
| ANCHOR GROUPS |

GROUP LEADER ORIENTATION

|TABLE OF CONTENTS|

A NOTE FROM PASTOR JEFF	3
OUR WHY	4
OUR MISSION	5
OUR SCHEDULE	6
OUR MODEL	6
OUR LEADERSHIP ROLES	8
OUR OVERSITE STRUCTURE	8
OUR CULTURE	11
OUR HONOR CODE	12
LAUNCH A GROUP	13
LEAD A GROUP	14
YOUR ROLE AS A SHEPHERD	17
YOUR NEXT STEP	17

A NOTE FROM PASTOR JEFF

Dear Anchor Group Leader,

Welcome to Anchor Group Leader Orientation! You are here to learn about a basic building block of how we minister to people at Anchor. As a group leader, you will join the ranks of those who have been entrusted with the precious gift of caring for the body of Christ.

The relaxed, relational dynamic of our groups make them fun and life-giving. That's because the concept of groups is Biblical and deeply spiritual. Our model is the early Church, when the disciples of Christ devoted themselves to fellowship and teaching. Sarah and I have benefitted greatly over the years from our attendance in groups, and Anchor Church already has many testimonies of people who's lives were changed in the context of groups.

We have carefully and deliberately created a system where you, as a leader, are cared for also. You will be paired with a coach. Never underestimate the importance of these people! Being the parents of five children, Sarah and I often had a child playing one sport or another. As their dad, I always appreciate the coach in their lives, who provides leadership, training, and encouragement. They made my job as a parent easier!

The same is true at Anchor. As a Pastor of many people who will gather weekly in groups, it makes the job of shepherding and caring for people much easier when I know our leaders have a coaching system in place. This structure provides a necessary spiritual covering, a friendly accountability, and a very strong support.

So, enjoy your leadership training. Dream your dreams. Live your passion wherever you are. Get creative, and let's see what God will do!

It is a true joy being your pastor,

Pastor Jeff

We are so excited to have you on our team! Thank you for stepping out in faith and rising up in leadership. You won't do this alone. We want to provide you with the tools you need to catch the culture of Anchor Church and launch a successful group. Let's get started!

OUR WHY

THE VISION OF ANCHOR CHURCH IS TO SEE PEOPLE KNOW GOD, DISCOVER THEIR PURPOSE, AND CHANGE THEIR WORLD.

WE BELIEVE THIS HAPPENS IN GROUPS THROUGH LIFE ON LIFE RELATIONSHIPS.

People need people...it is the way we are designed.

God designed his people to be in relationship with Him and with others. Relationships define us, grow us, challenge us, and strengthen us. Relationships are most effective way of closing the back door of our church, keeping your group sticky, and making disciples.

| Two are better than one, because they have a good return for their work. If one falls down, his friend can help him, but pity the man who falls and has no one to help him. | **Ecclesiastes 4:9-10**

Relationships are counter cultural, but scripture requires them.

| Let us not give up meeting together, as some are in the habit of doing, but let us encourage one another, and all the more as you see the Day approaching. | **Hebrews 10:25**

Relationships turn the ordinary into fishers of men.

Jesus made disciples by calling ordinary people to rise up as he brought them along in authentic, life on life, gospel-centered relationship. Through this process, he turned tax collectors and fishermen into powerful ambassadors of the gospel.

| Jesus said to them, "Come, follow me, and I will make you fishers of men. | **Matt 4:1**

Fishers of men make **disciples**. | The Great Commission, **Matt. 28:19-20** |

OUR MISSION

THE MISSION OF ANCHOR GROUPS IS TO SEE PEOPLE IN AUTHENTIC, LIFE ON LIFE, GOSPEL-CENTERED COMMUNITY.

Life on life relationships happen in when people are in community. In the book of Acts, you get to see the first authentic, life on life, gospel-centered community and how it functioned:

| All the believers devoted themselves to the apostles' teaching, and to fellowship, and to sharing in meals, and to prayer. A deep sense of awe came over them all, and the apostles performed many miraculous signs and wonders. And all the believers met together in one place and shared everything they had. They sold their property and possessions and shared the money with those in need. They worshiped together at the Temple each day, met in homes for the Lord's Supper, and shared their meals with great joy and generosity all the while praising God and enjoying the goodwill of all the people. And each day the Lord added to their fellowship those who were being saved. | **Acts 2:42-47**

It wasn't perfect. It was messy, but it was **authentic**, it was **life on life**, and it was centered around the **gospel** (the good news) of Jesus.

AUTHENTIC.

Real, genuine, vulnerable, not who we perceive ourselves to be on a screen or someone we really aren't. People want to know the real you, so let's be authentic in our groups..

LIFE ON LIFE.

Not through Facebook. Not through Instagram...but through doing **real life** with one another. Life on life has moments full of the great, the good, the bad, and the ugly. Life on life changes us from the inside out as we are encouraged, challenged, sharpened, and made more and more into the image of Christ.

GOSPEL-CENTERED.

The gospel- the good news of Jesus- is what separates our **ANCHOR** GROUPS from a social club. In gospel-centered community, we give **hope for every home** through the message of Jesus and how he resurrects, redeems, and restores His people.

This is the why and the win of **ANCHOR** GROUPS.

OUR SCHEDULE

ANCHOR GROUPS meet for two 16-week semesters with a 4-week break in between, as well as an 8-week summer session.

They kick off on Groups Launch Sunday at the beginning of each semester.

OUR MODEL

FREE MARKET GROUPS SYSTEM.

ANCHOR GROUPS have a system called Free Market Groups. That means you can have any type of group you'd like to have, as long as there is a core group of **"you + 2"**, you provide a safe place for community, and there is a spiritual element. (prayer, study, scripture, etc.)

Our free-market group system allows leaders to turn their existing relationships, gifts, interests, passions, and hobbies into disciple-making groups- wherever they are.

God has gifted you with a certain set of passions, gifts, and abilities. Now, it's your turn to use what God has given you to see people move one step closer to Christ.

Our groups are as varied as we are. Examples of free market groups: Fitness, Business, Life Stage, Equip Groups, Freedom Ministry, etc. Read below for more ideas!

YOU PLUS TWO MAKE A GROUP.

It just takes **you and two** other group members to launch a group.

What kind of group?

Because of our free market system, this is where you can get creative!

These groups can be family groups, men's/women's groups, neighborhood groups, you can meet with co-workers, or even people on your sports teams!

You can start a group in your home with 2 or more other families, you can grab some friends you work out with and add a devotional, you can lead an Equip Group where you walk through a short study or topic. The possibilities are endless!

It can be **ANY** type of group that brings people together for the purpose of **authentic, life on life, gospel-centered community.**

EQUIP GROUPS.

In our Groups model, we have Equip Groups. These groups are designed for teaching and training along with an element of practice. They meet for 3-6 week timeframes throughout the semester. These groups are not meant to replace authentic, life on life, gospel-centered community, **but enhance it**. Examples of these groups are: Prayer Training, Pastoral Care Basics, Evangelism Training, Stewardship Training, etc. If this is a type of group you would like to lead, **please connect with your coach**.

SHARED LEADERSHIP MODEL.

ANCHOR GROUPS are marked by shared leadership. We believe that empowering people to use their gifts through shared leadership is a key part of making disciples and raising up leaders.. | **Ephesians 4:11-12, Exodus 18** |

Group leaders give others the opportunity to build the kingdom of God through hosting, meal preparation, conversations, and creating a welcoming atmosphere for group meetings.. This cultivates leadership, equips others, and moves people from consumer to contributor.

Within a group, the group leader will appoint shared leadership roles based on need such as:

FACILITATOR.

Facilitators will help share the load with the Group Leader by periodically facilitating discussion and leading prayer. If for some reason the Group Leader is unable to attend the meeting, the facilitator will make sure the group runs smoothly. These people are marked by spiritual leadership, making things happen, great at starting conversations, and keeping them going!

HOST.

Hosts oversee the vibe, environment, and make sure that the group meeting carries "Anchor" culture... wherever they are. In a restaurant, office complex or in the bleachers at the ball field! Hosts open up their home for group meetings and provide a safe, clean, and hospitable environment for the group to experience authentic, life on life, gospel centered community, Hosts are marked by hospitality, bringing good vibes, carrying Anchor Culture, and making their home/meeting space "Group Ready" on a consistent basis.

MEAL COORDINATOR.

Dinner, coffee, and/or snacks can make your group more inviting! If your group meetings involve food, this is where a meal coordinator can help share the load. Meal Coordinators make a plan and ask others to join in and bring what is needed. Meal Coordinators are marked by organization, reaching out to others when needed, and making sure the group has all they need.

OUR LEADERSHIP ROLES

GROUP LEADER. Group Leaders are responsible for the health and oversight of their group. They act as shepherds for their flocks and help care for the needs of the people in their group. Group Leaders have the oversight of a Coach. Group Leaders carry the culture of Anchor Church.

Group Leader Characteristics:

- A follower of Christ
- Water baptized
- A member of Anchor Church
- Serving 1x a month on Sunday Dream Team
- Protects unity and values the culture of Anchor Church
- Keeps confidentiality
- The ability to lead yourself and others
- Commits to Honor Code
- Recruits a core group of atleast 2 members

GLT. GLT's are Christ followers who want to take that next step towards Group Leadership. These emerging leaders are on track to lead a group in the future. They will spend a season catching the culture of Anchor and get some hands on training before launching a group of their own.

GLT's go through the application/interview process and are connected to a coach throughout the semester.

OUR OVERSIGHT STRUCTURE

You weren't meant to do leadership alone. You'll have a Coach supporting you along the way this semester!

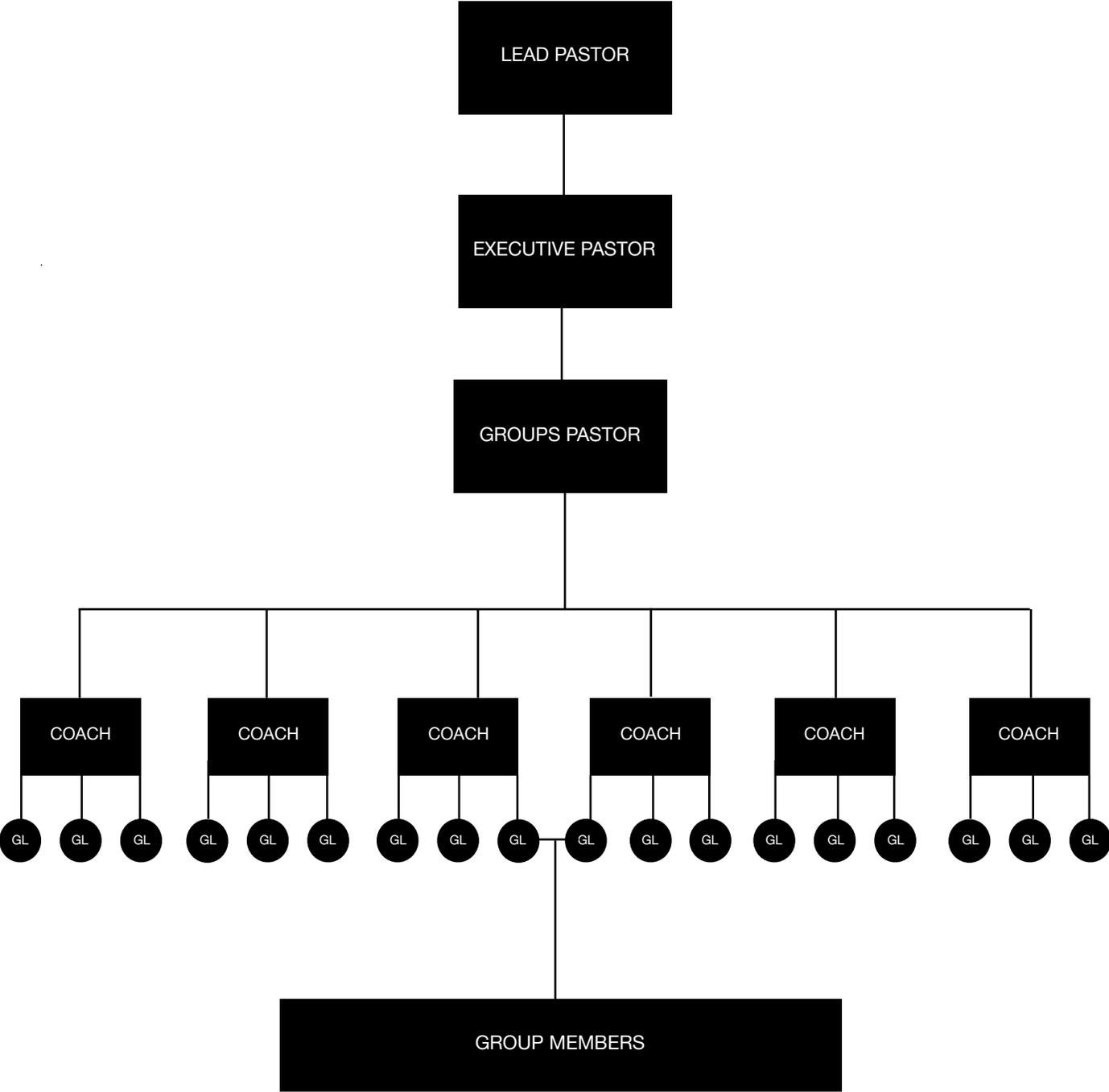
Your Coach is your lifeline. Their main role is to provide support both spiritually and practically to the Group Leader. They are your point of contact for anything related to your group this semester.

WEEKLY. You will have a touchpoint with your Coach to discuss the wins, needs, and answer any questions you may have.

MONTHLY. You will meet face to face with your Coach and/or other Group Leaders to encourage each other, share wins, and roundtable how to better serve & lead your groups.

QUARTERLY. You will gather with all of the **ANCHOR** G R O U P leaders and Coaches to worship, pray, and spend time in community.

OVERSIGHT STRUCTURE FOR ANCHOR GROUPS



LEADERSHIP PIPELINE.

The purpose of following leadership pipeline is to free up senior leadership from everyday issues and keep them focused on preaching the word of God as well as casting and overseeing the vision for Anchor Church. **It also releases shepherding responsibility to group leaders and coaches. | Acts 6:1-7 |**

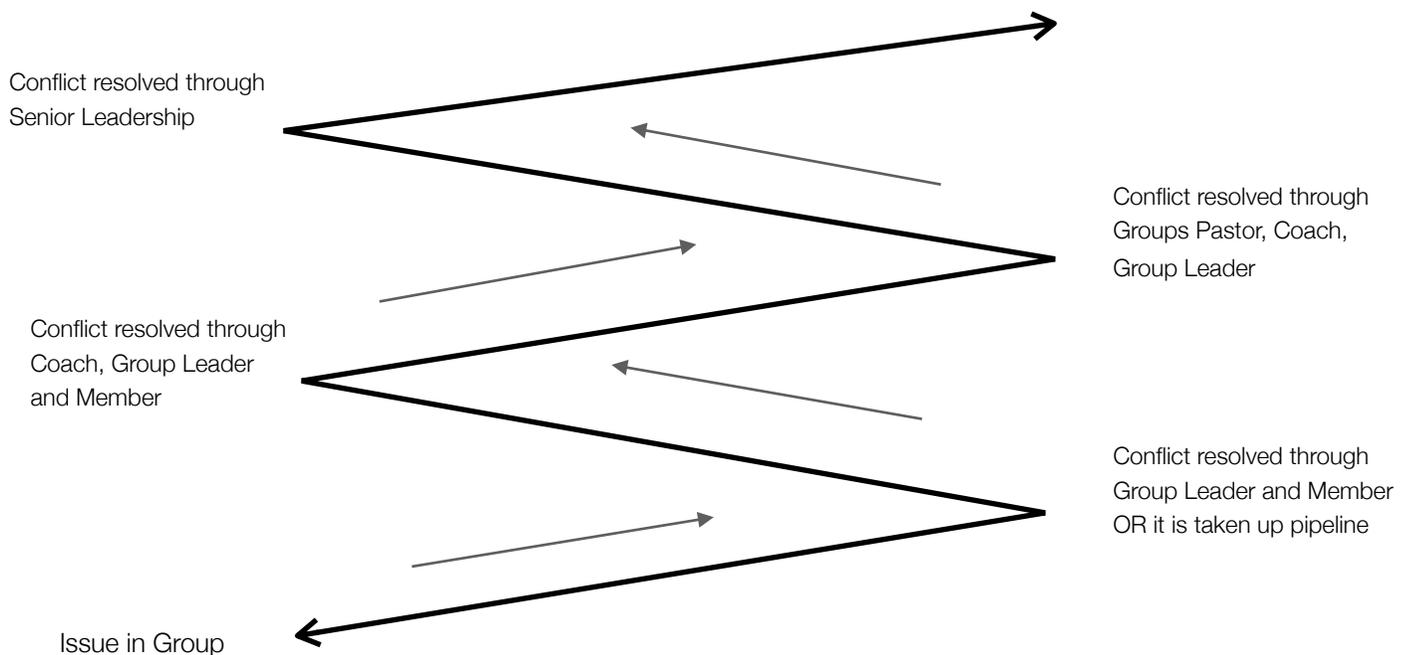
EXAMPLE A:

Issue arises in Group. Group Leader assesses the situation. If they are able to resolve and provide support, they do. If they cannot, they contact their Coach.

Coach assesses the situation. If they are able to resolve and provide support, they do. If they cannot, they contact the Groups Pastor.

Groups Pastor assesses the situation. If they are able to resolve and provide support, they do. If they cannot, they contact the next level of leadership. So on and so forth.

EXAMPLE B:



OUR CULTURE

| WE LOVE PEOPLE |

Group Leaders **love people well**. We meet with our groups regularly, provide a **safe place** for genuine community, **promote unity**, provide encouragement, bring a spiritual element to group gatherings, and walk with our group members in day to day life. (prayer, counsel, hospital visits, meals) (John 13:34)

| WE BRING PEOPLE IN |

At Anchor Church, you'll hear the story of the prodigal son frequently referenced. We want our Group Leaders to be like the father on the front porch, welcoming his son home. We welcome people. We greet new faces. We ask people if they are in a group. We invite them! We BRING PEOPLE IN, because **when people are brought in, they will be bought in** to what God has for their lives. (Matt 25:35)

| WE CREATE CONTRIBUTORS |

Groups are marked by servant leadership. As a leader, we commit to not only serving your Small Group, but also serving on the Sunday Dream Team at least once a month. As we encourage our group members to serve on the Dream Team, we will lead by example and **practice what we preach**. (Mark 10:45)

Groups are marked by shared leadership. Group leaders give others the opportunity to build the kingdom of God through shared leadership. We empower others to use their gifts and serve through hosting, meal preparation, conversations, and creating a welcoming atmosphere. **This cultivates leadership, makes your group sticky, and moves people from consumer to contributor**. (Ephesians 4:11-12, Exodus 18)

| WE EMPOWER PEOPLE TO TAKE THEIR NEXT STEP |

As group leaders, we are constantly identifying where people are, calling out the gold in their lives, and **helping them take that next step towards Jesus**. (salvation, water baptism, Growth Track, growing spiritually, serving on Dream Team, becoming a Group Leader, etc) (Ephesians 4:14-15)

| WE COMMIT TO PRAYER & PERSONAL GROWTH |

Prayer is vital in our groups. Not only do we pray during our meetings together, but a group leader commits to prayer for their group members.(Gal. 6:2) **Personal Growth** is equally important. Our groups will only be as healthy as we are, so we stay committed to growing spiritually. We commit to exemplify the qualities of a mature believer as we continue to grow into the image of Christ. (Romans 12:1-2)

OUR HONOR CODE

OUR GROUP LEADERS COMMIT TO THE FOLLOWING HONOR CODE:

ANCHOR GROUP LEADERSHIP HONOR CODE

As an essential part of the Anchor 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 Anchor Church.

While serving the Body of Christ as a servant-leader at Anchor Church, you pledge to present a respected 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, Anchor Church leaders are to maintain a disciplined life of Bible reading, prayer, and fasting. You must also refrain from such things as:

- Harsh, rude or filthy language
- Negativity or divisiveness
- Any illegal behavior
- Excessive gambling or drinking of alcohol
- Any form of dishonest gain
- Pornography
- Any form of Sexual Immorality
- Greed
- all behaviors which might cause Christ to grieve and others to stumble
- not using discretion while on social media platforms

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 Anchor Church family. We should regard it as an essential part of our development, not as an imposition or restriction.

LAUNCH A GROUP

NOW THAT WE'VE COVERED EVERYTHING YOU NEED TO KNOW ABOUT ANCHOR GROUPS, WE WANT TO PROVIDE YOU WITH THE PRACTICAL HOW TO'S OF LAUNCHING A GROUP.

PLAN.

You've filled out an application. You've completed your interview with a coach, and here you are! By now you should have received a Group Plan where you are finalizing details of your group so they can be added to our **ANCHOR GROUPS** web page at: www.myanchorchurch.com/groups.

In this plan, you will choose your group type (Adult, Equip, Men/Women, etc.) find a location, set a meeting schedule, and write a description for your groups page. **Make sure this description is detailed and accurate for the people coming in to have a clear picture of what your group is all about!** When finalizing your plan, you will:

Choose a location. Meeting in a home is a great place to start! Meet at your house or find a Host who would like to open up their home for group meetings. Other possibilities for meeting locations include:

- Coffee Shop or Restaurant
- Conference Room
- Park or Recreation Center

Set a meeting schedule. Set a regular meeting schedule including the same day and times and stick to it throughout the semester. Include start and end times. **Remember- consistency is key to making your group sticky.** If you need to make adjustments, contact all group members.

RECRUIT.

You need 2 other core group members to launch an Anchor Group, and then you'll start recruiting! **Anchor Church will help you recruit new members through the Group Launches, Growth Track Step 2, and the Next Steps area on Sundays, but you are ultimately responsible for recruiting members of your group.**

- Start with your sphere of influence (co-workers, friends, neighbors, teams)
- **Bring people in** around you who are new to the church, new believers, or are not yet connected to an **ANCHOR GROUP** and invite them
- Look for people who can help you in the shared leadership model
- Pray for God to send people to you who you haven't already discovered

LEAD A GROUP

YOU'VE LEARNED HOW TO LAUNCH A GROUP, NOW YOU'RE READY TO LEAD ONE.

PREPARE.

Prior to your **ANCHOR** GROUP gathering, make sure you are planned and prepared. You will need to:

- Confirm your Group Plan on the website is accurate
- Make sure all of your group members have been added to your Planning Center groups page and it's up to date
- Send a friendly reminder to group members of the meeting time and place
- Make sure host home is prepared for all the needs of the group(food, activities, ect.)
- **Have plan for discussion and stick to it**
- **Pray for the group members and your group meeting**
- Arrive early to meeting location to greet group members
- Start and end the group meeting at the times specified on your groups page

GATHER.

Your **ANCHOR** GROUP gathering has started. Here are a few things to do during your group to promote authentic, life on life, gospel-centered community:

- **Hospitality matters.** We want there to be connection and community happening in your group. A way to provide this is through a safe, inviting atmosphere, good food, and great conversation. We encourage groups to have a welcoming environment, some sort of food/dessert/coffee element, and natural conversation at the beginning of each group meeting.
- **Engagement is key.** Groups should be engaging! Plan an activity, throw in a game, have group members share a funny story, or start a topical discussion component during your time of community. This breaks down walls and gets people comfortable and ready to dive in deeper.
- **Spiritual components are a must.** Every group will be unique, but they will **all** have a spiritual component unless its a special event.

Let's breakdown the types of spiritual components.

Depending on what type of **ANCHOR GROUP** you have in our free market groups system, here are a few ideas for finding the right spiritual component to your group:

- **Prayer. A time of prayer is vital at your group gatherings.** Having an extended time of prayer where others in your group can give requests and pray for one another is a powerful way to build gospel-centered community. It is a way your members can engage with God and lift up each others burdens.
- **Bible/Book study.** Bible Studies are a great way for the people in your group to learn the Word of God and apply it to their lives. **Check with your coach for curriculum approval.**
- **Biblical discussion.** Biblical discussion is engaging and will challenge and encourage people spiritually. Anyone can be invited to join in at any time without the pressure of homework or reading a book. This can be discussion over sermon notes or a scripture/topic in the bible.
- **Worship.** Having a time of worship during your group meeting will set an inviting atmosphere for a word or prayer. Depending on your group type, you can also have a meeting focused solely on worship.

There are many other ways you can provide a spiritual component to your group. You can do one or a few of these things to spur on gospel-centered community.

Some groups will meet in homes and have space and time for an in-depth bible study, and some groups meeting in restaurants or coffee shops may only have space to share a scripture and discuss. Do what works best for your group. The main way to determine this is by knowing your group members. **If you have any ideas not listed here, please contact your coach.**

Things to Avoid.

- POLITICS
- OFFERINGS
- UNAPPROVED SPEAKERS OR MATERIAL
- HIGHLY CONTROVERSIAL TOPICS THAT COULD BE OFFENSIVE

A few things to remember as you lead your 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.
- **Find opportunities for your group to serve & be missional.** Serving as a group gives your group members the opportunity to be the **hands and feet of Jesus**. Along with special Serve Days we have at Anchor Church, look for ways to serve as a team on a Sunday morning, throw a block party in your neighborhood, or find ways to serve the city or a group member in need.

REVIEW.

After your group meeting, you will review the group meeting via touchpoint with your coach. You will discuss:

- Wins in the group
- Major prayer requests
- Any issues or concerns that need counsel
- Training needs
- Anything else you'd like to discuss

You will also enter in your group attendance via Planning Center.

(**Note:** When you are entered as a group leader in the Planning Center system and labeled as a Leader, you will receive an email. Save this email. It will allow you to access Planning Center, add/delete group members, send emails, and update information as needed on your Groups Page.

After reviewing with a coach and updating all your group member information, reach out to group members who have specific needs that week, and start planning for your next group meeting.

YOUR ROLE AS A SHEPHERD

As an ANCHOR GROUPS leader, your main role is to shepherd your flock. We do this primarily by:

- Praying daily for your group members
- Encouraging group members take their next step in their walk with God
- Connecting with group members outside of your weekly gatherings via phone call, email, text, or social media
- Speaking life into your group members
- Periodically getting together for coffee, lunches, or hang outs (Ex. birthdays, celebrating new jobs, etc.)
- Hospital and/or home visits when necessary
- Setting up meals trains with group for members in need
- Providing wise counsel to group members during seasons of struggle
- Reaching out to coach for support and wisdom when needed

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

PROVERBS 27:23

YOUR NEXT STEP

We've given the tools you need to launch a successful Anchor Group! Connect with your coach for any group specific questions. Build relationships, invite, and welcome people into your group.

Stay updated on all that's happening in ANCHOR GROUPS through email, social media, or visit our Groups Page at : www.myanchorchurch.com/groups.

We are so excited for this next season with you. Thank you for dropping your nets and taking the next step in what God has for your lives. LET'S GO!