

FOUNTAIN CHURCH

SMALL GROUP

Leadership Guide



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Why & How of Small Groups

WHY SMALL GROUPS EXIST

Small Groups have a couple of different purposes at Fountain. They help people to See Jesus clearly, Love Him deeply and Follow Him wholeheartedly. We believe life change happens in the context of Relationships. Both in our relationship with Christ and in our ability to develop Christ-Centered relationships with one another.

Meaningful relationships can be hard to find, and Small Groups exist to make life-changing relationships relevant and accessible to you.

Two are better than one, because they have a good return for their labor: If either of them falls down, one can help the other up. But pity anyone who falls and has no one to help them up. Also, if two lie down together, they will keep warm. But how can one keep warm alone? Though one may be overpowered, two can defend themselves. A cord of three strands is not quickly broken.

ECCLESIASTES 4:9-12

Fountain Church Small Group Model

At Fountain Church, we believe our church must grow larger and smaller at the same time. We grow larger to reach as many people as possible with the life-giving message of Jesus.

We gather in Small Groups for discipleship and helping one another grow in our relationship with the Lord.

Fountain Church is a church of Small Groups, not a church with Small Groups.

We base our Small Group model on the early church as described in the Bible in the book of Acts. In Acts, you can read about the tremendous growth of the first church in Jerusalem where small group meetings in homes helped lay the foundation.

Day after day, in the temple courts and from house to house, they never stopped teaching and proclaiming the good news that Jesus is the Messiah.

ACTS 5:42

Small Groups offer people:

A Place to Connect UP

I am the vine; you are the branches. If you remain in me and I in you, you will bear much fruit; apart from me you can do nothing.

John 15:5

Everything you do in your small group should have the goal of connecting everyone to God. From small talk, to next steps, and to theological (Study of Gods Word) discussions.

A Place to Connect IN

This is how we know what love is: Jesus Christ laid down his life for us. And we ought to lay down our lives for our brothers and sisters.

1 John 3:16

As iron sharpens iron, so one person sharpens another.

Proverbs 27:17

Therefore, confess your sins to one another and pray for one another, that you may be healed. The prayer of a righteous person has great power as it is working.

James 5:16

The world is longing for authentic relationships. Help to cultivate relationships within your small group so people have a life-long community they can belong to.

A Place to Connect OUT

To the weak I became weak, to win the weak. I have become all things to all people so that by all possible means I might save some.

1 Corinthians 9:22

One time through the season we will gather to make an impact in our community. Encourage your group throughout the entire season to go out with us and be a light in the midst of darkness.

WHAT A SMALL GROUP LOOKS LIKE

At Fountain, we use a sermon based model with a free market approach. This means we want people to gather together based on the things they enjoy and are important to them. Essentially, the things you are already doing in your life are the things that can make up your Small Group! In other words discipleship isn't doing something new, it's doing what you are already doing, but doing it with an eternal perspective.

There are 3 lanes of Small Groups that we offer at Fountain; Activity based, Sermon based and Equip.

So from sports groups to lunch groups, mom groups to student groups, sermon based to creative arts groups, our groups are as varied as we are. All groups fall within one of seven hubs.

Men

Freedom

Women

Outreach

Marriage and Family

Prayer

Youth

Group Structure

Groups meet throughout the year in 3 seasons.

Winter / Spring - 12 Weeks Summer - 10 Weeks Fall - 12 Weeks

Groups meet weekly during each season. Our pursuit nights occur the first Wednesday of every month. We ask that during this week you move your Small Group night to Wednesday so that we can pursue God together and help encourage / teach our members to worship and pray corporately.

Groups meet in a variety of places like homes, parks, restaurants, coffee shops and office buildings.

New groups start every season making it easy to build community and enjoy different types of groups.

No matter what your group meets about, each meeting should be made up of 5 things:

1. Casual Fellowship

He enjoys our laughter and small talk! Create a space for laid back time where group members can talk and get to know one another.

2. Activity / Discussion

This will vary based on what kind of group you're leading. It could be an activity like softball, or an outreach event. If it is one of our sermon based Small Groups, then a discussion will be centered around Sundays topic with a guide to help you dive deeper into the message.

3. Prayer

Create an atmosphere where prayer is expected, encouraged and welcomed. Ask for prayer requests from group members and pray at the beginning and the end of each group meeting.

4. Worship

Not every group will be able to participate in this component depending on where your group is held or which kind of group you are leading. When in a home or a place where a song can be played, opening or closing a session with worship creates space for God to speak to our hearts.

5. Food

Depending on what your group is will determine this element of small groups. If meeting in a home, provide light snacks, dessert / coffee or even a potluck. Food helps to break the ice.

Small Groups are not a place for:

1. Business

Anything you would sell professionally, you should not sell to your small group in a small group setting. This will quickly convolute your small group.

2. Offering

If someone has a financial need, please speak to your coach for further instruction. We want to mobilize our groups to care for one another, but we also don't want to put the burden of meeting someone else's financial needs on someone else. An exchange of money is not allowed.

3. Unapproved Material / Speakers

Everything taught at Fountain is an expression of our church and our theological beliefs. Do not show a bible study series or teach your own series without permission from your coach. The same is said for placing any person in a leadership role at your Small Group, please consult your coach.

4. Unapproved Outside Events

We believe in investing into our group members. There are plenty of events that happen throughout the Bay Area and there are many events we are familiar with and attend ourselves. However, there are also many events that we are not familiar with and are not comfortable putting our mark of trust on due to their theological standing. If an event interests you, please involve your coach.

5. Controversial Topics

Christ centered community and discussions are essential. If a group becomes negative or divisive, you are empowered to redirect the conversation. If further actions are necessary, please communicate with your coach.

6. Alcohol

We want to protect the purity of our Small Groups and those who are leading. Refrain from alcohol use during and after your small group.

All things are lawful, but not all things are helpful.

1 CORINTHIANS 6:12 TLB

SMALL GROUP LEADER ROLE

Your Role as a Small Group Leader

God has a part for all of us to play in the church, and Small Group Leaders come alongside the pastors and staff of Fountain Church to help care for people and to help people be disciplined. There are 4 areas we love to focus on in our church: theology, freedom, leadership and relationships. When we care for people in these 4 quadrants it creates a holistic environment for growth.

Now these are the gifts Christ gave to the church: the apostles, the prophets, the evangelists, and the pastors and teachers. Their responsibility is to equip God's people to do his work and build up the church, the body of Christ. This will continue until we all come to such unity in our faith and knowledge of God's Son that we will be mature in the Lord, measuring up to the full and complete standard of Christ.

EPHESIANS 4:11-13 NLT

The primary role of a Small Group Leader is to disciple your group members. In other words, you are there to help your small group members to move one step in their walk with God.

Be sure you know the condition of your flocks, give careful attention to your herds;

PROVERBS 27:23

Next Steps

I will sprinkle clean water on you, and you will be clean; I will cleanse you from all your impurities and from all your idols. I will give you a new heart and put a new spirit in you; I will remove from you your heart of stone and give you a heart of flesh. And I will put my Spirit in you and move you to follow my decrees and be careful to keep my laws.

Ezekiel 36:25-27

Asking questions will be the quickest way to know where people are. Genuine curiosity creates a vulnerable atmosphere where people sense your love and authenticity towards them. Don't assume you know where someone is in their walk with the lord, we like to say "the devil lives in the realm of assumption". If we assume anything towards anyone it hinders us in our ability to shepherd them. Here is a guide for some great questions:

LEVEL 1

- How did you get connected to this Small group?
- What are you most looking forward to in the group?
- Do you attend Fountain / What brought you?
- Have you ever been part of a Small Group before?
- Have you been through Connect Class?
- Do you remember what your personality type is or what your spiritual gifts are?
- How can I pray for you?

LEVEL 2

- What is God doing in your life right now?
- How is your prayer and bible-reading going?
- What's your story?
- How is your prayer and bible-reading going?
- How does the Gospel speak to this part of your life?
- What does growth look like for you this season?
- What are you focused on in your life right now?

LEVEL 3

- If you lost this, how would it impact your life?
- Where are you challenged in your walk with the Lord?
- What are some idols in your life?
- What do you feel like God has been doing in your life lately?
- What areas of your faith are you hoping to grow in the coming months?
- What is the biggest challenge in your relationship with Jesus?

People in your group will be at different places in their spiritual lives and each person will have different next steps to take. When we are helping others to take a next step, continue to point them to the reality of the Gospel so we fight with them the tendency for behavior modification. Here is a guide of some next steps you can help people take:

- Start attending Sunday services
- Start reading the Bible regularly (One year bible)
- Start praying regularly
- Say the sinners prayer

Lord, I admit I am a sinner. I need and want Your forgiveness. I accept Your death as the penalty for my sin, and recognize that Your mercy and grace is a gift You offer to me because of Your great love, not based on anything I have done. Cleanse me and make me Your child. By faith I receive You into my heart as the Son of God and as Savior and Lord of my life. From now on, help me live for You, with You in control. In Your precious name, Amen

“Have mercy on me, O God, according to Your unfailing love; according to Your great compassion blot out my transgressions. Wash away all my iniquity and cleanse me from my sin. For I know my transgressions, and my sin is always before me. Against You, You only, have I sinned and done what is evil in Your sight, so that You are proved right when You speak and justified when You judge. Surely I have been a sinner from birth, sinful from the time my mother conceived me... Cleanse me with hyssop, and I will be clean; wash me and I will be whiter than snow... Create in me a pure heart, O God, and renew a steadfast spirit within me. Do not cast me from Your presence or take Your Holy Spirit from me. Restore to me the joy of Your salvation and grant me a willing spirit to sustain me. Then will I teach transgressors Your ways, and sinners will turn back to You. Psalm 51

- Be water baptized
- Complete the Fountain Connect Class
- Join the Serve Team
- Start tithing
- Start attending Pursuit Nights
- Attend a Fountain conference

- Invite them to an Equip Group
- Invite them to Thursday AM prayer
- Invite a friend or neighbor to church or a Small Group
- Attend a Small Group Leadership Training to become a Small Group Leader
- Invite them to learn more about:
 - **Tithing / Generosity :**
 - *Matthew 12:42-44 “And he sat down opposite the treasury and watched the people putting money into the offering box. Many rich people put in large sums. And a poor widow came and put in two small copper coins, which make a penny. And he called his disciples to him and said to them, “Truly, I say to you, this poor widow has put in more than all those who are contributing to the offering box. For they all contributed out of their abundance, but she out of her poverty has put in everything she had, all she had to live on.”*
 - *Matthew 23:23 Woe to you, teachers of the law and Pharisees, you hypocrites! You give a tenth of your spices—mint, dill and cumin. But you have neglected the more important matters of the law—justice, mercy and faithfulness. You should have practiced the latter, without neglecting the former.*
 - **Holy Spirit:** The work of the Holy Spirit in a Christian’s life is an ongoing process of becoming holy through sanctification. Through the conviction and power of the Holy Spirit, believers will not indulge the sinful acts of the flesh. The Holy Spirit is given to us for edification, sanctification and Christ exalting ministry.
 - *Galatians 5:16-25 So I say, walk by the Spirit, and you will not gratify the desires of the flesh. For the flesh desires what is contrary to the Spirit, and the Spirit what is contrary to the flesh. They are in conflict with each other, so that you are not to do whatever[a] you want. But if you are led by the Spirit, you are not under the law. The acts of the flesh are obvious: sexual immorality, impurity and debauchery; idolatry and witchcraft; hatred, discord, jealousy, fits of rage, selfish ambition, dissensions, factions and envy; drunkenness, orgies, and the like. I warn you, as I did before, that those who live like this will not inherit the kingdom of God. But the fruit of the Spirit is love, joy, peace, forbearance, kindness, goodness, faithfulness, gentleness and self-control. Against such things there is no law. Those who belong to Christ*

Jesus have crucified the flesh with its passions and desires. Since we live by the Spirit, let us keep in step with the Spirit.

- *Ephesians 5:18 “Do not get drunk on wine, which leads to debauchery. Instead, be filled with the Spirit,”*
- **Spiritual Warfare:** Scripture is very clear that we live in a spiritual world just as much as we live in a physical one. Ephesians 6:12 *“For we wrestle not against flesh and blood, but against principalities, against powers, against the rulers of the darkness of this world, against spiritual wickedness in high places.”*
- **Understanding the Gospel** - Gospel Revolution is a fantastic 8 video series that explains the Gospel so clearly. You can and should recommend this video series to anyone in your small group. It's accessible via fountain's website.

You can grow more in these areas by utilizing the resource page on our website, and by listening to past Messages at fountainchurch.cc Talk with your coach openly about any of the above topics, we would love to equip you.

How to be a successful Small Group Leader:

1. Pray daily for the members of your group.
2. Connect with group members between weekly meetings through phone, email, text, social media, or face-to-face. Encourage group members to connect with each other throughout the week as well.
3. Have fun through laughter and by creating an enjoyable environment.
4. Respect people's time by beginning and ending your group on time.
5. Invite group members to attend church services and events with you like Pursuit Night, and outreach opportunities.
6. Rally the group around a member going through a crisis. Use wisdom and be sensitive. See “layers of leadership” for detailed information.

The Importance of Prayer

Prayer is the foundation of our church, and it is important for your Small Group.

If my people, who are called by my name, will humble themselves and pray and seek my face and turn from their wicked ways, then I will hear from heaven, and I will forgive their sin and will heal their land.

2 CHRONICLES 7:14

How to pray for your group:

- Pray for any requests group members share.
- Ask for the presence of the Holy Spirit in your group.
- Pray that God will open people's hearts to hear His truth.
- Pray for authentic community to develop.
- Pray for wisdom and strength to lead your group well

Confidence of a Small Group Leader

If you only do what you feel comfortable doing, you don't need God. God's best is often found outside your comfort zone.

When you serve God and people by leading a Small Group, He will equip you and give you the strength and wisdom to lead well.

For I can do everything through Christ, who gives me strength.

PHILIPPIANS 4:13 NLT

For God has not given us a spirit of fear and timidity, but of power, love, and self-discipline.

2 TIMOTHY 1:7 NLT

When you feel uncertain about leading a group, use Scripture to overcome the lies of the enemy:

1. When you feel like you don't have the time, remember God has created you for this, and His timing is perfect.

If you wait for perfect conditions, you will never get anything done.

ECCLESIASTES 11:4 TLB

2. When you feel unqualified, remember God has equipped you.

It is not that we think we are qualified to do anything on our own. Our qualification comes from God. He has enabled us to be ministers of his new covenant.

2 CORINTHIANS 3:5-6 NLT

3. When you feel like your past disqualifies you, remember God uses imperfect people.

Praise be to the God and Father of our Lord Jesus Christ, the Father of compassion and the God of all comfort, who comforts us in all our troubles, so that we can comfort those in any trouble with the comfort we ourselves receive from God.

How to create good group dynamics:

- Set expectations.

A key to helping people feel comfortable in your group is to let them know what to expect. Take time to share how the group will flow from week to week. This can include things like explaining the times you will begin and end the group, how discussion or group activities will happen, and how group members can share prayer requests or best engage in the group.

- Follow the 70-30 rule.

Give the members of your group room to speak up instead of doing all the talking yourself. About 70% of talking should come from members and 30% from the leader.

- Keep discussion positive.

If conversation takes a negative or destructive turn, guide it back to a healthy place. If someone needs to talk about a sensitive or complex issue, you can follow up with them after the group or call your coach to help you respond well.

- Keep the conversation relevant to everyone.

Remember people in your group will be at different places in their spiritual journey. Be thoughtful when you talk about spiritual concepts or church terms that might be unfamiliar to new Christians or new church-goers.

- Respect boundaries.

Men should minister to men and women should minister to women. A couple may minister to a single person. We want to maintain integrity and purity in our Small Groups. These boundaries will help protect the leaders and group members from entering into an uncomfortable or inappropriate situation.

House Keeping

Encourage your group to:

Show Up

Encouraging people to come to group consistently is something we want for them not from them! The more time we can spend together is more time we'll be able to commune, grow, laugh, sharpen, and break bread together!

Be Real

God doesn't want to heal the projected you, but the real you! Being real is less about saying whatever is on your mind, and more about bringing your whole self. We all have successes and failures, strengths and limitations, and we want to create spaces in our groups where this can be expressed.

"Because we loved you so much, we were delighted to share with you not only the gospel of God but our lives as well" 1 Thessalonians 2:8

Engage

Growth is intentional not accidental. Making the decision to lean in is about letting the Lord and others to sharpen your faith and your growth! What are some ways we can lean in? We wrestle with the Scriptures and ask questions. We listen actively to what others are saying.

Take Steps

One of the beautiful things about the Body of Christ is that we all play a role in the Body. As a small group leader we get to help those in our group to become spiritual contributors in Christ-centered community.

How to Prepare for your Discussion:

Pray and Invite God's Presence

We are not professionals, we are ministers of the Gospel. We need God's presence!

Personalize the Discussion Guide

The more you prepare and study the guide before your small group, the more you will be free to put the guide in your own words. Preparation doesn't negate the Spirit's power, but helps us to steward what we've been entrusted with.

Summarize the heartbeat of the message

This is a great final step as you head into your group: Do you understand the text (Scripture), can you articulate Sunday's message? Can you put it in your own words and understand what was being shared? If not, it's ok! Call your coach so they can process with you.

How to Create a Welcoming Environment:

Creating a great atmosphere for discussion is pinnacle in having a successful small group. But so is creating a great atmosphere through the realm of hospitality. Ensure the physical and supernatural atmosphere of the room is warm and welcoming.

In Person (Inside)

- Eyes
- Hear
- Taste
- Touch
- Smell

Online

- Text everyone in your group weekly reminding them of group
- Start your group chat 5 minutes before your designated start time for your early birds.
- Encourage discussion:
 - Zoom can create a silent culture, even for extroverts, so help cultivate discussions and don't be afraid to call on people to answer questions.
 - Encourage your attendees to use the group chat and the sign emojis.
 - Make sure video and sound is on for everyone
 - As the leader, make sure your internet connection is great, your video and audio are on, and you're in a distraction free zone.
 - You can still practice hospitality while on zoom, as people log onto the group welcome them by name. Remember, we must not get too busy with tasks that

we forget to see people. **Gallery view is the best option to see people as they log on.

In Person (Outside)

- Text everyone in your group weekly reminding them of group
- Make sure if supplies are needed for your groups gathering, you coordinate that before everyone arrives at your location.
- Make sure you have clear directional signs depending on where your group is gathering.

Layers of Leadership

Lead Pastor

Lead Team

Director

Coach

Jethro's Principal

Moses' father-in-law replied, "What you are doing is not good. You and these people who come to you will only wear yourselves out. The work is too heavy for you; you cannot handle it alone. But select capable men from all the people—men who fear God, trustworthy men who hate dishonest gain—and appoint them as officials over thousands, hundreds, fifties and tens. Have them serve as judges for the people at all times, but have them bring every difficult case to you; the simple cases they can decide themselves. That will make your load lighter, because they will share it with you. Exodus 18:17-18, 21-22

We practice what is known as the Jethro principle because it is a powerful example of care at every level so that no one falls through the cracks.

Taking a genuine interest with the people in our group will help create a healthy and organized way for people to be cared for. Your group will have needs, and we want to create a sustainable and practical way for those needs to be met.

As you can see from our layers of leadership, small group members should see their small group leaders as their first point of contact and small group leaders should see their coaches as their first point of contact. Check out the following resource guide:

4 Questions To Ask When Discerning A Problem

Four key questions to ask when someone comes to you with any issue they're experiencing. They will help show that you care and help gain clarity of what's going on. Getting the facts and context usually makes the next step relatively straightforward on how to support them or the kind of help they need.

1. How long has this issue been going on?
2. Who else knows?
3. Have you received any advice or counsel on this before?
4. What do you want to do from here?

Physical Needs

- The birth of a child: food train covering 5 days.
- A death in the immediate family: prayer, **coach reference**, food train covering 5 days, small group leader follow-up phone call.
- A cancer diagnosis: prayer, **coach reference**, once chemo has started, meal train covering 5 days and small group leader follow-up phone call.

- Funerals: If you are invited to a funeral, do your best to attend and offer prayer support.
- Hospital Visits: If someone in your small group has an extended hospital stay, make a visit to encourage, pray and bless them.
- Weddings: if invited to a wedding, do your best to attend and celebrate with them.
- Divorce / difficulty in marriage: prayer, **coach reference**.
- Abuse: prayer, **coach reference**.
- Parenting difficulties: prayer, **coach reference**.

Emotional Needs

We don't want anyone to struggle alone. Sometimes if someone in your group is discouraged, all they will need is for you to listen and pray for them. Other times, someone in your group is depressed and needs pastoral coaching or professional counseling. In those moments, communicate the need to your coach and they will come alongside them.

- Depression (other strong sense of emotions): prayer, **coach reference**.
- Ongoing sin: prayer, **coach reference**.
 - When someone in your group confesses to sin in their life, your immediate response should be gratitude and prayer. Someone has trusted you enough to let you into the depths of their heart; there should be no assumption and no judgement. Thank them for sharing, encourage them to break free of sin, pray with them and when needed, communicate with your coach.
- Suicidal thoughts: prayer and immediate **coach reference**.

Financial Needs

Needs may come up in your group and we want to help with the right next step. We ask if someone in your group is struggling financially, to let your coach know and so we can best support them.

Spiritual Needs

Someone in your group might need some extensive care about their relationship with Jesus. We want small group leaders to encourage and help group members to take next steps, but sometimes bringing in your coach may be necessary with bigger issues.

When you feel like you don't know how to help someone in your group, remember ESPN:

- E:** Encourage
- S:** Share Scripture
- P:** Pray
- N:** Next Steps

ABUSE POLICY ACKNOWLEDGEMENT

I understand that Fountain Church is a safe place for children and vulnerable adults and that Fountain complies with all Federal and State laws regarding reporting suspected child abuse. As a Small Group Leader, I understand that suspected abuse is to be reported to the staff member who oversees the area in which I serve. I also understand the 4 types of abuse defined below:

Physical: A physical act directed at a child or vulnerable adult that causes injury;

Sexual: Contact or interactions between a child and an adult, or another child, when the child is being used for sexual stimulation of the perpetrator or another person. This includes exploitation through photographs, videos, or other communication methods;

Emotional: Acts or omissions by the parent or other caregivers that have caused, or could cause, serious behavioral, cognitive, emotional, or mental disorders;

Neglect: Failure to provide for the child or vulnerable adult's basic needs. This includes adequate adult supervision, medical attention, housing, food, and clothing. Most cases of physical neglect involve inadequate adult supervision that has caused harm to the child or vulnerable adult, or places them in danger of such harm.

I understand it is not my responsibility to investigate and in no instance will I confront a parent or care giver if abuse is suspected. As a Small Group Leader, I agree to comply with this policy and report any suspected abuse to my coach who oversees the area in which I serve.

Leadership Support

As a Small Group Leader, you are never alone in creating community. We have pastors and staff who are working alongside you to invest in great Small Groups at Fountain.

Your Coach

As a Small Group Leader, you have a Coach paired with you to help as you need support throughout the season.

Your Coach's number one priority is to pray for you daily. Reach out to your Coach if you have a need, prayer request, or concern.

You will have a mandatory once a month touch base, but your coach is available to you whenever you need.

Stay Connected

Open communication is an expectation and necessary to the growth of you and your group. Throughout the season, respond to your Coach and the Small Groups team about group attendance, potential new Small Group Leaders, and how members are moving one step.

Logistics

- Attendance

This will be taken at the end of every small group. It's important to see the health of those in your group. Our heart isn't just to see you grow develop and be stretched, but for people in your group to experience the same thing, and if they're not there, that can't happen.

- Slack

Is our churches main form of communication. Here is where you will receive direction, vision, prayer requests and wins! Engage, engage, engage! There are things on this platform that are for you, and things on this platform that need to be expressed by you, share your wins, find camaraderie in the prayer requests and receive vision from your leaders.

- Weekly Email

Email is the primary way that we prepare you for the week to week success of your group. Through email you will receive the Small Group Guide, important

announcements and upcoming dates. Please make sure you stay up to date on information that is sent out this way.

- **Small Group Leader / Co-Leader Communication**

A coaches primary connection will be with the small group leader. The coach will have their monthly one on ones and communicate all necessary information to the small group leader. It is the small group leaders responsibility to communicate all said information to their co-leader.

In the event that your co-leader is ready to create their own small group, meetings with your coach can be established to determine the best course of action.

LEADERSHIP COMMITMENT

Leadership Commitment

And David, with integrity of heart; with skillful hands he led them.

Psalm 78:72

Qualifications

- Committed to integrity, character, and spiritual growth
- Completed Connect Class 1 and 2
- Pastoral Recommendation and/or Small group leader recommendation
- Committed to Fountain for at least 6 months
- Participated in a Small Group for at least 2 seasons
- Committed to the culture and values of Fountain Church
- A committed tither
- Committed to the ongoing training and development in leadership, theology and freedom
- Committed to 1 year of leading a small group
- Committed to meeting weekly during SG seasons
- Committed to Sunday morning services on season and off season
- Committed to Small Group Launch Days
- Committed to Fountain events (Pursuit Night /Pray First / Serve Day, Team Nights, etc.)
- Committed to Fountain Serve Days
- Skills/Abilities:
 - Strengths or spiritual gifts in one of these four: Leadership, Shepherding, hospitality & Facilitating
 - Micro Skills - has the ability to be aware of social settings and engage strangers on a personal level

Leadership Honor Code

As an essential part of the Fountain Church Leadership family, you have a responsibility to develop and exhibit mature Christian behavior. This should be the basic premise of your desire to participate in a servant-leader position here at Fountain Church.

While serving the Body of Christ as a servant-leader at Fountain Church, you pledge to present a good appearance at all times. In both attire and behavior, you should strive to demonstrate Biblical standards in all situations.

As Christians, the way we present ourselves to others is of vital importance to the way others perceive Christ. Our conduct should never be an embarrassment to Christ, but should exemplify the best qualities of a mature believer and servant-leader.

Exemplifying the highest moral commitment, Fountain Church' leaders are to maintain a disciplined life of Bible reading, prayer, and fasting. You must also refrain from such things as:

- Gossip (zero-tolerance policy), lying, and undermining Fountain leadership
- profanity and improper conduct on social media
- smoking or chewing tobacco
- gambling
- indulging in much wine or other alcoholic beverages
- dishonest gain
- illegal drugs
- pornography
- sexual immorality (adultery, fornication, pornography, homosexual behavior)
- all behaviors which might cause Christ to grieve and others to stumble

I am in alignment with the Honor Code:

By providing an example in speech and action, we encourage others to grow in Christ and become servants-leaders themselves. This is a way of life measured by the heart and commitment of each leader in the Fountain Church family. We should regard it as an essential part of our development, not as an imposition or restriction.

Fountain Culture

We are guardians of the culture!

"Catch the foxes for us. The little foxes that spoil the vineyards,".

Song of Solomon 2:15

We want to protect the culture that we've cultivated here because it's kingdom culture!

You Are Not A Confidant

There may be a time in your group when someone admits to you that they have a problem with Fountain Church, or with the staff / pastoral team. This will require your coach to be notified within 3 days. Submission to leadership will not be possible if someone has an unresolved issue with the overall function of the church and leaving a member of your group in that state will not be pastoring them well, it would be neglecting them. When Fountain leadership, staff or pastors discover that you carried the heart of a confidant and not a shepherd, you will be removed as a small group leader effective immediately. Our heart for the individual struggling with an issue is restoration, and that cannot be executed if it's left in secret.

Secrecy & Privacy

Secrecy is about hiding things that need to come out for transparency and honesty. Privacy is about protecting the individuals involved and keeping details to the right people who need to know. As situations come up, your coach will be able to help you to discern and how to communicate when sensitive situations come up.

Don't Take People Away from a Sunday

Sitting in on a Sunday morning is significant to your ability to lead your small group and it's just as significant for them as congregants. When someone approaches you to talk, be prayed for or be ministered to, inform them of their need to sit and yours as well. God speaks in Sunday morning sermons, and creating habits for people to seek God first, and people second will help create disciples not dependents.

Create a Culture of Feedback

Clarity is important. 70% of the US population function well with set expectations and boundaries. It provides the freedom that is needed for you to succeed in any setting that you are put in, and the same applies to you being a small group leader at Fountain. We do things a specific way which include laying out clear boundaries that will create a confidence in you to give and receive feedback. Feedback is how we grow.

Social Media

Social media is a powerful tool, it's one of the main ways that everyone communicates! It's also a place for self expression and it gives a window into our lives as leaders. Steward your ability to post well with Jesus as your filter. Likewise we love to share what God is doing at Fountain, events we have coming up, what God is doing and so much more. Your "sharing" and posting helps create a social

media frenzy, shows our leadership is in unity and it's a great way to invite people to your Small Group.

Do not, for the sake of food, destroy the work of God. Everything is indeed clean, but it is wrong for anyone to make another stumble by what he eats. It is good not to eat meat or drink wine or do anything that causes your brother to stumble

Romans 14:20-21

FREQUENTLY ASKED QUESTIONS

How can I recruit people to come to my group?

- Start with people who are already in your sphere of influence (co-workers, friends, and neighbors).
- Find people around you who are new to the church, are new believers, or have shown interest in getting involved.
- Look for people you think you can help to realize their potential.
- Ask God to send the right people to your group.

Where can I hold my Small Group?

We encourage Small Groups to meet outside the church building in places where you like to spend your time. Some of the most common meeting places are homes, restaurants, parks, coffee shops, and office buildings.

Where can I find Small Group curriculums?

We are a sermon based model, a guide will be emailed out to you with the outline from the weekend service. *Unless you are a pre-approved EQUIP group.

Does my group have to meet weekly?

We encourage meeting weekly each season in order to build genuine relationships.

Does Fountain Church offer childcare during Small Group meetings?

You are welcome to choose to offer childcare at your Small Group. Childcare workers must be pre-approved and background checked through Fountain.

How do I measure if group members are moving one step?

Ask! Make it part of your discussion whether in a group setting or individually. Return to Guide and look under “Next Steps”

What should I do if someone asks a question I can't answer?

It's okay to not have all the answers. Thankfully, we can find guidance through prayer, God's Word, and the Holy Spirit. Encourage them to spend time reading the Bible and praying. Also, let them know that you will do your best to get some information and get back with them at your next Small Group meeting. Do some personal research and call your coach to get advice.

What should I do if someone in my group shares something with me (or the group) that requires attention beyond what I (or we) can provide?

If you encounter a difficult situation within your Small Group, please know that you are not alone. If a member is going through a crisis, you can rally the group around them to provide prayer, encouragement, and support. Use wisdom and be sensitive to the situation. If you are unsure of what to do, don't hesitate to ask your Coach.

How can I share stories of life change from the Small Group season?

We love hearing about lives that are changed through Small Groups. You can share your stories with your Coach.

You can also share your own personal story through social media and tag #fountainsmallgroups

HELPFUL SCRIPTURE REFERENCES

At Fountain Church we believe ministering through the Word of God is the most powerful way to care for people. As you pray over a Small Group member, try inserting that member's name in the Scripture to make it more personalized.

As a leader, we encourage you to find and memorize at least three Scriptures, which will equip you when you are walking someone through a tough situation, as well as give you strength as a leader throughout the season.

Here is a list of powerful Scriptures that you can apply to any situation:

“And you shall love the Lord your God with all your heart, with all your soul, with all your mind, and with all your strength. This is the first commandment. And the second, like it, is this: ‘You shall love your neighbor as yourself.’ There is no other commandment greater than these.”

MARK 12:30-31 NKJV

I can do all things through Christ who strengthens me.

PHILIPPIANS 4:13 NKJV

Trust in the LORD with all your heart and lean not on your own understanding; in all your ways submit to him, and he will make your paths straight.

PROVERBS 3:5-6

My thoughts are nothing like your thoughts,” says the LORD. “And my ways are far beyond anything you could imagine. For just as the heavens are higher than the earth, so my ways are higher than your ways and my thoughts higher than your thoughts.

ISAIAH 55:8-9 NLT

This is the confidence we have in approaching God: that if we ask anything according to his will, he hears us. And if we know that he hears us—whatever we ask—we know that we have what we asked of him.

1 JOHN 5:14-15

No weapon formed against you shall prosper, and every tongue which rises against you in judgment you shall condemn. This is the heritage of the servants of the Lord, and their righteousness is from Me,” Says the Lord.

ISAIAH 54:17 NKJV

Finally, be strong in the Lord and in His mighty power. Put on the full armor of God, so that you can take your stand against the devil's schemes. For our struggle is not against flesh and blood, but against the rulers, against the authorities, against the powers of this dark world and against the spiritual forces of evil in the heavenly realms. Therefore put on the full armor of God, so that when the day of evil comes, you may be able to stand your ground, and after you have done everything, to stand. Stand firm then, with the belt of truth buckled around your waist, with the breastplate of righteousness in place, and with your feet fitted with the readiness that comes from the gospel of peace. In addition to all this, take up the shield of faith, with which you can extinguish all the flaming arrows of the evil one. Take the helmet of salvation and the sword of the Spirit, which is the word of God. And pray in the Spirit on all occasions with all kinds of prayers and requests. With this in mind, be alert and always keep on praying for all the Lord's people.

EPHESIANS 6:10-28

And we know that for those who love God all things work together for good, for those who are called according to his purpose.

ROMANS 8:28 ESV

For we are God's masterpiece. He has created us anew in Christ Jesus, so we can do the good things he planned for us long ago

EPHESIANS 2:10 NLT

"For I know the plans I have for you," declares the LORD, "plans to prosper you and not to harm you, plans to give you hope and a future."

JEREMIAH 29:11

You are the light of the world—like a city on a hilltop that cannot be hidden. No one lights a lamp and then puts it under a basket. Instead, a lamp is placed on a stand, where it gives light to everyone in the house. In the same way, let your good deeds shine out for all to see, so that everyone will praise your heavenly Father.

MATTHEW 5:14-16

No power in the sky above or in the earth below—indeed, nothing in all creation will ever be able to separate us from the love of God that is revealed in Christ Jesus our Lord.

ROMANS 8:39 NLT

Stay away from the love of money; be satisfied with what you have. For God has said, "I will never, never fail you nor forsake you." That is why we can say without any doubt or fear, "The Lord is my Helper, and I am not afraid of anything that mere man can do to me."

HEBREWS 13:5-6 TLB

Don't be afraid, for I am with you. Don't be discouraged, for I am your God. I will strengthen you and help you. I will hold you up with my victorious right hand.

ISAIAH 41:10 NLT

Do not be anxious about anything, but in every situation, by prayer and petition, with thanksgiving, present your requests to God. And the peace of God, which transcends all understanding, will guard your hearts and your minds in Christ Jesus.

PHILIPPIANS 4:6-7

Consider it pure joy, my brothers and sisters, whenever you face trials of many kinds, because you know that the testing of your faith produces perseverance. Let perseverance finish its work so that you may be mature and complete, not lacking anything.

JAMES 1:2-4

Love is patient, love is kind. It does not envy, it does not boast, it is not proud. It does not dishonor others, it is not self-seeking, it is not easily angered, it keeps no record of wrongs. Love does not delight in evil but rejoices with the truth. It always protects, always trusts, always hopes, always perseveres.

1 CORINTHIANS 13:4-7

So faith comes from hearing, and hearing through the word of Christ.

ROMANS 10:17 ESV

One day the apostles said to the Lord, "We need more faith; tell us how to get it." "If your faith were only the size of a mustard seed," Jesus answered, "it would be large enough to uproot that mulberry tree over there and send it hurtling into the sea! Your command would bring immediate results!"

LUKE 17:5-6 TLB

Now faith is confidence in what we hope for and assurance about what we do not see.

HEBREWS 11:1

If any of you lacks wisdom, you should ask God, who gives generously to all without finding fault, and it will be given to you.

JAMES 1:5

Where there is no guidance, a people falls, but in an abundance of counselors there is safety.

PROVERBS 11:14 ESV

So now there is no condemnation for those who belong to Christ Jesus. And because you belong to him, the power of the life-giving Spirit has freed you from the power of sin that leads to death.

ROMANS 8:1-2 NLT

“Come now, let us settle the matter,” says the Lord. “Though your sins are like scarlet, they shall be as white as snow; though they are red as crimson, they shall be like wool.

ISAIAH 1:18

Brothers and sisters, we do not want you to be uninformed about those who sleep in death, so that you do not grieve like the rest of mankind, who have no hope. For we believe that Jesus died and rose again, and so we believe that God will bring with Jesus those who have fallen asleep in him.

1 THESSALONIANS 4:13-14