

# Small Group Leader Training Program

Leader's  
Guide

**SmallGroups**.com



The Small-Group Leader Training Program is designed with you in mind. We've created it with lots of flexibility so you can run this program in the way that makes most sense for your ministry. First, be sure to watch the Before You Begin video.

One of the best things you can do for your leaders is train and support them. Leading a small group is important ministry work, and it's a lot of fun, too! But it can also be difficult at times, and when leaders feel overwhelmed, they can quickly burn out. A little support can go a long way in preventing burn out, and training leaders effectively is one of the best preventative measures.

You've taken the first step by purchasing this program, and we'll do our part to equip you to lead this training program well. The good news is that we've done all the hard work for you. We've gathered small group experts to speak into your leaders, giving them practical advice and even sharing some of their own funny stories along the way. We've also created the Participant Workbook which includes engaging activities, discussion questions, and practical tips for leaders.

This Leader's Guide is created to put you in control of facilitating the Small-Group Leader Training Program. You'll learn everything you need to know in order to effectively train your new small-group leaders so they can begin their groups with confidence. The Leader's Guide will help you determine the best way to run this training in your church with your leaders. We've included lots of tips and notes throughout the Leader's Guide to help you make the most of the program. Plus, we've noted the best times and ways to share your own church-specific information for group leaders.

Keep a look out for three types of notes for you:



**Leader's Tip:** These tips will help you customize this training program for your ministry.



**Need Help?** These tips will further explain the topic or issue.



**For More:** These tips will show you where to go for further training on a topic.

If you need anything as you use this program, please contact us at [SmallGroups@christianitytoday.com](mailto:SmallGroups@christianitytoday.com).

  
**AMY JACKSON**  
Managing Editor of [SmallGroups.com](http://SmallGroups.com)

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# How to Use the Small-Group Leader Training Program

This is your get started guide. Discover what's included, what you'll need, and how to schedule the program for the best results.

## Included in This Program

*Before You Begin video:* Be sure to watch this encouraging video first

*Leader's Guide:* Everything you need to effectively run this training program

*Video Sessions:* Five engaging sessions from small group experts that last from 15 to 20 minutes

To make the most of this program, you'll need to purchase a Participant Workbook for each of your leaders. It's also a good idea to purchase one for yourself. The workbook includes all the activities and discussion questions needed for the sessions. Plus, the workbook serves as a great gift to your leaders that they can hold on to as they lead. You can purchase the workbooks [here](#).

 **Leader's Tip:** Ready to train a new group of leaders? All you have to do is purchase workbooks for each new leader. No need to purchase the program again!

## What You'll Need

- Buy workbooks (Use [this link](#) to purchase)
- Decide the schedule (See our tips below.)
- Secure a location to hold your event. It will need to have ample space for leaders to do group work, a screen or TV to view the videos, and Internet access (videos are streamed from the following address: <http://www.smallgroups.com/training-tools/streaming/small-group-leader-training/>)

## Timing

The best time to do this training is when you have new leaders! For many churches, fall is the main time to start new groups. Others begin groups multiple times throughout the year. As a rule of thumb, you'll want your new leaders to work through this training at least two weeks before their groups begin meeting. Earlier is better, though. If your church has a campaign to sign up new people for small groups the week after Labor Day, with groups starting the last week of September, it's a good idea to train your new leaders sometime in August. That said, only you can determine the best time to train your leaders. As much as possible, you'll want to train your leaders at a time that won't conflict with other major church or community events and enough ahead of their group's start to help them feel confident and work out any kinks.

A few things to keep in mind when choosing a date for training:

- When new groups will start
- Any campaigns or sign-up events/Sundays
- Other events on the church calendar

## **Schedules**

We've created this program with flexibility so you can use it in a number of ways. Look through the schedule ideas below to find the one that will work best for your ministry.

### **Saturday Training Event**

This is the most traditional format and gets all your training done in one day.

9:00 am	Welcome and get settled
9:15 am	Session #1 and discussion/activity
10:00 am	Session #2 and discussion/activity
11:00 am	Stretch break
11:15 am	Session #3 and discussion/activity
12:00 pm	Lunch
1:00 pm	Session #4 and discussion/activity
1:45 pm	Session #5 and discussion/activity
2:45 pm	Wrap Up

### **Sunday Training Event**

This format is perfect for after church. You could also provide lunch after church to get started.

1:00 pm	Welcome, get settled
1:15 pm	Session #1 and discussion/activity
2:00 pm	Session #2 and discussion/activity
3:00 pm	Stretch break/snacks
3:15 pm	Session #3 and discussion/activity
4:00 pm	Session #4 and discussion/activity
4:45 pm	Session #5 and discussion/activity
5:45 pm	Wrap Up and/or meal together

### **Two-Week Training**

It can sometimes be difficult to get leaders to agree to a half-day training event. If that's the case for you, we recommend this two-week version. You'll meet two weeks in a row for 3 hours each.

#### **Week One**

9:00 am	Welcome and get settled
9:30 am	Session #1 and discussion/activity
10:15 am	Church-specific information for leaders
10:30 am	Session #2 and discussion/activity
11:30 am	Final words and dismiss

#### **Week Two**

9:00 am	Welcome; Session #3 and discussion/activity
10:00 am	Session #4 and discussion/activity
10:45 am	Stretch break
11:00 am	Session #5 and discussion/activity
12:00 am	Wrap Up

### **Five-Week Turbo Group**

This schedule most resembles an actual small group, which helps model key values to leaders. Each weekly meeting will last about one hour and 15 minutes. Be sure to start off each night with an icebreaker question (see [Appendix](#)).

Week One: Welcome; Session #1 and discussion/activity

Week Two: Session #2 and discussion/activity

Week Three: Session #3 and discussion/activity

Week Four: Session #4 and discussion/activity

Week Five: Session #5 and discussion/activity; Wrap Up

### **Three-Week Turbo Group**

This schedule speeds up the five-week schedule but still resembles an actual small group. You'll need to meet for two hours each week. Be sure to start off each night with an icebreaker question (see [Appendix](#)).

Week One: Welcome; Session #1 and discussion/activity; Church-specific information for leaders

Week two: Session #2 and discussion/activity; Session #3 and discussion/activity

Week three: Session #4 and discussion/activity; Session #5 and discussion/activity; Wrap Up

## Set Up for Success

Before you ever start the first video, you'll need to get your leaders there and set up the right environment for the training. This section will help you do just that.

### **Invite Your Leaders**

To get the most participation, we recommend asking early, asking often, and asking personally. As soon as you have a date on the calendar and know who will be invited, let leaders know about the training. Let leaders know 1) when the training will happen, 2) where the training will happen, and 3) why the training is important.

It's okay even if this is months in advance. Often, new leader training occurs in August or early September when people are just getting back into the swing of things after summer break. There's no harm in letting new leaders know in June about your training dates. In fact, this may increase the likelihood of their attendance because they can put it on their calendar before it fills up.

Then don't forget to send plenty of reminders before the event. Send a few reminders over the summer months, and as the date approaches, send reminders three weeks, two weeks, and one week out.

The best way to invite your leaders, though, is personally. That means talking to them in person, sending a personalized email (rather than a mass email to all your leaders), and even sending a text.

### **Set the Environment**

We all know the environment of small-group meetings impacts the feel and effectiveness of the actual meeting. This also applies for your training. This program is designed to get leaders engaged in group discussions, which models the kinds of things they'll be doing in their new small groups. So it's important to include other key aspects of great group meetings: fun icebreakers or activities, comfy furniture, and food.

Depending on the schedule you've chosen, it may be appropriate to provide some simple snacks, like brownies or trail mix, or it may be more appropriate to provide lunch. Either way, you'll definitely want to provide something to eat and drink. There's something about food that bonds people together. Plus, it helps people feel more open. Both are important aspects of this training program. If you're not a cook or baker, you might enlist the help of a small-group coach or veteran small-group leader to help with this aspect of the training. I would encourage you, or the person you delegate this to, to put some effort into this. A homemade dip with chips or homemade cookies speaks volumes about the importance of both the leaders and your time together. Prepared trays of fruit or cookies from the grocery store will work in a pinch, but fail to have the same impact.

When you choose a location for your event, consider the environment of the space. Is it cold with tile floors and hard, metal chairs? If possible, find a space that has a warm feel, comfortable chairs, and isn't too large for your group (a group of six leaders doesn't need to meet in the sanctuary of your church). For small groups of new leaders, a living room would work well. For large groups, consider watching the videos together in a larger room, like your sanctuary, and then asking small groups to head into smaller rooms for discussions and activities.

## Lead the Training

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This section will show you exactly how to lead the training sessions of the Small-Group Leader Training Program. There are five sessions. Each session starts with a video segment followed by three sections: Start It Out, Talk It Out, and Live It Out. These sections include a variety of activities, group discussions, and personal reflection to help leaders process what they're learning. The activities and discussion are key to the training. We'll guide you through the specifics below. We've included Leader's Tips throughout to show you the best times to add in your own church-specific information.

## Welcome

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Welcome your leaders and thank them for taking time to be with you. It's important to communicate that you appreciate the leaders, that you are excited that they are there, and that you are supporting them. Start with a fun icebreaker or activity. For ideas, see the [Appendix](#).



## Session #1


# Communities that Change Lives

*Discover the vision for small groups.*

**DR. BILL DONAHUE**

This session kicks off with a 20-minute video and leads into a group discussion about the purpose of small groups. You'll want to allow at least 25 minutes for the group discussion.

Bill Donahue has been involved in small-group ministry for decades and is known for his work starting small groups at Willow Creek in the 1990s. All that experience has given Bill a great overall vision for what small groups are all about. In this session, he offers several inspiring images of what small groups can be. This session is meant to inspire leaders with an overall vision for the power of small groups.

 **Leader's Tip:** After the group discussion is a great time to share specific details about your church-specific vision for small-group ministry. Let leaders know what the purpose of groups is and what you hope they accomplish. Pump them up about their role and how what they do as a leader makes small groups work in your church. This is also the perfect time to share your personal story about small groups—why do you lead a small-group ministry? How have small groups impacted you? Sharing personally will set the tone for the training and invite your leaders to share vulnerably as well.

 **Need Help?** If you're not sure about your church's vision for small groups, read "[The Power of Vision](#)," "[Create a Realistic Vision](#)," and [Create a Compelling Vision](#).

 **For More:** Have leaders read "Why Small Groups?" in the appendix of their workbook for more on this topic, including the biblical basis for small groups.

## Session #2

### Healthy Leaders Lead Healthy Groups

*Learn what Jesus teaches us about being good shepherds.*


**JEN OYAMA MURPHY**


This session kicks off with a 15-minute video and leads into a time for personal reflection. You'll want to allow at least 20 minutes for the personal reflection. Then leaders will engage in group discussion, which should take 20 minutes.


In the video, Jen Oyama Murphy describes three types of leaders we can be: a thief, a hired hand, or a good shepherd. Then she uses Psalm 23 to explain what it looks like to be a good shepherd leader. This session is extremely important because healthy groups are only as healthy as the leader. The personal reflection time allows leaders to think about the kind of leader they want to be. Don't rush this time. If you have the space, let leaders spread out, even into other rooms or wandering outside. Just let leaders know what time you'll meet back together.


To set the right tone for this time, you might also play soft music (preferably instrumental), light candles, offer colored pencils or markers for journaling, offer extra paper, provide extra Bibles or printouts of Psalm 23, or provide comfortable furniture, cushions, or pillows. Doing these little gestures will communicate that your leaders—and their relationship with Jesus—matter to you. This is important.

When you gather leaders back together, ease them back into the training. Start with the first group question in the workbook: What's one takeaway from your time of personal reflection? This can be answered in small groups or as a large group, whichever you prefer. Know that less people will share with the large group, but the few that do may share profound takeaways.

 **Leader's Tip:** Another way to transition to the group time is to let leaders know that first and foremost you care about them as people, not as leaders. This means that you deeply care about their relationship with Jesus more than anything they can “do” for their group. This quick encouragement communicates love, care, and nurture to your leaders. One warning: only say it if you mean it! This will only mean something if leaders can see that you're genuine.

 **Leader's Tip:** After you've finished the discussion, you can share any resources you may have specifically for leaders' growth and care. This might include a special leader's devotional you offer, regular meetings with a pastor, or even a list of recommended outside services like counselors that can help care for leaders' health.

 **Need Help?** A great follow-up for this session is [Plan a One-Day Retreat for Leaders](#), which will guide you in leading a great retreat. It includes times of personal reflection as well as group activities and discussion. It would be great to plan a retreat for leaders about six months after their initial training.

 **For More:** For great tips for brand-new leaders, have everyone read “Three Keys for New Leaders” in the appendix of the participant workbook.

## Session #3

### Lead a Transformational Meeting


*Implement the four elements of great meetings.*


**CARTER MOSS**


This session kicks off with a 10-minute video and leads into a group activity to create small-group discussion questions. You'll want to allow about 15 minutes for this activity. Then leaders will discuss several questions as a group, which should take about 20 minutes.


Carter Moss provides the keys for great discussions in this session. He explains the four elements of great meetings and then gives tons of practical advice for leading discussions. This is one your leaders will take lots of notes on! That's a good thing because this is the heart of their role as leaders.

After they watch the video, leaders will create their own questions based on James 1:1–18. You might want to provide copies of this passage or encourage leaders to bring their Bibles or use a Bible app. This activity helps leaders come up with good questions for group discussion. Whether or not they use pre-written studies, this is an important skill for leaders. Sometimes pre-written studies have questions that need to be adjusted slightly, or they may need to add more questions if there aren't enough provided. If group leaders do inductive Bible study with their group, they'll need to come up with lots of great questions, so this skill is essential.

 **Leader's Tip:** If you provide curriculum for your leaders (like a sermon-based study), you may not want to spend as much time on learning to come up with questions. Adjust the activity by asking leaders to come up with one question for each type rather than three. If you modify the activity in this way, it should only last 5–10 minutes. You'll also want to provide a quick explanation like: Creating questions is an important skill for leaders. We provide great questions in our sermon studies, though, so you shouldn't have to come up with many on your own. Rather than three questions for each type in your workbook, come up with just one. Then we'll move on to the group discussion questions.

 **Leader's Tip:** If you provide curriculum for your leaders, you may want to spend extra time on discussing how to shorten the study when needed. Focus on question five in the workbook: You've got 30 minutes left in your meeting and you realize you've only gotten through two questions in your guide. There are still eight to go. What do you do to keep great conversation going while moving ahead in the study?

 **Leader's Tip:** This is a great session to end with whole group discussion. Gather everyone together to discuss the Live It Out question. Ask: What are your top takeaways from this session? No doubt, they'll have great things to share with the group.

 **For More:** This session provides the basics for facilitating great meetings, but leaders will need follow-up training. Depending on the type of studies your groups use, we have a number of resources available to help leaders lead with confidence. A great resource for any type of group is [Leading 101](#). If groups study directly from the Bible together, use [Bible Study Methods for Groups](#). If discussions tend to be pretty theological, point leaders to [Theological Discussions for Everyone](#). These resources can be used as the basis for another training day, used in small groups of leaders, or given to leaders to work through on their own.

## Session #4

### Build Authentic Relationships


*Explore how to invest relationally in group members.*


**CAROLYN TAKETA**


This session kicks off with a 15-minute video and leads into group discussion. You'll want to allow for at least 30 minutes for the discussion.

Developing authentic relationships is crucial for healthy small groups. Without them, group members won't open up and share, feel cared for, or experience significant spiritual growth. Many groups make relationship building a secondary emphasis, but it should really be the main component of your group because it makes everything else possible. Carolyn explains why building relationships is important and practical tips for doing so. After the video, leaders will discuss the answer to this question: When have you experienced a group that was authentic like the one described?

The emphasis of this session is that leaders have the greatest impact on the culture of the group. If they are authentic and vulnerable, chances are that group members will follow suit. If leaders, on the other hand, keep a mask on and fail to reveal their true selves, group members will do the same.

 **Leader's Tip:** Many group leaders see the fun activities as taking away from the “real” purpose of groups: the curriculum. Give them permission to invest in relationships through fun activities, even taking a break from the study every once in a while. Let them know your recommendation: should they do a fun activity once a month? Every six weeks? Give them permission now, and they'll build it into their schedule.

 **Leader's Tip:** Some churches organize fun events for all their small groups to attend (for instance, a family movie night or a church-wide service day). If you have these kinds of events, be sure to let leaders know about them now so they can plan for them. Other churches build in “fun weeks” so all groups are taking a break on the same week (for instance, between sermon series or before Christmas). If this is the case, let leaders know now so they can plan ahead.

 **Leader's Tip:** It's a great idea to plan fun events for your leaders from time to time. After all, what you model to them, they will model to their group. After this session, tell your leaders about the next fun event you have planned. Make sure the point of the event is simply building relationships and having fun—no training or business allowed!

 **For More:** We've provided great practical tips for building relationships for leaders in “Emphasize Relationships in Your Group,” provided in the workbook appendix.

## Session #5


### When Groups Get Messy

*Gain advice for the tricky parts of group life.*

**BILL SEARCH**

This session kicks off with a 20-minute video and leads into a group activity about handling a messy group situation. You'll want to allow about 15 minutes for this activity. Then leaders will discuss several questions as a group, which should take about 20 minutes.

The final session begins to answer a lot of the questions that new leaders have, and Bill encourages them that they can handle these common group issues. Leaders will learn how to handle spotty attendance, weird people, and even bad discussions.

 **Leader's Tip:** After the video is a great time to tell leaders who they can go to with questions as they lead. Do you have coaches they can talk to? Should they come directly to you? Or will they meet regularly with other leaders for support? Let them know now what to do when they have questions and they're much more likely to handle messy situations in healthy ways.

 **Need Help?** Coaches help group leaders thrive in their role. To set up a coaching structure in your ministry, read [Recruit Great Coaches](#). To learn more about what coaches do, check out [Small-Group Coach Orientation Guide](#).

Regardless of the kind of groups you have or what they study, all groups will face some messy situations. This session will provide a lot of the basics so leaders can begin to lead with confidence. In reality, this messiness is nothing to worry about, and often these are the very situations that God uses to develop us. But it is important to help leaders have a game plan ahead of time so they don't feel overwhelmed.

The Start It Out activity, which asks leaders how they would handle a messy group scenario, should help them gain confidence for handling whatever comes their way. Be sure to read through the scenario ahead of time and determine your own suggestions.

Here are a few suggestions:

- Create a schedule that indicates what will be covered each week and ask group members to stick to it.
- Talk to a pastor or coach to get tips for explaining Ephesians 2 so Ava (and the rest of the group) better understands it.
- Ask another group member (not Ava or Joe) to research the history of Jews and Gentiles and report to the group at the next meeting.
- Meet with Ava outside of group to thank her for her great questions and try to answer them for her.
- Talk to Joe outside the meeting about helping you get others to talk in the meetings. Ask him to allow three other people to share before jumping in.
- Thank Joe for sharing in the meeting and say, "Thanks so much for sharing. Let's table that topic for after our meeting tonight."

- Allow more time for prayer requests and prayer—even an entire meeting—to allow Vanessa plenty of time to share.
- When there’s a break in Vanessa’s sharing say, “I’m so sorry, Vanessa. This sounds like a tough situation. Let’s pray as a group, and then I’d like to talk to you more after group. How does that sound?”
- Talk with Vanessa outside of group to hear what’s going on. This may help her articulate better at your group meetings.
- Check in with Vanessa regularly outside of group to see how she’s doing.
- Suggest that Vanessa meet with a pastor or counselor if she’s comfortable. These options would allow her to deal with her issues in a deeper way.

After the Talk It Out discussion, leaders may have more questions. This is a great time to have leaders share their questions with the large group. You can answer them, have a few veteran leaders answer questions, or even have coaches answer.




**Leader’s Tip:** Before you end this session, connect leaders with the coaches, directors, or pastors who can help them along the way. You might simply have these people up front and introduce them. Or you could have them meet with the leaders for about 10 minutes to get to know them. You could also have them exchange contact information.


## Wrap Up the Training


To bring some conclusion to your time together, lead a large group discussion on one or more of these questions:

- What's your biggest takeaway from this training?
- What are you most excited about as you lead your small group?
- What is one thing I/we can provide to help you be a better leader?

Your leaders will definitely need ongoing training. How you do that, though, is up to you. You might provide quarterly training events, regular coaching meetings, or even buy a [Multi-User Subscription](#) so your leaders can access any tools they need from SmallGroups.com. Whatever you do, let your leaders know at the end of your training what you will provide for ongoing support. They'll appreciate knowing that you have their back as they move forward.

 **Leader's Tip:** If your small groups are just getting started, now is the perfect time to share the schedule for your small groups, especially kick-off dates, sign up events or days, and any sermon series or campaign that will kick off your groups. Give leaders all the important dates up front and exactly what you expect from them. Do they need to find their own study? Should they turn in any information to you for a group guide? Let them know exactly what they need to do.

 **For More:** For practical tips on beginning a brand-new group, have leaders read “First Night Survival Guide” in the appendix of their workbook. You might also have them read “5 Reasons to Quit Your Small Group” for some encouragement as they get started (also in the appendix of the workbook).

 **Leader's Tip:** Stress that the workbooks are a gift to leaders, and they can refer back to them as they lead. They really are a wonderful resource! You may also want to give them another token or gift. One church gave out mini flashlights to leaders to remind them that they are creating spaces where God's light shines into the darkness of our lives. Another handed out packs of gum to remind leaders to “stick together”—with their group members, but also with other group leaders. Still another church gave out Starbucks gift cards to leaders so they could take out a group member for coffee sometime. Get creative and have fun with it if you choose to give out a gift.

### Final Thoughts

Once you've purchased this program, you can use it again and again to train new leaders. All you have to do is purchase more workbooks! Once you've gone through the program, you'll have a better idea of how to make it work best in your context. Is it better to run the training as a half-day retreat or a five-week turbo group? Let experience be your guide. No matter how you do it, this training is sure to equip your leaders so they can lead with confidence. And your investment in them will not go unnoticed.



## Appendix

### Activities

Use these activities to add an important fun element to your training. For more ideas like this, use SmallGroups.com's [Meeting Builder Tool](#).

### Puzzle Time

BY JENIFER AGUILAR

Supplies Needed:

Multiple identical puzzles of at least 20 to 50 pieces

Activity:

Form multiple groups of one to five. If you have more leaders than available groups, you can have them observe how the groups are accomplishing the task. Give each group a puzzle to work on. Have them start at the same time. The first group to finish wins. When the first group finishes, use the unpacking questions.

Unpacking Questions:

1. Did it surprise you which group finished first? Why or why not?
2. How did the different groups work to accomplish the task?
3. What are the advantages of working together as a group?
4. What might be the struggles of working together as a group? How can we overcome them?
5. Some people work better individually, especially introverts. Does working as a group always mean working together on the same task? How might working as a group involve some individual work?

### A Construction Contest

BY SAM O'NEAL

Activity:

Before starting this activity, you'll need to gather a large supply of building materials. These could be actual blocks or Legos, or you could just use pillows and shoes and other items available in your meeting space. Arrange people into separate teams of four to five people.

The goal of this activity is for each team to build a structure using the materials provided. It can be any kind of structure the team chooses—the only rules are that it must be resting on the floor, and it must be free-standing (nothing holding it up). The team with the tallest structure after five minutes of building will be declared the winner.

Unpacking Questions:

1. Have everyone examine the winning structure. What was the key to the winning team's success?
2. Was there anything different about the winning structure that allowed it to go higher?
3. What was your experience of working with a team? What role did you play on your team?
4. What team dynamics were helpful or difficult? Why?



## **Beach Ball Questions**

BY KRIS COLLINS

Supplies:

A large beach ball and a permanent marker

Set up:

With the permanent marker, write fun icebreaker questions all over the ball. You might write questions like “What was your favorite job?” “If you could live anywhere, where would you choose?” and “What pets did you have while growing up?” Continue writing questions until the ball is covered.

Activity:

Have leaders stand in a large circle. Begin by tossing the ball to someone. The person must answer the question his or her right thumb lands on while catching the ball. When finished answering, he or she tosses the ball to another person. Continue answering questions and tossing the ball for five to ten minutes, or until everyone has answered a question.

## **Stepping Out**

BY TAMI RUDKIN

Take your leaders outside to a grassy area or park. Assign each of them a number from one to ten, (more than one person can have the same number). Have the leaders stand in a circle facing outward instead of toward the middle of the group. Tell them that on the word “go” they are to take as many steps as the number assigned to them. When they have taken their steps, ask them to look around them and find one thing that reminds them of God’s presence and work in their lives. Give them a minute or two. Have them turn around and walk back to the circle and share what they saw.

## **Don’t Say “The”**

BY SAM O’NEAL

Purpose:

To help group members think about the words we say.

Activity:

Have people divide into groups of two or three people, and ask them to work through the discussion questions listed below. Whenever you say “Switch,” they need to break up the smaller groups and join other people to continue the conversation.

There is just one catch: They are forbidden to say the word “the.” Every time they mess up, they must give themselves one point. At the end of five minutes, the person with the fewest points will be declared the winner.

Questions:

- What parts of your week were fun?
- What parts of your week were hard?
- What hilarious jokes have you heard this month?
- What meal did you enjoy most this month?
- What TV show have you enjoyed most this year?

## **Icebreaker Questions**

Use these questions at any point in your training to get people talking. If you're meeting over several weeks as a turbo group, be sure to start every meeting with one of these questions. For more ideas, check out [SmallGroups.com](http://SmallGroups.com) [icebreakers](#).

1. What is the most interesting job you've had?
2. What was your first job?
3. What did you want to be when you were a child?
4. If you could travel anywhere, where would you go?
5. What is your favorite gift you've ever received?
6. What is the last book you read?
7. What is the last movie you saw?
8. What object in the kitchen is most like you and why?
9. Which character of Star Wars are you most like and why?
10. Which hot beverage do you prefer and why: tea, coffee, or hot chocolate?