

Forming Flock Groups

As mentioned earlier, when the Flock Group Ministry began several years ago, several staff members of the church set aside the first six months as a time of preparation in prayer and asking God to raise up leaders for the ministry. God answered their prayers and several pilot groups were formed to test the concept and refine the process. As the groups matured, the process of multiplication began as they prayed for new leadership to emerge and form other groups.

As new leaders emerged, a council was formed to provide direction, training and support to the ministry. The council provided direction by encouraging new groups to form a covenant with a clear statement of their mission, goals and objectives and an agreed upon process of how the group would like to interact and function.

Training began with a general education process of sharing with others what God was doing in the ministry. General education sessions were conducted and interest in the ministry grew. As additional leadership emerged a training program was launched to help them understand the process and further equip them in fulfilling their role. [From this training the manual you are now reading was written as a leadership guide for flock group leaders and coaches.]

To further support the flock group leaders a coaching program was launched along with a School of Ministry to provide a forum for sharpening skills, sharing successes, and building each other up.

To raise awareness of the ministry and encourage greater participation a permanent Kiosk is now located next to the Welcome Center in the foyer of the church with sign-up sheets and brochures to introduce people to the ministry and encourage them to sign up and become involved as either a participant, host or flock group leader. Announcements about the ministry are also periodically made from the pulpit and overhead slides about the ministry are shown before each service.

As people express an interest in becoming a part of the ministry, their names are made available to the council and appropriate follow-up is made to connect them with an appropriate group or schedule them for leadership training.

Small Group Dynamics

As new flock groups are formed they typically go through a developmental process which may resemble what Bruce Tuckman described as *forming, storming, norming and performing and adjourning* as they progress from a gathering of individuals to a fully functioning team that successfully accomplishes their mission and latter subdivides to form new groups.¹ Although the process described by Tuckman is sequential, there are times within the life of the group that they may revisit various stages. Hence, the process is very dynamic. For more information on small group development stages, search the Internet using the key words above or on the quoted resource in the footnote below.

¹ *Developmental Sequence in Small Groups* by Dr. Bruce W. Tuckman published in the Psychological Bulletin, Volume 63, 384-399 in 1965

The process of successfully forming new flock groups at College Park Church has now emerged into a format that we would like to share with you at this time. You may note that as a body of believers, we have much more in common when we form into flock groups and the developmental process that is led of the Holy Spirit seems to bring the members together more quickly and shorten the developmental process that most secular groups experience.

How to Form a Successful Flock Group

As the elder providing oversight of the Flock Group Ministry, Eugene Kimble has found the following process to be of great help in forming new groups at College Park Church.

Prospecting for participants

As you begin forming your group...

- A. Pray and build your group on the Bible
- B. Make a list of potential members
- C. Communicate! Communicate! Communicate!
 - 1. First, by telephone.
 - a. Jot down presentation points.
 - b. Know when to cut bait.
 - c. Follow up with a second call.
 - (1) Qualify by degree of interest.
 - (2) Give lead-time to get together.
 - (3) Unfailingly get e-mail address.

- 2. Second, by e-mail.

Leading the flock into the fold

As you lead the flock that the Holy Spirit has brought before you...

- A. Continue to pray and build your group on the Bible
- B. Communicate! Communicate! Communicate!
 - 1. By e-mail whenever possible, it will save you time
 - 2. Use the sample e-mails for your pattern

Uniting Your Folks into One Flock

As you prepare for your first meeting...

- A. Keep on praying and building your group on the Bible.

- B. Provide name tags and beverages (snacks optional).
- C. Provide fifteen minutes for fellowship and introductions.
- D. Present an overview of what your flock group will be doing.
- E. Facilitate the development of a flock group covenant.

Summary

In summary, as you form your flock group...

- A. Communicate! Communicate! Communicate!
- B. Have a positive expectancy...empowered by the Holy Spirit.
- C. Critique the process with your co-leaders after the meeting and adjust for the next meeting.
- D. Continue weekly e-mail until group completely bonds.

See Appendix G of the Flock Group Ministry Manual for sample e-mails used during formation of new flock groups.