

LEADING SMALL GROUPS THAT THRIVE: FIVE SHIFTS T...

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LEADING (SMALL GROUPS) THAT THRIVE

FIVE SHIFTS TO TAKE YOUR SMALL
GROUP TO THE NEXT LEVEL

 ZONDERVAN
REFLECTIVE

CHAPTER 6

MINE TO OURS

Cultivate Commitment through Shared Ownership

Responsibility equals accountability equals ownership. And a sense of ownership is the most powerful weapon a team or organization can have.

— PAT SUMMITT

As they did most Friday evenings, the group had finished dinner and was wrapping up its discussion of the weekend sermon. Aaron, whose wife had become involved with another man and left their home months

prior, intending to file for divorce, had faithfully attended the couples' group throughout the upheaval in his marriage. There was a break in the conversation, and he said, "I wanted to ask you guys something. I've reconnected with a girl I went to high school with. We've started talking, and I'd like her to come to our group sometime so you guys can meet."

Almost immediately, Miguel blurted out: "Wait, aren't you married? Did something change that I'm not aware of?"

Awkward silence ensued, and group members exchanged quick glances. Whoa! Aaron had just been really vulnerable by bringing up something close and personal. That was awesome. But Miguel got right up in his face and confronted him.

It was quite a moment.

John, the appointed group leader, felt this enormous pressure overwhelm him. He thought, *What do I say? How do I release the tension? Will Aaron ever come back?*

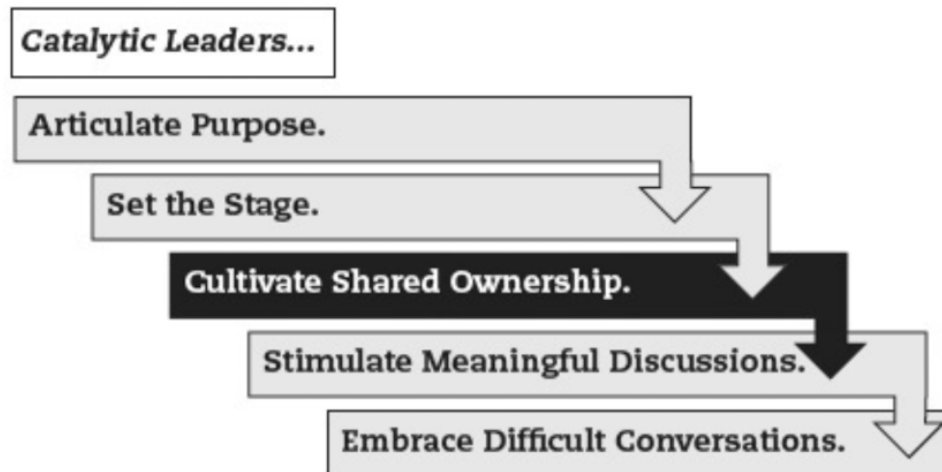
He fumbled, saying something along the lines of, "What Miguel is trying to say, I think, is . . ." and tried to soften Miguel's words. Others chimed in to explain that until Aaron was no longer married, he had no business hanging out with another woman. The conversation

ended, the meeting concluded, and Aaron left. In the kitchen afterward, several ladies expressed concern that Miguel and John had been too harsh with Aaron and wondered if he'd ever come back.

The next day John called Aaron to check in. Almost immediately Aaron told him, “John, I broke it off with her. That was exactly what I needed to hear. I can’t thank all of you enough for being willing to be honest with me.”¹

This chapter is all about how you can help cultivate the kind of group where conversations like that happen—where people are committed so much to God’s work in them and to each other that they are willing to be vulnerable, to engage challenging conversations, to hear others, and to maintain relationships even in the midst of discomfort. In this kind of small group community, group members share their stories, actively listen to others’ stories, spend time with one another outside of small group gatherings, and look forward to meaningfully contributing to their small group.

CATALYTIC LEADERS *CULTIVATE* *SHARED OWNERSHIP*



In this chapter, we'll discuss how you, as a catalytic leader, can model and inspire commitment and spur ownership among your group members both during and between group meetings. As you do, you'll cultivate shared ownership of the group.

LEADERSHIP AND THE BODY OF CHRIST

In the story above, we focused on how John, the leader, reacted to the situation. This may have caused you

to miss something important: ultimately, God used Miguel—Aaron's fellow group member—to speak truth into Aaron's situation. It was Miguel who played a significant role in preserving Aaron's family. That's what happens on a regular basis in thriving small groups.

But as we discussed in [chapter 2](#), it is easy for leaders and members alike to believe that it's all (or mostly) about leaders and what they do, while under-emphasizing the powerful role that members play. This often manifests in at least one of the following two ways. First, leaders can take on too much, which results in unnecessary stress and strain. Without intervention, these leaders experience burnout. Second, when leaders believe it's mostly about them, they don't readily see what their group members can contribute, let alone invite them to do so. This can result in a passive, consumeristic fellowship in which members arrive at meetings expecting to receive something without contributing anything. Then, when they don't get what they want, they stop coming.

The role of every member is also vitally important to the group.

Don't get us wrong: your role is important. But the role of every member is also vitally important to the group. This is reflected in Paul's message to the believers in Corinth many years ago. Take a moment to read through this passage with your small group in mind.

For just as the body is one and has many members, and all the members of the body, though many, are one body, so it is with Christ. For in one Spirit we were all baptized into one body—Jews or Greeks, slaves or free—and all were made to drink of one Spirit.

For the body does not consist of one member but of many. If the foot should say, "Because I am not a hand, I do not belong to the body," that would not make it any less a part of the body. And if the ear should say, "Because I am not an eye, I do not belong to the body," that would not make it any less a part of the body. If the whole body were an eye, where would be the sense of hearing? If the whole body were an ear, where would be the sense of smell? But as it is, God arranged the members in the body, each one of them, as he chose. If all were

a single member, where would the body be? As it is, there are many parts, yet one body.

The eye cannot say to the hand, “I have no need of you,” nor again the head to the feet, “I have no need of you.” On the contrary, the parts of the body that seem to be weaker are indispensable, and on those parts of the body that we think less honorable we bestow the greater honor, and our unpresentable parts are treated with greater modesty, which our more presentable parts do not require. But God has so composed the body, giving greater honor to the part that lacked it, that there may be no division in the body, but that the members may have the same care for one another. If one member suffers, all suffer together; if one member is honored, all rejoice together.

Now you are the body of Christ and individually members of it. (1 Cor. 12:12–27)

Leaders of the most effective groups recognize their humble responsibilities while also recognizing everyone else’s unique contributions. On a practical level, the leader’s job is to structure the group for success, to facilitate group interactions that build upon and bring

together every member's contributions, and to help the group cooperatively accomplish its purpose and goals. That leaves a lot of room for others to contribute.

THE QUESTION OF OWNERSHIP: MINE OR OURS

As we shared in the previous chapter, if you're leading your group well through the first stage of group development, your members are learning what behavior is acceptable in the group, and they're leaning on you for direction. As groups work through that initial stage, group members will begin to share their own ideas and challenge the leader's authority. That's a really good thing. Group development research shows that as the group does this, they're beginning to utilize a structure for engaging together and building trusting relationships.

What does this mean for your leadership?

Remember, you've just gone through the stage of group formation where everyone is looking to and leaning on you. That can be daunting and dazzling all at once. You'll be tempted to continue your directive

leadership, keeping members dependently leaning on and looking to you. After all, things are moving forward, right?

Here's the problem: leader-only ownership is a ticking time bomb for burnout. You might have another six months. If you've got really high stamina, if you're really skilled in organizing and prioritizing, if you're particularly self-aware, and if your group members are really cooperative, you might last four years or so. But the ending will be the same.

About three months into his first role as a small groups pastor, Jason facilitated a training on leader self-care. At the end of that training, two of his leaders indicated they were quitting. Within a week, that number had jumped to four. All of them had been leading for about two years. Each of them had privately expressed similar sentiments: they loved their groups but were too tired to continue.

Through the conversations, the leaders began to describe all that they did for their group: scheduling food, recording and sending out prayer requests, securing childcare, following up with every single person outside of group time, organizing and taking meals to group members, talking with the church about service

opportunities, and more. The combined responsibilities became overwhelming, and the leaders were worn out, tired, disappointed in themselves, and left with the conclusion that it was time to step down. In their own way, they all implicitly felt similarly: “I can’t carry the weight for my group anymore. Maybe I’m not cut out for this. My group deserves better.”

For your group to be the best group it can be, you need to ask yourself who owns the group: “Is this ‘my group’ or ‘our group’?”



TWO-MINUTE TIP

Send a quick text or email to a trusted member of the small group you lead inviting them to coffee to talk about your leadership tendencies:

- Do you share logistical responsibilities with members?

- Do you feel comfortable asking for and receiving help from the group?
- Do members increasingly take on tasks and responsibilities based on their passions and giftings?
- Are members engaged in serving others inside and outside the group?

Inviting a group member into discussion about these questions can help you determine the group's current state of ownership.

Great leaders work themselves out of playing too big a role by moving group members from consuming to contributing. In particular, one of your biggest roles is to incrementally and strategically encourage every member to become a dynamic part of the group. Doing so takes creativity and patience, but breathes life and sets up your group for ongoing success and spiritual growth.

As we've already discussed, when a group first starts out, the members look to the leader for everything. But when group members start following, great leaders know it's time to start giving away their leadership. Great leaders understand that when they say "no," others will be invited to say "yes."

Great leaders take on the responsibility but keep the end goal in mind: shared ownership. Thus starts the dance we described in [chapter 3](#), where you invite members to take a step forward. As they step forward, you step back and encourage them to take another step forward. In return, you step back even more. Not too quickly, but not too slowly.

TRANSFORM CONSUMERS INTO CONTRIBUTORS

Based on our study, we've identified three specific actions you can take to encourage your members to commit and engage rather than just showing up and consuming.

SHARE STORIES

One of the ways you can elicit more ownership is to encourage group members to share their stories and share more of themselves as your group develops. Our study found that groups who invite their members to share their stories, and take time to *learn* each other's stories have a greater effect on members' spiritual health.

Beth, a small group leader in Pennsylvania, found that sharing stories fostered greater group ownership in her group: "Almost immediately, our group had conversations that went far beyond the surface level because we shared our stories right at the beginning of our group." When you and your group are sharing your stories, you're doing more than answering questions that seek specific, correct answers. You're sharing life.

As a leader, you must remember that it takes courage for your group members to be vulnerable with their life stories. You can help your group members gain courage by not only creating space for them to share, but by sharing your own story. By doing so, you're modeling what you want your group to be about and inviting other group members to participate. Priest and

author Henri Nouwen reminds us that we are created to be known and that sharing our stories connects us to one another at the deepest parts of ourselves. We are called to lead not as “‘professionals’ who know their ‘client’ problems and take care of them, but vulnerable brothers and sisters who know and are known, who care and are cared for, who forgive and are forgiven, who love and are being loved. Somehow we have come to believe that good leadership requires a safe distance from those we are called to lead.”²

Being known starts with you.

Leaders who do *not* share their own stories may inhibit group growth. In fact, our research revealed that when leaders limit their own responses or withhold their own participation, groups contribute *significantly less* to members’ spiritual growth.

Early on in the life of his small group, Sam, a small group leader on the West Coast, would ask for volunteers to share parts of their testimony. Someone would reluctantly oblige. Their responses were never what Sam hoped. Sometimes they were long-winded, sometimes they were seemingly irrelevant, and sometimes they were filled with hurt without hope. Like many leaders, Sam wanted his group members to share first.

He wanted to encourage his group members to participate and model humility as a leader—both noble goals. But he failed to recognize that his group was still in that first stage of group development where members grow when leaders lead, helping discussions stay on topic and intervening when dominating members begin to take over. Especially in this early stage, group members *want* and need their leaders to share their own stories, opinions, and expertise, and facilitate others sharing well. In fact, the group's contribution to spiritual growth decreases when leaders don't also personally contribute to conversations and discussions.

**Be open about your doubts, your struggles,
and your victories. In doing so, you will
point your group members to Jesus.**

When you model vulnerability by sharing your stories, members who are still getting to know you and other group members are more willing to trust you and your leadership. While group members don't want their leaders to be complete disasters, they *do* want them to be real people with legitimate struggles who are fighting the good fight with great hope. So be open

about your doubts, your struggles, and your victories. In doing so, you will point your group members to Jesus.



TWO-MINUTE TIP

There are multiple ways to share your story; choose one that is comfortable for you. Here is one method that is quick and to the point. Based upon Paul's teaching in Colossians 1:21–23, take a couple of minutes and complete each of the following statements:

I once was . . .

Jesus has . . .

I am now . . .

You can add more details as you practice this, but consider sharing this version in your next

group gathering and encouraging your members to do the same.

INVEST IN THE OTHER 165.75 HOURS

In [chapter 5](#), we explained that the most effective groups in our study met for more than two hours and fifteen minutes. But what should happen during the other 165.75 hours of the week? How much effort should you put into connecting and communicating during that time?

Your group's purpose should drive the answer to this question, at least partially. How your group interacts (or doesn't) outside of established gathering times can influence how much progress you make toward your group's purpose. If your group is centered on gathering in public places to pray for and with non-believers, then your group will meet more often outside of the designated weekly gathering. If your group has a focus on biblical hospitality, members might pair up to live out hospitality together at the park, a shared workplace, or a coffee shop.

Whatever your group's purpose, don't underestimate the importance of ongoing communication with group members. Our study found that the more leaders communicated with their members (as reported by members, not leaders themselves), the more the group contributed to its members' spiritual growth. In fact, a leader's frequency of communication is an excellent predictor of the group's value in encouraging spiritual growth.

One of the most important things you can do as a leader for your group is to contact them. Call them, email them, text them, or send a note via carrier pigeon or smoke signal. Find a way that works for you and your group members, then use it. Regularly.

Your engagement as a leader sets the tone for group member interaction. And it's your opportunity as a leader to model that behavior for others to follow. As the chart below indicates, members of the most effective groups reported that their leader communicated with them more than once a week, but not quite every day. While most leaders reported sending an email once a week, the frequency of communication includes group emails and group text messages, but also one-to-one communication. In practice, this might mean one

or two group emails (perhaps a prayer recap email and a reminder about the gathering next week) and an individual one-to-one phone call, text message, or email. This regularity of communication (in the eyes of your members) is related to the group's contribution to individuals' spiritual health. What starts as "best practice" and perfunctory often turns into genuine friendship and authentic concern for others.

HOW OFTEN LEADERS COMMUNICATE WITH MEMBERS BETWEEN MEETINGS

Great group leaders	Several times per week
Average group leaders	Once a week
Below-average group leaders	Once or twice per month



So what are the best ways to connect with group members?

There isn't one best way, no one silver bullet. We found that group members and leaders rarely use phone calls or the church's website or app to communi-

cate with others. Instead, they mostly utilize texts and emails, in that order.

When we asked pastors and ministry leaders how their group leaders effectively communicate with group members, they listed methods including text, email, the Group Me app, church database tools, closed Facebook groups, Snapchat, WhatsApp, and, of course, in-person interactions. Good options abound.

This pastor's response seemed to summarize our findings: "We tried to find a solution that would work for all small groups, but each group is unique in its needs. Instead, coaches are trained to ask their leaders how they communicate. The goal is for all groups to find a tool that aligns with the goals of the group."

Sara, a group leader from Illinois who believes following up with group members is critical, emphasized that whatever frequency of communication or method you use, "It has to be doable so that you actually do it."

Find what works for you. Use reminders on your phone, in your planner, and on your computer. Consider scheduling a text, email, or phone call with one of your members every morning at 10 a.m.

Here's the big picture: when you invest time in the other 165.75 hours, members will feel seen and known.

And when they walk through the door for your weekly group gathering feeling seen and known, they'll do more than just show up. They'll engage with and invest in the group because you've engaged with and invested in them.

In fact, in the most effective groups in our study—groups wherein individuals are growing spiritually as a result of the group—70 percent of members connect with at least one other member outside the regularly scheduled group gathering at least once a month, and 65 percent of groups interacted at least twice a month outside the regularly scheduled group gatherings. Those are staggering numbers!

Additionally, as we shared earlier, the more the leader is committed to the group, the more the group contributes to its members' spiritual growth. This appeared in the leaders' self-reports of their own levels of commitment to the group, but the effect was even stronger when group members reported their leaders' commitment to the group. And when leaders communicated frequently with their group members, as often as "almost every day," group members perceived the leader was highly committed to the group. Send a text today!



TWO-MINUTE TIP

Send a quick text, draft a group email, or make calls to your group members. Ask them to tell you their preferred method of communication, and how they'd like to connect with other group members in between gatherings. Then, once you hear from them, set up the mechanism (an email distribution list, a group text, or whatever) so you can take action. Then, use your new tool so they know you heard them.

IDENTIFY AND DELEGATE LEADERSHIP OPPORTUNITIES

When group members share their stories, connect during the week between group gatherings, and begin to invest in the group, they'll start to make bids for own-

ership. This might look like volunteering to fill in gaps you didn't see (like Miguel did in John's story), making suggestions for how your group should spend its time, or challenging your plan or approach. And we'll say it again—this is a good thing!

Delegation is an art that expands the boundaries and opportunities for group member ownership. When delegating, consider the following two principles.

First, delegate *authority* rather than tasks. If you value shared ownership and then expect bids of ownership, be prepared to give away your ownership for the sake of the group. To the extent that you can, give away ownership of whole tasks rather than breaking them up. Ask someone to take on the responsibility of leading your prayer time or sending out a recap of key prayer requests. Invite a couple of members to organize your group's food plan or put together your next service project.

By giving away whole chunks of group life, you show confidence in your members' abilities and spur shared ownership more quickly. If, by contrast, you ask a member to help you by handling only part of a larger task, you haven't really given it away—you've just

recruited an assistant. Delegating authority produces trust and accountability.

Remember, the goal is to dance yourself out of a role. In order to do this, you have to give it away, strategically and incrementally, until every member has an equal level of ownership with you.

Second, delegate anything and everything group members can do themselves. Parents tend to do a lot for their children. When they see a need, they meet it—or take steps to eliminate a problem before it even surfaces. This works when children are toddlers, but eventually, they need and want to make decisions on their own. This same mentality creeps into group life and creates a culture of dependence. Delegation, on the other hand, creates a culture of contribution.

What are a few things you can prepare in advance to give away? Consider areas such as hospitality, location of the gathering, serving opportunities, and inviting new members to the group. These are great areas where group members can take the lead. In the following paragraphs, we'll offer some suggestions for how to facilitate these handoffs.

Hospitality

Hospitality is more than the provision of food and drinks. However, food and drink tend to be a common and sometimes taxing part of any group, and the task of organizing refreshments is something that leaders can readily give away.

Imagine one of your group members approaches you and asks, “Do you think we could do something besides pizza next week?”

Before you get your feathers ruffled and defend the decision you’ve been making, recognize this as a bid for shared ownership. That’s a win, so celebrate it! Then use it as an opportunity to delegate. Say, “Sure! And thanks, Angela, for noticing. What ideas do you have for dinner next week?”

Invite group members into the process of planning for next week’s meal. And if that goes well, at the end of next week’s meeting, invite the group to facilitate meal planning yet again. When you get the sense that someone is ready to take leadership of food and drinks, hand it off!

TOOLS OF THE TRADE

MANAGING GROUP MEALS

Eating together? Here are a few meal planning strategies:

- ☐ Invite a group member to own and be responsible for planning and communicating weekly meal plans.
- ☐ Ask one member to ask everyone to bring something every time.
- ☐ Have one person provide the main dish and each of your other four group members bring a salad, a side dish, drinks, and a dessert, respectively. (See thrivinggroups.com for some ready-to-use meal plans.)
- ☐ Ask for volunteers to provide an entire meal or dessert for the entire group once per session.

Venue, Starting Time, and Other Logistics

Maybe you've heard off-handed comments about how far away your gathering place is from where your group members live. Or you start to notice that most members are arriving twenty minutes after the established start time. Or a member confronts you about how hard it is to get to work early the next morning because the group went until 10 p.m.

It's not an attack. Or a threat. It's a bid for group ownership.

So give away your ownership and honor their bid for it. Say something like:

"I can see that the home where we're meeting is far from a lot of you. Can you think creatively about a place further south of town and bring a couple options for discussion next week?"

"I've noticed that many of you are arriving closer to 7 p.m. than 6:30 p.m. Should we be starting group at 7 p.m. instead, or can we provide dinner so you can come straight from work and honor that 6:30 start time?"

“I hear that concern about ending late. What time do you think we should plan to finish our group discussions so that you continue to reap the benefits of the group while also being rested for the next day?”

As group members offer feedback about group goals, roles, and structures, shared ownership will emerge. Over time, those bids for group ownership will lead to productive conversations, which in turn develops trust. Let this feedback happen. Embrace it! Because when you see that happening, even if it makes you feel uncomfortable and like you’re no longer in control, you’ll see your group members becoming more deeply invested and growing together.

Engaging Service Opportunities

Give away the coordination of service projects, meal trains, baby showers, or whatever else your group takes on. For example, a member of Jason’s current small group coordinates partnerships with a local nonprofit that connects people to serve and support the foster care community. This group member directs the entire group to serving opportunities.

Facilitating Elements of Group Gatherings

One of the most potent lies about the leadership of small groups is the expectation that the leader should do everything for the group. This lie is further exacerbated by the culture of consumption prevalent in much of North American culture. It rears its ugly head in group life when the leader or group members expect the leader to do and be everything for them. The more you delegate, the more you directly combat this culture and help create a culture of contribution.

We are not suggesting wholesale surrender of your leadership; rather, we're suggesting you recruit a team of leaders and train them to lead. Teams of leaders are almost always better than single leaders, but only if those teams share authority and responsibility for providing leadership. Thus, small group leaders should seek to work themselves out of the *sole* leadership role, and toward recruiting and raising up new leaders, and leading new, multiplied groups. Make that your goal, too! (We'll discuss this leadership development function in [chapter 10](#).)

GETTING CLOSER TO THE PROMISED LAND

Group ownership propels group growth and leadership sustainability. As group members realize how they can actively contribute, the group grows to more effectively accomplish its purpose. Sharing stories, listening well, investing outside of official group gatherings, and helping members contribute in significant ways to the group all help members experience and feel ownership at a deeper level. Great leaders dance their way out of the primary leadership role by encouraging members to contribute and supporting them in their contributions.

As your leadership moves from *mine* to *ours*, you will have built an incredible climate of shared ownership. Now, you can turn your attention to crafting powerful group gatherings. But that doesn't come naturally for anyone. Learning how to craft and ask good questions and facilitate transformational conversations will propel your group forward and deepen the opportunity for tangible growth. That's your next shift.

GUEST COMMENTARY

HOW MY 12-STEP GROUP CHANGED THE WAY I LEAD SMALL GROUPS

Vivian Mabuni

I sat on my hands, hoping it would still my beating heart. Over a couple of decades serving in vocational Christian ministry, I had led, organized, and facilitated small groups on college campuses and in churches. This time, however, I came as a brand-new attendee, and all I could think was, “I’m living that scene with the sharks in recovery in *Finding Nemo*.”

We went around the circle and introduced ourselves by our first names. “Hi. I’m Vivian. And I think I’m codependent. Today I feel . . .” One after another, we shared our stories and learned about

listening without fixing, not seeking to over-spiritualize, not one-upping what someone shared, and respecting a set time in order to make sure the maximum number of people had the opportunity to contribute. Most importantly, we provided safety in committing to total confidentiality. Week after week, I would leave my first experience with a 12-step group for Co-dependents Anonymous thinking, “This is how the church and God’s people were meant to connect. This picture of safety, honesty, vulnerability, and truth is what is often missing in small groups.”

Looking back, my years invested in the 12-step group challenged and shaped how I would lead small groups in the future. Over and over, the most successful groups I’ve led and in which I’ve participated have all had the qualities of safety, honesty, confidentiality, truth, and vulnerability. When those elements are present, I find the group members begin to move towards true ownership.

I’ve noticed that at least two distinct shifts take place when small group members move toward shared ownership. The first is a change in language from referring to belonging to or attending “*your*”

Bible study to embracing the group and describing it as “*our*” small group. The shift of shared ownership changes the person’s tone and even the priority level of the group.

The second shift is when group members begin sharing prayer requests that move beyond the health concerns of their neighbors. When people request prayer that involves personal hardship, I know the group is moving toward shared ownership. The groups I’ve led that experienced high attendance and commitment are those in which members communicated with honesty about their real-life struggles. An environment of trust is built when the leader not only sets expectations of confidentiality, but also leads out in sharing real issues and authentically discloses current life challenges.

I’ve served in vocational Christian ministry for thirty years and led small groups for even longer. The best groups have been those in which there was shared ownership. The greatest growth has occurred in groups where members’ lives intersected deeply through the act of carrying one another’s burdens in an environment of safety and commitment to holding confidence. The health and

maturing God intends for his people cannot be attained in isolation. Intimacy with God is activated and achieved as we live out the truths found in the Word of God in community with others.

Vivian Mabuni has served 30 years on staff with Cru, is the author of *Warrior in Pink* and *Open Hands, Willing Heart*, and is the host of the podcast *Someday Is Here*. Learn more at VivianMabuni.com or connect with her @vivmabuni.

KEY TAKEAWAYS: HOW TO SHIFT FROM *MINE TO OURS* IN DIFFERENT GROUP SEASONS

WHEN LAUNCHING A NEW GROUP

1. Take delegating slowly. Too much too quickly will stress out members.

2. As soon as members offer feedback and suggestions, listen to their input and make adjustments.
3. Invite people to help with meal planning, childcare, managing logistics, and planning service/ministry.
4. Know and share your own story with your group.

WHEN MAINTAINING GROUP'S MOMENTUM AND EFFECTIVENESS

1. Develop a plan to hear every group member's story. Maybe it's one story a week.
2. Invite members to take on leadership roles.
3. Take a different group member out for coffee or lunch every other week to hear more about his or her life.
4. Connect group members with one another outside of group gatherings.

WHEN YOUR GROUP IS STRUGGLING

1. Plan or facilitate gatherings and connection points in the other 165.75 hours.
2. Ask the hard question: What value is lacking for you in being part of this group?
3. Commit to touching base with each member every other week.
4. Strategically ask group members to connect with each other.
5. Consider meeting in a new location and/or on a new day/time.

REFLECTION AND DISCUSSION QUESTIONS

1.  **Remember:** What caught your attention in this chapter about cultivating shared ownership?
2.  **Understand:** What does it mean for a leader to move group members from *consuming* to *contributing*?

3.  **Apply:** In what area of group life can you give away ownership immediately?
4.  **Analyze:** If you were out of the country for a month, what do you think might happen with your group gatherings?
5.  **Evaluate:** How would you evaluate your willingness to give away your leadership? What keeps you from being more willing?
6.  **Create:** Imagine that you are not able to lead your group for four weeks in the near future. What plans for shared leadership do you need to implement in order to cultivate continued individual and group growth?