe this aspect of Christian life is so important that it must not be left to chance, so we have created a systematic basic training process. Referred to as the “*Equipping Track*”, it is a system of simple studies that lay the foundation for effective Christian living. Each section builds on the previous one and topics include: the gospel message, Christian basics, values, outreach, beliefs, and leading a cell group. We believe that, just as most people have the capability to become parents, so also most believers have the potential to lead a few others in a small group setting; a kind of spiritual parenting.

Equipping modules are designed to be completed with the help of a *mentor* – a more mature believer in your group who will support you through the *Equipping Track*. Assigned by your group leader, your mentor will give you each study, check completed studies, answer your questions, and provide general support. Modules can be completed on a computer and exchanged by email, or they can be supplied and completed on paper. Occasionally, mentor and student should meet to discuss progress and pray together.

One further resource linked to the *Equipping Track* is the *Personal Growth Review*. This tool will enable you to assess your current progress in spiritual and personal growth, and help point the way forward. Designed to be completed once a year, the *Personal Growth*

*Review* is for your personal use, but your mentor or cell leader will discuss it with you too.

We will accomplish our dream by basing our church on a network of small groups; by training and supporting ordinary people to become effective leaders; by equipping members for life and ministry through clear Bible teaching applied to daily life; by creating space for everyone to contribute to the kingdom; and by sending out trained leaders to start new groups and new churches!

## Our Purpose

Our church exists to accomplish the purposes of God. Both together and as individuals we aim:

- To love God and put him first
- To love one another as members of his family
- To serve others with our gifts
- To grow in godly character □ To help others become disciples of Jesus

## Our Group Mission

The mission and goal of each cell group is to create new groups. This may be accomplished by the group growing larger and dividing, or by preparing and sending out a core team to start a new group. This goal is supported by our policy of continually developing new leaders.

**Love the Lord your God with all your heart**  
(Mark 12:30)

## What Is A Cell Group?

A cell group is first and foremost *a family of Christians*, a place to belong. Just as God intends the natural family to provide *a network of supportive relationships*, he intends his spiritual family to do the same. In the group we aim to put our purposes into practice and to work together to achieve our mission.

In meetings we try to create a safe supportive atmosphere where we can all share the reality of our struggles together and support each other. We value openness and honesty, recognising that we are all fellow strugglers whom God is re-making in his own perfect image as we grow little by little. Growing spiritually takes a lifetime! Things shared in the group must remain confidential and must not be shared with anyone outside the group. Everyone has a positive contribution to make and we want to encourage this. Having discovered the love of Christ we desire to share it, therefore reaching out to others will always be a central focus. Visitors are always welcome!

## Format

A cell group consists of between 6 and 12 people meeting weekly, usually in someone's home. The normal meeting lasts about 1½ hours and follows the "4 W's" format. The 4 W's are: *Welcome, Worship, Word, and Witness/Works* (Witness/Works is one section).

**Welcome:** Includes being welcomed into the home, often with light refreshments. Also, the first part of the meeting, an 'ice-breaker'. An ice-breaker is usually a simple, nonthreatening question that gives everyone the opportunity to say something. It helps everyone to feel comfortable sharing with each other. This section is only brief.

**Worship:** A brief time of worship. May or may not involve singing and prayer. It reminds us that we are family because we belong to God, and welcomes his presence into our meeting.

**Word:** A period of 30-40 minutes when we study the Bible, the *Word of God*. Studies are practical and focus on helping us apply God's word to our lives. *Remember to bring your own Bible to the meeting if you have one.*

The study period includes time to share our needs and concerns and pray for each other. This is part of getting to grips with God's word and applying it to daily life. But we also want to support one another through the general ups and downs of life. This time aims to help us grow personally and spiritually as we learn to be honest with one another and face up to reality in a safe and supportive atmosphere.

**Witness/Works:** A period of 15-20 minutes when we concentrate on reaching out to those who don't yet know the Lord Jesus. This may involve discussing people's needs, praying for them, planning special events, socials, practical help or visits.

Therefore, as we have opportunity, let us do good to all people, especially to those who belong to the family of believers.

(Galatians 6:10)



## **Ground Rules**

These basic “ground rules” apply to all groups. Your particular group may have others especially relevant to your own context.

- Respect one another
- Keep confidential information within the group – don’t share it with anyone outside
- Arrive on time for meetings
- Be prepared to give as well as receive
- Welcome all visitors

## Quarterly Cell Group Meeting Planner

W/C No.	Meeting Date	Host	Equipping Track No.	Leading	Welcome	Worship	Word	Witness	Evaluation
1									
2									
3									
4									
5									
6									
7									
8									
9									
10									
11									
12									
13									
14									

## **WEEK 2 – SESSION 1 - HOMEWORK**

### **Our Vision – Part 1**

**Q1. How many people were in the small group that Jesus trained?**

- A. 72
- B. 12
- C. 3,000
- D. 3

**Q2. Who should aspire to be a Leader?**

- A. Trained Ministers only who have a licence
- B. People who have been a Christian for many years
- C. Anyone who has a charismatic gift
- D. Ordinary Christians with a suitable level of maturity

**Q3. Which one of the following is not an essential quality to become a Cell Leader?**

- A. Attended church for at least 3 years
- B. Be a genuine disciple of Jesus
- C. Have a servant heart
- D. Be Faithful

**Q4. Which three of the following are underlying principles of a Cell based church?**

- A. Large and small gatherings are equally church
- B. Everyone needs equipping for life and ministry
- C. Everyone needs to receive ministry and support in order to give ministry
- D. Church should be lively and entertaining

**Q5. Why does the church need systems?**

- A. To keep in line with our religious denominations
- B. To help us live and work together to achieve God's purposes
- C. In order to gain ministry qualifications
- D. So the Pastor can keep control

**Q6. Which three of the following form part of a Cell church system?**

- A. Every member in the congregation to be cared for by a Cell Group
- B. Cell Groups become the backbone of our church structure
- C. Each group plans to multiply or plant a new Cell Group
- D. All leaders must be qualified in theology

## Week 3 – Cell Leader Training Notes

### Session 2 – Our Vision – Part 2

[Notes in square brackets for the session leader only – not to be read out]

#### Pre-session Preparation:

Provide a small piece of paper and a pen for each participant.  
Also, be ready to write down a list of non-Christian contacts at the end.

#### Welcome

[Ask the question to each person in turn going round the circle; start by answering it yourself.]

What was the most important event in your life this past week?

#### Worship

[Read Psalm 103 as a meditation, then have a time of open prayer where those who wish to can express their appreciation to the Lord.]

#### Word

##### *The Five Purposes*

American pastor, Rick Warren, says, “A Great Commitment to the Great Commandment and the Great Commission will grow a Great Church.” (*The Purpose Driven Church*, page 103).

Last week we began to look at the Vision of our church, and especially God’s five purposes, which are the very foundation of the church. These 5 purposes flow naturally out of the *Great Commandment* and the *Great Commission*. In this week’s study we will look at the remaining 3 purposes.

Before we begin, it is worth reminding ourselves that simply meeting in small groups in people’s homes will not automatically transform the church. But these groups provide a *context for us to help each other put God’s word into practice in everyday life*. Putting the word of God into practice *will* transform our lives and our church! The Lord Jesus said, “The Spirit gives life; the flesh counts for nothing. The *words* I have spoken to you are spirit and they are life.” (John 6:63.)

### **Exercise**

[Ask someone to read 1 Peter 4:10.] God's third purpose for his church is that *every member* should use the gifts and abilities he's given them to serve others. There are no 'Spare parts' in the body of Christ! He has a special purpose for *every one* of his children.

[Give out paper and pens.]

Take a few moments to think, and then write down one, or maybe two, gifts you feel God has given *the person on your right*.

[Go around the whole circle, ask each person to share what they've written.]

Is anyone surprised at what's been said about them?

### **Question 1**

We serve God by serving others. Although many people feel they don't have much to offer, research has shown that the average person has *over 500* different gifts and abilities! (Quoted by Rick Warren in *The Purpose Driven Life*, chapter 31, page 242.) New gifts can be discovered, and existing gifts can be developed.

What new area of service do you feel the Lord would like you to explore, or what existing gift would he like you to develop further?

### **Question 2**

[Ask someone to read 2 Corinthians 3:18.] God's fourth purpose for his church is that each of us should be continually growing in godly character, becoming more and more like Jesus.

Can you give an example from your own experience of how growing in godly character has been of benefit to you?

### **Question 3**

Finally, God's fifth purpose for his church is that we should become partners with him in his mission to reconcile the world to himself. [Ask someone to read 2 Corinthians 5:18-20.]

How do you feel about being a partner with God in this mission, and what do you find most difficult about it?

***Prayer Time***

[Ask if anyone would like prayer for anything that's been discussed in today's study, or for anything that's happening in their daily lives. Invite 2 or 3 people to pray for the needs mentioned.]

**Witness**

[Begin to *make a list* of the names of local people known to your group who don't yet know Jesus. Pray briefly for them.]

## **E8.3 - Leading a Cell Meeting**

*“We have different gifts, according to the grace give us. If a man’s gift is....leadership, let him govern diligently....”*

Romans 12:6

### **Preparation for a Cell Meeting**

#### **Preparation is vital**

Preparing to lead a cell meeting should not be a burdensome task, but it is vital. Prepare to lead a cell meeting by spending time with God. Pray over the members of your group and any visitors you know will attend.

#### **Meeting Content**

- *Welcome*: Select or prepare a suitable icebreaker.
- *Worship*: Prepare a brief time of worship.
- *Word*: A pre-prepared *Bible Application Study* should be provided by the church. Read through the summary and questions to ensure you understand them. Contact the appropriate person (e.g. the author or your Cell Coach) if you have any questions.
- *Ministry*: This should flow naturally from the *Word* time. Ask the Lord to help you be sensitive to people’s needs.
- *Witness/Works*: Plan your next step in this ongoing work.

#### **Other Preparations**

The Cell Leader should know in advance who will be coming to the next meeting. Members who can’t make it to a meeting are encouraged to contact the leader. Members bringing guests are also encouraged to inform the Cell Leader so appropriate planning decisions can be made (e.g. a different ice breaker may be chosen etc).

The venue for the next few meetings should be agreed in advance so that the host has time to prepare seating, light refreshments etc. Agreeing the venues for the next month should become a regular group activity.

The Cell Leader should also consider transport. How will each person get to the meeting? Lift sharing should be arranged in advance so everyone knows what is expected of them, and members should communicate in a timely way if plans change.

## Running a Cell Meeting

**Frequency:** Weekly. This is necessary for building quality relationships.

**Duration:** A normal cell meeting should last about 90 minutes.

**Venue:** Ideally, moving from house to house.

Be prepared to use the most appropriate venue. Potentially, every cell member could host the group from time to time. It is not necessary to have a large home – cell groups are still able to function when everyone has to squeeze in! The homes of unbelievers associated with the cell may also be used. In practice it is often found that 2 or 3 homes become the main venues for a particular group. This is fine.

Advantages of moving from house to house:

- No one overburdened by providing hospitality every week.
- Everyone feels ownership of the group.
- Get to know people best by seeing them at home.
- Opportunities to contact other family members.
- Opportunities for members to minister to the group – even least able may open their home.
- The early Christians did it! (Acts 2:46)

**Refreshments:** *Light* refreshments are best served at the beginning of a meeting, but this can be varied if you wish.

**Setting:** Sat round in a circle facing one another.

**Open and Close with Prayer:** It is recommended that a cell meeting be briefly opened and closed with prayer. Two key advantages are: (1) It gives the meeting a definite start and a definite finish – the meeting does not tail off into a chaotic and uncertain end; (2) The meeting *content* is committed to God at the beginning and the meeting *outcome* is committed to God at the end.

**Structure:** The four **W's** provide the basic structure:

**Timing:** (Approximate)

- 15 min. *Welcome:* Icebreaker
- 10 min. *Worship*
- 30 min. *Word:* Bible Application Study
- 15-20 min. *Ministry/Prayer*
- 15 min. *Witness/Works*



Try to respond to revealed needs *within* this structure. For example: A personal need revealed during the icebreaker can be prayed over during the *Ministry Time*. Absent or sick members may be prayed for during the *Worship Time*, but make sure worship and the exalting of God himself remain the focus!

Always allow the Holy Spirit the right to revise your schedule! If powerful, Spirit led ministry begins to happen, don't stop it just to go on to the next thing on time – be sensitive to the Spirit!

Remember: Time must be *positively managed*. Meetings that run over time can cause people a multitude of problems.

**Guests:** Always be prepared to welcome guests to your group. Make a fuss of visitors (but don't embarrass them); begin to get to know them. Remember, ministry to outsiders that may help them come to Christ is the mission of your cell!

**Involve Others:** Delegate whenever you can. A key objective of every cell is to involve each member in ministry. Give people opportunities to serve, but you must still monitor and support them!

### Evaluate the Meeting

Immediately after the meeting ends, take 5 minutes with your Apprentice Leader(s) to discuss how things went:

- What went well?
- What went badly?
- Any ongoing needs revealed?
- Any actions required?

Finish by sharing a brief word of prayer together.

## **Cell Church Tools Recommended Reading**

### **Cell Church Foundations - For Leaders**

#### **Successful Home Cell Groups**

By David Yonggi Cho, Bridge Publishing Inc, US, 1980, ISBN-13: 978-0882705132. From the pastor of the world's largest church and pioneer of the modern cell church movement, an inspirational account of the power of building the church through cell groups. Easy to read and an excellent first introduction to Cell Church for church leaders. Kindle version available.

#### **The Second Reformation**

By William Beckham, Touch Publications USA, 1997, ISBN: 1880828-90-1. "Reshaping the church for the 21st century." An explanation of the New Testament 'two-winged' church design, i.e., small group/large group expressions in balance. A great introduction to Cell Church. Kindle version available.

#### **Where Do We Go From Here?**

By Ralph Neighbour, Touch Publications USA, 2000, ISBN: 1-88082817-0. "A guidebook for the Cell Group Church" – A foundational book on Cell Church; explains why and how. Ralph Neighbour is one of the great thinkers and pioneers behind the global Cell Church movement. You may not want to implement all of Ralph's detailed methods, but this highly influential book has the power to challenge, to inspire and to propel a new generation of leaders into highly effective Christian ministry. Highly recommended! Kindle version available.

#### **Groups of Twelve**

By Joel Comiskey, Touch Publications USA, 1999, ISBN: 1-88082815-4. "A new way to mobilise leaders and multiply groups in your church." An explanation of the G-12 cell group system developed by Cesar Castellanos at the International Charismatic Mission in Bogota, Colombia. Kindle version available.

### **Reap the Harvest**

By Joel Comiskey, Touch Publications USA, 1999, ISBN: 1-88082813-8. "How a small-group system can grow your church." Kindle version available.

### **Cell Church Foundations - For Everyone**

#### **Simply Cell**

By Laurence Singlehurst, Liz West and Trevor Withers, Cell UK Ministries. "Whether you have recently joined a cell group or are thinking about whether to join one, this booklet is for you. It will explain what you might experience in your cell group and why things are done as they are. It will explain about the things that motivate the activity of a cell group, the vision and values behind cell life, and hopefully help you to make the changes that are inevitably necessary when joining a new community." This booklet is available from Cell UK.

### **Books for Cell Leaders**

#### **Home Cell Group Explosion**

By Joel Comiskey, Touch Publications USA, 1998, ISBN: 1-88082806-5. "How your small group can grow and multiply." Describes the results of his survey of over 700 cell leaders from 8 of the world's largest cell churches. Details principles necessary for cell multiplication. Kindle version available.

#### **The Shepherd's Guidebook**

By Ralph Neighbour, Touch Publications USA, 1996, ISBN: 1-88082855-3. "Spiritual and practical foundations for cell group leaders". A Cell Leader's training manual. Kindle version available.

### **How to Lead A Great Cell Group Meeting**

By Joel Comiskey, Cell Group Resources USA, 2001, ISBN: 1880828-27-8. Training manual for cell group leaders. Kindle version available.

### **Making Small Groups Work**

By Dr Henry Cloud and Dr John Townsend, Zondervan, 2003, ISBN: 0-310-25028-5. "What every small group leader needs to know." Kindle version available.

### **Books for Cell Coaches**

#### **How To Be A Great Cell Group Coach**

By Joel Comiskey, Cell Group Resources USA, 2003, ISBN: 1-880828-47-2. "Practical insight for supporting and mentoring cell group leaders." Training manual for cell group coaches. Kindle version available.

### **Books for Church Leaders**

#### **The Purpose Driven Church**

By Rick Warren, Zondervan, 1995, ISBN: 0-310-20813-0. "Growth without compromising your message and mission." Kindle version available.

#### **From Twelve to Three**

By Joel Comiskey, Touch Publications USA, 2002, ISBN: 1-88082841-3. "How to apply G-12 principles in your church." Discusses options for applying G-12 principles. Good description of cell coaching. Kindle version available.

#### **How People Grow**

By Dr Henry Cloud and Dr John Townsend, Zondervan, 2001, ISBN: 0-310-24486-2. "What the Bible reveals about personal growth." Kindle version available.

## **Twelve 'Christian' Beliefs That Can Drive You Crazy**

By Dr Henry Cloud and Dr John Townsend, Zondervan, 1994/5, ISBN: 0-310-49491-5. "Relief from false assumptions."

## **Courageous Leadership**

By Bill Hybels, Zondervan, 2002, ISBN: 0-310-24881-7. Leadership lessons from Bill Hybels' 30 years of pastoring Willow Creek Community Church, Chicago, USA.

## **UK Examples**

### **The Challenge of Cell Church**

By Phil Potter, The Bible Reading Fellowship, 2001, ISBN: 1 84101 218 1. "Getting to grips with Cell Church values." Phil Potter was vicar of St. Mark's C of E church, Haydock.

### **Body and Cell**

By Howard Astin, Monarch Books, 2002, ISBN: 1 85424 577 5. "Making the transition to cell church – a first-hand account." Howard Astin is vicar of St. John's C of E church, Bowling, Bradford.

### **A Story of Church Growth from Peterborough**

By Dave Smith, Cell UK Ministries, 2007, ISBN: 978-1-902144-34-4. Dave Smith is Senior Pastor at Peterborough Community Church (PCC), a charismatic, community focused church with a congregation of over 1300.

## **Inspiration for The Spiritual Journey**

### **Jonathan Livingston Seagull**

By Richard Bach, Harper Element, 1972/2003, ISBN: 978-0-00649034-0. Kindle version available.

## WEEK 3 - SESSION 2 - HOMEWORK

### Leading a Cell Meeting

**Q1. Why is it necessary to have weekly meetings? (*Select one answer*)**

- A. To keep the church program full
- B. To give everyone something to do
- C. For building quality relationships
- D. Gives more opportunity to collect an offering

**Q2. Which three of the following are advantages in moving the meetings from Home to home?**

- A. No one person is overburdened as a regular host
- B. You get to compare who has the nicest house
- C. You know people better by seeing them at home
- D. You get the opportunity to contact other family members

**Q3. What are the Four W's that form the basic structure of a Cell Group?**

1. ....
2. ....
3. ....
4. ....

**Q4. Which of following would cause you to change your planned schedule during your Cell Group meeting? (Select all correct answers)**

- A. When a personal need is revealed
- B. If the meeting is running over.
- C. If the Holy Spirit is evident and prompts a change in direction?
- D. D. All of the above

**Q5. Give three reasons why it is important to plan in advance for Cell Group Meetings?**

- A. The host has time to prepare seating and refreshments
- B. To allow members to choose which house they do not want to go to
- C. To allow the church office to know where to assign new members
- D. To give time for preparation for those taking part in leading the meeting

**Q6. Why is it important to involve others? (Select all correct answers)**

- A. So, they can feel needed
- B. So, they can experience serving
- C. A healthy growing church involves each member in ministry
- D. So, they do not feel left out

## Week 4 – Cell Leader Training Notes

### Session 3 – Effective Leadership

[Notes in square brackets for the session leader only – not to be read out]

#### Welcome

If you could go on an all-expenses-paid holiday anywhere in the world, where would you go and why?

#### Worship

[Ask someone to read John 10:11.] Jesus is our Shepherd, we are his sheep, and he laid down his life for us! [Read Romans 8:31-32.] Reflect on these things for a few minutes, and then several people give thanks to the Lord for his goodness.

#### Word

##### *Effective Leadership*

Many Christians feel anxious when they think about leading a small group of their own. However, Cell Churches throughout the world have found that most people are perfectly capable of leading a few others meeting together in a home. It's a bit like becoming a parent – everyone feels inadequate to begin with, but you soon get the hang of it; and in the end most people do a good job.

The role of Cell Group Leader is a vital one. As a Cell Leader you are first and foremost a shepherd, keeping watch over the portion of the flock under your care. You are assisting the Senior Pastor in his role of looking after the whole church.

As a cell leader you are the person best placed to know and understand the needs of each person in your group. You have a unique opportunity to lead your members into greater wholeness and spiritual maturity, help them discover and use their God-given gifts to serve others, and reach out together to a lost world. By your own commitment and example, you can help your group to remember *life's most important foundation* – to keep on loving God with all our heart and soul and mind and strength! Keeping all 5 of God's purposes in *balance* will keep your group healthy.

The training handout that accompanies this session gives guidelines on the specific tasks expected of a cell leader. One critical thing to remember is this: *You are not expected to do everything yourself!* Delegate as much as possible. Use the various gifts available in your group to get things done. Allow others the opportunity to try new roles and responsibilities. And work together *as a team* to accomplish God's purposes.



**Question 1** Although this week's training is all about the activities of effective leaders, activity is not enough. You can pray all you like, set the most excellent goals, lead the best meetings, and yet still make little progress. Timothy was one of the Apostle Paul's top apprentices. He shows us the quality that will make the most impact on your group. [Ask someone to read Philippians 2:19-21.]

How does it make you feel when you know someone takes a genuine interest in your welfare? Can you think of a situation when another person's care helped you?

**Question 2** Speaking of Luis Salas (one of the foremost leaders at the *International Charismatic Mission* – a world-class Cell Church in Colombia, South America), writer Joel Comiskey says this: "*Luis lives in the future. Goals and dreams characterize his life. All effective leaders share this trait.*" (*Home Cell Group Explosion*, 1998, page 48.)

Effective leaders see the potential in a person or a situation, and they work to help that potential be realized. What dreams or hopes do you have for the group you will lead, for your church, your family or for yourself?

**Question 3** Leading isn't easy! There will be many challenges and difficulties on the way. Jesus himself had many struggles in his ministry, even with the Twelve. In the Parable of the Sower he reveals to us one of the secrets of success: "But the seed on good soil stands for those with a noble and good heart, who hear the word, retain it, and by *persevering* produce a crop." (Luke 8:15)

Can anyone share an example of an occasion when they had to persevere in the face of difficulty, and it brought a good result in the end.

### ***Prayer Time***

Break into two's or three's and spend 5-10 minutes praying for one another.

### **Witness**

The *easiest* people for any cell group to reach are those who already have a *relationship* with a member of the group. Let's try to add 3 people each to our group *Outreach List* – people we can pray for and invite to our church. [Write down each suggested name against the group member who mentions it. Encourage any member unable to give 3 names to seek God for more opportunities to make contacts. Continue to build and use this list during future group sessions. Finish the meeting by asking one person to pray briefly for all the people on your list.]

## **E8.2 - Activities of Effective Cell Leaders**

*“Be shepherds of God’s flock that is under your care, serving as overseers – not because you must, but because you are willing, as God wants you to be....” 1 Peter 5:2*

### **Introduction**

This Module provides an overview of the process of leading a cell group. It will help you to understand your role as a Cell Leader and clearly see the things you need to do.

### **A Word of Encouragement**

In his book, *Home Cell Group Explosion*, Joel Comiskey calls his third chapter, “Relax! You don’t need to be a superstar” in order to be a successful Cell Leader. In this book, based on his survey of 700 Cell Leaders from 8 of the world’s largest Cell Churches, he says, “...cell churches worldwide ...increasingly are accepting that *every lay person* can successfully lead a cell group.” *HCGE* p. 30 (emphasis mine). If you feel weak, consider what the Lord said to the Apostle Paul: “But he said to me, ‘My grace is sufficient for you, for my power is made perfect in weakness.’” (Read it in context: 2 Corinthians 12:7-10). Even the Lord Jesus himself modelled for us a life, not of independent competence, but of dependence upon the Father and the Holy Spirit (see John 5:30; 10:18; 12:49-50; Luke 3:21-22; 4:1, 14; Matthew 12:28).

### **The Cell leader’s Role**

The role of the Cell Leader is threefold:

- To shepherd their flock (i.e. pastor or care for their group)
- To lead the group into effective outreach
- To raise up new leaders by training apprentices

In addition, those who successfully raise-up new Cell Leaders will become their *Cell Coach* once they begin leading a group of their own.

### **Key Goals of a Cell Group**

- To help members love God, love one another and love the lost
- To put the 5 purposes into practice
- To multiply into more groups by winning lost people to Christ

## Key Activities of Cell Leaders

### 1) *Pray!*

In Joel Comiskey's survey prayer was consistently *the most important factor* in successful cell group multiplication. For the Cell Leader there are 4 critical areas:

- The Cell Leader's own devotional time – spend significant time with God daily!
- The Cell Leader's intercession for cell members – daily!
- The time spent with the Lord preparing for the cell meeting
- Prayer for unsaved contacts

### 2) *Set Goals*

In Home Cell Group Explosion, Comiskey quotes David Yonggi Cho, pastor of the world's largest church and pioneer of the modern Cell Church movement: "Cho says, 'The number one requirement for having real growth – unlimited church growth – is to set goals.' He recommends four principles for setting goals:

- Set specific goals
- Dream about those goals
- Proclaim those goals to the church [or cell]
- Prepare for the fulfilment of the goals" (*HCGE*, p.48)

**Every cell group should have at least one overall goal – to multiply into 2 (or more) groups by winning lost people to Christ within a set time.** (E.g. the goal may be to multiply in 6, 9 or 12 months, but it must be specific). A specific goal for cell multiplication focuses efforts in building up and equipping the saints, evangelism and preparation of new leaders.

### 3) *Lead cell meetings*

The Cell Leader will:

- Prepare and run the cell meeting
- Delegate tasks to others, as appropriate □ Arrange meetings (day, time, venue)  
□ Ensure structure (4 W's) properly used
- Facilitate participation of all members
- Resolve conflicts
- Ensure the twin aims of *edification* and *evangelism* remain the focus
- Provide opportunities to involve each member in ministry
- Encourage love, acceptance, and open and honest sharing

#### **4) Pastor the flock**

The Cell Leader will:

- Pray for every cell member
- Monitor cell attendance (via *Weekly Cell Report*)
- Maintain contact with members who miss meetings
- Visit members, for general encouragement as well as specific needs
- Hold social meetings too

#### **5) Equip the flock**

The Cell Leader will:

- Conduct a '*Growth Review*' with each cell member once every cell cycle
- Engage new members in the *Equipping Track*
- Link new members with a suitable *Mentor*
- Monitor each member's progress

#### **6) Lead outreach**

The Cell Leader will:

- Encourage each member to build relationships with *3 local* unbelievers
- Build a group *Outreach List* and use it regularly
- Develop specific ways to reach out to individual contacts
- Lead the group to pray regularly for unsaved contacts
- Ensure each member is moving forward in being equipped to reach the lost
- Regularly exhort members to invite and bring along visitors
- Facilitate visiting of contacts by pairs of cell members
- Continue to take personal responsibility for their own contacts!

#### **7) Multiply leaders**

The Cell Leader will:

- See *every member* as a potential leader
- Identify and recruit *at least one* (and up to 3) apprentice leader(s)
- Meet with the Apprentice Cell Leaders once a month to give training (using relevant equipping modules) and coaching
- Involve Apprentice Leaders in running all aspects of cell life
- Delegate tasks to Apprentice Leaders, giving feedback and support
- Briefly evaluate each meeting with Apprentice(s)

#### **8) Receive support**

The Cell Leader:

- will meet once a month with his/her Cell Coach for encouragement and support

## 9) Give support

The Cell Leader will:

- Become *Cell Coach* to a new Cell Leader they have trained, once the new leader begins to lead a group
- Meet with their Cell Leaders once a month to give encouragement and support

### **Evaluating Your Ministry**

#### 1) Is Your Cell Healthy?

Ralph Neighbour states, 'Always, always, the measuring stick for the health of a cell should not be how much they pray, or study the Bible, but how much they minister [i.e. serve others]' (*Where Do We Go From Here?* P.192).

#### 2) Seven Questions to Evaluate Your Leadership

(Taken from 'Questions about delegation', *Cell Leader Intern Guidebook*, p.106.)

The following questions can be used periodically to evaluate your performance. Use for self-evaluation before God, or with your Zone Supervisor [i.e. Cell Coach].

- Have I been successful in retaining my cell members?
- Am I exploring and discovering the gifts and talents of my cell members?
- Are cell members demonstrating spiritual and professional growth under my leadership?
- Do I take time daily to relax and think creatively?
- Am I able to leave my leadership role for periods of time with the assurance that the work will be done well?
- Am I discovering new leaders in the cell group?
- Do those I have equipped sponsor others effectively?

Living Hope – Cell Leader Training

Schedule of Date

	Month _____				Month _____				Month _____			
	Leaders in Action Training	Buddy Call	Meet Supervisor	Meet Trainee	Leaders in Action Training	Buddy Call	Meet Supervisor	Meet Trainee	Leaders in Action Training	Buddy Call	Meet Supervisor	Meet Trainee
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**Trainee Leaders Feedback Sheet Feedback given by:**

\_\_\_\_\_ **Date:** \_\_\_\_\_

<b>Pray</b>	
<b>Set Goals</b>	
<b>Lead Meetings</b>	
<b>Pastoring the Flock</b>	
<b>Equipping the Flock</b>	
<b>Lead Outreach includes self</b>	
<b>Multiply Leaders</b>	
<b>Receive Support</b>	
<b>Give Support</b>	

## Monthly Personal Development Journal

Month \_\_\_\_\_

**Teaching: How have I been learning this month?**

**Training: What have I been doing to improve my leadership abilities?**

**Equipping: How am I equipping myself for effectiveness & what tools have I been using?**

**What tools have I provided for those I am developing in leadership?**



## **WEEK 4 – SESSION 3 - HOMEWORK**

### **Effective Leadership**

**Q1. Which three of the following are roles of an effective Cell Leader?**

- A.** To be a professional bible teacher
- B.** To Shepherd their flock
- C.** To lead the group into effective outreach
- D.** Raise up new leaders by training apprentices

**Q2. What is the overall goal every Cell Group should aim for?**

- A.** To get as many people attending meetings as possible
- B.** To multiply into 2 or more groups by winning lost people
- C.** To organise enjoyable cell group meetings
- D.** To provide more programs for the church

**Q3. What is the most important factor in successful cell multiplication?**

- A.** Evangelising the lost
- B.** Good bible teaching
- C.** Prayer
- D.** Good leadership

## **Effective Leadership**

**Q4. Which of the following are things the Cell leader will do to pastor the flock?**

- A.** Pray for cell members
- B.** Maintain contact with members who missed meetings
- C.** Hold social meetings
- D.** All of the above

**Q5. Which of the following is not a part of leading cell outreach?**

- A.** Build a group outreach list and use it regularly
- B.** Lead the group to pray regularly for unsaved contacts
- C.** Continue to take personal responsibility for their own contacts
- D.** Give out as many gospel tracts as possible

**Q6. Which three of the following are questions used to evaluate your Leadership?**

- A.** Are cell members demonstrating spiritual and professional growth under my leadership?
- B.** Do my cell meetings start and finish on time?
- C.** Am I discovering new leaders in my cell group?
- D.** Have I been successful in retaining my cell members?

## Week 5 - Cell Leader Training Notes

### Session 4 – Welcome and Worship

[Notes in square brackets for the session leader only – not to be read out]

#### Pre-session Preparation:

Select some worship songs – bring song sheets/books and music as necessary.

#### Welcome

Share something about your life for which you are thankful.

#### Worship

[Sing 2 or 3 worship songs together, then spend a few minutes in open prayer. Encourage people to give thanks to the Lord for the things mentioned during the icebreaker.]

#### Word

##### *Welcome*

The 'Welcome' section of a cell meeting is designed simply to get the meeting off to a good start. It is most common to welcome people into the host home with light refreshments – don't overdo this; it's not a party or a competition!

The formal meeting should begin with a brief prayer, then the *icebreaker*. The icebreaker is usually a simple question, not threatening and not too personal, that will enable *everyone* present to say something in their turn. This helps everybody begin to feel comfortable with one another in the group setting, and leads to better interaction throughout the rest of the meeting. Simple games or other activities can also be used as icebreakers, but they must be brief. Lists of icebreakers are available.

The icebreaker should run like this:

- Leader asks the question
  - Leader answers the question
  - Each member answers the question in turn, progressing around the circle

The leader answers first for 2 reasons: (1) His style and length of answer creates a model for everyone else to follow, and (2) It gives members some thinking time before they are expected to answer.

Once you have some experience of using icebreakers you can *make up your own* – there are guidelines to help you in the training handout. Remember, use questions that everyone can say something about; and especially when you have non-Christian visitors, don't exclude them by asking a question only relevant to believers (e.g. Who is your favourite Bible character?). If necessary, change your planned question. Variations of the question, "What is the most significant thing that's happened to you this last week?" can often be useful.

### ***Worship***

The *Worship Time* is a short but indispensable part of a cell meeting. It is surprising how often the mood of a meeting is transformed as members turn to God, being reminded of their relationship with him and of his presence among them. Worship prepares our hearts to learn and to serve.

The Worship Time can be as simple as singing 2 or 3 worship songs and then having a brief time of open prayer. But it's not essential to sing. Some groups might feel uncomfortable trying to sing – if there are only a few people, or they have weak voices, or if they have no words or music. Other forms of worship can work just as well in a small group, including: reading Psalms, Bible passages, Christian songs, poems, just praying, or even sharing testimonies of God's goodness. We will be trying a number of different approaches during our training sessions. It is also good to break bread together on occasions. Again, we will be celebrating the Lord's Supper together during the training programme.

**Question 1** [Ask someone to read Romans 15:7.] What kind of things make it easier for you to share openly and honestly in a small group setting, and what things make it harder?

**Question 2** [Ask someone to read Luke 4:5-8.] Why do you think worship is so important?

**Question 3** Can you think of an occasion when worshipping the Lord Jesus has lifted your mood, encouraged you, or helped you view difficulties from a better perspective?

### ***Prayer Time***

[Invite members to share any special needs or concerns they have at present. Ask 2 or 3 members to pray for the needs mentioned, and conclude this time by praying yourself.]

## **Witness**

[Ask someone to read John 3:16-18, 36.]

**Question 1** What are the consequences for people who do not trust in Jesus?

**Question 2** Sharing the gospel with others can be difficult. How far should we be prepared to go in our attempts to do it?

[Finish by asking one person to pray for the people on your Outreach List – either in general or by name if you have time.]

## **E8.4 Leading the Welcome Time (Icebreaker)**

*“Share with God’s people who are in need. Practise hospitality.”*

Romans 12:13

### **Who Leads this Section?**

Any member of the cell group may be asked to lead this section. The Cell Leader or an Apprentice will provide an appropriate icebreaker to use.

### **Purpose**

The purpose of the Welcome stage is to put everyone at ease with each other and to enable everyone to begin to contribute to the group. An icebreaker is a non-threatening question designed to help members of a group take the first step to enter into each other’s lives after being absent from one another for several days.

The main thing to remember is not to ask questions that penetrate too deeply when people don’t know each other very well. Keep the activity non-threatening. (*Shepherd’s Guidebook*, p.185)

Normally, the icebreaker should last no more than 10-15 minutes, though a new group may take twice as long for the first week or two as people begin to get to know one another.

### **How to Lead an Icebreaker**

As the leader, you state the question and then answer it yourself. Your answer will set the tone for the rest of the group. If you are brief, others will be brief. If you are longwinded, others will be too. Aim to spend no more than one minute per person. Unlike discussion questions, it is best for icebreaker questions to be answered by progressing in order around the circle. Some care should be taken to select an icebreaker question that everyone will be able to say something about – the aim is for *everyone* to share.

Watch for *crisis needs* during an icebreaker. It is not unusual for someone to signal they have a real hurt or problem during an icebreaker: ‘I heard this week that my mother has cancer.’ Obviously, you must return to minister to this need – but do not stop the circle of sharing. Say, ‘we’ve got to come back to you and share more about that, Susan. Thanks for telling us.’ Then continue. This gives Susan a chance to form her comments, which may otherwise just ‘spill out’ beyond what she feels comfortable sharing with the cell group. (*Cell Leader Intern Guidebook*, p.39)

## The 'Quaker Questions'

The 'Quaker Questions' are a classic icebreaker, very useful when a new group is formed, and when a newcomer is visiting the group for the first time:

- Where did you live between the ages of 7 and 12, and how many brothers and sisters did you have?
- What kind of transportation did your family use?
- Who was the person you felt closest to?
- When did God become more than a word to you?

(*The Shepherd's Guidebook*, pages 185-6.)

## Lists of icebreakers

A list of icebreakers is available on the Cell UK website at [www.celluk.org.uk](http://www.celluk.org.uk) or see your church leaders.

## Principles for Creating your Own Icebreakers

Once you've got some experience of using icebreakers you can develop your own. Here are some principles to bear in mind:

Icebreakers:

- Can be questions or instructions that ask for a specific response.
- Should be non-threatening.
- Should not be too deep or personal.
- Should aim to bring out basic information only.
- Should be kept simple.
- Should be appropriate for your group.
- Most should be appropriate for a visitor.
- Should lead to brief answers only.
- Should aim to help everyone share something.
- Are just to get a group started. Spiritual content comes later.

Longer ones should be used with new groups, short ones with established groups.

If you need help, there are whole books of icebreakers available! (See Cell UK.)

### **E8.4 Leading the Worship Time**

*“Therefore, since we are receiving a kingdom that cannot be shaken, let us be thankful, and so worship God acceptably with reverence and awe, for our ‘God is a consuming fire.’” Hebrews 12:28-29*

#### **Who Leads this Section?**

Any member of the cell group may be asked to lead this section. The Cell Leader or an Apprentice will provide appropriate resources, e.g. CD player, worship CD, and song sheets.

#### **Purpose**

“The purpose of this part of the meeting is to connect us to God in worship. Besides singing this may include prayer or Scripture reading. *The important thing is that you recognise and welcome the presence of Christ among you.* Although this part of a Cell Group meeting is usually simple and short, it is extremely important. If you are not looking to Christ, sharing and ministry in the group will be very limited.” (*The Shepherd’s Guidebook*, p.171)

“When this stage has been well planned and the leader is in touch with the Holy Spirit, the people will sense the presence and power of the Lord. If there are no musicians in the group, taped music can be used or someone with a strong voice could lead without accompaniment.” (*Cell Leader Intern Guidebook*, p.40)

“Worship is an expression of love, adoration and praise to God with an attitude which acknowledges His Lordship.” (*Cell Leader Intern Guidebook*, p.53)

Worship need not include singing or music. Other, non-musical, forms may often be appropriate in a cell group. For example:

- Prayer – focused on God (adoration, worship, thanksgiving etc.)
- Scripture reading
- Reading hymns, songs, poems etc.
- Personal testimony – leading to thanksgiving

#### **Key points:**

- The worship time should be *planned* in advance.
- Control the time – encourage short prayers so everyone can participate.
- Choose songs you know.
- Provide a song sheet – essential if you are to make visitors feel welcome.
- Let worship flow – don’t commentate between songs! □ be sensitive to the Holy Spirit’s leading. □ Avoid long introductions.



## **The Lord's Supper**

The early Christians met in homes to break bread and share fellowship (Acts 2:46), so it is appropriate for us also to remember the Lord's death for us when we meet in our cell groups. Each group can decide how frequently they would like to break bread together, but once a month is suggested.

Preparations for sharing the Lord's Supper need only be simple. A piece of bread or a cracker on a plate to pass round and a cup of grape juice (or similar), with a tissue to wipe the cup. Read 1 Corinthians 10:16-17 and 1 Corinthians 11:23-26. Invite all who belong to Jesus to participate, and pray a blessing on any unsaved visitors. Give a prayer of thanks and pass the bread and the cup around the group. Share the Lord's Supper in an attitude of worship.

## More Icebreakers

- Share one thing you hope for in this New Year, either something you want to achieve or something you would like to happen.
  - Imagine that you have been given a one-off opportunity to change the law of the land. What one new law would you introduce (or what existing law would you change) and why?
  - Who are your closest relatives and how often do you see each of them?
  - If you were the Prime Minister for a day, what would you choose to do?
  - State one thing you would miss if you had to go to live in a third-world country.
  - If you had a time machine that would work only once, what point in the future or in the past would you visit?
  - Name two leisure activities or interests that you enjoy.
  - What was the best thing that happened to you this past week?
  - What is your favourite song or chorus, and why?
- What would you want said at your funeral?
- One thing which makes me feel guilty is...?
  - If you could be an animal rather than a human, what would you be and why?
  - What is the one thing you want to accomplish next week?
  - What is your most consistent prayer at the moment?
  - If you were able to make one dream come true (however outrageous) what would it be?
  - What is your favourite eating experience; include type of food and the setting.
  - Who was your hero when you were 12 years old?
  - How do you think others perceive you? How does this make you feel?
  - Imagine you could be anyone; who would it be and why?
  - What do you do when you want to relax?
  - What is the biggest crowd you have ever been in – where was it – why were you there?
  - If you could change your nationality, what would you change it to and why?
  - Share one thing you appreciate (or did appreciate) about your earthly father. If you cannot do this, share one thing you appreciate about our Heavenly Father.
  - Which Nursery Rhyme character would you most like to have been and why?
  - When was the last time you did something for the first time?
  - Share something about your life for which you are thankful.
  - Share something you have found of interest in the news recently. Why did it interest you?
- What will you be doing on Christmas Day this year? (Note to Cell Leaders: If anyone is not fixed up try to help!).
- What has been the most significant thing for you over the last two weeks?
  - What is the aspect of your job, school, retirement, or unemployment that you like the least?
  - If you were to die tonight in your sleep, what one thing would you regret not having done?
- If you were God, and the world was as it is today, what would you choose as your most important goal? (i.e. what would your top priority be?)
- Briefly, what do you like about Christmas and what do you dislike?
  - Which TV programme do you like least, and why?
  - Share one situation that makes you fearful or afraid.
  - Share something special in your own life at present: Have you anything to celebrate? Do you have a particular challenge to overcome?
  - Where do you go when you want some time to yourself, some time to think?

## Living Hope – Cell Leader Training

- Share something that has been significant in the lives of you or your family recently. · If you could change the heart of just one person anywhere on earth so they would turn to God in faith, who would you choose and why?
- Share one thing you would like to achieve in [2008].
- Share one thing you really appreciate about “home”.
- Name one quality you consider important in someone you would call a friend (e.g. honesty, not a gossip, kind etc.).
- Share something that has been important to you recently.
- Everyone in the world lives by faith! Give an example of this “common faith” we all use day by day (e.g. Day will always follow night; my cut will always heal etc.).
- Name a TV or radio personality (or character) you admire, and say why you admire them.
- What did you like most about your school days?
- If you could spend the rest of your life doing exactly what you wanted, what would you do?
- If you could change places with a Bible character for a day, who would you choose, and why?
- What kind of things make you irritated or furious?
- Share something that has been significant to you recently (e.g. something you have done, or something that has happened).
- What do you find most boring and least enjoyable about your work (or school, or daily life)?
- If someone left you a lot of money (say £100,000) name one thing you would like to do with it.
- Who would you miss the most if they were to die suddenly?
- If you could ask Noah a question, what would it be?
- Where would you live if you could, and what would you do there?
- Share something that has been happening in your life recently.
- If you could spend a day with a celebrity, who would it be?
- Apart from Jesus, who is your favourite Bible character? Why?
- Share an act of kindness that you have experienced and that touched you.
- What present would you really like to receive this Christmas?
- Which part of Christmas do you like best?
- If there were no restrictions, what would be your dream job or career?
- What would you enjoy doing if you had a couple of hours to spare?
- What kind of week have you had this last week?
- Share 2 things about yourself that are true and one that is not true. Everyone else has to guess which fact is not true.
- Briefly share a change or event that has been significant in your life over the last few weeks.
- What is your favourite film or TV programme?
- If you could choose to go anywhere in the world for 3 days, where would you go and why?
- Briefly share one thing that has been important to you this last week.
- If you were stranded on a desert island, who would you least like to be with you and why?
- Share a recent news story that has had an impact on you.
- Share something that has encouraged you in the faith recently.
- What has been your best experience over the last few weeks?
- What is (or was) your job, and how much do you (or did you) like it? · Share one thing that causes you stress or worry.

## **Week 5 – Session 4 - Homework**

### **Welcome & Worship**

**Q1. Which three of the following are purposes of the welcome question?**

- A.** To enable everyone to contribute to the group
- B.** To take small steps to get to know each other better
- C.** To find out how much each person knows about the bible
- D.** To put everyone at ease with each other

**Q2. Who should answer the welcome question first?**

- A.** The host whose home the meeting is being held
- B.** Anyone should have a chance to start
- C.** The leader who asks the question should answer it first and then progress around the circle.
- D.** The person who arrives the earliest should speak first

**Q3. What should you do if a crisis need is revealed during the icebreaker?**

- A.** Stop the meeting to pray for that person
- B.** Let the person know you will come back to them to share more later in the meeting
- C.** Continue with the meeting and say nothing about the crisis
- D.** Ask the person to explain fully their problem

**Q4. Which three of the following are purposes of the worship time?**

- A. To recognised and welcome the presence of Christ among you
- B. To make the meeting lively and enjoyable
- C. For people to sense the presence of the Lord
- D. To express love, adoration and praise to the Lord

**Q5. Which three of the following are Key Points for leading the worship time?**

- A. Avoid long introductions
- B. Choose songs you know
- C. Encourage short prayers so everyone can participate
- D. Only trained worship leaders should lead this part of the meeting

**Q6. Which three of the following are examples of worship without music?**

- A. Personal testimony - leading to thanksgiving
- B. Reading hymns, songs, poems etc.
- C. Inviting the church choir to perform for the group
- D. Scripture reading

## Week 6 - Cell Leader Training Notes

### Session 5 – Word and Ministry

[Notes in square brackets for the session leader only – not to be read out]

#### Pre-session Preparation:

Choose a suitable song for the group to listen to. Bring the CD and a CD player to the meeting.

#### Welcome

What was the best thing that happened to you this past week?

#### Worship

[Choose a Christian song on CD (etc.). Ask God to speak to you through the music. Listen to the song and then let the group respond to God in prayer.]

#### Word

##### *Word Time*

The *Word Time*, also called the *Bible Application Study*, forms the very heart of the cell group meeting. The aim is to expose our lives to the truth of God's word so that we can be transformed. The Lord Jesus was very clear in his teaching about this. [Ask someone to read Matthew 7:24-27.] The *only* solid and sure foundation for life is to put his word into practice.

The cell group provides the ideal setting for all members to hold one another accountable to put God's word into practice. We *all* need help in this area, and the aim is for every member to encourage and support and hold accountable every other member, including you as the leader, in our efforts to actually live as Christ tells us.

Here are a few practical points to remember:

- Do not teach, but rather help *everyone* to take part in the discussion
- Encourage open and honest sharing
- Do not judge or condemn
- Accept and love one another
- Expect members to admit failures and sins – not one of us is yet perfect – make it *safe* to do this
- Help each other to identify *specific actions* we can take to apply God's word (e.g. Take steps to forgive or to be reconciled with a particular person)
- Hold each other accountable to carry out the actions
- Above all, keep on encouraging each other!

## ***Ministry Time***

The *Ministry* or *Prayer Time* is really a part of the *Word Time*. It always follows straight on from the study of God's word. The aim is to give members an opportunity to share their needs and to minister to those needs, whether arising from something discussed during the study or from life in general.

Try to keep things in balance. We want everyone to be able to share – some will need encouraging to speak, whilst others may have to be restrained so they don't take over the whole meeting with their needs!

Once needs have been shared we must respond. The first thing we can do is to pray – sometimes as a group, sometimes in two's or threes. But we must go beyond prayer to really minister to each other's needs. As the Bible says, "Suppose a brother or sister is without clothes and daily food. If one of you says to him, 'Go, I wish you well; keep warm and well fed,' but does nothing about his physical needs, what good is it?" (James 2:15-16.) By taking concrete steps to help one another, using the gifts, abilities and resources God has given us, we are truly loving one another. God is glorified. And the people around us will know that we really are disciples of Jesus! (John 13:35.)

To summarise, ministry (or serving one another) includes praying for each other, taking a genuine interest in each other's lives, and doing what we can to help, whether by using spiritual gifts, sharing advice, encouragement and support, or through some kind of practical help.

### **Question 1**

[Ask someone to read 1 John 1:7.] What kind of things make it easier for you to share openly and honestly with the group, and what makes it harder?

### **Question 2**

[Ask someone to read Romans 8:29.] God's plan is for each of us to grow more and more like Christ. Can you name an area of character you are currently working on, or struggling with, and state briefly how you felt it's going?

### **Question 3**

When we have needs and problems we usually turn first to our natural family for support. [Ask someone to read Galatians 6:10.] Can you share an occasion when you've received help and support from your spiritual family?

## ***Prayer Time***

As a group share any general needs, then several people pray for both the needs mentioned during the study time as well as those mentioned just now. If anyone can offer more than just prayer, then do it!

**Witness**

Question: [Ask someone to read Matthew 9:35-38.] Jesus' mission on earth was to 'seek and save the lost.' His continuing mission through his church is still to seek and save the lost. On a scale of 1 to 10 (10 being highest), how important do you think this mission is to God and in his plan for the whole of mankind? [Close by praying for the people on your Outreach List.]



## **E8.6 Leading the *Word Time***

*“Jesus answered, it is written: Man does not live on bread alone,  
but on every word that comes from the mouth of God.”*

St. Matthew 4:4

### **Who Leads this Section?**

Normally the Cell Leader or an Apprentice will lead this section. Other members of the group may be invited to lead the *Word Time* as a development opportunity when the Cell Leader judges they are ready.

### **Purpose**

The *Word Time* is a core part of the cell meeting. The purpose of this section is the *application* of Bible truths to the lives of those present; the *needs* of each person are the focus, and the aim is to build one another up (to *edify* one another) through open and honest sharing. The leader should help *everyone* to participate.

### **Putting God’s Word into Practice**

The *Word Time* will normally be based on a study guide consisting of a brief summary of the topic, plus a number of Bible application questions. The church will provide the study materials. It must be understood that *this is NOT a traditional Bible study*, where the aim is gaining more knowledge. Rather, the questions provide a starting point for entry into ‘*Body Ministry*’. For this purpose the questions are *tools*; therefore it is not necessary to answer everyone – choose the most appropriate for your group, re-phrase them as necessary, change the order. If using just one question sparks off a fruitful time of ministry don’t cut this short to make time for the other questions!

The *Word Time* goes hand-in-hand with the *Ministry Time* that immediately follows it. The *Word Time* consists of discussion and sharing based on the Bible application questions. This often leads naturally on to the time of ministry through prayer and the exercising of spiritual gifts – ‘*Body ministry*’!

Jesus promised both to be present with His followers in His *ecclesia* (church) and to empower it. The nature of personal experiences within the cell change when He is the sole focal point. He begins to direct the cell as the Head, empower it with spiritual gifts and fill it with His power. Then, genuine edification and fellowship take place! ...Jesus Himself is the one essential factor in the life of His called-out community on earth. (*Cell Leader Intern Guidebook* p.62)

## A Positive Attitude

Each person should be encouraged to come to the group prepared to be a positive force for God to use for edifying (building up) the group. The purpose for each member being in the group is to be part of Christ's edification process for the group, not to receive some personal ministry. Members should avoid coming with the attitude that says, 'I only want to *receive* help.' Or even, 'I'll *wait* to see what God will do.' As members come to the group with a *servant heart*, offering themselves to Christ as an instrument to edify others, the Lord is able to bring real ministry into our lives, dealing effectively with problems, hurts and needs. The Cell Leader must be first to model this attitude.

## Some Points to Bear in Mind

(Based on the *Cell Leader Intern Guidebook* pages 65-66)

- Each person in a cell must learn to become an edifier, actually using spiritual gifts to build up the body (1 Corinthians 14:26).
- Focus on the *application* of Bible teaching.
- The Leader must *facilitate*, not teach. Teaching is the leader doing all the talking; facilitating is the leader getting *the people to talk*.
- Facilitate the discussion and sharing by leading the people to applications that are:
  - Personal
  - Specific
  - Practical
- Discussion and sharing should lead to a time of ministry through prayer and the exercising of spiritual gifts (i.e. the *Ministry Time*).
- The Cell Leader must spend time listening to God and asking for direction before leading a meeting.
- If cell members have difficulty being open about a topic, break into smaller groups (3s or 4s) of the same sex to talk. Gather everyone together for the summary.

## Disagreement and Misunderstanding

(*Cell Leader Intern Guidebook* pages 67-68)

Stay within the interpretation of the study guide. Do not discuss any disagreements on points made or start an argument. There will probably be only one or two persons in the cell who will consistently have this problem. Suggest discussing controversial points outside the cell meeting to prevent other cell members from becoming confused. Flow along with what is taught. Share any persistent problems with your Coach.

Should a member misunderstand your question and answer out of context, do not tell him or her that the answer is wrong. Instead, tactfully overlook it, asking more leading questions to guide the group to the right answer. You might also direct the question to someone else.

## Encourage Open Sharing

The word of God is like a sharp sword, revealing the thoughts and attitudes of the heart (**Hebrews 4:12**). The Scriptures exhort us to 'walk in the light' (1 John 1:7), i.e. *to live in openness and honesty together*. Then we will experience real fellowship *and* the blood of Jesus will purify us from all sin!

We all struggle with sin (**Romans 7:21-23**). As the Bible exposes our weaknesses, failings and sins, let us *accept one another* just as Christ accepted us (**Romans 14:1; 15:7**). By admitting our weaknesses to one another we can take them to Jesus and receive mercy, grace and healing (**see James 5:16 and Hebrews 4:15-16**). Remember, "Therefore, there is now no condemnation for those who are in Christ Jesus." (**Romans 8:1**).

Note: A powerful method to facilitate this kind of sharing, is to go around the circle asking *each person* to say how the issue under consideration affects them personally.

## Summary

The whole Word section may be summarised by three short statements:

1. Something to understand.
2. How does this apply to my life today?
3. Who needs help?

## **E8.7 Leading the *Ministry Time***

*“Therefore encourage one another and build each other up, just as in fact you are doing.” 1 Thessalonians 5:11*

### **Who Leads this Part?**

A more mature leader, usually the Cell Leader or an Apprentice, should carefully direct the *Ministry Time*.

### **Purpose**

The purpose of the *Ministry Time* is to allow those present to share their own needs and Minister Christ's help to one another.

### **Sharing and Prayer**

The *Bible Application Study* seeks to help us apply God's word to our own lives. The ministry/prayer time seeks to deal with issues and needs revealed by the study. This is also the time when we share our own needs and concerns and pray for each other. The goal is to go beyond simply bringing needs to God in prayer, but also *to minister to those needs*. Each person should seek to be a giver, as well as a receiver, a channel of God's love and power to meet the needs that come to light among our spiritual brothers and sisters. 'Body Ministry' time is the *ideal time* for the proper use of spiritual gifts (prophecy, word of knowledge or wisdom, healing etc.), which the Holy Spirit gives for building up God's people. (See 1 Corinthians 12:7; 14:12, and *Spiritual Gifts* below).

It is important to give enough time for ministry. Give the Holy Spirit time and space to minister to people's needs – our aim is to receive the help God longs to give us! Encourage every member to take part. One way to do this is to have each person pray in turn for the person on their right. Prayer requests can be shared in pairs before prayer commences. Other ways of conducting the ministry time can include focusing on the special needs of one or two members; at other times pray in pairs or three's.

**An example:** A member may share what they find difficult to read the Bible and don't know how to approach it. Various cell members might share brief testimony, advice, give encouragement, and pray for the person concerned. A specific word from the Lord may be given. Thus the cell member is built up.

A regular time of real body ministry will both strengthen relationships within the group and provide a strong foundation for spiritual growth and outreach! (See John 13:34-35)

## Practical Ministry

Ministry can involve organising practical help (see 1 John 3:16-18). There is no limit to the creative ways that members of a cell group could help one another, and visitors too. Some examples are: babysitting, lifts, gardening, filling in forms, anything! It could involve providing some financial help – in this case any gifts should be channelled through the church, **not** given directly. Let us be open to the leading of the Holy Spirit.

## Spiritual Gifts

A major focus of the 'body ministry' time should be the use of *spiritual gifts*. These should be exercised by *all members* for the building up of the body. While some regard spiritual gifts as controversial, the Apostle Paul insisted that all spiritual gifts are simply an indication of the presence of Christ in the midst of His body (see Rom.8:9; 1 Cor.12:3-7).

There is a grave danger present when a cell is unplugged from the work of the Holy Spirit and the use of spiritual gifts. It has no alternative except to become a religious social club, which soon ossifies and diverts its activity to other tasks... (*Where do we go from here?* p.182)

Ralph Neighbour describes the using of spiritual gifts like an electric current that must flow from a source to a need. If the believer is attached to both Christ, the source, and another person with a need, and seeking to be used by the Lord, the gifts will be manifested!

All valid manifestations of the Spirit must be *relevant* to the needs of those present. The modelling of the proper use of gifts can protect new believers from absurd excesses.

Whether a convert's age is 15 or 75, spiritual gifts are given for the building up of the rest of the body of Christ and for ministering to a broken world. They must be taken from a Bible study topic to being literally applied in the cells. (*Where do we go from here?* p.165)

In the centre of Paul's teaching on gifts in 1 Corinthians 12-14 he breaks off to discuss the essential motive: **love**. Without love the gifts mean nothing. But used with love as the motive they represent the literal fulfilment of Bible teaching: 'Follow the way of love and eagerly desire spiritual gifts...' (1 Corinthians 14:1); 'Instead, speaking the truth in love, we will in all things grow up into him who is the Head, that is, Christ. From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work.' (Ephesians 4:15-16).

## Living Hope – Cell Leader Training

Every one of us arrives in the kingdom 'crippled inside'. Living apart from God for years creates inner brokenness which must be mended. In addition, simply living in a fallen world of fallen men continues to damage us as we seek to live under His Lordship. The cell group exists as a community where the healing power of God is to be manifested. (*Where do we go from here?* p.171)

Knowing the divine pattern provides access to Christ in a special way. He flows through other body members to meet my needs, and He flows through me to build up other body members. When one has experienced it, there's no desire to turn back! (*Where do we go from here?* p.180)

## **Week 6 – Session 5 – Homework**

### **Word & Ministry**

**Q1. What three of the following are purposes of the Word Time?**

- A.** The application of Bible truths to the lives of those present
- B.** A traditional Bible study to gain more knowledge of the bible
- C.** To focus on the needs of each person
- D.** To provide a starting point to enter into 'Body Ministry'

**Q2. What type of attitude should each person be encouraged to come to the group with?**

- A.** I only want to receive help
- B.** I will wait to see what God will do
- C.** Come to the group with a servant heart, offering yourself as instrument to edify others
- D.** I do not want people to get close to me or know my business

**Q3. Which three of the answers below can be a summary of the Word section?**

- A.** Something to be afraid of
- B.** Something to understand
- C.** How does this apply to my life today?
- D.** Who needs help?

**Q4. What three of the following are purposes of the Ministry time?**

- A. To allow those present to share their own needs and minister Christ's help to one another
- B. To present our list of prayer needs for the community
- C. It is the ideal time for the proper use of spiritual gifts
- D. Each person should seek to be a giver

**Q5. Which three of the following are practical ways we can minister to each other?**

- A. Providing lifts
- B. Babysitting
- C. Providing financial assistance
- D. Promise to pray about a problem

**Q6. Which three of the following are purposes for the use of spiritual gifts in your meeting?**

- A. An indication of the presence of Christ in the midst of His body
- B. Where the believer attaches Christ, the source, to another person with a need
- C. Where the healing power of God is to be manifested
- D. Where the person who prays the longest indicates their spiritual maturity



## Week 7 - Cell Leader Training Notes

### Session 6 – Witness/Works

[Notes in square brackets for the session leader only – not to be read out]

#### **Pre-session Preparation:**

Arrange for some bread and juice to be available at the meeting venue so the group can celebrate the Lord's Supper.

#### **Welcome**

If you could change one thing about your neighbourhood, what would it be and why?

#### **Worship**

[Ask someone to read 1 Corinthians 10:16-17. Ask 2 or 3 people to give thanks for Christ's sacrifice for us, then share the bread and cup in a time of quiet. Bring the time to a close by praying briefly yourself.]

#### **Word**

#### ***Witness/Works Time***

At the end of the last of the last session we saw how important the mission to seek and to save the lost is to God. Although we ourselves cannot save anyone, so also no one will be saved *unless we play our part* in God's plan to reconcile the world to himself. It is *impossible* for us to claim to follow Jesus yet not be involved in his mission to rescue mankind.

Reaching out to those who don't yet know Jesus is a really important part of why we exist as a church. So it follows naturally that the mission of *every* cell group is to create new groups.

Cell group evangelism is *relational* (i.e. focused on building relationships), *continuous* (i.e. we do it every week), *realistic* (i.e. people can move toward Jesus one small step at a time), and *persistent* (i.e. we don't easily give up!). It is based on the understanding that *everyone* lives within a *network of personal relationships*, and we are seeking to use these networks to reach many who might otherwise never hear the gospel.

In a cell group we can reach out *together as a team* – the strengths and weaknesses of each member combine to make us much more effective than any individual member would be. And the *Christian community* we share together is itself a powerful witness to visitors. As the Lord Jesus said, "...all men will know that you are my disciples, if you love one another." (John 13:35)

So how do we do it? As we have already seen, the foundation for cell group evangelism is the group *Outreach List*. Each member tries to name 3 local unbelievers – starting with those nearest to us and those most open to the gospel – and we pray regularly for these people. We then use the *Witness/Works Time* to reach out to these people in various ways. Here are some of the things we can do:

- Pray for them
- Discuss their situation and needs
- Contact them in various ways (phone, visit, letter etc.) □ Invite them to the cell group
- Arrange special ‘bridge’ events to build relationships
- Arrange appropriate practical help for them (i.e. ministry/service!)
- Invite them to regular cell group social gatherings

Above all, *we must keep on praying!* We pray, not only for people to be saved, but we can ask the Lord *to direct us* in understanding people’s needs and knowing how to reach out appropriately to each one.

**Question 1** What have been your best and worst experiences of Christian evangelism up to now?

**Question 2** What do you think are the barriers to effective evangelism in our church and in our community?

**Question 3** [Ask one person to read Mark 12:31 and another to read Galatians 6:10.] What ideas for service can you think of that would be relevant to the needs of our community? Which two of these would be most appropriate for a cell group to try?

### ***Prayer Time***

Split into groups of 2 or 3, share any special needs, then pray for each other – both for help to be a good witness and for any other needs mentioned.

### **Witness**

As you will appreciate, it is *not* possible for new people to join this *Leadership Training Group*, even though we are trying to mimic a regular cell group as closely as possible. However, because the intention of this training is that once trained, as many of you as possible will be leading your own group, it is *highly appropriate* that the people we are reaching out to now be invited to join one of the new groups once they start.

[Conclude the meeting with a time of group prayer for the people on your *Outreach List*.]

## **E8.8 - Leading the *Witness / Works Time***

*“But you will receive power when the Holy Spirit comes on you; and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth.” Acts 1:8*

### **Who Leads this Section?**

Only the Cell Leader or an Apprentice should lead this section. This is because the *Witness Time* is part of a continuing strategy that develops week by week.

### **Purpose**

This part of the meeting focuses the group on their mission, *To Create New Groups*, in order to reach more people for Christ. Focusing the group on a common goal, outside of their own self-interest, should lead to the greatest level of bonding possible between members. Time (about 15 minutes) should be allowed in *every meeting* for this section – here we are participating in God’s central purpose for mankind. His heart’s desire is that NONE SHOULD PERISH! (2 Peter 3:9)

As we focus on this mission to the lost week after week, we are seeking to make effective evangelism part of the very *lifestyle* of every believer in the cell.

### **Cell Based Evangelism**

Cell-based evangelism is relational. It is all about building relationships with unsaved people. Every person lives within a *network of personal relationships*. These relationships provide natural opportunities for outreach. Firstly, we can reach out to those in our own personal network. In addition, when we get to know a new person (such as a visitor), a whole new chain of network relationships may be opened up.

In the cell group we not only support one another in our individual witness to our friends, but we also reach out as a team. We can get to know each other’s friends, helping to win them, and when they visit the group they can experience Christian community first-hand.

### **The Outreach List**

The *Outreach List* forms the backbone of cell outreach activities. In the first column each cell member is listed. In the second column we aim to write the names of *3 local unbelievers* associated with each member. Always start with the people you feel are most open to the gospel message. If any member does not have 3 local unbelievers they wish to pray for, they should be encouraged to look for ways of building new relationships of this kind.

One easy way of doing this is for the member to select a ‘fringe member’ of the church – someone who comes occasionally but is not personally saved. The third column can be used to write names of unbelievers associated with each member who are *not local*. It is good to pray for such persons in support of the ‘missionary outreach’ of that cell member. While they will not be added to our church, they could be added to the universal church!

## Outreach Strategies

The *Witness/Works Time* provides a weekly opportunity to reach out to our friends. Here are some strategies that can be used during this time:

- Sharing the needs and spiritual condition of the people we know
- Praying for each person on our Outreach List
- Planning to invite specific contacts to the cell (or other appropriate event)
- Planning to telephone a contact
- Planning to write to a contact
- Planning to visit a contact (by pairs of cell members)
- Planning practical help to minister to the needs of a contact
- Planning special cell outreach events or cell social events
- Practise sharing testimonies and the gospel message
- Receiving feedback from activities carried out

**Note:** Prayer is *a/ways* the bedrock upon which other activities are based.

Regular cell social evenings, that take the place of a normal cell meeting, can be used to build bridges with unsaved contacts, as well as strengthening relationships between group members.

Remember, the group should always be ready to welcome visitors!

Further guidance can be found in the equipping module, *Leading Cell Group Evangelism*.

Cell Outreach List

Cell Member	Discouraged Christian	Local Unbeliever	Non-Local Unbeliever

PRAYER FOCUS

## **Week 7 – Session 6 Homework**

### **Leading the Witness/Works**

**Q1. Why does the Cell Leader or Apprentice Leader lead the Witness section rather than everyone taking turns?**

- A. The leader will have more experience than other members
- B. Ordinary cell members cannot be trusted with such an important job
- C. Because the witness time is part of a continuing strategy
- D. Only people who have the gift of evangelism should lead this section

**Q2. Which three of the following are reasons for the Witness time?**

- A. To create new groups in order to reach more people for Christ
- B. To focus the group on a common goal outside of their own self-interest
- C. To make people feel guilty about not witnessing to their friends and family
- D. To make effective evangelism part of the very lifestyle of every believer in the cell

**Q3. Which three points are relevant to cell based evangelism?**

- A. It is all about building relationships with unsaved people
- B. We should always be ready to preach to everyone when we get the chance
- C. Every person lives within a network of personal relationships
- D. In the cell group, we not only support one another, in our individual witness to our friends, but we also reach out as a team

**Q4. Which three of the following are purposes of the cell outreach list?**

- A.** To be used to add more names to the church database
- B.** You can add the names of fringe members, someone who comes occasionally but is not personally committed
- C.** It contains the names of 3 local unbelievers each person wishes to pray for
- D.** The outreach list forms the backbone of cell outreach

**Q5. Which three of the following are recommended outreach strategies in Cell Evangelism?**

- A.** Planning Practical help to minister to the need of a contact
- B.** Passing the contact details to your pastor so they can witness to them
- C.** Planning special cell outreach events or cell social events
- D.** Receiving feedback for activities carried out

**Q6. What is the main purpose of regular cell social evenings?**

- A.** To make the cell group more enjoyable
- B.** To give the leader a break from planning meetings
- C.** To see who has talents in ministry
- D.** To build bridges with unsaved contacts as well as strengthening relationships between group members

## Week 8 - Cell Leader Training Notes

### Session 7 – Dealing with Conflict

[Notes in square brackets for the session leader only – not to be read out]

**Pre-session Preparation:** Have some paper and a pen so you can write down additional ground rules that the group suggest.

#### Welcome

If you were stranded on a desert island, who would you *least like* to be with you and why?

#### Worship

[Ask one person to read Psalm 32 and another to read 1 John 1:8-9. Ask each person in turn to name one sin that he/she stills struggles with even as a Christian. In an open time of prayer, confess your own failures before God, pray for one another, and give thanks to God for his mercy and acceptance.]

#### Word

##### ***Dealing with Conflict***

Any new cell group will pass through a number of recognised stages between its formation and giving birth to a new group. The first few weeks are the 'Formation Stage' when people are coming and going and trying to decide if the group suits them or not. Once things have settled down and you have a reasonably stable group, then comes the so-called 'Conflict Stage'.

We are never *looking* for conflict, but experience shows it is a common experience in new groups. As people look at their fellow group members they begin to notice their imperfections and then to become irritated by their shortcomings. Of course, the teaching of Scripture is that we should deal with our own shortcomings before criticising anyone else: "*Why do you look at the speck of sawdust in your brother's eye and pay no attention to the plank in your own eye?*" (Luke 6:41) But, as always, this is easier to say than to do.

A Christ-centred small group provides a special place where people can grapple with the difficult issues of life, find grace and support to help them in their struggles, and in time, overcome them. A good group will help each member to experience more of life as God meant it to be – the '*life that is truly life*'!



The very closeness within a small group can itself lead to conflict. Jesus' own group, '*the Twelve*', often argued and fell out with one another. When these things happen, it is important to understand that God *uses* problems and conflicts to cause us to grow! James says this: "*Consider it pure joy, my brothers, whenever you face trials of many kinds, because you know that the testing of your faith develops perseverance...*" (James 1:2-3)

These are some common causes of conflict in a small group:

- Someone talks too much
- Someone frequently interrupts or argues a lot □ Someone is aggressive or abusive □ Someone displays a 'superior attitude'
- Someone refuses to cooperate with the group's aims and way of working
- Members fail to listen to one another
- Members fail to respect one another

Your job as Cell Leader is to protect the '*group process*' so that the group experience remains positive for all members. If you fail, people will leave!

### ***Some Ways to Deal with Inappropriate Behaviour***

- Take control of the situation yourself, e.g. stop the over-talker or interrupter and ask them to let others speak; but don't comment
- Speak to the person concerned in private about their behaviour in the group
- Tell the group what you see happening, (e.g. I notice some people are getting cut off when they try to speak) and ask the group to comment (e.g. Ask "How can we make sure everyone gets a proper chance to speak?")
- Raise a *specific problem* you observe, and ask the group how they feel about it and what action they think should be taken (e.g. someone repeatedly interrupts when others are speaking and doesn't treat them with appropriate respect. Discuss the issue as a group and decide together what limits to set – e.g. when the group sees this begin to happen someone will raise their hand and the interrupter must stop.)
- If any problem becomes too great for the group to handle, seek outside help (e.g. from the Pastor or senior church leaders)

When confronting inappropriate behaviour, the *way* you do it makes all the difference. Try stating your thoughts as *opinions* or *observations* instead of 'you should' instructions. E.g. 'I notice that...' or 'I think that...' instead of 'You should do this...' Remember to be 'hard on the issue but soft on the person'. Set *limits* which not only stop inappropriate behaviour, but also enable an offender to be *easily reconciled with the group*. E.g. an over-talker may be asked not to make *any* contribution to the group discussion for the next 2 weeks, to allow others to get used to making their own contribution.

**Question 1**

One basic 'ground rule' for groups is that 'members should always treat each other with respect'. Suggest some other ground rules that would help a small group function well. [Write down the ground rules suggested; they could be of future use.]

**Question 2**

Imagine a group you are leading has a member who just will not submit to the group and its rules. They turn up late; they change the subject during discussions; they often argue against others or even against the teaching of Scripture. Suggest some ways this situation could be handled.

**Question 3**

If you've ever experienced some kind of conflict in a small group, share what happened. Was the situation handled well or badly?

***Prayer Time***

Take a few minutes as a group to share current needs, then members pray for each other's needs.

**Witness**

[Begin to plan an ***Outreach Event*** focused on building and strengthening relationships between church members and people on the *Outreach List*. The event would be held towards the end of the training period, say between week's 10 and 11, and should be designed to make it easier to invite these people to join one of the church's new groups once they start. Decide the type of event (social only or some Christian content), who to invite, where and when to hold it. Assign specific members to be responsible for carrying out any actions identified. Close by praying together for these unchurched people.]

## **E8. 9 - Cell Lifecycle**

*“There is a time for everything, and a season for every activity under heaven: a time to be born and a time to die, a time to plant and a time to uproot.....” Ecclesiastes 3:1-2*

### **Introduction**

All cell groups are temporary! Experience has shown that groups which stay together too long tend to become inward looking and stagnate. Therefore, it is our objective to multiply each group into two new ones over the course of 1 to 2 years. A cell group will begin with 6 – 8 people and multiply into two groups when it reaches 12 – 15 people in regular attendance.

A Cell group will pass through 5 recognised stages of group life:

- **Formation**
- **Congealing/Conflict**
- **Community**
- **Ministry/Outreach**
- **Multiplication**

The following details describe what can be expected at each stage. Note: We are not aiming for conflict, it is just a recognised stage of group life!

### **The Life-Cycle of a Cell**

There are 5 phases in the life of a cell:

#### **Phase 1: Formation Stage**

Focus: Towards the group. Members focus on the idea of a cell.

A new cell is formed. Cell members begin to get acquainted and to evaluate if they feel a sense of belonging to the cell. This could also be a ‘shake-down’ period following cell multiplication. During the first 8 weeks lots of ‘coming and going’ is likely as people decide whether they are in their ‘comfort zone’. Gradually the group stabilises.

#### **Phase 2: Congealing/Conflict Stage**

Focus: Towards self. Members focus on what the cell can do for them.

Attendance should stabilise during this period. Relationships are being built, trust gained, confidence in the group and its leadership is being tested and developed.

Members are developing a sense of belonging, finding their own identity and significance within the group, and learning to live with each other, ‘warts and all’!

Practical note: To ensure your group survives the ‘Conflict Stage’, take all conflicts to Jesus – both inside and outside group time.

### **Phase 3: Community Stage**

Focus: Towards Christ. Members lay down personal needs and focus on Christ.

This is a period of living in love together. It introduces deep times of building up one another, with spiritual gifts exercised in a special manner. At this time the cell seriously begins to reach out to unbelievers. Visitation teams are formed and begin their ministry.

### **Phase 4: Ministry/Outreach Stage**

Focus: Towards the lost. Christ turns the attention of the cell outwards.

Outreach is the key focus of this stage. The Visitation teams are engrossed in their ministries, and growth is solidified as new people are brought into the mix of a stabilised community.

‘In the development of a cell group, there comes that time when evangelistic mission becomes a must. This is the critical moment when the group becomes a cell either in reality or in name only, beyond which it either grows or dies.’ (Anglican Cell Report p.43)

### **Phase 5: Multiplication Stage**

Focus: Towards growth. The cell now experiences cell multiplication.

Once the cell group has grown to between 12 and 15 members in regular attendance, the cell is ready to multiply into 2 groups. The Apprentice Leader should be ready at this stage to take on a group in their own right. The leader must prepare the group for change – people should be aware from the beginning that there will be an end to the group. Multiplication is a time for celebration. The leader must help make multiplication a pleasant occasion for everyone, backed up by strong support from the Cell Coach and church leadership. A typical cell may expect to multiply within 1 to 2 years of its formation.

The position of Apprentice Cell Leader is crucial for the multiplication of cells. “No group should ever be launched without both a Shepherd and Shepherd Intern from the very beginning.” (Where do we go from here? p.271).

Therefore, as part of the multiplication process, **it is necessary to recruit a new Apprentice for each of the 2 new groups being formed!**

### **Maximum Life Span**

A healthy cell group would, in normal circumstances, expect to multiply between 1 and 2 years from starting. Under special circumstances, e.g. a new cell-plant starting with less people, multiplication may take longer. 'Experience reveals that any cell which lives beyond 12 months usually exists without a mission or purpose' (Cell Leader Intern Guidebook p.74). Such cells will usually stagnate, lose vitality and eventually die. Cells that fail to multiply may be re-organised to enable them to become effective.

A cell should always begin with 4 – 8 persons and never grow larger than 15.

### **Cycles within the Life Span of a Cell**

Not only does each cell have a lifecycle, but there are also natural cycles of activity within the Life Span of a cell. The very first meeting of a new cell should spend much longer than normal on the ice breaker/getting acquainted activity. Periodically, the normal cell meeting should be replaced by a more light-hearted, fun event.

This could be:

- A meal together
- A games evening
- A social evening
- A birthday party
- A walk in the park
- Going out to eat together

Avoid events where social interaction is limited, e.g. a trip to the cinema.

Such events provide a break from the regular programme and allow more time for general relationship building, rest and relaxation. They also provide ideal opportunities to invite unsaved friends to share in the community of Christ in a nonthreatening way.

At the end of the Lifecycle a special celebration event will be appropriate – celebrating successful cell multiplication!

# Conflict Resolution Tool



## Conflict Resolution

**What is my attitude to conflict between brothers and sisters in the congregation? Please tick which apply**

1. One common response to conflict between church members is to leave it alone, pretend it is not there, do not admit it exists, it will sort itself out. \_\_\_\_\_
2. (a) another popular response is to view the conflict as the fault of the other party and adopt the position “it’s up to them to sort themselves out”  
(b) “To come to me to apologise”  
(c) “To start behaving in the way I think they should.” \_\_\_\_\_
3. Another attitude is to accept it as a problem that will not get sorted out. To believe nothing can or will change. \_\_\_\_\_

## Living Hope – Cell Leader Training

4. One very common response is to agree that because of the conflict we should not argue but just not work together anymore. \_\_\_\_\_
5. Some people will continue to work together but no longer trust the other person.  
\_\_\_\_\_
6. Another is to say I will only accept an outcome if it makes me the winner, if I get my way \_\_\_\_\_
7. Some people will not be content unless they see the other person suffer as a result of their actions. \_\_\_\_\_
8. On the other hand there are those who say ‘Thank you, God for allowing this conflict to come my way to help me to become more like Jesus’. \_\_\_\_\_
9. I will not try to be the winner, instead I will use it to try to help the other person.  
\_\_\_\_\_
10. They may even say ‘I am being wrongfully treated, even though I am right. This is my opportunity to suffer for the Gospel like Jesus did \_\_\_\_\_

Which attitude/s would you like to adopt if you were caught up in a disagreement or conflict within the church

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### Identifying a conflict in the congregation.

I recognise a conflict that involves one or more members of this congregation.

The conflict involves me? Yes ☐ No ☐

The reason I recognise it is because:

(Describe the effect what you have seen or heard)?

I know about something that happened that caused the conflict?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
The thing is still happening?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
I witnessed the thing that happened personally?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
I heard about the thing from someone else?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
I have come to my own conclusion that something has happened because of the evidence, I believe something?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>
I believe something has happened, but I am not sure?	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>

## Details

What happened?

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Date (if possible)

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Where you were when you became aware

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What were you doing or what was happening at the time.....Who else was there?

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Describe what you identify as the problem

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If the problem involves something you think another person has done wrong, do they agree that they have done wrong? Yes ☐ No ☐

If they do not agree have they told you why they do not agree? Yes ☐ No ☐



Can you explain why they do not agree and what they think is the cause for the conflict

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## Resolution

What would you like to happen?

Do you want this conflict to be resolved in a way that pleases God?      YES      NO

Do you want another person to suffer or be punished as a result of why you think they have done?      YES      NO

Are you willing to forgive the person for what you say they have done?      YES      NO

Explain what you think should happen as a result of this conflict to put things right

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If you and the other person cannot agree now, are you willing to receive help from some else?  
YES              NO

Are you willing for God to change your own heart?

YES              NO

Are you willing to suffer wrong, if that is what God ask you to do?

YES              NO

Do you think this experience can help you grow to be more like Jesus?

YES              NO

## Living Hope – Cell Leader Training

How do you think Jesus behaved towards people who did wrong to Him?

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What is your prayer to God for the other person?

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Are you willing to help the other person to improve, become more like Jesus?

Yes ☐ No ☐

What is your prayer for yourself?

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How can this conflict bring a good report to the unbeliever about disciples of Jesus?

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## **Week 8 – Session 7 - Homework**

### **Dealing with Conflict**

**Q1. Why should a Cell Group not stay together for too long?**

- A. People get fed up of each other
- B. Cliques are formed within the church
- C. It will be harder to end the group
- D. They tend to become inward looking and stagnate

**Q2. What is the main feature of the Formation Stage?**

- A. Members complete the registration in a new group
- B. The group prepares to multiply
- C. Cell Members begin to get acquainted and evaluate if they feel a sense of belonging to the cell
- D. Leaders get to choose who they want in their group

**Q3. How many of the following are features of the Congealing/Conflict Stage?**

- A. Confidence in the group and its leadership is being tested and developed.
- B. Members find their identity and significance within the group.
- C. Relationships are being built.
- D. Members learn to live with each other, 'warts and all'!

**Q4. What three of the following are features of the Community Stage?**

- A. It introduces deep times of building up one another
- B. Visitation Teams are formed and begin their ministry
- C. Members focus on what the cell can do for them
- D. Spiritual gifts exercised in a special manner

**Q5. Why is the Ministry/Outreach Stage important according to the Anglican Cell Report?**

- A. It is when we learn to evangelise
- B. It is a time when those who are called Evangelist stand out from others
- C. It is a time to grow the group
- D. It is the critical moment when the group becomes a cell either in reality or in name only, beyond which it grows or dies

**Q6. Which three of the following are the ideal conditions required to multiply a cell group?**

- A. The cell group has grown to between 12 and 15 members
- B. The apprentice leader is ready to take on a group in their own right
- C. People in the group have an unresolved conflict
- D. At the end of the Lifecycle a special event will be appropriate

## Week 9 - Cell Leader Training Notes

### Session 8 – Equipping Members

[Notes in square brackets for the session leader only – not to be read out]

#### Pre-session Preparation:

Choose some appropriate songs to sing, and bring song sheets/ music/ CD etc. as necessary. Also, the following additional handouts should be supplied for each trainee:

\*E1.6 Whole Structure

\*E8.x2 Equipping Track Matrix

\*E5.x1 Becoming a Mentor

\*Equipping Report Form

#### **Welcome**

What do you find *least enjoyable* about your work or school or daily life?

#### **Worship**

[Sing 2 or 3 worship songs together, and then spend a few minutes in open prayer. Whoever wishes may pray. Remember to focus on worshipping and giving thanks to God during this part of the meeting.]

#### **Word**

##### *Equipping Cell Members*

[Ask someone to read 2 Timothy 3:16-17.] Why would anyone even *want* to be equipped for every good work? Are not most people busy enough looking after their own affairs? Who has time for doing ‘good works’?

The answer, of course, is that God made us for the *very purpose* of ‘doing good works’. (Ephesians 2:10 – “For we are God’s workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do.”) So the *Equipping Track* is designed to help members *understand* and *live out* life as God meant it to be. It helps us discover our purpose for living, and enables us to find increasing fulfilment as we put God’s ways into practice. Success depends on the Cell Leader and all senior leaders giving constant encouragement and support.

We’re going to discuss the practical details of leading the process; feel free to ask questions at any time.

**Some benefits of the *Equipping Track*:**

- It's for everyone
- Basic truths for Christian living are learned in an ordered way
- Students learn at their own pace
- Everyone has a *mentor* to help them work through the material □ The materials help students discover God's purposes for themselves

***Getting Started***

- New member coming regularly to cell
- Cell Leader invites new member to start the *Equipping Track*
- Cell Leader explains the importance of the *Equipping Track* and identifies the most appropriate starting point for the new member (See E8.x2 for help)
- Cell Leader invites an established member to become the new member's mentor (Ensure mentor has read E5.x1 *Becoming a Mentor*)
- Cell Leader and Mentor visit the new member to explain the process and pass on initial materials
- Cell Leader ensures both mentor and student have appropriate contact details for one another, and mentor has a copy of the relevant equipping section(s) in an appropriate format

***On A Regular Basis***

- Mentor passes equipping modules to student (either by computer or on paper)
- Student completes each module and passes it back to mentor for checking, along with any questions, issues or concerns he/she wants to raise with the mentor
- Mentor returns checked modules to student to keep, along with any comments, answers to questions etc.
- Mentor passes any questions or issues he/she cannot handle to Cell Leader for further help
- Cell Leader requests help from his/her Cell Coach as necessary

***General details***

- Whenever a student successfully completes any section of the *Equipping Track* it should *be acknowledged at a group meeting*. Public recognition is a way of saying, 'Well done' to the student, and acts as an encouragement to continue
- Periodically, the Cell Leader reminds members of the importance of the *Equipping Track* and encourages them to press on
- The Cell Leader monitors all mentors and students in his/her group, asking them about their progress each month – there is a special *Equipping Report Form* to keep senior leaders informed
- The Cell Leader supplies materials (equipping sections) to mentors as required
- The Cell Leader watches for members progressing towards leadership and invites those he/she judges ready to become Apprentice Leaders
- The Cell Leader should encourage all cell members *to complete as much of the Equipping Track as they can*, thereby helping them fulfil more of their God-given potential. Occasionally, the Cell Leader should ask those progressing well to share *a testimony* about their experiences with the *Equipping Track*

### ***The Personal Growth Review***

One further resource linked to the *Equipping Track* is the *Personal Growth Review*. This tool enables each cell member to assess his/her own progress in spiritual and personal growth, and helps point the way forward. As Cell Leader you distribute copies of the *Personal Growth Review* once a year, asking members to fill it in. The *Personal Growth Review* should remain with the cell member, and the Cell Leader should endeavour to have a personal conversation with each member about the outcome (ideally face-to-face, but at least a good phone conversation). The Cell Leader also completes an annual *Personal Growth Review* and discusses the outcome with his/her Cell Coach.

#### **Question 1**

What have you liked best or found most helpful in your experience of the *Equipping Track* so far?

#### **Question 2**

Are there any aspects of leading the Equipping Process that concern you or that you feel may be difficult to do?

#### **Question 3**

What has motivated or inspired you to persevere with the *Equipping Track* in your own life? How might you encourage or inspire others?

### ***Prayer Time***

Break into pairs, share your needs and pray for one another.

### **Witness**

Continue to discuss arrangements for your special outreach event. Where? When? Who will you invite? Who will invite them? Finish by praying together as a group for those you are trying to reach.

## **E8.10 - Equipping Cell Members**

*“All Scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness, so that the man of God may be thoroughly equipped for every good work.”*

*2 Timothy 3:16-17*

### **Purpose**

Part of our church vision is to equip all members for life and ministry. We believe this aspect of Christian life is so important that it must not be left to chance, so we have created a systematic basic training process, “the Equipping Track”. Having reached this point in the training you will be thoroughly familiar with this system of simple studies.

This module describes the general system we use to help cell members progress through the Equipping Track, from first steps, maybe even before making a commitment to Christ, right through to the point of entering training to become a Cell Leader.

### **The Challenge**

Studying equipping modules can be hard work! Life is often busy and full of competing demands. In our Information Age we are constantly bombarded by a multitude of messages competing for our attention. So how can we help cell members focus on the Equipping Track and sustain the commitment necessary to reap the benefits of completing it?

Firstly, each student must clearly understand the purpose of the Equipping Track – that it is designed to help them discover and live out the life God intends for them, the life that is truly life! (1 Timothy 6:19.)

Secondly, they must understand that the equipping modules form part of an integrated system, which also includes our networks of relationships, our group experience, our service, and the teaching and application of God’s word. Take away one part of the system and the whole system cannot function properly.

Thirdly, the help and encouragement of a personal mentor can make all the difference, especially when tempted to give up. Finally, the example, commitment and constant encouragement of the Cell Leader, and other church leaders, is vital to remind the student of the great value the church places on the Equipping Track.

In a nutshell, motivation and constant encouragement are the keys to success.



## **Benefits**

### ***Some benefits of the Equipping Track:***

- Designed for everyone
- A systematic process – basic truths necessary for Christian living can be learned in an ordered way
- Student learns at his/her own pace
- Each student has a mentor to help them work through the material
- Materials designed to help the student discover God's purposes for his/her life

### ***The Process Getting Started***

- New member coming regularly to cell
- Cell Leader invites new member to start the Equipping Track
- Cell Leader explains the importance of the Equipping Track and identifies the most appropriate starting point for the new member (See E8.x2 for help)
- Cell Leader invites an established member to become the new member's mentor (Ensure mentor has read E5.x1 Becoming a Mentor)
- Cell Leader and Mentor visit the new member to explain the process and pass on initial materials
- Cell Leader ensures both mentor and student have appropriate contact details for one another, and mentor has a copy of the relevant equipping section(s) in an appropriate format

### ***On a Regular Basis***

- Mentor passes equipping modules to student (either by computer or on paper)
- Student completes each module and passes it back to mentor for checking, along with any questions, issues or concerns he/she wants to raise with the mentor
- Mentor returns checked modules to student to keep, along with any comments, answers to questions etc.
- Mentor passes any questions or issues he/she cannot handle to Cell Leader for further help
- Cell Leader requests help from his/her Cell Coach as necessary

### ***General details***

- Whenever a student successfully completes any section of the Equipping Track it should be acknowledged at a group meeting. Public recognition is a way of saying, 'Well done' to the student, and act as an encouragement to continue
- Periodically, the Cell Leader reminds members of the importance of the Equipping Track and encourages them to press on

- The Cell Leader monitors all mentors and students in his/her group, asking them about their progress from time to time
- The Cell Leader supplies materials (equipping sections) to mentors as required
- The Cell Leader watches for members progressing towards leadership and invites those he/she judges ready to become Apprentice Leaders
- The Cell Leader should encourage all cell members to complete as much of the Equipping Track as they can, thereby helping them fulfil more of their God-given potential. Occasionally, the Cell Leader should ask those progressing well to share a testimony about their experiences with the Equipping Track

### **The Personal Growth Review**

One further resource linked to the Equipping Track is the Personal Growth Review. This tool enables each cell member to assess his/her own progress in spiritual and personal growth, and helps point the way forward. As Cell Leader you distribute copies of the Personal Growth Review once a year, asking members to fill it in. The Personal Growth Review should remain with the cell member, and the Cell Leader should endeavour to have a personal conversation with each member about the outcome (ideally face-to-face, but at least a good phone conversation). The Cell Leader also completes an annual Personal Growth Review and discusses the outcome with his/her Cell Coach.

**Equipping Track Matrix**  
(What to give to who and when)

The following table is designed to help you ensure each person working through the *Equipping Track* receives the right parts at the right time. Note: If someone already has a copy of a general module, say *introducing the Bible*, they do not need to be given it again.

Who for	When	What	Ref
A seeking unbeliever attending your Cell Group	If they want to start the <i>Equipping Track</i>	John's Gospel, Finding Life Introducing the Bible	E3 (1-3) E4.x1
A new Christian or an immature believer who wants to start from the 'beginning'	When they start the <i>Equipping Track</i>	Outline Structure, Expanded Structure, Introduction, Beginning with Christ, Introducing the Bible, Bible Books List	E1.1 E1.2 E2.1 E4 (1-7) E4.x1 E4.x2
An established Christian joining your Cell Group or a Cell Member who has completed ' <i>Beginning with Christ</i> '	When they start Section E5	Outline Structure, Expanded Structure, Introduction, Introducing the Bible, Bible Books List, Following Christ, Becoming a Mentor	E1.1 E1.3 E2.1 E4.x1 E4.x2 E5 (1-11) E5.x1
A Cell Member who has completed <i>Following Christ</i>	When they start Section E6	Expanded Structure, Reaching Out	E1.3 E6 (1-5)
A Cell Member who has completed <i>Reaching Out</i>	When they start Section E7	Expanded Structure, Knowing Christ, The Historic Creeds	E1.4 E7 (1-14) E7.x1
A Cell Member who has completed ' <i>Knowing Christ</i> ' and has agreed to become an Apprentice Cell Leader	When they start Section E8	Expanded Structure, Leading a Cell Group Essential Reading Equipping Track Matrix Personal Growth Review	E1.5 E8 (1-15) E8.x1 E8.x2 E8.x3
A Cell Leader whose Apprentice Leader(s) will be or are leading a Cell Group	When they start Section E9	Coaching Cell Group Leaders Essential Reading	E9 E9.x1

## **Becoming A Mentor**

*“You call me ‘Teacher’ and ‘Lord’, and rightly so, for that is what I am. Now that I, your Lord and Teacher, have washed your feet, you also should wash one another’s feet. I have set you an example that you should do as I have done for you.”*

St. John 13:13-15

### **What Is A Mentor?**

A *mentor* is someone who comes alongside another to help them grow. The mentor is the helper; the one being helped is the *‘protégé’* or *student*.

### **A Spiritual Ministry**

Foot washing is a symbol for *humble service*. Jesus, our great Lord and God, set us an example that we should humbly serve one another. A mentor is a servant to the one they seek to help.

The Lord Jesus is our example in another way too: He made a *spiritual investment* in the lives of his twelve chosen disciples; and more than this, he made a *special spiritual investment* in just three of them – Peter, James and John.

The apostle Paul said, “Follow my example, as I follow the example of Christ.” (1 Corinthians 11:1). Paul made a spiritual investment in many people; one in particular was called Timothy. Of Timothy he said, “I have no-one like him, who takes a genuine interest in your welfare.” (Philippians 2:20)

Anyone who gives of their time and effort to humbly serve a fellow believer by becoming a mentor is making a *spiritual investment*, not only in the life of another, but also in eternity. The process of wrestling with the word of God in order to apply it to daily living, will help both student *and* mentor grow in godly character. And godly character has value both for this life and the life to come! (1 Timothy 4:7-8)

### **Who Can Be a Mentor?**

Mentoring is a role open to everyone. To be a mentor you don’t need to be a gifted teacher, a wise counsellor or a Bible scholar; you simply need to be a *friend*. The only requirement is that you are involved in the *same growth process* as the person you wish to help, and that you are at least a *little farther ahead* on the journey.

## What Does a Mentor Do?

“Each of you should look not only to your own interests, but also to the interests of others.” (Philippians 2:4)

Clearly, this is easier said than done! But this is the challenge of the mentor: ***To give enough of your time and attention to your friend in order to help them grow.***

The following suggestions assume you and your friend are working through this *Equipping Track* as your spiritual growth process.

Speak to your cell group leader when you feel ready to take on this role; alternatively, your cell leader may approach you. Your cell leader will link you with an appropriate person in your group who would benefit from your help. You may need to be patient if there is no one currently in your group at this stage – if your group is growing, sooner or later someone *will* need your help!

Your cell leader will help you and your friend identify the most appropriate place to start the *Equipping Track*, and supply you with the materials to use. Materials may be supplied either on paper or as computer files, and you should receive one whole section (e.g. E4 – Beginning with Christ) at a time.

## How Does The Process Work?

The studies are intended for use like this:

- The mentor gives his or her student *one study*, e.g. E4.1 Welcome To Your New Life. Studies may be passed on as a *printed sheet* or sent as an *email attachment*.
- The student reads through the study and completes the blanks in their own time; progress is made at their own pace as opportunity allows.
- Studies supplied as computer files can be completed on a computer and *saved with a modified filename*, or alternatively they can be printed out and filled in by hand.
- Each completed study is passed back to the mentor for checking, along with any comments or questions the student wishes to ask.
- The mentor checks the completed study and *returns it to the student to keep*, along with any comments.
- Studies and comments can be exchanged in person or via computer whichever is most convenient.
- The mentor supplies the next study to the student at the same time as he or she returns the last checked study.

The above process is designed to be as flexible and convenient as possible, recognising that most people lead busy lives and time is often short. However, there is no substitute for special times spent in face-to-face contact, so you are urged to find opportunities to spend time together as often as you both can manage. Sharing hospitality is a great way to do it.

*“We loved you so much that we were delighted to share with you not only the gospel of God but our lives as well, because you had become so dear to us.”*

1 Thessalonians 2:8

## **Hints and Tips**

Here are a few suggestions to help you as you make a spiritual investment in the life of your friend:

- Pray for them regularly!
- Allow them to pray for you too!
- Take time to listen.
- Accept, and don't condemn. (Romans 15:7)
- Encourage them. (Hebrews 3:13; 10:24)
- Speak the truth in love. (Ephesians 4:15)
- Restore gently. (Galatians 6:1)
- Avoid trying to solve problems *for* them! If necessary, explore the issues together to help them find the right solution *for themselves*. (Galatians 6:5)
- Seek the help of your cell leader or another mature Christian if you don't know how to handle a particular problem or issue.

## **Recommended Reading**

To explore this topic further see *Mentoring another Christian*, by Ralph Neighbour, Touch Publications 2001, and ISBN: 1-880828-28-6. Available from Cell UK.

*“Love each other as I have loved you.”*

St. John 15:12

Living Hope – Cell Leader Training

Equipping Report

Month–Year: \_\_\_\_\_

Cell Leader:

Group Member	Last Module Completed (Number & Title)	Present Module (Number & Title)

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

**Week 9 – Session 8 – Homework**

**Equipping Cell Members**

**Q1. Which of the following are benefits of the Equipping Track?**

- A.** Provides an example of a pathway from accepting Jesus to becoming a leader
- B.** Helps you plan for all the stages of discipleship
- C.** Allows the Mentor or Cell Leader to know where they or their Cell Group is up to on their spiritual journey
- D.** D. All of the above

**Q2. What is the purpose of the Equipping Track Matrix - How would you use it?**

- A.** To collect information for Cell Group Reports
- B.** To help you ensure each person working through the Equipping Track receives the right part at the right time
- C.** To help you decide the best topics for Cell Group studies
- D.** To provide information for new believers to plan ahead

**Q3. Which three of the following are purposes of a Mentor?**

- A.** To give enough of your time and attention to your friend in order to help them grow
- B.** Pray for them regularly and allow them to pray for you
- C.** Solve their problems for them, so they do not need to find the solutions for themselves
- D.** The Mentor supplies the next study to the student at the same time he or she returns the last checked study



**Q4. Who completes the Equipping Report, and who is it sent to?**

- A.** The report is completed by each new believer and sent to the Cell Group Leader
- B.** The report is completed by the Senior Pastor and sent to the new believer
- C.** The report is completed by the Cell Group Leader and sent to the Senior Pastor
- D.** The report is completed by the Cell Coach and sent to the Cell Group Leader

**Q5. Which of the following does not form part of the Personal Growth Review?**

- A.** Basic Spiritual habits
- B.** Popularity within the church
- C.** Christ like character
- D.** Relationships

**Q6. Which three of the following are reasons why teaching is not enough to prepare us for Christ-like living?**

- A.** Hearing the word and not putting it into practice is like a man who built his house on the sand
- B.** Although teaching provides information, it is in doing, that we experience faith and growth
- C.** It depends if you have a really good teacher
- D.** It is possible to be always learning, without ever coming to the knowledge of the truth

## Week 10 - Cell Leader Training Notes

### Session 9 – Shepherding the Flock

[Notes in square brackets for the session leader only – not to be read out]

#### Pre-session Preparation:

Choose a Christian song or a Psalm to read out. Bring the words along!

#### Welcome

What do you like to do when you want to relax?

#### Worship

[Ask someone to read out the words of a Christian song (or a Psalm, e.g. Psalm 30) you have chosen in order to focus the group's mind on God. Follow this with an open time of prayer.]

#### Word

#### ***Shepherding the Flock***

Throughout the Bible the picture of sheep being looked after by a shepherd is used to describe God's people and their leaders. In the New Testament the spiritual leaders of the church are also described as 'shepherds'. [Ask someone to read Acts 20:28.]

One of the weaknesses of traditional church structure is that the pastor over the whole congregation is often the *only* person expected to have responsibility for the spiritual welfare of the members. For everyone else, looking out for the spiritual needs of others *is not their job*. How large do you think a church would have to grow before members start to feel neglected? Fifty? One hundred? Whatever number you choose, the reality is that it doesn't have to be *very* big before a single pastor would be overwhelmed by the needs of the people.

Cell Church solves this problem by following the advice given to Moses in Exodus 18; that is, to set leaders over 'thousands, hundreds, fifties and tens'. So the Cell Leader has a vital part to play as a shepherd watching over God's people in his or her own group.

This doesn't make you responsible to *meet* all of their needs, but to provide the help and support that you can, and to help members find further support when they need it. Also, many needs can actually be met *through the group community itself*.

For example, someone struggling with childcare may receive support through other group members taking turns at 'babysitting'. Or someone in financial difficulty might be helped by a wiser, more mature member taking the time to look at the situation with them and giving good advice. In fact, a good group can provide help for its members in many different ways, ranging from spiritual and emotional support through to practical help.

Back to the role of the shepherd. Ezekiel chapter 34 is all about the role of the shepherd-leaders over God's people. Although it is speaking from a negative point of view, this chapter shows clearly what the Lord expects of his spiritual leaders. [Ask someone to read Ezekiel 34:1-4.]

**God expects his shepherds to:**

- Take care of the flock
- Strengthen the weak
- Heal the sick
- Bind up the injured
- Bring back the strays
- Search for the lost

***Some Practical Suggestions***

- Pray daily for your group members!
- Take time to get to know each one personally
- Contact missing members – You or another member contact anyone who misses a group meeting – make sure they're okay, encourage them, and keep them up-to-date with what's going on
- Engage each member with the *Equipping Track* and link them with a suitable mentor; be prepared to mentor some members yourself
- Visit each member systematically, especially when there is a special need □  
Conduct a *Personal Growth Review* follow up visit
- Remember birthdays!

Further suggestions and guidance for visiting is provided in the equipping handout, *E8.11 Shepherding the Flock*.

**Question 1**

When Jesus saw the crowds, "he had compassion on them, because they were harassed and helpless, like sheep without a shepherd." (Matthew 9:36) What motivates you most strongly to want to be a good shepherd for Jesus Christ?

**Question 2**

Some might worry about the *time commitment* required. Yet, the Lord Jesus does not expect more from us than we can manage. As with the giving of money, he only expects us to give *in proportion* to what we've got. "For if the willingness is there, the gift is acceptable according to what one has, not according to what he does not have" (2 Corinthians 8:12).

Think of some practical ways you could fit in the activities of a good shepherd whilst keeping the other demands of life (family, work etc.) in balance?

**Question 3**

Can you think of an occasion when *you* received help and support from a spiritual leader? Or think of an occasion when you *wanted* the help of a spiritual leader but it wasn't available. In either case, how did you feel?

***Prayer Time***

As a group, share your current needs and concerns, then several people bring them to the Lord in prayer.

**Witness**

Continue to discuss arrangements for your Outreach Event.  
How are the invitations going?

Are other parts of the organisation on target?

Finally, spend the remaining time in prayer for those you are seeking to reach.

## **E8.11 - Shepherding the Flock**

*“Keep watch over yourselves and all the flock of which the Holy Spirit has made you overseers. Be shepherds of the church of God, which he bought with his own blood.” Acts 20:28*

### **The Cell Leader is a Shepherd**

Throughout the Bible the picture of sheep being looked after by a shepherd is used to describe God's people and their leaders. In the New Testament the spiritual leaders of the church are frequently described as 'shepherds' (e.g. Acts 20:28; 1 Peter 5:1-4). The word 'pastor' occurs only once in the English translation of the Bible (Ephesians 4:11) and the original Greek word is 'shepherd'. In the Cell Church each Cell Leader is a shepherd of his or her own 'flock', the cell group. While the role of Cell Leader is very different from the role of pastor/teacher or minister of a whole congregation, the Cell Leader, nevertheless, has spiritual responsibility for his or her own group.

In Ezekiel 34 God speaks against the shepherds of Israel, the spiritual leaders of his people. Although speaking from a negative point of view, this passage shows us clearly the things God expects from the leaders of his people, his shepherds.

### **The Message of Ezekiel**

*Read the whole of Ezekiel chapter 34.*

*What does God expect of his shepherds? (Verses 2-4)*

#### **Shepherds should:**

**□ Take care of the flock □ Strengthen the weak □ Heal the sick □ Bind up the injured □ Bring back the strays □ Search for the lost**

*Consequences for the flock when they have no shepherd, or when the shepherd is worthless, caring only for himself: (verses 5-6)*

- The flock is scattered
- The flock is devoured by wild beasts
- The flock wanders aimlessly

*Consequences for the worthless shepherd: (verse 10)*

- God is against him or her
- God holds the shepherd accountable for the flock
- God will remove the worthless shepherd from his/her position

*The actions of a good shepherd: (verses 11-24)*

- Searches for his sheep
- Looks after his sheep
- Gathers them together
- Leads them to good pasture
- Keeps them safe
- Brings back the strays
- Binds up the injured
- Strengthens the weak
- Ensures fairness within the flock

*God's promises when the shepherds do well: (verses 25-31)*

The flock will have:

- Peace
- Safety and security
- Showers of blessing
- Freedom

It is clear from the above passage that God considers the role of the shepherd-leader critical to the well-being of his people. As a Cell Leader you can make a vital difference in the spiritual lives of your group members. It does not require expert knowledge or the commitment of a full time job. Taking an interest in their lives and simply 'being there' for them will have a real impact.

**Some Practical Suggestions**

- Make a list of each member's details (name, address, phone number, and birthday) and provide a copy for everyone. Ask permission of each one first, and omit any sensitive information any member does not want to share. □ Pray daily for your cell members! □ Get to know each one personally
- Visit each one systematically, not just when there's a special need
- Conduct a *Personal Growth Review* with each member via a personal visit
- Speak with them regularly (face-to-face, telephone)
- Respond to special needs
- Use written communication when appropriate (email, letter)
- Engage each member in the *Equipping Track*
- Delegate specific jobs and roles to each person to help them develop and feel valued
- Keep track of group attendance and contact/visit non-attenders
- Remember each member's birthday! (E.g. get the group to sign a card etc.)

## Visiting Cell Members

Luis Salas is a leader in one of the world's foremost cell churches. His example is instructive: "Luis Salas believes that a vital key in cell group growth and multiplication is personal visitation. He counsels those under him to make immediate contact with newcomers. 'I don't stay more than one half-hour per visit', he told us. He realises that people have other commitments and appreciate someone who respects their time." (*Groups of Twelve*, page 85). Cell members themselves may be encouraged to visit fellow members in need, but the Cell Leader must take the lead.

*The purpose of visiting cell members is always to encourage them in their walk with God; to encourage growth in all areas of life and faith.*

### **Some Pointers for Visiting:**

- Take problems to Jesus – seek his answers!
- Always try to pray together
- Offer friendship
- Visit systematically, not just in response to a crisis
- Use Active Listening – encourage the member to reach their own conclusions to solving problems – don't try to solve them yourself! (See *Mentoring Another Christian*, pages 19-20)
- Give comfort and encouragement
- Seek to gently restore those who've sinned
- Always seek the growth of the member – avoid trying to control them or make them dependent on you!
- Let them know that brokenness, inadequacy, doubt and struggle are normal for everyone!
- Share Scripture whenever you can – the Word of God is powerful
- Take note of their needs, concerns and stress points – remember these in your prayers
- Take an interest in their lives
- Encourage spiritual growth
- Normally, pre-arrange a visit □ Keep it short!
- Consider sometimes taking an appropriate card, gift or piece of literature
- Avoid moral danger – take someone else with you when visiting a member of the opposite sex

## Prayer Chain

If members are willing, organise a *Prayer Chain*. Use the cell membership list. When a need arises, a member contacts the Cell Leader first, the Leader then passes on appropriate details to the next person on the list. That person contacts the next, and so on. In this way group members can give each other mutual support, and the Cell Leader can vet requests to ensure inappropriate details are not passed on.

*“To the elders among you, I appeal as a fellow-elder, a witness of Christ’s sufferings and one who also will share in the glory to be revealed: Be shepherds of God’s flock that is under your care, serving as overseers – not because you must, but because you are willing, as God wants you to be; not greedy for money, but eager to serve; not lording it over those entrusted to you, but being examples to the flock. And when the Chief Shepherd appears, you will receive the crown of glory that will never fade away.” 1 Peter 5:1-4*



## Cell Group Data Base

Names	Tel.	Email	Address	Date Registered	A Fringe	B Crowd	C Member	D Ministry	E Dedication	Mentor

- A. Fringe** – Outreach List Former Attender
- B. Crowd** – Attend congregational activities not committed to full participation
- C. Member** – Made a membership commitment
- D. Ministry** – Active in Ministry
- E. Dedicated** – Give one or more days to the Mission of the Kingdom for two years

**Who Needs Contacting this week**

Name	Who will contact them	Comments

**Week 10 - Session 9 - Homework**

**Shepherding the Flock**

**Q1. Which one of the following does God not expect of His Shepherds?**

- A.** Strengthen the weak
- B.** Bring back strays
- C.** Solve all their problems
- D.** Search for the lost

**Q2. What are the consequences for the flock when they have no shepherd or when the shepherd is worthless, only caring for him or herself?**

- A.** The flock wanders aimlessly
- B.** The flock is scattered
- C.** The flock is devoured by wild beast
- D.** There are no real consequences - each person will find their own way

**Q3. Can you identify three of the consequences for the worthless shepherd?**

- A.** God will remove the worthless shepherd from his or her position.
- B.** God understands we are not all gifted.
- C.** God is against him or her.
- D.** God holds the shepherd accountable for the flock.

**Q4. Which three of the following are practical suggestions to help the Cell Leader?**

- A. Make a list of each member's details
- B. Make promises to them about what you will do
- C. Get to know each one personally
- D. Delegate specific jobs and roles to each person to help them develop and feel valued

**Q5. Can you identify the pointer that you should not do when carrying out visits to cell members?**

- A. Arrive without telling them you are coming
- B. Seek to gently restore those who've sinned
- C. Take an interest in their lives
- D. Keep it short

**Q6. Which three of the following are useful pointers to help us organise a prayer chain in our Cell Group?**

- A. Use the Cell Members List
- B. The Cell leader vet requests for the prayer chain to check for inappropriate details
- C. The Cell leader passes on details to the next person on the list who then passes it on to the next
- D. Discuss prayer needs with others outside the group to get more people involved

## Week 11 - Cell Leader Training Notes

### Session 10 – Helping Members Grow

[Notes in square brackets for the session leader only – not to be read out]

#### Welcome

What is your most consistent prayer at the moment?

#### Worship

[Read Psalm 118:1. Ask everyone in turn to describe something about God that they appreciate. Hold an open time of prayer, each one giving thanks for the aspect of God they have mentioned.]

#### Word

##### *Helping Members Grow*

The leader of a small group of Christians is in a powerful position to help the members of his or her group to grow. When we talk about growth in this session we are talking about two specific aspects: growth in godly character, and growth in Christian ministry or service. Both of these aspects are key parts of God's purpose for his church.

##### *Growing in Godly Character*

As leaders, there are a number of things we can do to encourage growth in godly character in our members. But before we start we must answer the question, "What's the point?" Without a clear answer to this question, neither we nor they will have the motivation to do the work necessary to grow. Fortunately, the Lord has given us great reasons to want to grow. [Ask someone to read 1 Timothy 4:7-8 and another to read John 10:10.] Growing in godly character is the way to get a life that really works; it's the way to find life in all its fullness!

So what can we do? Firstly, the group itself provides some powerful resources for growth. Through the group we are aiming to provide:

- A growth-promoting environment
- A growth-promoting process
- Growth-promoting study materials

An *environment* of acceptance and without condemnation promotes honesty and growth. A group *process* that helps people to face up to the realities of their lives in safety, promotes growth. *Study materials* that expose our lives to the truth of God's word and challenge us to change, promote growth.

As Cell Leader, you have special responsibility to create that right environment, and to guide the group 'process'. Some of the ways you can do this include: Asking good questions; making sure everyone has their turn to speak; being sensitive to members' needs, and holding back those who would naturally dominate the meeting. Help members to honestly evaluate their lives in the light of God's word, and help each other to make changes where necessary. Good study materials are normally the responsibility of senior church leaders, but you may still have a role in ensuring the materials used are appropriate for your group.

As we discussed in session 8, enabling each of your group members to engage successfully with the *Equipping Track*, and helping them make the best progress they can, is another significant way of promoting personal growth.

Lastly, you can further encourage the personal growth of your members by leading them through the *Personal Growth Review* process each year. You ask each member to complete this self-assessment form, and then visit each one personally to discuss its outcome.

### ***Growing in Christian Ministry***

The other aspect of growth God has purposed for his people is to grow in Christian service or ministry. "For we are God's workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do." (Ephesians 2:10)

Again, the *Equipping Track* helps to lay a foundation on which members' Christian service can be built. Amongst other benefits, those who are learning to put their faith into practice can become *mentors* to others who are at an earlier stage in the learning process.

The group itself provides a powerful context for members to discover, use and develop their God-given gifts and abilities. And the Cell Leader is in the key position to help make it happen. There are four specific things you can do:

- ***Recognise God at work*** – When you see God using one of your members to help others, *tell them* what you see; encourage them!
- ***Involve people in ministry tasks*** – Nobody knows what they're good at until they try! So give members *opportunities* to try new things, to take on new tasks and responsibilities, and observe how they get on. Ask the Lord to help you discern when he has given someone special ability in some area.
- ***Involve members in ministry roles*** – As members develop, try delegating a whole area of ministry to them. For example, put someone in charge of children's ministry, or visiting, or prayer, or worship etc. But always allow people to 'fail gracefully'. In other words, if you or they make a mistake, and they take on a role for which they turn out to be unsuitable, let them withdraw from that ministry with honour. No one should be made to feel a failure.

- Rather, help that member to keep exploring their gifts, because *when* they discover the ministry God made them for, they will thrive and be effective and will find great fulfillment!
- ***Delegate all you can*** – Delegate (pass on to others) everything you can. Do yourself only what cannot be delegated. There are plenty of things others cannot or will not do. When you ask someone to take on a task, **do not abandon them**. Stay involved; provide support, receive feedback, and retain final responsibility for the task. Do your best to *enable them* to succeed!

### Question 1

What makes it easier, as a member of a group holding to godly values, to reject bad habits and adopt good habits, compared with trying to do these things on your own?

### Question 2

Of the ministry opportunities you've had so far, which have you found the most fulfilling?

### Question 3

Have you known anyone whose life has been transformed by being in a Christian small group? Alternatively, have you known anyone who has remained stuck in sin, who might have been set free through involvement in a small group?

### ***Prayer Time***

Briefly share any concerns you have arising from today's topic, and also share any other needs for which you would like prayer. Spend a few minutes together in prayer, and several people pray for the needs mentioned.

### **Witness**

Discuss any final arrangements necessary for your group Outreach Event. As a group pray for everyone involved.

## **E8.12 - Helping Cell Members to Grow**

*“From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work.” Ephesians 4:16*

### **Introduction**

In the Cell Church it is our great desire to actually see every church member growing in the Lord. This value is coupled with another, that every member should be engaged in *ministry* (i.e. serving others). To really see these values fulfilled in practice requires more than simply taking people through the *Equipping Track*. The cell group itself provides the ideal environment to encourage and enable growth and ministry.

Means by which a Cell Leader can help his/her cell members grow include:

- Encouraging progress through the *Equipping Track*
- Using the *Personal Growth Review*
- Delegating ministry within the cell group
- Creating a positive growth environment within group meetings

Recommended further reading: *The Shepherd's Guidebook*, chapter 11; *Mentoring another Christian*, and *How People Grow*. (See Appendix E8.x1 for details).

### **Measuring Growth**

Ralph Neighbour gives us two helpful approaches for measuring spiritual growth. The first is this: “How do we measure maturity [in a person]? By knowing where they were, by seeing where they are, and by discerning where they must develop.” (*The Shepherd's Guidebook*, p.52). The *Personal Growth Review* is a key tool to help assess a person's current position and to point the way forward.

The second means of measuring growth is by observing how much a person is able to *take responsibility* for their spiritual life:

“The extent of a person's spiritual maturity is the extent of the commitment he or she has to Kingdom activity. This way of measuring maturity is most important. Your assignment [as a Cell Leader] can be reduced to one simple statement: Encourage your flock members to be totally responsible for properly exercising their spiritual gifts.” (*The Shepherd's Guidebook*, p.53).



## The Equipping Track

The *Equipping Track* aims to provide each cell member with a solid basic foundation in Christian living and belief. It is the Christian's 'basic training', much like that of a soldier; it should be completed before more specialist roles can be taken on.

The goal of seeing every member as a potential Cell Leader (and every Cell Leader as a potential Coach) may be more easily realised when it is considered that two people could become joint leaders of a particular group.

The Cell Leader's role in using the *Equipping Track* to develop his/her cell members is to:

- Identify and agree *the best starting point* for each member
- Link each student with a *suitable mentor* who will help the student work through each section of the *Equipping Track*
- Encourage completion of the *Equipping Track* by often emphasising its importance in cell meetings, and by regularly checking progress with both student and mentor

A *Mentor* is simply a cell member who is further ahead on their Christian journey than the student. It is generally best to pair men with men and women with women. Always arrange mentor-student partnerships by *mutual agreement*; discuss your plan with both parties first!

## The Personal Growth Review

The *Personal Growth Review* (E8.x3) is a tool to help cell member's measure personal growth and set goals in order to make purposeful progress. It should be completed by each cell member about once a year as a means of promoting and encouraging personal growth. The Cell Leader's role is firstly to make it happen, i.e. to encourage each member to complete the Review. Secondly, the Cell Leader should make a *personal visit* to each member to discuss the outcome of their Review, offering support and encouragement as needed.

## Involving Others in Ministry

As the 'Basic Christian Community' the cell group is the ideal place for Christians to discover, use and develop the gifts God has given them. We each grow and develop in the ministries God gives us as we serve one another in love. The task of the Cell Leader is to *give people opportunities* to serve and minister to their fellow cell members.

"People cannot be developed by others; they must develop themselves. All others can do is provide the environment for this to take place. That is why it is important for the Shepherd to quickly provide specific tasks and ministries for all who are entering the cell group. Remember – becoming mature means becoming responsible.

A person who is being useful is feeling worthwhile. Those who are simply expected to 'be present' will soon fade away." (*Where Do We Go From Here?* pages 259-260).

"Do you know what your biggest handicap will be as you begin your ministry as a Shepherd? Over control and over protectiveness of the flock. You can hold back the work of the Holy Spirit by not creating opportunities for them to discover and use their spiritual gifts." (*The Shepherd's Guidebook*, p.53).

### **Creating Opportunities**

(Based on the *Cell Leader Intern Guidebook*, pages 100-101.)

There are three steps to helping members become involved in ministry:

1. **Recognise God at work.** God is working through each person, and has given a great variety of gifts and abilities to His Church. But negative experiences and the deceptions of Satan often leave people unable to see the ways God is using them. You must encourage and affirm people by telling them how you see God using them. Have you been touched by God through a cell member this week? Let this person know about it!
2. **Involve people in ministry tasks.** As you see God using people, involve them in various ministry tasks. If they are good at organising, ask them to help plan the next social event of your cell. If they have a ministry of encouragement, involve them in visiting or calling members in need. Also, give members responsibilities relating to your cell meetings – things like leading the icebreaker, guiding the ministry time, sharing their testimony, helping with the children's time, and hosting the meeting. Even children can be involved, serving refreshments, distributing song sheets, opening in prayer, etc.
3. **Involve members in ministry roles.** When members have proven to be reliable in ministry tasks, involve them in special tasks. Delegate an entire portion of the cell ministry to these persons. For example, if someone has a heart for worship and some musical ability, you can ask this person to serve the cell group as the worship leader. Someone with a special concern for children could be assigned to organise weekly ministry to the children. Someone else might be asked to keep a prayer journal for the cell, while another member might be asked to phone those who missed the cell meeting, getting their prayer concerns and letting them know of upcoming events.

### **Delegating**

(Based on the *Cell Leader Intern Guidebook*, pages 105-107)

'Delegating' means passing on a task for which you are responsible to another person. As the delegator you remain responsible for the task, but responsibility changes to **enabling** the other person to complete the task, while you **monitor** their progress.

Well managed delegation will both develop the person receiving the responsibility, and free time for the delegator to focus on other tasks. It may also reveal gifts in that person – they might even prove better at the task than the leaders themselves! WARNING: Poorly managed delegation is likely to be a disaster, both for the person receiving responsibility and for the completion of the task. Therefore, it is absolutely essential for the delegator to **remain involved** with the person receiving the delegation, and to **retain final responsibility** for the task.

Delegate whatever you can and do only what cannot be delegated. Do not do something that someone else can do. There are plenty of jobs that others cannot or will not do.

### As leader you should:

- Recognise your own limits. Use the capabilities of others; let them share your load.
  - Determine what needs to be delegated.
- Determine why a task is to be delegated (e.g. to develop another's skills). □ Match the person with the delegated task.
  - Ask: □Who would best be suited to this task?
  - What gifts are involved?
  - Who has shown interest in this area of service?
  - Who will have the time to devote to it?
- Show confidence in the person selected. Avoid, 'You are my last hope...' □ clearly define expectations. Suggestion: **Write down** what you expect.
- Clearly define boundaries of authority. Again, write it down!
- Provide the resources needed for the task. Example: money, information, training, etc.
- Follow up. Provide a means to give and receive feedback.

### Some Suggestions for Ministry Tasks

- Open/close in prayer
- Host the meeting/provide refreshments
- Help with transport
- Phone/visit cell members and/or contacts
- Organise a special event
- Share own testimony
- Lead part of a cell meeting (icebreaker, worship, word)

### Some Suggestions for Ministry Roles

- A *Mentor* to someone working through the *Equipping Track*
- Worship leader

- Musician
- A co-ordinator of: prayer, transport, outreach, visiting, children, *Equipping Track* materials, babysitting etc.
- Special events organiser
- Visitation team member (visit in pairs)
- Apprentice Cell Leader

## Creating a positive Growth Environment

Speaking of his own cell group experiences, Ralph Neighbour says this: “We were learning to receive grace through others as we learned to be channels of grace. This is the power of the church as cells. The healers are those who are also healed. When we begin a life together in which all are equipped for ministry, the most effective growth always takes place in an environment where we are called upon to give as well as to receive, to heal as well as be healed.” (*Where do we go from here?* page 172).

A small group is a powerful place for personal growth to occur. If members are allowed to share who they really are, with all their struggles and failings, without fear of being judged or condemned, then significant personal growth is possible. (See 1 John 1:7 and Luke 6:37-38).

Christians are called to be holy (1 Peter 1:16). As our characters are transformed, little by little, to be like God (see 2 Corinthians 3:18 and Galatians 5:22-23), we are actually being set free from sin and are being made whole! This is true spiritual growth.

Seek to make your cell group a place where honest sharing is encouraged, where it is *safe* to share; where confidences are kept, people are accepted despite their sins (Romans 15:7), and the truth is spoken *in love* (Ephesians 4:15).

According to Christian psychologists, Henry Cloud and John Townsend, “**All growth is spiritual growth**”. They say this: “...we wanted to bring the idea of working on relational and emotional issues back into the mainstream of spiritual growth. Spiritual growth should affect relationship problems, emotional problems, and all other problems of life. There is no such thing as our ‘spiritual life’ and then our ‘real life’. It is all one.” (*How People Grow*, page 21).

Elsewhere, Cloud and Townsend list the ‘qualities of safe churches’, including these: □

“The teaching has a relational emphasis as well as a vertical one. Relationship between people is seen as part of spirituality as well as relationship to God. □ “The teaching sees brokenness, struggle and inability as normal parts of the sanctification process.

□ “There are opportunities to serve others through a variety of ministries.” (*Safe people*, page 164).

Regarding creating this genuine sharing, Ralph Neighbour says this:

“Do you know what your best quality will be as a Shepherd? Consistency. Loving all, not some of the group; caring as much about the life of the community this week as you did last week; transparently confessing your own shortfalls while revealing your growing faith – these are the characteristics of consistency.” (*The Shepherd’s Guidebook*, page 93).

Regarding the growth process, Cloud and Townsend say this:

“Many of us get into the growth process hoping to get some quick answers and comfort and then resume ‘normal life’. However, this is not God’s way. For him, normal life is being in the growth process for life. Issues and struggles may and should change over time, but growth is not a season. Rather, it is at the heart of life itself.” (*How People Grow*, page 352).

Finally, the Apostle Paul says this:

“Not that I have already obtained all this, or have already been made perfect, but I press on to take hold of that for which Christ Jesus took hold of me.” Philippians 3:12

## Living Hope – Cell Leader Training

<b>WEEKLY CELL REPORT</b>		
<i>Day/Date of meeting:</i>		<i>WEEK NO:</i>
Cell Leader(s):		
Host/Venue:		
Total attendance =		
<b>LIST OF THOSE ATTENDING</b>		
<i>NAME</i>	<i>NAME</i>	<i>NAME</i>
<b>Note: If this is a person's first time, circle the name and write full name, address and telephone number on the back of this sheet.</b>		
<b>NEXT MEETING</b>		
Day/Date:		
Time:		
Host/Venue:		
<b>Comments:</b>		
Report by:		Date:
<b>Instructions: Keep this report &amp; share it with your Cell Coach at your monthly support meeting.</b>		

**Week 11 - Session 10 – Homework**

**Helping Members Grow**

**Q1. According to Ralph Neighbour, which of the following are helpful approaches for measuring spiritual growth?**

- A. Seeing how long they have been a church member
- B. Seeing where they are by knowing where they are
- C. Knowing where people are by seeing where they are
- D. By discerning where they must develop

**Q2. Which one of the following describes what could be your biggest handicap as you begin your ministry as Shepherd?**

- A. A lack of spiritual experience
- B. No formal training in leadership
- C. Over control and over protectiveness of the flock
- D. Members not cooperating with the program

**Q3. Which three of the following are ministry tasks you can ask group members to do?**

- A. Sharing their testimony
- B. Help plan the next Social event
- C. Leading the Witness section of the meeting
- D. Visiting or calling members in need

**Q4. In relation to delegating, which three of the following should you do as a leader?**

- A. Recognise your own limits
- B. Determine why a task is to be delegated
- C. Pass on the jobs you do not like doing
- D. Follow up. Provide a means to give and receive feedback

**Q5. Which of the following statements create a positive growth environment?**

- A. Members are allowed to share who they really are
- B. Christians are called to be holy as our characters are transformed little by little
- C. The teaching sees brokenness, struggle and inability as normal parts of the sanctification process
- D. Avoid difficult subjects so no one is embarrassed or offended

**Q6. Which one of the following is not one of your best qualities as a Shepherd (according to Ralph Neighbour?)**

- A. Finding quick answers to life's problems should come naturally to the Cell Leader
- B. Consistency loving all, not some of the group
- C. Caring as much about the life of the community this week, as you did last week
- D. Transparently confessing your own shortfalls while revealing your growing faith



## Week 11 - Cell Leader Training Notes

### Session 11 – Cell Group Evangelism

[Notes in square brackets for the session leader only – not to be read out]

#### Welcome

If you could change your nationality, what would you change it to and why?

#### Worship

[Ask someone to read 1 Peter 1:3-9. In an open time of prayer, encourage people to express their gratitude to the Lord, based either on this passage or on their own experience.]

#### Word

##### ***Cell Group Evangelism***

“All this is from God, who reconciled us to himself through Christ and gave us the ministry of reconciliation...” (2 Corinthians 5:18) This is God’s purpose. For his church. For his people. That’s why we’re here – to participate with God in his mission to bring the people of this world back to himself! There is no greater work we can do on earth.

In session 6 we looked at the basics of cell group evangelism – making an Outreach List, praying, inviting, visiting and serving people. In this session we will look a little deeper at some aspects of reaching out together.

Firstly, *prayer* is the essential foundation. As we pray we are *not* asking God to be concerned about the fate of unsaved people; he already cares more than we ever can. Instead, we are depending on God, asking him to help us, and we are learning to cooperate with the Holy Spirit. Prayer changes situations, and praying changes us!

Then it is important to remember that cell group evangelism is all about *relationships*. The *Cell Group Challenge* is ‘for every group member to develop a relationship with at least 3 local non-Christian friends, seeking with the help of the group, to draw them to Christ’. And we must treat people with respect – they are not machines to be changed by a fixed process – our goal is always to help them move a step closer to Christ, while leaving them feeling positive towards their next ‘God-encounter’.

***Who should we reach out to?***

No church or group can reach everybody. An approach that attracts one person will turn away another. So if we want to be *effective* in evangelism we must target our approach; we must decide what *type* of people we want to reach. Who then should we target?

Rick Warren says, “I believe that the most effective evangelistic strategy is to first try to reach those with whom you already have something in common.” (The Purpose Driven Church, page 173)

Even that definition can be narrowed down further. When he was training his disciples, the Lord Jesus told them to move on to the next place if they were not welcomed. So also, we should seek out those who are *willing to listen* to the message, the spiritually receptive, and not waste our time with those who will not listen.

Another quotation from Rick Warren: “Spiritual receptivity is something that comes and goes in people’s lives like an ocean tide. At various times in life people tend to be more open to spiritual truth than at other times. God uses a variety of tools to soften hearts and prepare people to be saved. Who are the most receptive people? I believe there are two broad categories: People in transition and people under tension. God uses both *change and pain* to get people’s attention and make them receptive to the Gospel.” (The Purpose Driven Church, page 182.)

In summary, we should target *people like us*, especially those presently experiencing some kind of *change* or some kind of *pain*.

***How shall we reach out?***

We must love unbelievers!

“Loving unbelievers the way Jesus did is the most overlooked key to growing a church. Without his passion for the lost, we will be unwilling to make the sacrifices necessary to reach them... ..If we don’t love people, nothing else matters.” (The Purpose Driven Church, page 208.) And...

“Love is more than a feeling; it is a behaviour. It means being sensitive to someone else’s needs and putting them ahead of our own.” (The Purpose Driven Church, page 211-212.)

In all our efforts to reach out, we must love people! We must take a genuine interest in their welfare. And again we can learn from the Lord Jesus himself – often his first contact with a person was to *meet their current need*. Use the gifts available in your group to meet unbelievers’ needs. And always be on the lookout for those who are spiritually receptive, the man or woman ‘of peace’.

**Question 1**

Which aspects of Cell group Evangelism excite you the most?

**Question 2**

Which aspects of Cell group Evangelism do you find most daunting?

**Question 3**

Everyone lives within a *network* of personal relationships. We can use these networks to help find those who are spiritually receptive. How many people here today found Christ through the help of a family member or a friend?

***Prayer Time***

Split into two's or three's and share any present needs you have, including any concerns from today's study. Pray for one another.

**Witness**

Evaluate your Outreach Event: How did it go? Who came? Did your visitors enjoy the event? Are any of them looking forward to joining one of the new groups when they start? Did any aspect of the event fail to live up to expectations? Are there any lessons you can learn to improve such events in the future?

Finish by praying together for the people you're trying to reach.

## **E8.13 - Leading Cell Group Evangelism**

*“Come, follow me,’ Jesus said, ‘and I will make you fishers of men.”*  
St. Matthew 4:19

### **Summary**

Since this module is rather lengthy this summary is provided to help you quickly locate any section you need.

- Cell Based Evangelism 2
- Set Clear Goals 2
- Prayer 3
- Evangelism Is A Process 3
- Create The Right Environment 4
- Two Types Of Unbeliever 4
- The Cell Group Community 5
- Team Fishing 5
- Social Events 5
- Building Relationships 5
- Making Connections 6
- Practical Strategies 7
- Visit The Visitors 7
- Equip Your Team 8
- Harvest Events 8
- Counselling Those Who Respond 9
- Change Your Values! 10

### **Cell Based Evangelism**

Evangelism, reaching out with the message of Jesus’ love to those who don’t know him, is an essential part of a cell group’s identity. Without evangelism the group becomes something other than a cell group, existing for some purpose other than the purpose of God.

Cell-based evangelism differs from approaches often used in the past. It does not call for big campaigns, special missions, open-air preaching, tract distribution or door-to-door visitation. Rather, it is based on *developing relationships with unbelievers*, building solid bridges into their lives through which the gospel can be shared. This can take place in any environment in which relationships can be built (e.g. workplace, community, friendships, and family). Great strength of character is required by those trying to reach out on their own. But in the cell group all members support each other in their outreach endeavours. More than that, the very community of the group itself provides a living demonstration of the reality of Christ. "...all men will know that you are my disciples, if you love one another." (John 13:35)

This training module provides more suggestions than can be put into practice in a single cell-cycle (i.e. the life-time of a single group). You are encouraged to put the basic foundations in place (prayer, equipping, outreach list, inviting, visiting, regular socials) and carefully select other strategies to fit your current group and situation. Once the foundation is laid, there are endless possibilities for creative outreach. It is important to remember, *the primary goal is always to multiply the cell*. Any evangelism strategy used must always support and never hinder this goal. But strategies where relationships are developed over the longer term are not discouraged. There should be a balance between working towards more immediate growth and longer-term growth.

### Set Clear Goals

In the area of cell group evangelism, perhaps more than in any other area of activity, it is vital to set clear goals. Without these it is all too easy to end up 'running like one running aimlessly' or 'fighting like one beating the air' (1 Corinthians 9:26). The primary goal of cell group evangelism is always:

*To multiply the group within 1 to 2 years by winning lost people to Christ.*

All other goals flow from this one. Note: Please set a definite target for multiplication of your group, e.g. 12 months. Don't leave this vague!

Some examples:

- Outreach List prepared and in use by week 3 of a new group
- Pray for unbelievers in every regular cell meeting
- Hold a social meeting every seventh week
- Invite 2-3 visitors every week
- Visit at least one contact a week
- Everyone to invite at least 1 person to each social
- Host at least 2 'gospel content' events for unbelievers
- Host at least 1 'harvest event' to provide an opportunity to respond
- Carry out some practical service every 7 weeks
- Every member to share their testimony at least once

## Prayer

Prayer is the bedrock of evangelism. When we pray, nothing is impossible (Matthew 21:18-22). As with any spiritual venture, it can only succeed if we rely on God. Through prayer we rely on God. Apart from him we can do nothing! (See John 15:5; 2 Corinthians 3:5; 4:6-7.) Through specific, believing prayer we can open up the opportunities we need to share the gospel, break down barriers in the lives of unbelievers, and release God's blessing into their lives. The quality and depth of our praying is more important than its quantity (Matthew 6:7-8). And we must be persistent – keep on praying and don't give up! (See Luke 18:1).

### Some Practical Pointers:

#### *For Christians*

- Guidance: Who should we contact? How can we pray for them and serve them?
- Boldness, courage, strength and sensitivity to share the gospel
- Protection from the evil one and the powers of darkness

#### *For Unbelievers*

- Against all barriers in their lives that block the knowledge of God
- For them to be drawn to Christ (John 6:44)
- For them to become aware of their need for Christ
- For their blessing and for any specific needs known to you

## Evangelism is a Process

Bringing people to faith in Jesus is *always a process*. Each event a person attends, each testimony they hear, may bring them closer until the time they are ready to respond personally to Christ. Equally, negative experiences of Christians or the gospel will push them further away!

### The Engels Scale

(*Evangelism through Cells*, page 14)

- 10 Awareness of the supernatural
- 9 No effective knowledge of Christianity
- 8 Initial awareness of Christianity
- 7 Interest in Christianity
- 6 Awareness of basic facts of the gospel
- 5 Grasp implications of the gospel
- 4 Positive attitude to the gospel
- 3 Awareness of personal need
- 2 Challenge and decision to act
- 1 Repentance and faith

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0 **A disciple is born!**

- 
- +1 Evaluation of decision
  - +2 Initiation into the church
  - +3 Become part of the process of making other disciples
  - +4 Growth in understanding of the faith
  - +5 Growth in Christian character
  - +6 Discovery and use of gifts
  - +7 Christian lifestyle
  - +8 Stewardship of resources
  - +9 Prayer
  - +10 Openness to others/effective sharing of faith and life

The Engels Scale illustrates the kind of process that a person goes through. It is not a fixed thing. Progress along the scale may be very rapid or very slow; several stages could happen together. When we communicate with unsaved people, our task is to do what we can to move them along in their journey towards Christ, making sure we leave them positive for their next 'God-encounter'. We must "Always be prepared to give an answer to everyone who asks you to give the reason for the hope that you have. But do this with gentleness and respect..." (1 Peter 3:15)

### Create the Right Environment

'Every member making disciples' is one of our core values. Our aim is to create in the cell group an environment that constantly challenges and supports Christians to reach out. We also want the group to be a place where each believer feels confident in bringing their non-Christian friends – confident that they'll receive a proper welcome, be treated with respect, and find the visit a positive experience. We must aim to take an interest in visitors whilst avoiding overwhelming or embarrassing them. There must be a balance.

### Two Types of Unbeliever

Unbelievers can be grouped into two broad categories: responsive and unresponsive. Responsive unbelievers are those who may be interested in church or religion, are prepared to attend a church-based meeting and are open to discuss spiritual matters. Unresponsive unbelievers are not interested or are against church or religion, will not attend a church-based meeting, and may avoid discussing spiritual matters. **Both types can be reached for Christ!** But different outreach strategies must be employed. However, for both types, *our evangelism must always be based upon love and building relationships!*

Following the example of the Apostle Paul, it is best to start with the most responsive people first (e.g. Acts 14:1; 16:12-13). These will often be those who have some previous spiritual grounding, e.g. church-goers, from Christian families, religious or seeking for answers to life's questions.

But our hope must always be that through winning those with open hearts, we may then be able to expand our outreach to those whose hearts are not yet open! (See 2 Corinthians 10:15-16).

### **The Cell Group Community**

Firstly, the cell group community is made up of the members of the group – those who attend regularly. But it does not stop there. All the *local* unbelievers on your prayer list, your Outreach List, should be considered as part of your cell community too! With this in mind we will seek to include such people in group meetings (as appropriate), socials and special cell and church events.

Remember:

**The Cell Group Challenge:** Every member to develop a relationship with 3 local non-Christian friends, seeking with the help of the group, to draw them to Christ.

### **Team Fishing**

Jesus promised to make his disciples into “fishers of men” (Mark 1:17). The cell group is a fishing team. Successful evangelism will be the result of working together as a team, the strengths of one member counter-balancing the weaknesses of another. The more experienced members model the lifestyle of outreach to the inexperienced, imparting their knowledge through ‘on the job’ apprenticeship-style training. In practice, encourage your group to pray for each other’s non-Christian friends, get to know them, visit them together, share social events together, and serve them together. A special opportunity arises when visiting an unbeliever. Try to send an inexperienced member with an experienced one – most people learn best by watching and copying!

### **Social Events**

It is recommended to replace the normal cell meeting with a social event about every 7 weeks. These provide a break in the programme, opportunities for relationships within the group to develop, and opportunities to invite your non-Christian friends. Remember, the first thing unbelievers need to find out is that ‘God is good, and we’re okay’ (Laurence Singlehurst, Cell UK). Socials may be as simple as getting together for a cup of tea and a chat, or more demanding like going out together for a meal or even a day out.

### **Building Relationships**

“Cell-based evangelism is about empowering Christians to make relationships with nonbelievers.” (*Evangelism through Cells*, page 11). It is easy for us to be completely absorbed in our own lives with everything revolving around family, friends, church and work.



Part of the task of leading cell group evangelism is to encourage, enable and support group members in 'going the extra mile' for their non-Christian friends. Through the support and mutual accountability of the group we can gain enough motivation and discipline to make 'that phone call', 'visit that friend', 'and write that letter'. The cell group provides the context and structure for these things to take place. Our aim is that *every member should be involved in this process of befriending unbelievers*, of loving lost people and helping them to find the Saviour.

Clearly, we are not expecting people with little or no Christian background to be ready to accept the Saviour after only one or two contacts. So our task will involve building bridges, seeking common ground, spending time with people, taking a genuine interest in their lives. In all this we must be persistent, constantly encouraging each other not to give up (Luke 8:15; Hebrews 10:24-25).

"When we baptised, each convert represented months of patient servant hood." (Ralph Neighbour, *Where do we go from here?* page 105).

## **Making Connections**

*Who* will we contact, *who* will we seek to lead to Christ? This is a big question. We will start with the *Cell Group Challenge*: "Every member to develop a relationship with 3 local non-Christian friends, seeking, with the help of the group, to draw them to Christ." We should start with the people we already know. Each of us lives within a network of relationships – with family, friends, work colleagues, church associates etc. *Therefore, the first people we place on our Outreach List will be people we know, who live locally and who are most open to the message of Christ.*

Others who should be included in our first outreach efforts include '*fringe members*' – those who have some connection with the church and attend at least occasional meetings, and *visitors* – those who have made the effort to actually visit us. People in these categories can be placed on your Outreach List associated with the names of cell members who haven't already got 3 local unbelievers on their list.

What should we do when we begin to run out of people we know, fringe members and visitors? And what about the great mass of unsaved people around us, who, left to their own devices, are plunging headlong into eternal destruction? The challenge is clear. We cannot only reach out to those who already have some connection with us. We must go out and *seek the lost*. But how? The approaches we use will be as varied as the people within our church. There is no limit to the creativity that can be applied.

## **Here are some suggestions to get you started:**

- Encourage cell members (including yourself, of course) to intentionally seek to build new relationships, for example, through hobbies or interests, community involvement, neighbours or social action projects etc.
- Find out about specific people-groups in your area. For example, are there many young families, children, teenagers, young professionals, single parent families, unemployed people, mature people, elderly people, lonely people, ethnic minorities etc.? Could your group offer any assistance to one of these groups?

- Reach out by ministering to people's needs (Galatians 6:10). Make sure any help offered does not have 'strings attached'. If we help people it must be done freely as a gift, demonstrating the unconditional love of God. We hope people will want to know more of God, but our help must not depend on their response. It must be genuine!
- Consider using a 10 week non-religious 'share' or 'interest' group to catalyse relationships between cell members and the unchurched. See *Evangelism through Cells* and Ralph Neighbour's materials (*The Shepherd's Guidebook* etc.) for details.
- Don't forget to use the *personal networks* of the people you already know. It is entirely possible that friends or family members of the person you know may be open and responsive to the gospel, even when your friend is not.

**Caution:** Be aware of the *capacity* your group has to help. The world is full of people with many needs. We cannot help them all! It is better to focus efforts on one or two people now and see them overcome their problems and grow in Christ, than to swamp your group with 5 or 6 very needy people and see your group fall apart. Our vision is to see our capacity to help expand as every cell member learns to minister to others and as we multiply strong cell groups.

### Practical Strategies

- Pray! (Remember the Cell Group Challenge)
- Welcome visitors (Try placing an empty chair)
- Phone
- Visit contacts and visitors (see next section)
- Write letters
- Run regular social events
- Invite to cell/socials/special events
- Spend time with people
- Serve people
- Put on special events
- Put on 'harvest' events (see below)
- Encourage non-Christians who begin attending your group to complete the evangelistic Bible study 'E3 – Finding Life'
- Run a cell-based Alpha Course (11 weeks)
- Conduct a group based investigative Bible study
- Run a 'share' or 'interest' group (see *Evangelism Through Cells*)

### Visit the Visitors

This section is taken from Joel Comiskey's book, *Home Cell Group Explosion*, page 72:

"After carefully analysing growing churches, Herb Miller reaches this conclusion in his book *The Magnetic Church*:

‘No other single factor makes a greater difference in improving annual membership addition than an immediate visit to the home of first-time worshippers....When lay persons make fifteen-minute visits to the homes of first-time worship visitors within thirty-six hours, 85 percent of them return the following week. Make this home visit within seventy-two hours, and 60 percent of them return. Make it seven days later, and 15 percent will return. The pastor making this call, rather than lay persons, cuts each result in half.’

“Visiting newcomers right away makes a huge difference. Note how much more impact that visit has if it comes from a layperson rather than from the clergy.

“Cell Leader, if you want your cell to grow, develop, and multiply, one of the keys is immediate visitation of newcomers. When someone visits your group, plan an immediate follow-up visit, send the person a card, and/or pick up the telephone and call. The saying, ‘People don’t care how much you know until they know how much you care’ is true, so care for the newcomers.”

Always seek to discover needs for which the person would value prayer. And don’t forget to probe for spiritual responsiveness, and to share the gospel whenever you have the chance! (Ephesians 5:15-16).

## Equip Your Team

As we saw earlier, evangelism is intended to be a team effort. The goal of ‘every member making disciples’ will not happen by chance. As Cell Leader, you are in a special position to help equip your group members for this ministry.

### Here are some suggestions:

- Ensure each person has completed or is working towards completing section E6 of the *Equipping Track*, ‘*Reaching Out*’. Link members in appropriate mentor-student partnerships, and *periodically check on their progress!*
- Arrange visitation to be carried out in pairs – partner an experienced person with a less experienced person.
- Use either (or both) the *Witness* section or the *Word* section of the cell meeting to provide specific training and practise, e.g.:
  - Practise sharing your testimony
  - Practise sharing the gospel message
  - Practise handling questions and excuses
  - Practise leading someone to Christ
  - Conduct *Bible Application Studies* on the above topics during the *Word* section. Refer to central church resources for help.

## Harvest Events

This topic is not about harvest festival! It is about running specific events in order to reap the *spiritual harvest* – to bring lost souls into the kingdom of God. “Do you not say, ‘Four months more and then the harvest’? I tell you, open your eyes and look at the fields! They are ripe for harvest. Even now the reaper draws his wages, even now he harvests the crop for eternal life...” (John 4:35-36).

The time to run a ‘harvest event’ is when you have been working with a number of non-Christian contacts for some time and you want to offer them a chance to hear and respond to the gospel. As well as running your own harvest event, you can take advantage of any appropriate events organised by the church, or you could join with one or more other groups to create a larger event.

Some examples of cell-based harvest events:

- Film/DVD (The Passion, Nooma etc.)
- Special speaker
- Discussion/question night
- Testimony night

Ensure each event includes the content of the gospel and an opportunity/challenge to respond. You could use literature too, e.g. John’s Gospel, *Journey into Life*, Testimony magazines etc.

## Counselling Those Who Respond

Leading someone to Christ is covered in equipping modules E6.4 ‘*Sharing the Message*’ and E6.5 ‘*Making Disciples*’. These notes give additional guidance to help you deal with those who are responding at a meeting – not necessarily your cell meeting.

Ask questions to determine why the person has responded. What do they want to do?

- Make a first-time commitment to Christ?
- Lapsed Christian making a recommitment? □ Enquirer simply wanting to know more?

Only pray with someone to receive Christ if you feel they understand the gospel message. Do pray with all who respond. Always ask if there is any special, specific need for which they would like to receive prayer.

### Obtain the following information for follow-up purposes:

- Name (first & last)
- Address (including postcode)
- Telephone number (home/mobile)
- Email address
- Special prayer request

If the person requires clarification or further help with the response they wish to make, *make a definite appointment to meet them to take things further*. Arrange the appointment for the soonest convenient time. Take along another believer if possible – visiting is always best in pairs. Invite the person to attend your cell group meeting; arrange transport if necessary. Use literature, the following may be helpful: John's Gospel, *Journey into Life*, Testimony magazine, the church leaflets *A Brand New Life!* and *Welcome to Cell Group!*

### **Change Your Values!**

Christians are called to lead by example (1 Peter 5:3). You cannot expect your cell members to make serious efforts to win unchurched people unless you yourself are personally doing so. Listen to this quotation regarding the Cell Leader's ministry to unbelievers, taken from the *Cell Leader Intern Guidebook* (Touch Publications), page 91:

"It is crucial that your own value system is reshaped until your concern about spending time in the oikoses [household or family] of people you know causes you to 'eat and drink' with them! Do you hear Satan whispering to you, 'That's ridiculous! You will have your hands full with the members of a cell group; there simply is not time to spend with unbelievers!' The 'father of lies' will seek to destroy your passion for lost souls, for he knows that a self-seeking cell group is no threat to the prisoners he controls."

*"...I have become all things to all men so that by all possible means I might save some."* 1 Corinthians 9:22



## **A BRAND NEW LIFE!**

Just as natural children are born into natural families, so spiritual children are born into spiritual families. Through your spiritual family (your church, and especially your cell group) you will receive the nurture and support you need to grow and develop. You will also begin to discover the gifts God has given you for serving others, and the direction and purpose God has for your life.

“Just as each of us has one body with many members, and these members do not all have the same function, so in Christ we who are many form one body, and each member belongs to all the others.” Romans 12:4-5

“We know that we have passed from death to life, because we love our brothers. Anyone who does not love remains in death.....And this is his command: to believe in the name of his Son, Jesus Christ, and to love one another as he commanded us.” 1 John 3:14, 23

“Therefore, as we have opportunity, let us do good to all people, especially to those who belong to the family of believers.”

Galatians 6:10

### **A New Purpose**

Finally, God has called all of his children to share in his purpose for mankind – to share his love and message of new life with others.

“We are therefore Christ’s ambassadors, as though God were making his appeal through us.” 2 Corinthians 5:20

“Go home to your family and tell them how much the Lord has done for you”

St Mark 5:19

## **A BRAND NEW LIFE!**

I surrendered my life to Jesus Christ on \_\_\_\_\_ (date)

Signed: \_\_\_\_\_

“We were therefore buried with him through baptism into death in order that, just as Christ was raised from the dead through the glory of the Father, we too may live a new life.” Romans 6:4

“Therefore, if anyone is in Christ, he is a new creation; the old has gone, the new has come!” 2 Corinthians 5:17

Welcome to your new life in Christ! This leaflet is designed to help you get started in the Christian life. Those who turn away from their sin, believe in Jesus and yield control of their lives to God, enter into a brand new life – spiritual life. We become ‘born again’ by the Holy Spirit of God – see John chapter 3, verses 3 to 8.

“For you have been born again, not of perishable seed, but of imperishable, through the living and enduring word of God...Like new born babies, crave pure spiritual milk, so that by it you may grow up in your salvation, now that you have tasted that the Lord is good.” 1 Peter 1:23; 2:2-3

### **A New Relationship with God**

“Now this is eternal life: that they may know you, the only true God, and Jesus Christ, whom you have sent.” John 17:3

“No longer will a man teach his neighbour, or a man his brother, saying, ‘Know the Lord,’ because they will all know me, from the least of them to the greatest.” Hebrews 8:11

Being a Christian is, first of all, about having a new relationship with God through Jesus Christ. In order for this relationship to develop and grow, you must spend time with him. It is best to set aside a special time each day when you can listen to God (especially by reading the Bible) and share your heart with him (this is prayer).

### **The Bible**

The Bible is God’s word. Every time you read it, ask him to ‘speak’ to you through it and to help you understand it. The Holy Spirit will make the Bible ‘come alive’ for you, and you’ll begin to experience God ‘speaking’ to you. Read a modern translation so that you don’t get confused by old-fashioned words. Begin with the New Testament – start with Matthew’s Gospel. Read systematically. Try between 1 and 4 chapters per day. At a rate of 4 chapters per day it is possible to read the whole Bible in a year!

## **Prayer**

Prayer is simply talking with God, sharing your heart, your feelings, and listening to him too. Making requests is only a part of prayer. See Matthew 6:5-15, the ‘Lord’s Prayer’, for guidelines the Lord Jesus gave his followers.

## **A New Family**

Every Christian is automatically part of God’s family. On earth this is called ‘the church’. “How great is the love the Father has lavished on us, that we should be called children of God!” (1 John 3:1).



**Plan an Outreach or Social Event about every six weeks**

**Outreach Ideas / Plans**

## **Week 11 - Session 11 - Homework**

### **Cell Group Evangelism**

**Q1. Which three of the following activities are not required in Cell based Evangelism?**

- A. Big campaigns
- B. Developing relationships with unbelievers
- C. Open-air preaching
- D. Door-to-door visitation

**Q2. Which three of the following categories of people make up the Cell Group Community?**

- A. Members of the Cell Group who attend regularly
- B. Local unbelievers on your prayer list
- C. Anyone with an official church membership
- D. Those on your Outreach list

**Q3. Since we are not expecting people to accept the Saviour after only one or two contacts, what should our task involve? (*Select Three*)**

- A. Building bridges
- B. Spending time with people, taking a genuine interest in their lives
- C. Be persistent, constantly encouraging each other not to give up
- D. Seeking our first opportunity to lead them in the sinner's prayer

**Q4. When is the best time and who should contact people who have attended our worship service for the first time?**

- A. Within 72 hours by the Pastor
- B. Within 7 days by a lay person
- C. Within 36 hours by the Pastor
- D. Within 36 hours by a lay person for fifteen minutes

**Q5. In what three ways can you as a Cell Leader help to equip your group members for the ministry of evangelism?**

- A. Ensure each person has completed E6 of the equipping track (Reaching Out)
- B. Arrange visitations to be carried out in pairs
- C. Only work with members who feel called to be an evangelist
- D. Use the witness or the word section of the Cell Meeting to provide specific training and practice

**Q6. Why is it necessary to lead by example? (*Select three*)**

- A. You cannot expect your Cell members to make serious efforts to win unchurched people unless you are personally doing it
- B. To avoid being called a hypocrite
- C. It is crucial that your own value system is reshaped until your concern about spending time with the lost, causes you to eat and drink with them
- D. The father of lies will seek to destroy your passion for lost souls

## Week 13 - Cell Leader Training Notes

### Session 12 – Multiplying Leaders and Groups

[Notes in square brackets for the session leader only – not to be read out]

**Pre-session Preparation:** Prepare to celebrate the Lord's Supper. Ensure you have some bread and juice to share around the group.

#### Welcome

If you could spend the rest of your life doing exactly what you wanted, what would you do?

#### Worship

[Read 1 Corinthians 11:23-26. Ask the group to take a few minutes to quietly consider the price Jesus paid for *our* sins. Then, as the bread and cup are passed around, invite people to give thanks as they feel led.]

#### Word

#### Multiplying Leaders and Groups

We have arrived at our final training session before you go out to lead a group of your own. It's a bit like learning to drive a car. As a learner you grasp the basics, but your *real learning* begins when you get out on your own on the open road. You are about to get out on the 'open road'...

God has called us to be fruitful in his service: "You did not choose me, but I chose you and appointed you to go and bear fruit – fruit that will last." (John 15:16) The way to greatest fruitfulness is through *multiplication*. This has been *God's way* from the very beginning. To Adam and Eve God said, "Be fruitful and *multiply* and fill the earth and subdue it" (Genesis 1:28, ESV). And to Noah and his family he said, "As for you, be fruitful and increase in number, *multiply* on the earth and increase upon it." (Genesis 9:7) We all understand how this works in the natural realm, but how does it apply in spiritual leadership?

#### Principles for Multiplying Leaders

The first thing is to *look on every member of your group as a potential leader*. Learn to look past present weaknesses and character struggles; *believe* in the power of God and in *his* ability to transform your members' lives. Encourage them to *work through* difficulties and not to give up.

A second principle is to *test a person* before inviting them to be trained as a leader. People are tested by giving them temporary responsibilities and seeing how well they do. Also, the trainee should not be a new convert – they should have at least a couple of years' experience as a Christian – but don't leave them waiting 20 years for an opportunity to serve! (See 1 Timothy 3:6, 10).

When you feel a member of your group is ready to train as a leader, discuss it with your senior leaders and your Cell Coach first. Then invite the person to become your apprentice and to work through the Cell Leader equipping modules (section E8) with you as their mentor, and allow them to assist you in leading your group. Delegate responsibilities to them at a pace they can cope with – avoid giving too much responsibility all at once. If senior church leaders offer this training course, arrange for your apprentice to take part. But 'on-the-job training' can start at any time. And when their training is complete and they begin leading their own group, you maintain your supportive relationship by becoming *Cell Coach* to the new Cell Leader.

### **Principles for Multiplying Your Group**

Why should a healthy group multiply? A group will be healthy as long as it keeps in balance all five of God's purposes for the church. A healthy group will love God and put him first; love one another as family; serve others with their gifts; be growing in godly character; and always seeking to reach people who are spiritually lost. When a group is meeting people's deepest needs, and members are finding love and purpose, others will want to join! Our task is to make connections with unbelievers and welcome them *when* they come.

So why multiply? Because once a group exceeds about 12 in regular attendance you start to lose 'small-group dynamics'. No longer can *everyone* be heard and known, and meetings become less intimate and more formal. To keep the advantages of a small group we must multiply!

### **How to Multiply a Cell Group**

Firstly, make multiplying your group your *number one goal* from the very beginning. Multitudes all around us need Christ, and multiplying will enable us to reach more of them. As already discussed, you must *train apprentices*. Without new leaders there can be no multiplication.

There are basically two ways to multiply a cell group:

1. The group grows large enough to divide into two, with the original leader taking half the group and the apprentice the other half. This is usually called *Mother-Daughter Multiplication*.
2. Alternatively, you train one or more apprentices then send them out to begin a new group from scratch – perhaps in their own home or the home of one of your contacts. This approach is called *Cell Planting* and can produce faster growth than Mother-Daughter Multiplication.

The process of multiplication can be unsettling for some people especially as good friends could end up in different groups. The idea is to do all you can to *preserve natural networks of relationships*, but also remind people that sacrifices may be necessary for the sake of the gospel. The relationship between the original Cell Leader and the new Cell Leader is preserved as you now fulfil the role of *Cell Coach* to support the new leader.

**Question 1**

Share one thing you have learned during this training course that you think will help you be a better servant of Jesus Christ. [Try to get a response from each person present.]

**Question 2**

Multiplying leaders requires you to make an *investment* of time and energy in the life of someone else. It will involve *sacrifice*. How have you felt when others have done this for you?

**Question 3**

How do you feel about the prospect of leading a group of your own?

**Prayer Time**

In two's or three's, share current needs and reasons for being thankful; pray for one another and give thanks together.

**Witness**

As a group, give thanks to Jesus for his kingdom, pray for those on your Outreach List, and pray for the new groups soon to begin.

[Read 1 Corinthians 15:58 to close:

**“Therefore, my dear brothers and sisters, stand firm. Let nothing move you. Always give yourselves fully to the work of the Lord, because you know that your labour in the Lord is not in vain”.]**

## **E8.14 - Multiplying Leaders**

*“And the things you have heard me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others.” 2 Timothy 2:2*

### **Introduction**

Developing ‘apprentices’ or ‘disciples’ is the biblical way for a leader to multiply his or her ministry. If the developing of apprentices becomes the pattern of your life, you can be sure you will multiply your ministry many times over, literally fulfilling Christ’s promise that we will bear much fruit (John 15:5).

### **Every Member a Potential Leader**

It is a key principle of our cell system that we see *every cell member* as a potential Cell Leader. In support of this goal is another key principle, that every member should be equipped for Christian living and ministry. By faith in “the God who gives life to the dead and calls things that are not as though they were” (Romans 4:17), it is possible to see even brand new Christians and ‘problem persons’ as potential leaders.

Seeing this potential changes the way we deal with people – instead of writing them off as having no hope we begin to believe in what God can do with them. Every one of us develops and grows more readily when someone believes in us. Even those with severe limitations may eventually enter leadership through becoming a partner in shared leadership with another person.

“Brothers think of what you were when you were called. Not many of you were wise by human standards; not many were influential; not many were of noble birth. But God chose the foolish things of the world to shame the wise; God chose the weak things of the world to shame the strong...”  
1 Corinthians 1:26-27

### **Recruiting Apprentice Leaders**

Every cell group should have *at least one Apprentice Cell Leader* from its very beginning. Just as the Lord Jesus had a core group of 3 within his 12 disciples (see for example Mark 5:35-38), it is possible for a Cell Leader to have up to 3 Apprentices at any one time. But where will these apprentices come from? Apprentice Leaders should be raised up within the cell group. It should be every Cell Leader’s goal to see each member develop and grow steadily, working through the *Equipping Track* and gradually taking on more responsibility for ministry tasks and roles, so that in due time they will be ready to enter into training to lead their own cell group.

**Signs that a person is ready to become an Apprentice Cell Leader are:**

- Showing steady growth in Christian living and belief
- A heart for God
- A passion for the lost
- Faithful
- A servant heart
- Has completed the relevant sections of the *Equipping Track* (up to and including *Knowing Christ*)

***When to recruit an Apprentice:***

As stated earlier, at least one Apprentice Leader should be in place from the very first time a cell group begins to meet. Therefore, it is necessary to identify and recruit potential Apprentices *as the parent cell prepares to multiply*. Each new group to be formed will require a Leader and an Apprentice. Further cell members may be recruited as Apprentice Leaders *at any time* during the lifetime of the cell. Such persons may begin their apprenticeship under your leadership and continue as Apprentice to the new Cell Leader (i.e. your most mature Apprentice), once your group has multiplied.

***How to Recruit an Apprentice:***

In prayer, seek God's will for each group member. Discuss each person's progress with your Apprentice and your Cell Coach. Watch for the signs mentioned above. When you feel the time is right, discuss with the potential recruit the progress you have observed and personally invite them to become an Apprentice Cell Leader. It is essential to respect the free will of the potential recruit. Answer any questions or concerns they may have. Give all the encouragement you can. But allow them to make their own decision without feeling pressured.

**Training Your Apprentice Leaders**

In outline, the pattern for training your Apprentice Cell Leaders is this:

- You become *mentor* to your Apprentice to help him/her through the leadership training modules of the *Equipping Track* (section E8).
- Involve Apprentice Leaders in running all aspects of cell life; meet together as often as you can to discuss group issues, training modules, and personal issues as necessary.
- Delegate tasks to Apprentice Leaders, giving encouragement, feedback and support.



- Briefly evaluate each cell meeting with your Apprentice(s) immediately after it finishes (see E8.3 *Leading a Cell Meeting*).
- Support your Apprentice in any training offered by the main church. Apprentice Leader(s) and yourself effectively form the 'leadership team' of your cell group. As such, you can take turns co-ordinating the whole cell meeting and leading individual sections, particularly the *Witness, Word and Ministry* sections. Give feedback to each other and suggestions for improvement. Pray for one another and support each other. Visit cell members together. Plan outreach strategy together. Delegate tasks like organising a special event – make sure you give feedback and support. As the time for cell multiplication approaches, allow your Apprentice(s) to lead the group more than yourself.

### ***The Pattern for Apprenticing:***

Ralph Neighbour describes the overall scheme for apprenticing as follows: (note, 'Intern' = Apprentice Leader)

"The pattern for apprenticing:

- Your Intern watches you.
- You explain what you did and why you did it.
- You observe as your Intern does the same thing.
- You encourage and objectively explain strengths and weaknesses you've observed.
  - You provide remedial activity to strengthen the weaknesses.
- □ You turn the task over to the Intern.
- You withdraw, using 'benign neglect' as your strategy.
- You closely monitor as your apprentice disciples a new Intern.
- You remain a close friend, now treating your Intern as your equal."  
(*The Shepherd's Guidebook*, page 48)

Once your Apprentice begins leading a group of their own, you will continue to support them as their *Cell Coach*. But remember: Avoid interfering with the new group!

## **E8.15 - Multiplying Your Group**

*“As for you, be fruitful and increase in number; multiply on the earth and increase upon it”.*

Genesis 9:7

### **A Clear Goal**

The number one goal of every cell group is *to multiply into more groups by winning lost people to Christ*. To make this goal achievable it must have a specific time frame. Experience has shown that healthy cell groups multiply at between 6 months and 2 years. Consider the make-up of your group, seek the Lord's guidance in prayer, and then set a specific target date for your group to multiply.

Announce your goal to your cell group at the earliest possible point in the group's life (the very first meeting is ideal!). This goal gives your group identity, direction, a challenge to rise to, and a framework in which to work.

Remember the advice of David Yonggi Cho, pastor of the world's largest church:

- Set specific goals
  - Dream about those goals
  - Proclaim those goals to the church [or cell]
  - Prepare for the fulfilment of the goals
- (Quoted in *Home Cell Group Explosion*, page 48)

It is recommended that you read *Home Cell Group Explosion* chapter 10 'Prepare for a smooth delivery' along with this training module.

### **When is My Group Ready to Multiply?**

Cell churches across the world vary on their opinions about when a cell group is ready to multiply. Since the Lord Jesus himself modelled a group of 12, we will use this number as our guide. When your group has grown so that there are 12 persons in regular attendance, then as far as numbers are concerned, you are ready to multiply.

However, no multiplication can take place without a prepared leader. Is your Apprentice ready to lead a group of their own? Has he or she completed the *Leading a Cell Group* equipping modules? When you judge your Apprentice Leader is ready, then as far as leadership is concerned, you are ready.

Finally, since our aim is for each new group to multiply also, do you have enough new persons to become Apprentice Cell Leaders? If you have been training more than one Apprentice, the additional Apprentice(s) can become the primary Apprentice Leader(s) in the new group(s). Do what you can to ensure each new group will have both a Cell

Leader and an Apprentice after multiplication. If it is not possible to recruit enough Apprentice Leaders from your own group, it may be possible for a more mature Christian to transfer from another group to become an Apprentice Leader. Discuss this possibility with your Cell Coach and other church leaders. In the end, it is still possible to multiply your group without two new Apprentice Leaders at the beginning, but recruiting them will become an urgent priority for the new groups.

## **Options for Cell Multiplication**

### ***(A) Mother-Daughter Multiplication***

‘Mother – daughter multiplication’ is the normal pattern for multiplying a cell group. When the original ‘mother’ cell group grows large enough, it can ‘give birth’ to a ‘daughter’ group. At the time of multiplication the primary Apprentice Leader takes half the group and the original Cell Leader retains the other half. Those who are more mature in the faith should generally go with the Apprentice in order to give the new leader stronger support.

### ***(B) Cell Planting***

‘Cell planting’ expands the possibilities for starting new cell groups. As soon as a new leader is trained it is possible to launch a new group. The best situation is to send out a prepared ‘core’ of 2 or 3 members with the new leader, thus starting the new group with a strong core. The new group could be a regular cell or a specialist group, say amongst college students or in a workplace, or it could begin as a small group-based *Alpha Course* that becomes a normal cell when the course finishes. In circumstances where cell planting is used, the parent cell should do all it can to provide help and support to the new group whilst it strives to become established.

## **Preserve Natural Relationships**

After you have a trained Apprentice and enough members to form two groups, you need to decide who will form part of the new daughter group and who will stay in the parent group. This separation must be handled with great care and sensitivity. Ask God for wisdom to make the right decisions; seek his mind for your members.

The general rule for dividing cell members is to *preserve networks of natural relationships* as much as possible. Those who were already friends should remain together. Those who have formed strong, positive relationships within the group should remain together. As far as possible, each new group should have a mix of maturity levels – don’t let one leader take all the more spiritually mature members and leave all the newer, weaker ones with the other! Take time to talk to all members so that any concerns can be addressed and no one feels manipulated or controlled.

### **Celebrate the New Birth!**

The birth of a new cell group is as special as the birth of a natural son or daughter. So celebrate! Hold a special party. You could even have a birthday cake! Invite as many as possible. Some visitors may even stay to strengthen the new groups!

Make it a spiritual celebration. Include singing and testimonies. Church leadership should be represented – and the new groups commissioned at this event.

### **After Multiplying**

After multiplying the two new groups can maintain links to some degree. An occasional joint event may help to encourage all members, particularly in the early days following multiplication. And the relationship between the original Cell Leader and the new Cell Leader will be maintained as the original Leader now becomes Cell Coach to the new Leader. In this new relationship the two leaders meet once a month to share encouragement and support.

**List of Trainee Cell Group Leader**

<b>Group No.</b>		
<b>1</b>		
<b>2</b>		
<b>3</b>		
<b>4</b>		
<b>5</b>		
<b>6</b>		
<b>7</b>		
<b>8</b>		
<b>9</b>		
<b>10</b>		

## Cell Group Evaluation Form

Week:

Date:

Group:

Total group members present:

Report by:

### **Evaluation Report**

Consider: Welcome, Worship, Word, Prayer Time, and Witness.

**What went well (and who led)?**

**What didn't go so well (and who led)?**

**Actions for follow up:**

(Include items for feedback, coaching, learning points...)

## Goals this Quarter for my Cell Group

Goals	Number	Comments
Number of Meetings		
Average Number in attendance		
Prayer activities supported		
Leaders in Training		
Social Activities		
Acts of Sacrificial love		
Members visited		
Guests invited		
Members active in Cell Ministry		
Members active in community		
Members active in congregation		
Homes hosting Cell meetings		
Personal Growth Reviews completed		
Personal Growth books promoted / distributed		
Members coordinating a Vital Sign		
Names on Outreach list		
Birthdays celebrated / Acknowledged		
Outreach Events held		
Leaders Training Events attended		
New Believers mentored		

## **Week 12 - Session 12 - Homework**

### **Multiplying Leaders and Groups**

**Q1. What is the biblical way for multiplying your ministry?**

- A. To organise as many evangelistic events as possible
- B. To attend the best training available
- C. To promote church attendance or other religious practices
- D. Developing 'apprentices' or 'disciples' is the biblical way for a leader to multiply his or her ministry

**Q2. Which three of the following are signs that a person is ready to become an Apprentice Cell Leader?**

- A. They have attended church for at least one year
- B. Showing steady growth in Christian living and belief
- C. A heart for God
- D. A passion for the lost

**Q3. Which one of the following points is not part of the pattern of preparing an Apprentice Leader?**

- A. Your intern (apprentice) watches you
- B. You observe as your intern (apprentice) does the same thing
- C. You never hand over the full task to them
- D. You remain as a close friend, now treating your apprentice as your equal



**Q4. When is a good time to multiply your group?**

- A. When your group has grown so that there are 12 persons in regular attendance
- B. When you judge your Apprentice Leader is ready
- C. When a group has existed too long
- D. Do what you can to ensure there is a Cell Leader and an apprentice after multiplication

**Q5. What are helpful guidelines to preserve Natural relationships when multiplying your Cell Group?**

- A. Break people up to avoid cliques
- B. This separation should be handled with great care and sensitivity
- C. Each New group should have a mix of maturity levels
- D. Take time to talk to all members so that any concerns can be addressed and no one feels manipulated or controlled

**Q6. Why should we celebrate the birth of a new Cell Group?**

- A. Celebrations are a time of enjoyment and a break from routines
- B. The birth of a new group is as special as the birth of a natural son or daughter
- C. Some visitors may stay to strengthen the new group
- D. Church leadership should be represented and the new group commissioned at the event

## WEEK 12 – OUTREACH EVENT

SPECIAL FAMILY AND FRIENDS GET TOGETHER

***FUN  
FOOD  
FRIENDSHIP  
&  
FEEDBACK***

# A SPECIAL INVITATION



## **WEEK 12**

### **Cell Church Training**

#### **Plan an Outreach Event Programme** **(Family & Friends Get Together)**

Organise and send out Special invites to family and friends if online.  
Organise for a meal to be delivered to your guests using the Event Planner.  
Organise and plan your social event including games and other activities.

Examples of some games:

**1. The Name game –**

(a) Write a list of the First names of all their group in alphabetical order in chats.

(b) Example: Aaron, Bryan, Dillon, Joan, Yvonne

**2. Birthday Time –**

(a) Starting with 1<sup>st</sup> January to 31<sup>st</sup> December, organise the birthdays in your group in day and month order (just the date no name).

(b) First team person to raise their hand and hold up their correct list of birthday dates wins.

(c) Examples: 3<sup>rd</sup> January, 11<sup>th</sup> April, 20<sup>th</sup> May, 4<sup>th</sup> November

**3. Sporting Heroes –**

(a) From the list of sporting heroes, write in chat or on paper the type of sports they play.

(b) One sport for each team member, first team person to raise their hands wins.

**4. Hang Man –**

(a) Guess the letters needed to spell a word before you get hung.

**5. The Numbers Game –**

(a) Hold a number above the head of a participant. Allow everyone but them to see the number. The individual will guess the number and their team members will say, “Higher or lower”, until they guess the right number or run out of time.

## Evaluation – Send out evaluation form to your candidate for feedback

### **FEEDBACK**

We are starting some family and friends group at our church and we would like your feedback to help us in planning them well.

Please tell us what would be important to you if you were attending:

1. Spending time together with friends
2. Meeting new people
3. Relaxation and entertainment
4. Learning about God

How often do you think we should meet?

- ☐ More than once a week
- ☐ Weekly
- ☐ Fortnightly
- ☐ Monthly
- ☐ Quarterly

How long should our meetings be?

- ☐ Less than one hour
- ☐ One hour
- ☐ One and a half hour
- ☐ Two hours
- ☐ More than two hours
- ☐ Other

Would you be willing to come as a guest for six weeks and give us your opinion on how we could improve our meetings and serve our friends and family?

- ☐ YES
- ☐ NO

Name: \_\_\_\_\_

Invited by: \_\_\_\_\_

## WEEK 14

# GRADUATION CEREMONY



## Essential Reading

In addition to the material contained in section *E8 Leading a Cell Group*, there are two books that are strongly recommended for all trainee Cell Leaders. These are: *Home Cell Group Explosion* by Joel Comiskey and *The Shepherd's Guidebook* by Ralph Neighbour. These two books will give you a broader and deeper understanding of the role of a Cell Leader and of the Cell Group; they will inspire and challenge you, and they'll help you be better prepared for the task ahead.

Tick off each chapter once you've read it and ask your Cell Leader to sign the page when you've finished. Other recommended reading is listed below – recommended books are optional, but they will enhance your leadership skills and understanding.

### Essential Reading

#### HOME CELL GROUP EXPLOSION – Joel Comiskey

- |                                    |                                     |                                     |
|------------------------------------|-------------------------------------|-------------------------------------|
| <input type="checkbox"/> Chapter 1 | <input type="checkbox"/> Chapter 6  | <input type="checkbox"/> Chapter 11 |
| <input type="checkbox"/> Chapter 2 | <input type="checkbox"/> Chapter 7  | <input type="checkbox"/> Chapter 12 |
| <input type="checkbox"/> Chapter 3 | <input type="checkbox"/> Chapter 8  | <input type="checkbox"/> Chapter 13 |
| <input type="checkbox"/> Chapter 4 | <input type="checkbox"/> Chapter 9  |                                     |
| <input type="checkbox"/> Chapter 5 | <input type="checkbox"/> Chapter 10 |                                     |

#### THE SHEPHERD'S GUIDEBOOK – Ralph Neighbour

- |                                    |                                     |                                     |
|------------------------------------|-------------------------------------|-------------------------------------|
| <input type="checkbox"/> Chapter 1 | <input type="checkbox"/> Chapter 8  | <input type="checkbox"/> Chapter 15 |
| <input type="checkbox"/> Chapter 2 | <input type="checkbox"/> Chapter 9  | <input type="checkbox"/> Chapter 16 |
| <input type="checkbox"/> Chapter 3 | <input type="checkbox"/> Chapter 10 | <input type="checkbox"/> Chapter 17 |
| <input type="checkbox"/> Chapter 4 | <input type="checkbox"/> Chapter 11 | <input type="checkbox"/> Chapter 18 |
| <input type="checkbox"/> Chapter 5 | <input type="checkbox"/> Chapter 12 | <input type="checkbox"/> Chapter 19 |
| <input type="checkbox"/> Chapter 6 | <input type="checkbox"/> Chapter 13 | <input type="checkbox"/> Chapter 20 |
| <input type="checkbox"/> Chapter 7 | <input type="checkbox"/> Chapter 14 | <input type="checkbox"/> Chapter 21 |

Essential Reading completed: Signed (Cell Leader): \_\_\_\_\_

Date: \_\_\_\_\_

### Recommended Further Reading

- *Mentoring Another Christian*, Ralph Neighbour, Touch Publications
- *How to Lead a Great Cell Group Meeting*, Joel Comiskey, Cell Group Resources
- *Evangelism Through Cells*, Laurence Singlehurst & Liz West, Cell UK Ministries
- *Making Small Groups Work*, Henry Cloud and John Townsend, Zondervan
- *How People Grow*, Henry Cloud and John Townsend, Zondervan

### Quoted Books and Materials

The following is a list books and materials quoted from throughout section *E8 Leading a Cell Group*. Availability of these materials can vary. In general, if you have difficulty locating a book you want to read, try the publisher's website. Note, some of these books are now available in electronic ('e-book') form – you can buy them as a digital download and read them on your computer (e-book reader software for PC's is free) or on a suitable e-book reader.

#### Home Cell Group Explosion

By Joel Comiskey, Touch Publications USA, 1998, ISBN: 1-880828-06-5.

"How your small group can grow and multiply." Describes the results of his survey of over 700 cell leaders from 8 of the world's largest cell churches. Details principles necessary for cell multiplication.

#### The Shepherd's Guidebook

By Ralph Neighbour, Touch Publications USA, 1996, ISBN: 1-880828-55-3. "Spiritual and practical foundations for cell group leaders". A Cell Leader's training manual.

#### Mentoring Another Christian

By Ralph Neighbour, Touch Publications USA, 2001, ISBN: 1-880828-28-6.

#### How To Lead A Great Cell Group Meeting

By Joel Comiskey, Cell Group Resources USA, 2001, ISBN: 1-880828-27-8. Training manual for cell group leaders.

#### Evangelism Through Cells

By Laurence Singlehurst & Liz West, Cell UK Ministries, 2003, ISBN: 1-902144-16-3. Reaching out as a cell community.

#### Making Small Groups Work

By Dr Henry Cloud and Dr John Townsend, Zondervan, 2003, ISBN: 0-310-25028-5.

"What every small group leader needs to know."

#### How People Grow

By Dr Henry Cloud and Dr John Townsend, Zondervan, 2001, ISBN: 0-310-24486-2.

"What the Bible reveals about personal growth."

#### Cell Leader Intern Guidebook

Touch Publications USA, 1996, ISBN: 1-880828-82-0.

#### Where Do We Go From Here?

By Ralph Neighbour, Touch Publications USA, 2000, ISBN: 1-880828-17-0.

"A guidebook for the Cell Group Church" – A foundational book on Cell Church; explains why and how.

#### Groups of Twelve

By Joel Comiskey, Touch Publications USA, 1999, ISBN: 1-880828-15-4.

"A new way to mobilise leaders and multiply groups in your church." An explanation of the G-12 cell group system developed by Cesar Castellanos at the International Charismatic Mission in Bogota, Colombia.

#### Safe People

By Dr Henry Cloud and Dr John Townsend, Zondervan, 1995, ISBN: 0-310-21084-4.

"How to find relationships that are good for you and avoid those that aren't."

### Useful Websites

[www.celluk.org.uk](http://www.celluk.org.uk) [www.touchusa.org](http://www.touchusa.org)

<http://joelcomiskeygroup.com/>