

GHCC Small Group Leaders Cohort 2022—2023

What: Monthly gathering for SGLs to receive *knowledge* and *coaching* in the areas of Group Dynamics, Bible & Theology, and Outreach

When: 2nd Sunday of the month, 6:00 pm — 8:00 pm

SGL website: www.goldenhills.org/small-group-leader

Password: LifeTogether

2022-23 SGLC Schedule

2022: 9/11; 10/9; 11/6*; 12/11

2023: 1/8; 2/12; 3/12; 4/16*; 5/21*; 6/11; 7/9; 8/13

2022-23 Study Topics

- **Sept—Dec:** *Group Dynamics*
- **Jan—May:** *Bible & Theology*
- **June—Aug:** *Outreach*

GHCC Small Groups Norms & Values

Group norms are behaviors and practices (ground rules) a group agrees to in order to help establish a safe, predictable environment. A norm is something we can easily observe in each other. It's easy to see if it is being followed or broken. These are some standard norms, to which we ask all small group leaders and participants to agree, commit, and hold one another accountable:

COMMITMENT TO CONFIDENTIALITY

Our Small Groups are to be considered CONFIDENTIAL. Group participants and leaders alike commit to maintaining the confidentiality of anything shared in the group. Nothing is to be shared outside the group, including sharing others' comments or personal information.

Important Exception Concerning Group Confidentiality: An exception to the group confidentiality agreement exists with regard to mandatory reporting requirements: facilitators and the local church or Christian organization they are serving must comply with federal and state law.

COMMITMENT TO ATTENDANCE

To create a stable, predictable small group environment that fosters trust, it is of utmost importance that group participants can count on one another to attend each week.

COMMITMENT TO CONSIDERATE ABSENCES

If you need to miss a week, please let your group leader know so they can plan accordingly and inform the group of your absence. You also may want to set up a time with your leader to catch up on material they may have missed.

COMMITMENT TO NOT INTERRUPT

When someone is talking during a group discussion, we ask that you do not interrupt them.

COMMITMENT TO NOT TO FIX OTHERS

An important element of our small group environment is the freedom to safely share and process, creating space and welcome for the Holy Spirit to work in our hearts. We are not here to fix each other. We ask participants to agree and commit to gentle and kind interaction with one another, refraining from judging, shaming, or excessively advising others.

COMMITMENT TO WELL-BALANCED GROUP SHARING

We ask all group members to be aware of the amount of time they have shared and not to monopolize sharing opportunities. Please allow time for everyone to share

COMMITMENT TO COMPLETE HOMEWORK

We ask group members to complete all assigned homework. This is an important norm to uphold for everyone to gain the most from the content and discussions.

GROUP VALUES

Values are different than norms. Unlike norms, values are not as easily observed or measured. Consequently, they can be more difficult to hold one another accountable to than the Group Norms. They are still vitally important and we desire that these Values become a normal part of our group culture. We ask small group leaders and participants to embrace, commit to, and make every effort to keep these Group Values:

DESIRE TO MATURE

We value the willingness and openness of group members to change their attitudes and beliefs about themselves, others, and God. This comes with the realization that we are all still in a process of maturing and learning what God may have for us. If an individual does not have a desire and need for change, very little can be done to help them mature and grow.

DESIRE TO LOOK INSIDE

We value the willingness of participants to focus on their own process and relationship with God, not on the relationships and choices of spouses, children, parents, or others. It can be tempting to believe that if we just help or fix others, or get them to change, our pain and problems will disappear; we invite participants to look seriously and bravely at their own life and how God desires to relate personally to their heart and experiences. Our own relationship with God is the only one we truly have in our ability to let him transform.

HONESTY

We value honesty as a way of life and as a fundamental biblical principle in establishing and maintaining healthy relationships with God, others, and ourselves. We are referring not only to being honest with others about what is going on in our lives, but more importantly, being honest with ourselves.

OPENNESS

We value the willingness of each participant to gain new awareness and insight from being open about what is really going on in their life. It is critical to let God, and others who are safe, know what is going on with us. Others cannot enter in, understand, help, or support us in an area of difficulty if they do not know how or with what we are struggling.

TRUE ENCOURAGEMENT

We value building up, affirming, and motivating one another to believe what is true. Recognizing our achievements as we overcome and become new creations in Christ is extremely valuable. However, we do not value giving false praise or patronizing others with shallow Christian platitudes. Often, the most encouraging thing to do is listen and attempt to understand. We value thoughtful, timely encouragement, allowing the other person who is hurting to feel heard, and not simply doing or saying what may make us feel more comfortable (giving advice, giving a solution to their problem, etc.)

WRESTLING

We value wrestling through ideas, thoughts, feelings, and the truth of Scripture with God. God's wrestling with Jacob (Genesis 32:22–32) was a deep expression of respect and a loving growth opportunity for Jacob. God could have simply crushed Jacob or forced his will, but God valued the process for Jacob's sake. We value the same kind of process and learning.

RESPECT

We value showing one another respect as individuals who are uniquely created by God, deserving of being heard and understood just as we are. Please show respect to others by listening to what they are thinking and feeling. We want to practice ***active listening***, using our ears, face, body, and posture to indicate our respect and

attentiveness. We also value respecting each other's time.

ACCEPTANCE

We value offering to one another the same unconditional love, acceptance, and grace God has shown to us through his Son, Jesus Christ. We make this most evident when someone chooses to share something tremendously shameful to them, and as we listen, we do not turn away; instead, we draw near to them with God's compassion and acceptance.

PRAYER

We value taking all our desires, feelings, thoughts, struggles, and joys to God. Though we may not stop our discussions and pray each time a person in the group expresses struggle or pain, we highly value lifting all our requests to God weekly.

GHCC Small Group Leader Cohort

Sunday, September 11, 2022

6:00 pm — 8:00 pm (room 247)

- A. Welcome
- B. Meet the Leaders
- C. Vision for the SGLC
- D. Announcements
 - 1. GHP: Testimony
 - 2. New group members?
 - a. Who added new members to their groups?
 - b. How'd they hear about the group?
 - i. Word of mouth, website, etc.?
- E. Administrative
 - 1. CCB
 - a. Adding new members
 - b. Removing inactive members
 - c. Attendance (take it but don't send it to us)
- F. Developing Co-Leaders
 - 1. Purpose of a Co-Leader
 - 2. What is a Co-Leader?
 - 3. How to identify a Co-Leader
 - 4. How to approach a potential Co-Leader
 - 5. What is the leadership process for a Co-Leader?
 - 6. How long does someone serve as a Co-Leader?
- G. Group Dynamics: Cultivating Gospel Culture in our Small Groups
 - 1. Norms & Values of a Gospel Culture

Next SGLC: 10/9/22

- Theme: Group Dynamics
 - Calibrating our Consciences toward Christian Unity

GHCC Small Groups: *Co-Leader Development* [9/6/22]

The importance of developing Small Group Co-Leaders

I. Purpose of Co-leaders

- A. Creating a culture of consistency
 - 1. While all groups are unique, the same values should be shared among all GHCC small groups
- B. Consistency comes by cultivating alignment
 - 1. In leadership competencies
 - 2. Values
 - 3. Vision

II. What is a SG Co-Leader?

- A. Someone being trained in the competencies to effectively disciple others through leading a small group
- B. A Co-Leader is (typically) someone who is identified as a potential leader
 - 1. It's not solely the job of the SGL to develop a Co-Leader
 - 2. The SG Staff will work alongside the SGL to develop Co-Leaders

III. How to Identify a Co-Leader

- A. Potential Co-Leaders don't "look like one thing"
 - 1. Everyone comes from a different age and stage in life
 - 2. Some potential leaders take longer to develop than others
- B. What are the general competencies that indicate if someone is ready to engage in a leadership role?
 - 1. Has a servant's heart and attitude
 - 2. Has the ability to shepherd others
 - 3. Can lead and facilitate a conversation
 - 4. Has a general understanding (and support) of the GHCC vision for ministry
 - 5. Demonstrates knowledge of the gospel
 - 6. Has a growing knowledge of the Bible
 - 7. Exhibits the fruit of the Spirit and growing knowledge in sound doctrine
 - 8. Displays a desire to be equipped for the mission of making disciples
 - 9. Works well with others and values healthy community
 - 10. Is trustworthy and exercises discernment
 - 11. Commits to being punctual and prepared and is generally organized

GHCC Small Groups: *Co-Leader Development* [9/6/22]

IV. How to Approach a potential Co-Leader?

- A. Contact the Small Groups Staff (Vinnie/Matt) to begin a discussion
 - 1. The SG Staff can give insight into the process
 - a. You share what you've learned about the potential candidate
 - b. The Small Group Staff shares any applicable insight about the potential candidate
- B. After agreeing to move forward, the SGL will contact the potential Co-Leader and encourage them to enter the leadership process
 - 1. The candidate fills out an MTA
 - a. This includes understanding the job description and expectations for the position
- C. The candidate interviews with the Small Group Staff
 - 1. If this is the right season for the candidate, they would then move into the Co-Leader role and begin the leadership process

V. What is the Leadership Process for a Co-Leader?

- A. What's involved in the development process of a Co-Leader?
 - 1. Expectations and vision of Small Group Leadership
 - 2. Ongoing training and equipping in small group leader competencies
 - a. Consistent GHCC Sunday attendance/participation
 - b. Consistent participation in the GHCC Leadership Track
 - i. Annual Initiate Conference (August)
 - ii. The monthly SGL Cohort (one Sunday evening a month)
 - iii. Any Classes that are encouraged by the Small Group Staff
 - iv. Always seeking to grow as a theologian, shepherd, and discussion-curator
 - v. Regular coaching from the SGL that they are paired with

GHCC Small Groups: *Co-Leader Development* [9/6/22]

VI. How long does someone serve as a Co-Leader?

- A. The Co-Leader development process takes a minimum of 6 months to a year to complete
 - 1. Some Co-Leaders take more time to develop
- B. The process:
 - 1. (if new to small groups) the Co-Leader participates in a GHCC Small Group as a member for a minimum of one semester
 - 2. The Co-leader then participates in that Small Group as the actual co-leader
 - a. This will involve being given responsibilities and having evaluations (knowledge, experience, coaching) by that SGL
 - b. This is for a minimum of one semester
 - 3. Once ready (after evaluation by the SGL/SG Staff), the Co-Leader will be promoted to become a Small Group Leader
 - a. For the next two years, the new SGL will have an assigned coach (another seasoned SGL) to support them as they grow in their ministry

GHCC Small Group Leader Cohort

Sunday, October 9, 2022

6:00 pm — 8:00 pm (room 247)

- A. Welcome
- B. Group Norms & Values
 - 1. For November: Group exercise on assigning verses to the Norms.
 - a. Come with verses ready
- C. Meet the Leaders
- D. Announcements
 - 1. Women's Ministry
 - a. Christmas Gathering Table Facilitators (Sarah Weakly)
 - 2. Harvest Carnival
 - 3. GHP: Testimony
- E. Developing Co-Leaders
 - 1. Revisiting from September SGLC
 - 2. How's it going?
- F. Group Dynamics: Dealing with interpersonal conflict, part 1 (*"Calibrating our Consciences toward Christian Unity"*)
 - 1. How should Christians form their convictions on a particular topic?
 - 2. What happens when Christians hold different convictions on a topic? Where should we seek unity, and where should we hold uniformity?

Next SGLC: 11/6/22

- Theme: Group Dynamics
 - Dealing with interpersonal conflict, part 2 (*"The Art of Navigating Difficult Conversations"*)
 - How should a Small Group Leader respond when a group member makes a comment that might be ignorant, divisive, or disruptive?
 - How do we triage difficult conversations, and what does the follow-up process look like?

GHCC Small Groups:

Dealing with interpersonal conflict, part 1:

Calibrating our Consciences toward Christian Unity [10/3/22]

Recommended Resource:

Andrew David Naselli & J.D. Crowley, *Conscience: What is it. How to Train it. And Loving Those Who Differ* (Crossway, 2016)

Jonathan Leeman & Andrew Naselli, *How Can I Love Church Members with Different Politics?* (Crossway, 2020)

While we often have the best of intentions to live out our convictions (i.e., to pursue right and holy living), we must always evaluate how we think about certain ideas and determine if something is actually demanded of us (and all) by God, or if it is something formed by our *consciences*. In other words, while we seek God's will and standard for our lives from sacred Scripture, do we ever question if our conclusions are taken from the clear command of Scripture? Or, have we formed a conviction from our consciences?

The goal of this study is to examine the difference between God's objective standards for belief (which is universal to all believers), and instances in which we use wisdom to best understand biblical application.

GHCC Small Groups:

Dealing with interpersonal conflict, part 1:

Calibrating our Consciences toward Christian Unity [10/3/22]

I. The difference between Unity & Uniformity

A. Unity & Uniformity (unison)

1. Defining Terms

- a. **Uniformity (unison):** always having the same form, manner, or degree. For example, uniformity can be found in a block of houses that have the same design. When things are uniform, everything or everyone looks alike – there are no differences.
- b. **Unity:** The union or harmony of a group of people. Unity can also refer to qualities such as the togetherness and integrity of a group. For example, the harmony and togetherness between the members of a family can be described as unity in the family. When there is unity in a group of people, they treat each other with respect and tolerate each other's differences.

2. Recognizing the difference between *unity* and *uniformity*

- a. We have **uniformity** in *essential* things
- b. We have **unity** in *non-essential* things

3. We strive for unity because we will always have diversity

- a. **Diversity:** Being different or varied (having variety) in ideas, opinions, and people existing together in a group.
- b. Gospel-Culture is by nature, diverse (Gal 3:28)

4. Non-essential things require charity & liberty (freedom)

- a. **Charity:** Interpreting a speaker's statements in the most rational way possible and, in the case of any argument, considering its best, strongest possible interpretation. Avoiding attributing irrationality, logical fallacies, or falsehoods to someone's statements.
- b. **Christian Liberty (Freedom)** [GHCC Affirmation of Faith]
 - i. While doing all things: to the glory of God, to edify the church, and to maintain a good reputation before non-believers, Christians are freed to activities that are not expressly forbidden in the Bible, as long as it doesn't "stumble" or "offend" another Christian (Rom. 14)
- c. Charity/liberty implies disagreement but allows for communion

GHCC Small Groups:

Dealing with interpersonal conflict, part 1:

Calibrating our Consciences toward Christian Unity [10/3/22]

II. Christians have a duty to strive for unity

A. God is a God of unity

1. The world will know us by the love we have for one another
 - a. John 13:34-35
2. Jesus' unity with the Father enables His people to have unity with each other
 - a. John 17:20-21

B. Unity is a sign of God's people

1. Eph 4:1-32
 - a. Ps 133:1-3
 - b. Rom 12:4-5; 15-16; 14:19; 15:5-7
 - c. 1 Cor 1:10-15
 - d. 2 Cor 13:11
 - e. Gal 3:28
 - f. Phil 1:27; 2:1-16
 - g. Col 3:14
 - h. 1 Pet 3:8-9
 - i. Acts 10 & 15

III. Whole-Church issues vs. Christian Liberty (Freedom)

A. "Whole-church issues" (Straight-Line)

1. **Straight-line:** Where the Bible clearly speaks to a subject and establishes a straight-line between God's Word and the modern ethic
 - a. Uniformity Issues: unite a church—what a Christian must believe/practice
2. Things that are explicitly biblically stated
 - a. The gospel
 - b. Understanding of repentance
 - c. The GHCC Affirmation of Faith

GHCC Small Groups:

Dealing with interpersonal conflict, part 1:

Calibrating our Consciences toward Christian Unity [10/3/22]

B. “Christian-freedom issues” (Jagged-Line)

1. **Jagged-line:** Where the Bible doesn’t speak clarity to a subject, which allows for various understandings (a jagged-line) between God’s Word and the modern ethic
 - a. Unity issues: Important issues (morally significant) but not at the level where we should say “a Christian must” with them
 - i. We leave room for disagreement
2. Things that are NOT explicitly biblical stated (and have different conclusions)
 - a. End-times sequences
 - b. We don’t treat these things for conditions of membership
 - c. Jagged-Line issues often involve *wisdom* and *conscience*

IV. Calibrating Our Consciences

A. What is *conscience*?

1. **Conscience:** The sense or consciousness of the moral goodness or blameworthiness of one's own conduct, intentions, or character together with a feeling of obligation to do right or be good. The word conscience contains the word science, which comes from the Latin word *scientia*, meaning “to know” or “knowledge.” You can think of your conscience as your knowledge of yourself, especially when it comes to your own morals, or your feelings about right and wrong.
2. The error of conflating our subjective conscience with God’s objective truths
 - a. Conscience is the conviction that we’ve developed
 - b. Therefore: what we believe is right/wrong is not (necessarily) the same as what God believes is right/wrong
 - c. We always seek to calibrate our consciences to God

GHCC Small Groups:

Dealing with interpersonal conflict, part 1:

Calibrating our Consciences toward Christian Unity [10/3/22]

B. *Calibrating* your conscience

1. Your conscience is an instrument (incorrect instruments need calibration)
2. We calibrate by educating it with *truth* and *community*
 - a. We align to God's Word (being faithful to the text)
 - b. We calibrate in the context of the local church
 - c. We calibrate with due process (not rushing the process)
 - i. Some issues take years to resolve
 - ii. Be okay with saying "I'm not sure on this one"
3. We calibrate by using wisdom

C. Our process in determining Straight-Line/Jagged-Line (and conscience) issues

1. Exploring the Bible
 - a. How does the Bible address the issue?
 - b. Are we being faithful to the text?
 - c. Is our conclusion a matter of many possible interpretations?
2. Exploring church history
 - a. How has this issue been understood by our theological forefathers?
 - b. Has our congregation embraced a particular position?
3. How we embrace disputable matters
 - a. Study (and discuss) with humility
 - b. If it's a *Straight-Line* issue (whole church), then teach others with truth and love
 - c. If it's a Jagged-Line issue (Christian Freedom issue), then show charity towards others and respect your brother's/sister's conscience
 - d. Welcome those who disagree with you as Christ has welcomed you (Rom 14:1-2; 15:7)
 - e. Don't look down on those who are stricter than you on a particular issue, and don't be judgmental toward those who have more freedom on a particular issue (Rom 14:3-4)

GHCC Small Groups:

Dealing with interpersonal conflict, part 1:

Calibrating our Consciences toward Christian Unity [10/3/22]

V. Take Away

- A. Keep distinct between Whole-Church issues and Christian-freedom issues
 - 1. We can't treat Christian-freedom issues as if they are Whole-Church issues that can warrant ex-communication
 - 2. Don't divide brothers and sisters (in our heads)
 - a. "How can they be Christians and think THAT?!?"
 - b. "They must be immature or thoughtless Christians!"
 - 3. Humbly listen to those who don't share your perspective
 - 4. Pray for those you disagree with
 - 5. Examine my own heart (and conscience) and look at why "I'm being activated"
- B. Remember your influence over others
 - 1. The way a SGL responds sets the tone of the group
 - a. What kind of culture are you cultivating?
 - i. Gospel Culture?
 - ii. Worldly Culture?
- C. Always be quick to love
 - 1. Rom 12:9-13

GHCC Small Group Leader Cohort

Sunday, November 6, 2022

6:00 pm — 8:00 pm (room 247)

- A. Welcome
- B. Group Norms & Values
- C. Meet the Leaders
- D. Announcements
 - 1. Operation Christmas Child
 - 2. GHP: Testimony
 - 3. Dec SGLC reminder
- E. Developing Co-Leaders
- F. Group Dynamics: Dealing with interpersonal conflict, part 2 (*“The Art of Navigating Difficult Conversations”*)

Next SGLC: 12/11/22

- Theme: Group Dynamics
 - Dealing with interpersonal conflict, part 3

GHCC Small Groups:

Dealing with interpersonal conflict p.2

Art of Navigating Difficult Conversations [11/3/22]

I. Review from part 1

A. Unity/Uniformity (Unison)

1. We have **uniformity** in *essential* things
2. We have **unity** in *non-essential* things

B. Straight-Line/Jagged-Line

1. **Straight-line:** Where the Bible clearly speaks to a subject and establishes a straight-line between God's Word and the modern ethic
 - a. Uniformity Issues: Whole-Church issues that unite a church—what a Christian must believe/practice
2. **Jagged-line:** Where the Bible doesn't speak clarity to a subject, which allows for various understandings (a jagged-line) between God's Word and the modern ethic
 - a. Unity issues: Christian-Freedom issues. Important issues (morally significant) but not at the level where we should say "a Christian must" believe the same
 - b. We leave room for disagreement

C. Conscience

1. Conscience is the conviction that we've developed. Our sense of moral goodness or blameworthiness, or feelings about right and wrong.
2. *Calibrating* your conscience
 - a. We calibrate by educating it with *truth, community, and wisdom*
 - i. We align to God's Word (being faithful to the text)
 - ii. We calibrate in the context of the local church
 - iii. We calibrate with due process (not rushing the process)

GHCC Small Groups:

Dealing with interpersonal conflict p.2

Art of Navigating Difficult Conversations [11/3/22]

II. A Gospel-Culture Response to Relational Difficulties

- A. Responding to comments that might agitate or be perceived as divisive?
 - 1. Divisive conversations within a small group disrupt the normal flow and expectation for a group meeting:
 - 2. Divisive: To cause disagreement or hostility
 - a. Regardless of intention, comments that are divisive can disrupt the “safety” of a group
- B. God’s People stand for truth but avoid divisiveness
 - 1. 1 Pet 3:16
 - 2. Rom 16:17
 - 3. Titus 3:10
- C. A Gospel-Culture response to divisiveness
 - 1. A true Gospel-Culture embraces conflict, in order to pursue reconciliation and redemption
 - a. Avoiding reconciliation and redemption is a sign of the kingdom of the world, not the Kingdom of God
 - 2. Prov 15:1
 - 3. Rom 12:16-21

GHCC Small Groups:

Dealing with interpersonal conflict p.2

Art of Navigating Difficult Conversations [11/3/22]

III. Relational Repair Work

A. The importance of relational repair work

1. The SGL should make it a priority to engage the group member/group in relational repair work
2. Repair work is the attempt to build relational trust and resolution following a conflict.
 - a. This could involve clarification, confirmation, appreciation, apologizing, repentance, etc.

B. Step 1: Personal Follow-Up & Repair Work

1. The SGL should reach out to the specific member(s) involved in the event in order to seek relational repair work
 - a. Have this conversation in person
 - i. Phone calls/facetime are acceptable
 - ii. Text messages, emails, and other forms of electronic communication should be avoided at all cost
2. The conversation should include the following points:
 - a. Recap the situation
 - b. Explain why you had to interject the way that you did
 - i. Always cite the norm/value that has been violated
 - ii. Was it inconsistent with GHCC values/theology?
 - iii. Include any other specific reasoning for why you interjected
 - c. Use “I statements” if applicable
3. Demonstrate your concern for the entire group, which includes your concern for that member
 - a. Explain that your job is to create a safe environment for everyone
 - b. Provide honest feedback even when difficult
 - i. Bringing correction so that the group can continue to thrive in a brotherly/sisterly community
4. Clarify future expectations
 - a. Ensure that they’re repentant/understand how they impacted the group
 - b. Listen for their commitment to not engage in that behavior again

GHCC Small Groups:

Dealing with interpersonal conflict p.2

Art of Navigating Difficult Conversations [11/3/22]

5. Move forward

- a. If the situation has worked itself out, confirm that the member will return to the group
- b. Create a plan for the following meeting, informing the member that this issue will be discussed in order to bring resolution to the group
- c. Encourage them that this is about reconciliation and not “shaming”
- d. Note: If there is a lingering issue it may be necessary to ask them to wait before returning to the group

C. Step 2: Group Follow-Up & Repair Work

1. It's crucial that the group has a chance to repair and reconcile
2. At the following group gathering, begin the group time revisiting the encounter, acknowledging that follow-up work has been done
 - a. Allow the divisive member to address the group, and ask the group if they have any questions or clarifications

D. Step 3: Follow Up with the Small Groups Staff

1. Reach out to the Small Groups Staff to discuss the matter and to receive coaching and wisdom
 - a. Could be a repeated pattern for a group member

GHCC Small Groups:

Dealing with interpersonal conflict p.2

Art of Navigating Difficult Conversations [11/3/22]

IV. Keeping Our Proper Mindset

A. Avoid getting caught up in the weeds

1. Maintain group safety by assessing and managing the situation
 - a. Avoid the urge to first discuss/argue with the “substance” of the situation
2. Maintain group safety through *Triage*: The determination of priorities for action
 - a. Triage questions
 - i. Is the comment something that should be allowed?
 - ii. Immediate shutdown and address within in the group?
 - iii. Let the comment be stated and then followed up on later?
 - iv. Is it better to address this offline?
 - b. Triage is applying wisdom
 - i. Prov 25:4
 - ii. Prov 25:5

B. Your response and the shepherding of your group

1. Assess the emotional temperature of the situation
 - a. What is the background of the disruptive member?
 - b. What is the background of the group?
2. How are you at that moment?
 - a. Are you being activated?
 - b. Is there a pre-existing dynamic with the person?
3. Cultivating Gospel-Culture
 - a. Do you have a knowledge of the SG Norms/Values in order to keep consistency?
 - b. Are you trying to fix/rescue the person?
 - c. Can you affirm the person’s contribution?
 - d. Should you challenge the person in the moment (or wait for another time)?

C. Goals

1. Manage the situation & ensure group safety
 - a. Avoid initially solving/correcting/fixing the “problem”
2. Triage the conversation
 - a. Is the idea/topic a rabbit trail?
 - b. Is it worthy of a conversation?
 - c. Is it fruitlessly divisive?

GHCC Small Group Leader Cohort

Sunday, December 11, 2022

6:00 pm — 8:00 pm (room 247)

- A. Welcome
- B. Group Norms & Values
- C. Meet the Leaders
- D. Announcements
 - 1. GHP: Testimony
 - 2. Spring Classes
 - a. GGW
 - 3. 2023 Preaching Calendar
 - a. Exodus (Jan—Apr)
 - b. Core Values (Apr—May)
 - c. Recommended Studies
- E. Developing Co-Leaders
 - 1. Check in?
- F. Group Dynamics: Dealing with interpersonal conflict, part 3: Case Studies

Next SGLC: 1/8/23

- Theme: *Bible & Theology*
 - The Importance of a church's Affirmation of Faith

GHCC Small Groups:
Dealing with interpersonal conflict p.3
Case Studies [12/5/22]

I. Review from part 1

- A. Week strive for **uniformity** in *essential* things and **unity** in *non-essential* things
 - 1. Christian-Freedom issues
 - a. Important issues but not at the level where we should say “a Christian must” believe the same
 - b. We leave room for disagreement
- B. Conscience
 - 1. Our sense of moral goodness or blameworthiness, or feelings about right and wrong
 - 2. Calibrating your conscience with:
 - a. *Truth*: we align to God’s Word (being faithful to the text)
 - b. *Community*: we calibrate in the context of the local church
 - c. *Wisdom*: we calibrate with due process (not rushing the process)

II. Review from part 2

- A. Gospel-Culture and Reconciliation
 - 1. A true Gospel-Culture embraces conflict, in order to pursue reconciliation and redemption
 - 2. Avoiding reconciliation and redemption is a sign of the kingdom of the world, not the Kingdom of God
- B. We always pursue relational repair work
 - 1. Personal follow-up & repair work
 - 2. Group follow-up & repair work
 - 3. Follow up with the Small Groups Staff

GHCC Small Groups:
Dealing with interpersonal conflict p.3
Case Studies [12/5/22]

III. Keeping Our Proper Mindset

A. Avoid getting caught up in the weeds

1. Maintain group safety by assessing and managing through *Triage*

a. Triage questions

- i. Is the comment something that should be allowed?
- ii. Does it require immediate shutdown and should be addressed in the group?
- iii. Is the comment something that should be stated and then followed up on later?

b. Triage is applying wisdom

- i. Prov 26:4 *Answer not a fool according to his folly, lest you be like him yourself.*
- ii. Prov 26:5 *Answer a fool according to his folly, lest he be wise in his own eyes.*

B. Case Study Goals

1. Manage the situation & ensure group safety

- a. Avoid initially solving/correcting/fixing the “problem”

2. Triage the conversation

- a. Is the idea/topic a rabbit trail?
- b. Is it worthy of a conversation?
- c. Is it fruitlessly divisive?