

Grace Bible Church

Adult Small Group Leadership Policy

- 1.0 Purpose. The purposes of this policy are to state the philosophy behind the adult small group ministry at Grace Bible Church and outline the process for becoming and serving as an adult small group leader.
- 2.0 Background. A Grace Bible Church adult small group is three or more people led by qualified, accountable leader(s) and meeting regularly to develop in spiritual maturity through the intentional pursuit of:
 - Communion – each group member growing in their relationship with God through worship, prayer, and study of the Word
 - Community – each group member developing loving relationships with one another through fellowship, accountability and service
 - Commission – each group member building relationships with those outside the group for the purposes of evangelism, service and missions...
...while continually pursuing, welcoming, and integrating new people into the group, raising up new leaders, and multiplying new groups.
- 3.0 Authority
 - 3.1 The importance of the adult small group ministry to the overall mission and vision of Grace Bible Church clearly requires oversight of small group leaders and groups. To that end, the elders of Grace Bible Church, in alignment with their responsibility and desire to provide care and protection to the church, heartily endorse this policy and authorize the Executive Team of the pastoral staff to ensure and provide:
 - a. Doctrinal unity within the body of Christ at Grace Bible Church
 - b. Protection of the body of Christ at Grace Bible Church
 - c. Ongoing encouragement to adult small group leaders
 - d. Pastoral guidance in curriculum selection, biblical/theological areas, small group dynamics, resources, etc.
 - e. Ongoing equipping and training opportunities for leaders
 - f. Pastoral care of small group leaders and members
- 4.0 Policy
 - 4.1 Process to becoming an adult small group leader:
 - a. Become a member of Grace Bible Church
 - b. Submit leader application and obtain approval
 - c. Meet with assigned coach
 - 4.2 Once approved, the adult small group leader has an ongoing accountability to his/her assigned coach for the purposes of:
 - a. Elective curriculum selection (60 days notice is needed to review new material. Review will be done by pastoral staff.)
 - b. Regular communication with assigned coach
 - c. Expression of concerns and encouragement between coach and adult small group leader
 - d. Small group dynamics discussion

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- e. Small group administration (member information kept current, e.g.)
 - f. New small group member placement
 - g. Mutual edification
- 4.3 Once approved, the ongoing expectations of the adult small group leaders include:
- a. Clear support of the mission, vision and values of Grace Bible Church as well as the GBC Constitution and Doctrinal Statement
 - b. Regularly attend leader meetings as appropriate to the group's particular course of study
 - c. Regularly attend iLeader and other training/equipping events
 - d. Identification and development of potential new small group leaders
 - e. Commitment to growth through inclusion of new group members
 - f. Commitment to growth through multiplication of small groups

5.0 Responsibility

- 5.1 The ongoing enforcement of this policy will be the responsibility of the Executive Team of the pastoral staff under the authority of the Board of Elders of Grace Bible Church.

6.0 Effective Date: November 1, 2009

7.0 Revision History

- 7.1 Small Group Definition: 2005
7.2 Current Policy: November 2009

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