

RADIANT GROUPS

EVERYTHING IS BETTER TOGETHER



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LETTER FROM LEADERSHIP

Dear Radiant Group Leader!

You have embarked on one of the most important roles in Radiant church, the shepherding/pastoring of others.

As you may know...only two things go into eternity...God's Word and people!

So, thank you for your commitment to be a part of God's Kingdom plan, of caring for the people God loves, and encouraging them to live out God's life transforming Word!

Be encouraged! God has GREAT things planned for your Group...expect it!

Together we can make a difference for the Kingdom!

Paula Ley,
Radiant Groups Pastor
And the Radiant Groups Lead Team



RADIANT GROUP LEADERSHIP

LEADER EXPECTATIONS

1) SPIRITUAL

- Maintains spiritual walk, committed to spiritual growth and promoting growth in others. Making disciples who make disciples
- Holds integrity before God and people
- Good representation of God and Radiant Church on social media

2) LEADERSHIP

- Exhibits giftings of initiative and follow-through
- Able to sign and adhere to Honor Code and Alcohol Policy

3) COMMUNICATION

- Passionate about groups! Talks about them, promotes them!
 - Recruit people to join your group by personal invitation
 - Regular communication with you Radiant Coach
- Training
 - Conduct Interviews for New Leader's Training as needed
 - Attend any scheduled Leadership Meetings

4) PASTORAL CARE

- Prayer- Praying regularly for your group members
- Personal Connection
 - Emails, texts, or calls during week
 - Meet outside of group as needed

RADIANT FOUNDATIONS

BUILDING COMMUNITY THROUGH RELATIONSHIPS

RADIANT CHURCH

VISION

Taking People from where they are... to where God wants them to be

At Radiant Church, we believe in Next Steps. Those that move people from death to life . . . from not knowing Jesus to a vibrant and growing relationship with Him! Our desire is to two-fold: to reach the lost, and develop disciples with the life-giving message of Jesus through the building of healthy relationships.

PURPOSE

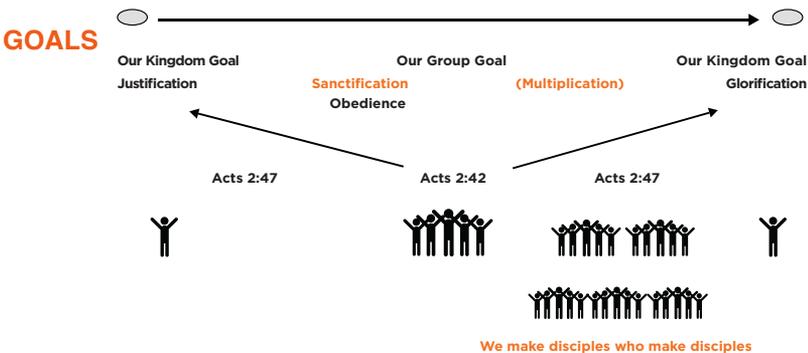
Life Change Always Happens in the Context of RELATIONSHIP!

We believe that life-change always happens in the context of **relationships**. Real and authentic relationships can be hard to find... and that's why Radiant Groups exist - to make it easier for people to connect in a life-giving environment and build life-changing relationships.

WHAT THE BIBLE SAYS COMMUNITY!

And let us consider how to stir up one another to love and good works, not neglecting to meet together, as is the habit of some, but encouraging one another, and all the more as you see the Day [of His coming] drawing near.

Hebrews 10:24-25 ESV



A GOOD SHEPHERD

The Bible uses the illustration of a shepherd caring for their flock when it says in Proverbs 27:23 (paraphrased): 'A good teacher will pay attention and know well those who are under their care.'

A Good Shepherd Knows Their Role

A Leader's responsibility is to provide encouragement, direction, and a spiritual covering for Radiant Group members...

As a Leader...you want to help leaders go from where they are to where God wants them to be, so they in turn **can do that for others.**

A Good Shepherd Knows Their Gameplan

A win doesn't just happen. It takes intentionality to help move people "from where they are to where God wants them to be." And remember...people don't care how much you know, until they know how much you care.

A Good Shepherd Knows Their Win

- Pray consistently for your members
Specific prayers produce specific results!
- Develop relationship with your members!
 - Engage in an outside activity (Service project, Ice cream, Dinner)
 - Attend First Wednesday together (meet in the foyer first so new people feel comfortable)
- Encourage members in their personal walk by reaching out with a personal text or during the week.

The Weekly Scoreboard...

- There was an emphasis on prayer within my Group.
- I felt like I connected with the Group this week.
- I reached out to an 'outsider' who needs to be drawn in.
- I have responded to my Coach and communicated any changes in the regular schedule. (Special event, change of time)
- I helped members move one step.
- I identified and encourage a potential new group leader by asking them to do something in the group (pray, lead a portion, etc).
- I let my Coach know about anything going on in my Group that they should know about (hospitalizations, illness, transitions?)

HOSPITALITY

Remember that going to a new group for the first time can be scary and challenging for a lot of people. The more welcoming your group atmosphere is, the better. No matter where you are meeting, think about what will make people comfortable and at ease.

- Do you have enough seating?
- Do people have allergies to certain foods or pets?
- Do they have the directions they need to get there and know where to park?
- Is the meeting location clean?
- Is there anything someone with a disability would need to know about accessibility?

Remember that being a group leader is a servant leadership role, so we want to serve our group members and provide them every opportunity to grow closer to each other and to God in a hospitable environment.

Ideas for Making the First Group Special

- Send a text to the group the day a few days before giving them all the information they will need to find your location (this way they have their phone number in their phone if they need to reach you).
- Place a “Radiant Groups Meet Here” sign outside your home or apt
- Place a balloon on the mailbox, railing of apt.
- Make sure you are easily reachable for people finding their way there for the first time. Devote some time to ice breakers or casual mingling to jumpstart the relationship building. And be aware that the group may not be as talkative when they don't know each other well, so you may need to ask more questions and be well versed on the discussion material.

Weekly Meetings

1. Setting the Tone

- Environment
- Start and end on time
- Refreshments
- Seating

2. Getting the Meeting Off to a Good Start

The Importance of an opening “Warm-up” question:

- It helps new people feel comfortable and part of the group.
- It helps the group members to begin acting “as a group.”
- It helps the group “level the playing field” and warms people’s hearts and minds to discuss God’s truth.
- It creates emotional energy.
- It allows members to get to know one another.
- It is an opportunity to demonstrate that you are leading. This gives safety to some and it’s a good limit reminder to others.

The Warm-up Question

- It is open-ended.
- It does not have a right or wrong answer.
- Everyone should be able to answer it.
- Pick a warm-up question that people can answer without thinking too hard, but make it interesting and slightly self-disclosing.
- The leader should go first. This helps the group:
 - Be certain they understood the question.
 - Have an idea of the length of the response.
 - Know the amount of self disclosure.

- After you have given your answer, turn to the person on your right or left and ask for their answer (What about you, Jill?). Your eye contact and body language will let the group know whose turn it is to speak. Continue going around in a circle until everyone has had a chance to talk.
- It's okay to pass, but hopefully opening questions are always easy and inviting and no one would ever want to miss a turn.

3. Guiding the Discussion

- Wait SIX seconds after asking a question.
- After that, REPHRASE or REDIRECT.
- Don't ANSWER your own question!
- Ask OPEN-ENDED questions.
- Good questions have a DESTINATION.

4. Closing it Out

- Watch the clock!
- Sum up your study
- Conclude with a specific, personal application for your group to work on.

RADIANT LEADERSHIP HONOR CODE

Paul emphasizes in his letters to Timothy and Titus that leaders and teachers are held to a higher standard.

“Since an overseer [leader] manages God’s household, he must be blameless – not overbearing, not quick-tempered, not given to drunkenness, not violent, not pursuing dishonest gain. Rather, he must be hospitable, one who loves what is good, who is self-controlled, upright, holy and disciplined.”

Titus 1:7-8

We have built this Honor Code to enable us all to preserve the standard in which God has called us to as His followers who desire to take on a leadership role.

By providing an example in speech and action (also pertaining to social media), we encourage others to grow in Christ and become servant leaders themselves. Living above reproach is a way of life measured by the heart and commitment of each leader in the Radiant Church family. We should regard it as an essential part of our development, not as an imposition or restriction.

This should be the basic premise of your desire to minister and serve in a leadership position here at Radiant: that you strive to demonstrate Biblical standards in all situations because first and foremost, it is pleasing to God.

In the spirit of growing in a dynamic relationship with God, our desire is that Radiant Church’s leaders maintain a disciplined life of personal devotions, spiritual disciplines, and faithful attendance in weekend services.

Please contact a member of the Pastoral Team if you have any questions or need further clarification. In the event that a leader compromises this Honor Code, Radiant Church's Pastoral Team will determine the course of action on a case-by-case basis.

Because we care about the individual, we seek to move people forward in freedom. However, we believe there are certain areas where it is counterproductive to the individual as well as the church to serve in a leadership position before a breakthrough in freedom has been achieved.

Therefore, we ask our leaders to refrain from things such as:

- **Ungodly speech**
Negative behavior such as gossip, slander, and profanity as we seek to move towards positive and encouraging words
- **Addictions**
Gambling, tobacco products, illegal or recreational drugs
Over-indulgence in alcoholic beverages (drunkenness)
- **Sexual Immorality**
Living together (and/or engaging in sexual activity) outside the Biblical mandate of sexual activity within the marriage covenant between a man and woman
Pornography

RADIANT ALCOHOL POLICY

In the spirit of encouraging our brothers and sisters who may struggle with alcohol, it is Radiant Church's desire to provide safe environments that cannot be misconstrued as promoting the use, or abuse of alcohol.

This desire to put another first is in keeping with Romans 14:13 "Make up your mind not to put any stumbling block or obstacle in the way of a brother or sister." And, Jesus' own words to "Love your neighbor as yourself," Matthew 22:39.

Therefore, it is the Event or Group Leader's responsibility that any gathering that is associated with a Radiant Group, RYA, and/or Radiant Event (either before, during, or following) should be considered "dry."

- We can do this by being proactive and communicating encouraging words (before an issue happens) of 'why we do what we do' in our care of others.
- We can do this by choosing an alternative space that is not recognized as an establishment which promotes alcohol consumption only (i.e.: a bar), thus protecting our brothers and sisters.

RADIANT DOCTRINAL STATEMENT

GOD

We believe in One God who eternally exists in three persons: The Father, Son, and Holy Spirit. These three are co-equal and co-eternal, which is the Trinity.

Genesis 1:1-3; Deuteronomy 6:4; Matthew 3:16-17; 28:19; Luke 1:35; John 1:1-3, 14; Colossians 2:9; 2 Corinthians 13:14; 1 Timothy 1:17

HUMANS

We believe humans were created in the image of God and placed in a sinless paradise to have fellowship with Him. But because of disobedience to God's Word sin entered the world and fellowship with God was broken and relationship between humans became strained. Humans through their own efforts cannot restore this brokenness.

Genesis 1:26-27, 31; 3:1-8; 11:1-9; Romans 3:9-10, 23; 5:12-14; Ephesians 2:1-3

THE GOSPEL

We believe in the Gospel: that Jesus is the Messiah, the Son of the Living God and that He was crucified on a cross for our sins and that He was raised from the dead three days later.

Matthew 16:16; Mark 10:45; Acts 26:23; 1 Corinthians 15:1-8, 20; Galatians 1:4; Colossians 1:15; 2:13-14; 1 Peter 2:24; Revelation 1:5

SALVATION

We believe that all who believe the Gospel are born again by the Holy Spirit and become children of God and heirs of eternal life. Thus, eternal life is totally a work of grace, a gift of God and not a result of any good works or human effort on our part.

John 3:3, 5, 16; Romans 3:23-28; 5:1; 6:23; Galatians 2:16; 4:4-7; Ephesians 2:8-9; Titus 3:5

THE WORD OF GOD

The Holy Bible, and only the Bible, is the authoritative Word of God. It alone is

the final authority in determining all doctrinal truths. In its original writing, it is inspired, infallible and inerrant.

Matthew 5:17-18; Psalm 119:9, 11; John 10:35; 17:17; Romans 16:25-26; 2 Timothy 3:16; 2 Peter 1:20-21; Hebrews 4:12; 2 Peter 3:15-16

THE CHRISTIAN LIFE

We believe in the ongoing process of spiritual growth of the Christian through the Holy Spirit and God's Word. Each person is to grow in their knowledge of God's Word and in developing and employing their spiritual gifts through the Church so others may come to know Christ and the Church be built up into maturity.

John 8:31-32; 14:16-17; 16:13; 17:17; Romans 12:4-8; 1 Corinthians 12-14; Galatians 5:22-23; 2 Timothy 3:16-17; Hebrews 5:11-14

THE CHURCH

We believe the Church is the Body of Christ which is made up of all Christ-Followers. Its mission is to glorify God and make Him known to the lost world. Every Christ-Follower is an integral part of the Church creating a spiritual unity of brothers and sisters. The initial evidence for joining the Church is water baptism and the continual evidence of unity with the church is the Lord's Supper (communion).

Matthew 26:26-29; John 17:11, 20-23; 1 Corinthians 28:18-20; Acts 2:38; 8:12; 1 Corinthians 10:16; 11:23-25; 12:12-14; Ephesians 1:22-23; 2:19-22

LAST THINGS

We believe that Jesus Christ will physically return to set up His Kingdom. This will occur at a time no one knows except the Father. At His return the resurrection of Christ-Followers and non-Christ-Followers will take place. Heaven will be the eternal dwelling place for all Believers in the Gospel of Jesus Christ. The devil, who is working in the world to destroy the souls of people, along with all his angels, and all whose names are not written in the Book of Life, will eternally perish in the lake of fire, which is Hell.

Matthew 4:1-11; 5:3, 12; 6:20; 24:30; 25:34, 41; Mark 9:43-48; John 8:24, 44; Acts 1:9-11; Hebrews 9:27 Revelation 14:9-11; 20:1-15; 21-22

RADIANT  CHURCH

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