



# REDEMPTION

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## LIFEGROUP LEADERS MANUAL

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# WELCOME TO YOUR LIFEGROUP

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## You said Yes!

**Yes** to building community.

**Yes** to making a big church feel small.

**Yes** to directly impacting people around you.

**Yes** to helping people grow in their  
relationship with Christ.

Every Lifegroup will look different, but each group has the same mission: *to facilitate intentional community in everyday life*. That's what Lifegroups are all about - bringing Jesus to those around us.

To be a Lifegroup leader, you don't have to be perfect. All we ask, is that you are committed.

- » Committed to building relationships with each person that wants to be in your Lifegroup.
- » Committed to helping people get closer to God.
- » Committed to being a welcoming host whether it is in your home, an outside venue, or online.
- » Committed to being a friend and confidant for those in your group that are struggling.

Your Lifegroup team believes in you and your capability to have a successful Lifegroup. God has given you unique talents and passions to grow your group to its fullest potential.

We are here for you. We want to make sure you have the best materials and equipment to lead at the best of your ability. We want you to know that we are here to inspire you, empower you, and set you up for success!

This is just the beginning.

## **REDEMPTION CHURCH VISION**

“Redemption Church aims to reach out in redeeming love and liberating power to bring the word of God to people of all ages and socioeconomic backgrounds. Through the word of God, Redemption aims to break poverty mindsets, remove religious barriers and destroy the walls of racism that divide us.”

## **REDEMPTION LIFEGROUPS MISSION**

Lifegroups exist to fulfill the vision of Redemption by facilitating intentional community in everyday life. Because God created us with a need for community, we believe in doing life together in a small group setting. Lifegroups meet weekly in a variety of locations such as coffee shops, online & homes.

## LEADER CODE

### “Lifegroup Leaders give L.I.F.E”

#### LIFT: IN PRAYER & ENCOURAGEMENT

- As believers in Christ, we have the distinct privilege of tapping into the unlimited resources of our Heavenly Father at any time. Prayer is our direct access to God.

##### PRAYER REQUESTS

- Let your Lifegroup members know their requests are not shared outside of the group. Remember, it takes a lot of courage for people to share their requests!

#### INVEST: IN PEOPLE

- You are a leader now, and just as Jesus told Peter to feed His sheep, we are asking you to feed the people God has entrusted to you. This may look different in every Lifegroup, but regardless, we want you to invest in the people God has called you to lead.

##### RELATIONALLY

- Get to know them individually and build relationships accordingly.
- Remember the special days in their lives.

##### SPIRITUALLY

- Encourage them to develop a consistent and regular time with God through prayer and reading their Bible.

##### CONSISTENTLY

- Host your Lifegroup on a regular basis and on a set schedule. *If you are constantly canceling your Lifegroup, you are going to lose momentum.*

## **FACILITATE: BE A SHEPHERD**

- As a Lifegroup leader, we are entrusting you with being the first line of care for your Lifegroup members. We hope that you are excited to care for them.

### **SPIRITUALLY**

- You are a shepherd in their lives, and we expect you to provide the spiritual care they need.
- Listen to them.
- Pray with them.
- Share Scripture with them.
- Share resource ideas with them

### **PRACTICALLY**

- As a Lifegroup leader, you are expected to both celebrate the great events of life, as well as support them in hard times.

### **PROFESSIONALLY**

- As a Lifegroup leader, you are going to face some major situations in the lives of your people. Some you might be able to handle, while others might be more than you can handle. We are not expecting you to be counselors.
- Connect them with campus leadership.

## **ECHO: KEEP US INFORMED**

### **CONNECT WITH YOUR LEADERSHIP**

- Contact staff with any concerns. We are here to help!
- Always send in weekly reports and complete surveys (as they are sent out).
- Be sure to renew your Lifegroup prior to the start of each season.

## **SHARE WITH YOUR LIFEGROUP AND CAMPUS LEADERSHIP**

- Share how Jesus is moving in your life and in the lives of your Lifegroup. The stories of God's unfailing love are the one of the greatest rewards for our Redemption Church staff.
- Tell us how God has changed your life and the lives of the people in your group. Share your stories in your Weekly Leader Report, Redemption Lifegroup Leader or by emailing: **Lifegroups@myredemption.cc.**

# LEADING YOUR LIFEGROUP

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## PREPARE

- Prior to your first group, confirm location/dates/times
- When someone signs up to be a part of your Lifegroup, follow up with a phone call and invite them to your group

### DOWNLOAD DISCUSSION GUIDE

- Download the current week's Discussion Guide & Opener Video at [www.Lifegroups.myredemption.cc](http://www.Lifegroups.myredemption.cc)
- Opener Video & Discussion Guide: Available Monday Morning

## ATMOSPHERE

- First impressions are important in the Lifegroup setting. Consider doing the following to set the right atmosphere:
  - Adjust the thermostat and establish the right lighting to make the room feel comfortable.
  - Make sure that you have comfortable chairs that are in a circle. It is important for your Lifegroup members to see each other when talking to each other.
  - Make sure the meeting area is clean and free of clutter.
  - Have some snacks or light food available for your guests. This is always a great way to start off a Lifegroup meeting.
  - Play some soft music in the background as people arrive, such as worship music to set the right energy and tone for the night.
  - If providing childcare for the Lifegroup, make arrangements for it to be as distraction-free for the adults as possible.

## ICEBREAKERS

- Before your Lifegroup can really dive into meaningful discussion, you have to break the ice and get people to participate with each other.
- Icebreaker questions will be provided on the Discussion Guide. You can also come up with a fun game for your group!

## DISCUSSION GUIDE

### DISCUSSION FORMAT

1. Icebreakers
2. Prayer
3. Discussion Guide

### BE PREPARED TO TALK

In any group setting, talking is contagious. Silence is also contagious. Create some inertia for your Lifegroup and keep it moving in the right direction.

### KEEP IT OPEN-ENDED

Stay away from “Yes” or “No” questions. Push your group to dig past the surface by asking, “Why or why not?” or “What makes you feel that way?” or “How would you respond to that?”

### USE THE FUNNEL

Ask broad questions first, and then work your way to a more narrow scope, just like the shape of a funnel. Ask questions that believers and non-believers would relate to. Then, drive home your application points by asking more specific questions that apply to their walk with Christ.

### FIND A LANDING POINT

Establish a goal for each discussion with your Lifegroup. Steer the conversation to land there at the end of the meeting. Even if your Lifegroup lands somewhere else, it is always beneficial to achieve something in your discussion

## SAMPLE DISCUSSION GUIDE:



\*\*\*\*SAMPLE DISCUSSION GUIDE\*\*\*\*

### Supernatural - Part 1 Lifegroups 1 Week 1

#### ICEBREAKER

Lets get to know each other better! Share with the group an unexplainable event that happened. What made this incident stand out? Do you believe it was a coincidence or act of God?

#### OPEN IN PRAYER AND PLAY VIDEO

#### MESSAGE SUMMARY

This week's Supernatural message centered on the Holy Spirit telling us about things to come. If we have the Holy Spirit we don't have to worry about the past. We can focus on our future. The same spirit that is in Christ Jesus rules and reigns in you!  
Let's get started!

#### SCRIPTURE *(please don't read scriptures until prompted)*

1 Corinthians 1:26 | Psalm 103:12 | John 16:12-15 | 1 Corinthians 2:9-12 | John 19:30 | Psalm 37:23

#### DISCUSSION QUESTIONS

1 Corinthians 1:26 says, *For you see your calling, brethren, that not many wise according to the flesh, not many mighty, not many noble, are called (NKJV).* According to this verse many people who are "ordinary" or "normal" are pulled to the extraordinary. **Who are some "ordinary" people that have done extraordinary things? (ex. Mark Zuckerberg/ Facebook)** **What are some extraordinary things you want to do in your life? (ex. travel, open a business, etc.)**

This week, Pastor Ron highlighted that you can meet peoples needs. The world is craving and thirsty for the Holy Spirit. When people say, "God I need you" and you show up, you are an answered prayer. **What are some ways to meet people's needs? (ex. giving to the homeless).** **What are some things you can do this week?**

Too much of our prayer time is about our guilt and shame. Scientists say when you throw objects from east to west they will never meet, however, they will meet if you throw them from north to south. **Read Psalm 103:12.** Pastor Ron mentioned specific people in the Bible that God spoke into their potential and not their experience: Jacob was called Israel, Gideon was called to who he could be, and Peter became the rock. God takes your potential that He created from the beginning of time. **Read 1 Corinthians 2:9-12. When we were younger, we all wanted to be something, what was it? How did you get there (for those who accomplished their goal) OR what stopped you from getting there (for those who didn't)? Our experience can stop us from hearing the Holy Spirit. Look at your potential and accomplish things in life through what you can do and not what you cannot do.** The Holy Spirit wants to reveal to you things He's already prepared for your life. God has already laid your life in place. Next months calendar is awaiting your arrival! There are times that we miss the mark or stumble but trust that God will bring you back in step. Your steps are ordered! **Has there been a time when your gut was telling you something? Did you listen? Why or why not?**

#### CONCLUSION

The Holy Spirit knows what is to come, tells you what is to come and orders your steps! You are at a point of significant steps. We all hear, "God is about to..." but in John 19:30, Jesus says *"It is finished"* which means everything's already been done. God has already healed you, blessed you, and declared you righteous and free. God is opening our eyes to what the Holy Spirit has prepared for you and Psalm 37:23 says, *"the steps of a good man are ordered..."*

#### OUR CHALLENGE

Many people don't talk about the Holy Spirit, lets change that! **Speak to people this week about the Lord and the work the Holy Spirit has done in your life. Many supernatural things happen on a daily basis so look out for those and make sure those around you know that the Spirit is working and real!**

## SAMPLE LEADER RESOURCE EMAIL:



### LIFEGROUPS



*Let us think of ways to motivate one another to acts of love and good works. And let us not neglect our meeting together, as some people do, but encourage one another, especially now that the day of his return is drawing near.*

*Hebrews 10:24-25*

What an exciting time for our church and Lifegroups! I wanted to introduce myself for all the leaders who just finished your Lifegroup semester. My name is Melissa Hayashida and I have been part of the church for over 30 years. I have 3 children and have known my husband since we were teens. I was born and raised in San Jose, California and studied for 3 years at Hillsong International Leadership College in Sydney, Australia. I love reading, watching cop shows and eating pepperoni pizza! As well as Lifegroups, I head up our Young Adults ministry and have been involved in just about every ministry in the church. I am excited to know you all better through this incredible ministry. Thank you for welcoming me in with open arms, I feel your love all the way from the Bay Area!



I want to personally thank Lacey Ruff for leading us through these incredible seasons of Lifegroups! If you see her or email her please make sure to thank her for all the hard work and diligence she has put in Redemption Lifegroups. And cheer her on as she leads Lifegroups for Relentless Church!

## FINDING A CO-LEADER

As a Lifegroup leader, it is our expectation that you are thinking of the next generation of Lifegroup leaders.

### WHAT IS A CO-LEADER?

A 'co-leader' is someone who is learning to lead a Lifegroup by observing and helping with a current Lifegroup.

- They learn by doing, under the supervision of a seasoned (mature and skilled) leader. Co-leading is closely related to mentoring – a developmental relationship in which a more experienced person helps a less experienced person.
- They grow in maturity along with the rest of the Lifegroup, but he or she receives special attention and more pointed direction from the mentoring leader.

### SELECTING A CO-LEADER

A Lifegroup Co-Leader is an emerging leader. This person is someone who has been identified by you, the Lifegroup leader, as a good candidate for leading a future Lifegroup, based on a variety of observations. They include, but are not limited to the following:

- A growing and vibrant relationship with Christ and passion for the vision of Redemption and our Lifegroups.
- An understanding of the role and the ability to live out the role of a Lifegroup leader.
- The person that you would least like to lose from your Lifegroup. It is true that the person you would least like to lose is probably the person that you need to raise up and send out the most.



## DEVELOPING YOUR CO-LEADER

As important as it is to select the right Co-Leader, it is equally as important to mentor the Lifegroup Co-Leader. Follow these four steps:

1. I do. You watch. We talk.
2. I do. You help. We talk.
3. You do. I help. We talk.
4. You do. I watch. We talk

## MANAGING PERSONALITIES

We know that it would be impossible for you to take on this role and not encounter difficult people, personalities, questions and conflict along the way. Knowing how to respond in these circumstances will be the defining moments of success for your Lifegroup!

### BE UPFRONT & SET THE TONE

- Be the most prepared person in the room and be prayed up and ready to release a great positive attitude in the group meeting.

### OFFER DISTINCT GOALS AND CLEAR COMMUNICATION

- Open up your first Lifegroup with setting the ground rules. Express that the purpose of the Lifegroup is for biblical discussion, group encouragement, Inspiration, and Relationship Building.
- If the discussion begins to move into political opinions, personal business solicitation, gossip or slander of another person, the conversation must be stopped immediately and redirected back to the Sermon Discussion Guide.

### OVERCOMING DEFEAT

Self Doubt

- We all doubt our abilities sometimes, so coming to terms with the myth that you will someday have perfect confidence helps. Our reliance is never on ourselves but rather on the Holy Spirit.
- Use your weekly leaders email/resources to help equip you for the task at hand.
- You are not meant to be the person that knows it all. Sometimes giving an honest “I don’t really know” can show more integrity than trying to come up with an answer on the spot.

- Encourage everyone to search for the answer together in the Word of God.
- Commit to praying for the right discernment for a question answered.
- Ask your Lifegroup Director how you should respond.

## **WELCOMING NEW MEMBERS**

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As your Lifegroup continues to meet, you will get used to seeing familiar faces, but you should always be prepared to welcome and incorporate anyone that decides to join your Lifegroup. Remember, Redemption Lifegroups are always open!

### **PEOPLE WILL COME AND GO**

- No matter how strong you are as a leader, people will leave your Lifegroup. It is not always going to be a reflection of your leadership. Things happen—works schedules change, children have games and so on.
- Your responsibility is to remain faithful to the people that God has entrusted to your care. Lead your Lifegroup with the same passion and energy whether you have one member or fifteen!

### **ALWAYS BE WELCOMING**

- Remember that your new Lifegroup member is walking into a brand new setting for the very first time. It may even be their first experience with a small group of any kind. Make every effort to bridge the gap and make them feel comfortable in their new surroundings.
- Have the entire Lifegroup participate in some sort of icebreaker. Engage the new members in the discussion. If there is prior lesson material that needs to be reviewed for them to gain understanding of the current lesson material, do so quickly and politely. Do not leave them feeling awkward—the less time the group is staring silently at the new member, the better.

## **KEEPING THE MOMENTUM**

### **GIVE THEM A REASON TO RETURN**

- If this is someone's first experience with a Lifegroup, your goal should be to have him or her come back for a second time.
- Do not just invite them back. Genuine connections will go a long way towards the retention of your Lifegroup members.

### **HOW TO KEEP THEM COMING BACK**

- Talk about the next meeting. Plan a special meal or activity where everyone can participate (i.e game night)
- Reach out to each person the next week
- Keep to a "Set time frame" of around 90 minutes for your meeting
- Keep your location consistent
- Always remember that people will come and go.

### **GROWING YOUR GROUP**

- Respond to the email leads from those who sign up for your Lifegroup
- Invite those you already know in the church to join your Lifegroup
- Encourage your Lifegroup members to invite others
- \*i.Church Webcam Groups - Talk up your group in the Chat before service or during announcements

## FACILITATING CHILDREN

### **EMBRACE THE CHAOS**

- Those with children already understand the normal chaos that comes with having children.
- Involve the older children in your group and embrace more of a family dynamic.
- You may decide to have fewer numbers in your group since you will be facilitating children.

### **GET AN “APPROVED” SITTER**

- Hire a sitter to watch the children in another part of the house.
- Make sure other parents are aware of the sitters background so they can feel more comfortable.

### **ADDITIONAL IDEAS ROTATING SCHEDULE**

- For groups with older children, you may have a movie night in a nearby room for kids that they can look forward to meeting. Grab popcorn and snacks to make it fun!

## COMMUNICATION

### **KEEP LEADERSHIP INFORMED**

Weekly communication with Leadership about what is happening in your Lifegroup **IS REQUIRED** as a Lifegroup leader.

#### **1. Complete Weekly Leader Report (IMMEDIATELY AFTER MEETING):**

- Did you meet?
- Attendance?
- Any other relevant information

#### **2. Stopping Lifegroup**

- If your Lifegroup is no longer meeting,  
*LET US KNOW*

#### **3. Renewing for the Next Season**

- In order to maintain accurate group listings, Lifegroup leaders must renew their group prior to each season to be listed on the Lifegroups page.

### **RESPONDING TO NEW MEMBERS**

- As the Lifegroup leader, it is your responsibility to respond to those who express interest in your Lifegroup. We want to ensure that no one falls through the cracks and misses out on finding the right Lifegroup!

### **COMMUNICATING WITH YOUR LIFEGROUP**

- Create a text message or social media group to develop group unity outside of the Lifegroup meeting.

## THE IMPORTANCE OF SERVING

Serving is a major part of Redemption culture. We never want to be inward-focused!

### **SCHEDULE AN OUTREACH**

- We ask that all Lifegroups do one service project/ community project one time during the season. You can contact your Campus Coordinator for ideas.
- They grow in maturity along with the rest of the Lifegroup, but he or she receives special attention and more pointed direction from the mentoring leader.

### **MEETING A NEED**

- Leadership happens when people bridge the gap between problems and solutions by meeting the needs that they identify.
- Meeting the needs of others is a great way to inspire spiritual growth in your Lifegroup. Serving provides an opportunity for your Lifegroup to display the love of Christ while simultaneously creating an experience that your members will always remember.

### **SPECIAL EVENTS SERVING OPPORTUNITIES**

- There are a number of opportunities to serve at Special Events during the season. Be sure to keep your group members informed about upcoming events and Serving Opportunities!

## YOUR LIFEGROUP MEETING CHECKLIST

You registered your group  
You went through training  
You read the leaders manual  
You invited people

**Now its time to lead your Lifegroup!**

### **BEFORE PEOPLE ARRIVE:**

- Send everyone the address where your Lifegroup is meeting.
- Put a balloon on the mailbox or something to help people find your meeting place.
- Prepare a few snacks.
- Clean up a little bit, or at least throw everything in a closet.
- Arrange seating where people will be able to see and hear each other.
- Play some soft music in the background. For men's groups, try turning to sports on television and keeping the volume low enough for people to talk over it.
- Pray that God would work through you to help the people in your Lifegroup.

### **FLOW OF THE NIGHT:**

#### **HANG OUT (15-25 MINUTES)**

- Welcome people as they arrive to your Lifegroup location.
- Spend a few minutes making small talk. Get to know your Lifegroup members.

#### **ICEBREAKER (5 MINUTES)**

- Use the icebreaker provided on the discussion guide or use your own.

## **DISCUSSION (35-50 MINUTES)**

- Open in a quick prayer then play the video
- Read the message summary out loud to the group
- Use the discussion guide to facilitate a discussion with your Lifegroup

## **CLOSING PRAYER (5-10 MINUTES).**

- Allow your conversation to reach a good landing point.
- Use the conclusion at the end of the discussion guide to wrap up your discussion time.
- Finish by taking prayer requests from your Lifegroup members at the end.

# **LIFEGROUP FREQUENTLY ASKED QUESTIONS**

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## **What are Lifegroups?**

A Lifegroup is a group of people who gather together weekly that discuss the previous Sunday teaching guide. A Lifegroup is an environment to build healthy Godly friendships. A Lifegroup is NOT a small church gathering. It is NOT a platform for your own personal ministry agenda and it is NOT celebrate recovery. And for singles, it is NOT a speed dating matchmaking service.

## **Where do Lifegroups meet?**

We meet in a variety of locations such as homes, cafes, online and restaurants.

## **What do Lifegroups talk about and do?**

Lifegroup members discuss questions based on the previous Sunday's message.

## **What types of Groups are there?**

- Men
- Women
- Married Couples
- Young Adult
- Jr High/ Sr High
- Mixed (co-ed/ guys and girls/families)
- Special Interest (sports, hobbies etc)

## **How many people can I have in my group?**

We ask that groups are no larger than 7-10 people. The group should be small enough for everyone to contribute but large enough that no one feels forced to contribute. Think about this: where would you be more likely to be open and honest, a living room with 10 people or a classroom with 25 people?

## **What are the requirements for a Lifegroup leader?**

- Need to be a member of Redemption Church
- Need to register group
- Attend training
- Complete acknowledgement form (to acknowledge personal and group conduct- will be available when you register your group)
- Spread the word about your group (you are you're own best representative)

## **What is the commitment once I sign up?**

“SEASONS” are about 10 weeks...3 times per year. You can stop anytime, or take a season off. It requires a couple of hours per week to reach out to others and to have your group meetings. We expect you to create personal relationships that lead others to a greater relationship with Christ. We ask that you communicate any changes to your group and your Campus Coordinator.

## **Can people who do not attend Redemption come to my Lifegroup?**

Absolutely! Lifegroups are open to everyone! Most times, people feel more comfortable connecting in a Lifegroup setting. Inviting friends who do not attend Redemption is a great entry point to invite them to church!

## **How long should my Lifegroup last?**

Groups should meet for 90 mins (1.5 hours). Try to stick to that time frame unless you are doing an outside social activity.

## **What if I cannot answer a church-related or spiritual question?**

If you are not sure of an answer to a question bring your concern or question to your Campus Coordinator.

## **What if I have a major personal situation or prior commitment that conflicts with my Lifegroup?**

Consistency is key with Lifegroups. Having a Co-leader in place will allow the group to continue meeting in your absence. Be sure to communicate any meeting changes with the group and consider asking another group member to help the Co-Leader facilitate the discussion.

## **How do I join a Lifegroup?**

Once Lifegroups open for registration, you can join anytime during the season. Find your group In person (in the foyer on Sundays) or Online (lifegroups.myredemption.cc)

## **What if there are no Lifegroups in my area?**

Lifegroups meet in areas surrounding each Redemption Campus. If you do not live near by a campus, try our i.Church Webcam and On-Location groups. You can even start a Lifegroup in your community!

## **What are Special Interest Lifegroups?**

Special Interest Lifegroups are unlike traditional groups. These Lifegroups incorporate discussion guide questions into an activity you already enjoy! Group ideas include: Hiking, Basketball, or Dinner Club.

## **Are there opportunities to serve and spread the word about my Lifegroup?**

Absolutely. We want Lifegroup leaders to be visible at Redemption during Services and Special Events! See your Lifegroup Director or Campus Coordinator about additional serve opportunities.

## What are the requirements for leading an iChurch Webcam Lifegroup?

You will need reliable internet connection and a quiet place to lead your group. Because web cam groups are mainly computer based, it is essential that you stay connected with your coordinator and group members via email. We recommend leading your group from a laptop or personal computer. All web cam lifegroups are recorded via cloud. A phone interview with the iChurch coordinator and additional Zoom training is required for all new Webcam Lifegroup leaders.

## What are the requirements for leading an iChurch On Location Lifegroup?

We ask that you have at least 2 dedicated people to join your local group. Please have your time/place/day of week set before registering your group. A phone interview with the iChurch Coordinator is required. Once training is completed, we will list your group to the website for any Redemption folks that may live in your city.

## NOTES

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