

SMALL GROUP RESOURCES

10 IDEAS FOR PROMOTING SHARED OWNERSHIP

Right off the bat...

1. It's important to understand the biblical principles behind developing individuals for each purpose in your group. First, the priesthood of all believers — “Every member is a minister”. The challenge here is not that a few should minister in the body, but that everyone should be in ministry, no matter how small or large the role. Second, the biblical principle of spiritual gifts (1 Corinthians 12:7). We all have them and they need to be discovered and developed. They could develop naturally within the small group you lead. Third, we believe in balancing the 5 biblical purposes, not only as a church but as a small group as well. This balance leads to health and health leads to growth.
2. Initially, you (as the Host) will own each purpose. Over time, passing them to your members is the true goal. Some get all 5 purposes covered in the first meeting and others roll them in over time. This is totally up to you, but don't underestimate what your people can do or limit their growth by waiting too long.
3. From a matter of perspective, you don't need them to help, but they need a role to grow and develop. This helps to build ownership and spiritual maturity in your people over time. Don't be hesitant, they will grow because of it.
4. Give people “bite-size” roles to begin with. Let the roles match their spiritual maturity. Have them bring meals, plan an event or help another group member, and grow them into more responsibility over time.
5. Don't expect perfection and be ready with lots of affirmation. This will be messy at first but it's the path of personal and spiritual development. Be ready to support new steps. People will need loads of attention after accepting new responsibilities.
6. In terms of process, some people will be overwhelmed with the “formal” titles versus the “functional” roles. Don't sweat it! Just ask them to take on a simple role, activity or function and bring the titles in later. The bottom line is help them grow and become participants, not spectators, in your group.
7. There are several ways to identify and select individuals for each purpose in your group:
 - (A) The most effective way comes out of a discussion of every member's personal passion (SHAPE) and goals.
 - (B) The second method is for you and your Future Host to pray over who you think would be best in which role and simply ask them to try it for a few weeks.
 - (C) The final method is to ask the group to share who they think would be well-suited to take on that purpose and why. This builds ownership, a sense of being called and chosen as a valued contributor and affirms them in the small group community. Then ask them try it for 3 months.
8. You intentionally want to rotate roles over time so that people can grow and develop in new and necessary areas of their life. Some will be selected for certain roles but desire to experiment in another. You can team up on a purpose or share the covering of several bases. It's totally flexible. Have fun and remember the goal is growth and not getting a job done.
9. Begin praying for God's leading today on “who” is in your group and “where” He wants to take them.
10. Just try it this week...there is a whole new dimension to your people and your group ahead. The best is yet to come.