



HOME GROUPS

W E L C O M E

Welcome!

Seating is by Cohort

Please have a seat at the table with your Home Group Coaching Cohort.

Tables will be called one at a time to get up for food.



HG Roster Update



HG Placement Sheet

Scan the QR codes to update your group
roster and placement sheet!

Home Groups Team

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Cory Butler



Jacque Messerli



Aubrie Norman



Chris Greer



Citizens Church App Update

- Leader / Coach Chat
- Cohort Messages
- HG Member Chat

Home Groups Mission

- Becoming like Jesus together

Home Groups Purpose

- Build Community
- Pursue Sanctification
- Live on Mission

Spring Serve Opportunities

- STM Participant Support
- Oikos Map, Big Blue, Matthew Party
- Internal Serving Opportunities

Conflict Light

- Circle of Silence
- Talker Takeover
- Wrong Answer
- Silent Person
- Imbalanced Group
- Prone to Wander
- Group Therapy
- The Comedian



Break
10 minutes

Conflict Heavy

TOPICS

- Disagreement about the purpose of HGs
- Politics or world events
- Interpersonal hurt
- Personality issues
- Church or group leadership decisions
- Church practices and policies
- Unrepentant sin
- Theological disagreement
- Marriage or parenting issues
- Gossip or lying

WORKSHOP

Choose or introduce a topic quickly, then discuss the following:

- 1) How would you initially approach the conflict and those involved?
- 2) How would you know when to reach out for help? Who would you reach out to?
- 3) What is the desired outcome?

Conflict is NORMAL

What is conflict?

“Conflict happens when you are at odds with another person over what you think, want, or do.”

Ken Sande

What causes conflict?

“What is causing the quarrels and fights among you? Don’t they come from the evil desires at war within you? You want what you don’t have, so you scheme and kill to get it. You are jealous of what others have, but you can’t get it, so you fight and wage war to take it away from them. Yet you don’t have what you want because you don’t ask God for it. And even when you ask, you don’t get it because your motives are all wrong – you want only what will give you pleasure.

James 4:1-3 (NLT)

Who experiences conflict?

**Who experiences
conflict?**

EVERYONE!

Conflict in the Bible

- Jesus conflicts:
 - John 5:1-47, 7:1-24
 - Matthew 12:1-14, 21:12-13
 - Mark 3:20-22
 - Luke 9:41, 9:46-48

Opportunity in Conflict

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- Hear / trust / obey God
- Learn and grow
- Practice humility
- Love others
- Deepen relationships

Obedience in Conflict

“Good sense makes one slow to
anger, and it is his glory to
overlook an offense.”

Prove

rb 19:11

Questions to Evaluate Conflict

- Is it damaging the relationship between two people?
- Is it hurting other people?
- Is it hurting the offender?
- Is it dishonoring God?

“If your brother sins against you, go and tell him his fault, between you and him alone. If he listens to you, you have gained your brother. But if he does not listen, take one or two others along with you, that every charge may be established by the evidence of two or three witnesses. If he refuses to listen to them, tell it to the church. And if he refuses to listen even to the church, let him be to you as a Gentile and a tax collector.”

Matthew 18:15-17

Engaging Conflict

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- *“tell it to the church”*
 - **The Church** Ministers, Elders, Care Team

Outcomes of Conflict

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- Forgiveness
- Reconciliation
- Restoration

We must release the outcome to God, trusting Him with the results.

Resources

- Conflict is Normal Handout
- Discussion Facilitation Scenarios Handout
- Resolving Everyday Conflict (Sande/Johnson)
- The Peacemaker (Sande)
- Home Groups Coach & Home Groups Ministers & Pastor

Q&A

Clean up Instructions

- Place pens, all decor, and papers on the black buffet at the back of the room
- Remove tablecloths and place in plastic bin on the black buffet
- **Leave 6 tables with 8 chairs out**
- Please break down and roll all remaining tables into the closet
- Hang extra chairs cushion side out on chair rack
- Take any leftovers you would like!
- All remaining food needs to be placed on the kitchen island
- Place all servingware in the sink to be washed
- Take trash in chapel out to the dumpster

Home Group Leader Training

Discussion Facilitation Scenarios

The Circle of Silence - *The quiet group*

- Share first to get the conversation going
- Choose a question or two to go around the circle, and let them know about them beforehand, so they are prepared
- If you know _____ has dealt with something pertinent, ask them before group time to share during the discussion.
- Thank them when they do share
- Ask if anyone else would like to share, or go over anything else, at the end of a section

Talker Takeover/Know-it-all – *one person who wants to share on every question*

- Before reading the question, ask for someone who hasn't shared yet to speak up (don't put anyone on the spot, just put it out there)
- Before reading the question, offer to go around the circle
- After she shares, ask if anyone else thought about the question a different way, or would like to share their experience
- Do not make eye contact with them – look toward the ladies on the other side of the circle, and turn your body toward them
- Meet with them outside group time and listen to them and affirm them there.

Wrong Answer

- Thank them for sharing
- Say you thought of it differently, and share your answer peacefully
- DO NOT disagree aggressively or sarcastically
- Offer to email the home groups ministers to ask for clarification
- Remember, it is not your job to teach, only to facilitate the discussion, but you can offer evidence or reasons for your answer.
- Suggest waiting to see if the teacher addresses it during the teaching time

Silent/Shy Person

- Figure out why they are silent – are they safe? Is this just their personality? Are they struggling with something on a deeper level?
- Contact them outside of group time, and tell them you are glad they are part of the group. Maybe go have coffee and get to know them better. Help them feel a relationship and safe place in the group.
- Go around and hear everyone's answer

Imbalanced Group – *Lots of them know each other, maybe from home group, but some are outside the circle and don't feel comfortable. Things can quickly become clique-ish.*

- Keep the discussion focused – this might be challenging, it's important to be prepared
- Make sure everyone gets to share who wants to.
- Go around the circle to share
- Have meals or coffee as a group outside of the group time, so they can get to know each other.

- Do they have anything in common? Point those things out.
- Set the expectation at the first meeting, and remind them that we have a varied group
- Ask direct questions

Prone to Wander Group – *Difficult to keep on topic*

- Set the expectation, from the first meeting, over email, even at the beginning of the discussion each week.
- Pay attention, and make sure you draw the conversation back. Don't get sucked in to the rabbit trail!
- Stop the rabbit trail, and turn the conversation back on track, even if you have to do it abruptly, in a kind way.

Group Therapy Group

- Is everyone safe? Do they need outside help or counseling? Take them aside after the discussion and let them know these things are available to them.
- Tell the person you can talk with them after group time, and draw the conversation back to the homework.
- Set the expectation from the beginning, and again over email, and even at the beginning of each discussion.
- Pay attention, and keep control of the discussion, drawing it back on track as often as needed
- Create other times where they CAN have these discussions – coffee, a meal, a group walk, hanging out after bible class, etc.
- Ask them about it outside of the group, via text, phone call, coffee, etc.
- Ask to get back on track with discussion. There's nothing wrong with that.

Sarcastic Commentator – *Sarcastic remarks, jokes, side conversations, etc. This can be a big deal, because it makes the group an unsafe place.*

- Set the expectation the first meeting, and if needed, continue to set it, in the weekly email, and at the beginning of the discussion
- Pray for them, and pray for the discussion beforehand.
- Keep the conversation on track.
- Make eye contact with them
- Bring them into the discussion – ask them to answer a specific question, can she relate to ____? Get them involved positively in the discussion.
- Graciously ask them to save that for after the group time.
- If it persists, or negatively affects the dynamic of your group, talk to them outside of group time, over coffee or on the phone (an actual conversation). Ask them if she feels the group is a safe place. Let them know others may be negatively affected, that we want the group to be a safe place, and ask them to help make the group a safe place, like she would want if she were in need.

CONFLICT IS NORMAL

OPPORTUNITY

Conflict is an **opportunity** to become more like Jesus as we respond in humility, grace, and love.

OBEDIENCE

Jesus gives us a framework to engage conflict in faithful **obedience** to His Word.

OUTCOME

We must release the **outcome** of conflict to God, trusting Him with the results.

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JAMES 4:1-3

“What causes quarrels and what causes fights among you? Is it not this, that your passions[a] are at war within you? You desire and do not have, so you murder. You covet and cannot obtain, so you fight and quarrel. You do not have, because you do not ask. You ask and do not receive, because you ask wrongly, to spend it on your passions.”

HOME GROUP MINISTRY

PASTOR

Cory Butler

MINISTERS

Chris Greer, Jacque Messerli & Aubrie Norman

CONTACT: Groups@citizenschurch.com