

# Small Group Leader Playbook



[celebration.church](https://celebration.church)

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God designed us with **relationships** in mind, **life-giving** relationships that experience spiritual growth, strong community, and lasting friendships through every season of life. That is what small groups are all about.



# Mission Statement

Develop strong Christians by connecting them to Christ, the Church and their Calling.





From the very beginning, when Celebration Church started as a small group in a home in October 2000, community has been at the heart of who we are. Small groups are where real life-change happens because following Christ isn't just about a weekend service—it's about living out our faith every day, in our homes, at work, and with friends. As the body of Christ, we gather, worship, and serve together, growing in our faith and reflecting His love to the world.

We're not meant to walk this journey alone; we need a community that lifts us up, encourages us, and celebrates with us. Jesus modeled this by living life in a small group, and as His followers, we do the same reaching out to our neighborhoods and beyond with the hope and love of Christ.

**Small Groups are a place to find BELONGING, to grow in your BELIEFS around God's Word, and to BECOME all He has created you to be.** This means that a successful group is not defined by the number of people that attend but by the successful building of relationships that produce mature Christians. This takes time and intentionality, but it's worth the wait to develop healthy, life-giving relationships that move people toward Christ.

*"Life change happens in the context of relationships."*

*- Pastor Joe Champion*

# The Church We See

BY PASTORS JOE AND  
LORI CHAMPION



The church that we see is a living testimony and representation of Jesus Christ who, although all God, came to the world clothed in humanity, ministering healing to the broken, delivering the captives, offering hope to the hopeless, lifting the poor and valuing the outcasts.

The church that we see is not tucked away, sheltered, and hidden from the rest of the world. It is a force, an ever-evolving, innovative and dynamic organism, affecting the spiritual climate of her city, her nation, and her world.

The church that we see has an unquenchable passion for Jesus that is fresh, powerful, and contagious. The church that we see is made up of people, diverse in culture, history, age, and background. Rich and poor, old and young, innocent and guilty, all redeemed, all worshipping in unity together as a testimony to the whole world of God's love, compassion, and commitment to all of mankind. We see a church where raised hands and humbled hearts invite the presence of God to change lives.

The church that we see is a warm and authentic community, graciously welcoming, and embracing those who seek a relationship with a living Savior. It is a spiritual family where one generation of believers pours selflessly into the next.

The church that we see is never comfortable with settling down and growing old. We see a church where every member carries the heart of God for the next generation of youth and children. The church that we see is raising up a generation, educated and empowered to influence every system of the world for the glory of God! We see a church that recognizes that our youth and children are not the church of tomorrow; they are the church of today, growing up with undeniable experiences with God, wise in relationships, productive in society, flourishing in their callings and planted in God's house – the local church.

The church that we see is filled with the power of the Holy Spirit and unashamedly declares the message of the cross and the infallibility of God's word with strength and with simplicity, while creatively evolving in methods to reach the world.

# Free Market

Celebration Small Groups operate in a “free market” system. This means that we do not assign people to groups or assign the focus for your group meetings.

We want you to do the things that God has gifted you to do while sharing the love of Christ as you do it! We believe the Lord connects us through all stages and walks of life!

Our groups range from curriculum-based studies to activity-based groups, and in all sizes and types.

Our desire is that your group will be a place where everyone can BELIEVE, BECOME, and BELONG.

# Believe

## Grow Together & Deepen Faith

Every Group at Celebration deposits faith in its members by both reading scripture and prayer. Through this, we see the benefits of the family of God come to life!

# Become

## Make Disciples & Deliver Hope

We are the most vibrant and fulfilled when we are being transformed into the image of Christ by knowing Him and caring for His people. Make disciples and deliver hope by propelling each member closer to Christ and finding a way to bless others together along the way.

# Belong

## Build Relationships & Experience Christ

Everyone desires to have a place where they can belong. It's often said that people don't care how much you know until they know how much you care. Make it your mission to care well for your group by knowing their name, story, and season.

# Core 7

Jesus Is Our Pursuit

Scripture Is Our Authority

The Holy Spirit Is our Power

People Are Our Heart

Service Is Our Privilege

Generosity Is Our Lifestyle

Flourishing Is Our Goal

CORE

7



# Jesus Is Our Pursuit

We honor, worship, and pursue Jesus with passion.

Love the Lord your God with all your heart and  
with all your soul and with all your mind.

Matthew 22:37

## Because Christ Is Our Pursuit:

We spend time daily in prayer, seeking God's presence

We are the best example of a Christ-follower

We keep our group time Christ centered

CORE

7



# Scripture Is Our Authority

We uphold scripture as the truth that guides our lives.

All Scripture is God-breathed and is useful for teaching,  
rebuking, correcting, and training in righteousness.

2 Timothy 3:16

## Because Scripture Is Our Authority:

We daily read our Bible

We share truths from scripture

We refer to scriptures in our discussions



CORE

7



# The Holy Spirit Is Our Power

The Holy Spirit gives us wisdom, boldness, and strength to make a difference in the world.

But you will receive power when the Holy Spirit comes on you; and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth.

Acts 1:8

## Because The Holy Spirit Is Our Power:

We seek the Holy Spirit's wisdom and power daily

We invite the Holy Spirit to all of our small group gatherings

We do not solely depend on our efforts to lead, but on the Holy Spirit

CORE

7



# People Are Our Heart

We celebrate people's stories and connect them into the church family.

Love your neighbor as yourself.

Matthew 22:9

## Because People Are Our Heart:

We know our group members and their families

We celebrate wins and highs

We care for our group members when in need

CORE

7



# Service Is Our Privilege

We serve with kindness, selflessness, and enthusiasm.

Cheerfully share your home with those who need a meal or a place to stay. God has given each of you a gift from his great variety of spiritual gifts. Use them well to serve one another.

1 Peter 4:9-10

## Because Service Is Our Privilege:

We are available to our group members

We connect members to the local body and to serve

We participate in serving the community with our group

CORE

7



# Generosity Is Our Lifestyle

We are generous with our time, talent, and resources.

A generous person will prosper;  
whoever refreshes others will be refreshed.

Proverbs 11:25 NIV

## Because Generosity Is Our Lifestyle:

We are givers of our time, treasure, and talent

We give encouragement to our group members

We give support and guidance when needed

CORE

7



# Flourishing Is Our Goal

We flourish in faith, leadership, and every part of life.

The righteous will flourish like a palm tree, they will grow like a cedar of Lebanon; planted in the house of the Lord, they will flourish in the courts of our God.

Psalms 92:12-13

## Because Flourishing Is Our Goal:

We lead ourselves first

We find potential in everyone

We provide opportunities for spiritual growth and leadership

# Standards

- SPIRIT LED
- POTENTIAL FOCUSED: seeing and pulling out the potential in others
- INTUITIVE LEADERSHIP: We lead with wisdom, insight, and flexibility
- EFFECTIVE FACILITATORS
- DETAIL ORIENTED: taking attendance, following up on those who don't show up
- COMMUNITY CREATORS
- CARE PROVIDERS
- KNOW THEIR BIBLE
- THE BEST CHURCH MEMBERS: We attend, we lead, we serve, we give, and we carry the heart and spirit of our church.
- TEAM PLAYERS: attend all leader gatherings and respond to communication from Small Groups Team.

# Dream Team Honor Code

When you become a leader at Celebration Church, you're committing to live your life at a higher standard. Everyone grows! As a leader, it's especially important that you pursue learning and growth throughout your lifetime and demonstrate mature behavior as a follower of Christ. The Bible is our foundation for what it means to be mature in our thoughts, words, and actions. When you assume responsibility for leading others, and take on the title of leader, you must remember that your behavior and reputation represent Celebration Church and the body of Christ. For this reason, it's important that all leaders are aligned with our church beliefs and core values. For clarity, some specific examples are listed below.

## STANDARDS

We ask that you:

- Strive to demonstrate Biblical standards in speech and attitude in all situations
- Maintain a daily time of prayer
- Read your Bible and apply His Word to your actions
- Present a clean appearance

## BEHAVIORS

We expect that you refrain from:

- Profanity
- Overindulgence of alcoholic beverages
- Dishonest activity
- Illegal drugs
- Pornography
- Sexual immorality
- Illegal activities (behavior that is contrary to governmental laws)
- Any and all behaviors that do not line up with the Word of God

## ENVIRONMENTS

We uphold our responsibility to honor Christ and Church by:

- Maintaining alcohol-free environments for small group or team gatherings and meetings. This means not meeting in venues that are specifically intended for alcohol consumption (bars) or allowing alcohol to be brought into the environment (such as a tasting or meal with alcohol provided by the host, leader, or guests).
- Maintain tobacco-free environments for small group gatherings or team gatherings.
- Creating positive social media environments by being mindful and aware of our effects of what we post on social media. As a leader, your posts represent not only yourself, but His church as well. Seek to be a positive voice and reflection of Christ through your social media platforms.

I realize that by accepting this Leadership Commitment, I am not adopting a list of “don’ts” that are restrictive or legalistic. Instead, agreeing to uphold this Leadership Commitment shows that God has freed me to live in ways that reflect the life-change that only He can bring. I am a new creation who gives evidence that God accepts me where I am, but loves us so much He won’t let me stay there!



# Systems

How we do what we do

## WEEKEND SERVICES

Our worship gatherings as a church.

We meet at many locations to experience Christ together, learn His word, and connect with others.

## BAPTISMS

Water baptism is our next step if we have made a decision to commit our life to Christ. Baptism is an outward declaration of inner change, and symbolic of leaving our old life behind and being raised to new life in Christ.

## CELEBRATION KIDS

Celebration Kids is the children's ministry at Celebration Church. We partner with parents to help kids build their own spiritual foundation by learning about Jesus and the Bible through fun, age-appropriate worship, and activities so they can understand the simple truth that Jesus loves them. We offer something for every child, age six weeks – 5th grade.

## CELEBRATION STUDENTS

Celebration Students is the student ministry at Celebration Church for middle school, high school, and college-aged students. Celebration Students exist to see students passionately love Jesus and empowered to make a difference through

the local church through authentic community with authentic mission. We have weekly gatherings, WAVE Nights, Small Groups, and outreach serve opportunities.

## CONFERENCES

Conferences at Celebration Church are where we set aside time, away from our everyday routine, to gather together around the name of Jesus. We do this through our yearly women's conference, Radiant, our yearly student conference, WAVE Student Conference, and our biannual Freedom Conferences.

## CELEBRATION MUSIC

Established by Pastors Joe and Lori Champion and Celebration Church in the year 2000, this collective of worship leaders seek to shine a light of Hope in a city searching for purpose.

## KIDS CAMP

Celebration Kids camp is a time for your kids to encounter Jesus in a whole new way. They will experience live worship, fun games, and exciting teachings on the Word of God, all while forming meaningful friendships.

## CONNECTION POINT

Connection Point is the first step to getting connected with Celebration Church. This two-step process is designed to help others grow in their relationship with Christ and connect to the church. During Step 1, we learn about who we are as a church, our history, our beliefs, and the important of “Christ First.” During Step 2, we learn about the heart of Celebration Church that is the foundation for all our ministries.

At Step 2, you’ll have the opportunity to become a member and determine your next step.

## CELEBRATION APP

The Celebration Church App is the personalized way to quickly access events, articles, campus information and so much more. Designed to be your companion through your church journey, the app will resource you along the way.

## FREEDOM CONFERENCE

Freedom Conference is our one-day conference designed to allow participants to personally encounter the Lord through times of worship, teaching, and prayer, and receive freedom in many areas of their spiritual life.

## PASTORAL CARE

The Pastoral Care team provides support, prayer, guidance, and assistance to individuals and families of Celebration Church

by serving alongside them in every season of life—celebrating milestones, and/or providing care through challenging seasons.

## PARENT CHILD DEDICATIONS

The birth of a child is a significant and joyous event for a family! Parent Child Dedications are a special time for our Pastors to pray over babies and their parents as families commit to raising their child in a God-centered home based on God’s Word.

## PURSUIT WEEK

Two times a year we gather for a series of consecutive evening services focused on worship, prayer, and communion. In January, Pursuit Week also coincides with a time of church-wide fasting.

## SMALL GROUPS

Small groups are authentic communities who are growing in their relationship with Christ, making a difference in our world while creating a place where everyone can belong. Our team is passionate about helping you turn what you love into ministry by starting a small group. Find out how you can start your journey to leading a group.

## ACCELERATE

Accelerate is a development program that identifies individuals with a passion, purpose, and pursuit in their creative craft. Accelerate is a place where we get to cultivate the giftings we have identified in you, as well as help you acclimate to the team culture.

## CELEBRATION KIDS ALL STARS

Celebration Kids All-Stars is a discipleship program for Kinder-5th graders to grow in their relationship with Christ, discover and learn how to develop their gifts, and learn how to be a servant leader among their family and peers.

## CELEBRATION STUDENTS INTERNSHIP

In Jesus' younger years, He spent His time growing in wisdom, in stature, and in favor with God and with man. The focus of the Celebration Student Internship is growing specifically in these four areas while taking one step closer towards each other and one step closer towards God.

## CREATIVE GATHERINGS

Creative Gathering is a gathering of our communications, worship, and production teams where we get to worship and receive, be inspired creatively, grow as a community in our gifting through trainings and masterclasses, and prepare for the weekends/events. During these nights we spend time focusing on the heart and culture of Celebration Church and what it looks like to be on our Creative Team.

## DREAM TEAM

Dream Teams are our volunteer teams. We partner with people to uncover their God-given gifts to serve others as part of the body of Christ. We believe that if people are serving with purpose the Church will be strengthened.

## DREAM TEAM NIGHTS

Dream Team Nights are the 4th Monday of the month, and is a gathering of our Dream Teams that create a space for people to meet Jesus. During these nights, we spend time focusing on the heart and culture of Celebration Church, vision for our future, and team specific training and equipping.

## LEGACY

The Legacy Team is comprised of individuals with the gift of generosity. This team plays an important role in advancing and accelerating all that God is leading His church to do – leaving a legacy for generations to come.

## OUTREACH

“Outreach isn’t what we do, it’s who we are.” Outreach is about connecting with and serving others to further their relationship with Christ. Our priority is people over projects. We believe the local church is called to deliver the hope of Jesus to our community.

# Dream Teams

## CELEBRATION KIDS

### KIDS MINISTRY DREAM TEAM (NURSERY-ELEMENTARY)

Celebration Kids exists to create an environment of growth for anyone wanting to expand in his or her leadership abilities, equip and empower parents to be the disciple-makers God has called them to be, and create an atmosphere for kids to encounter God and meet Jesus on their level.

### KIDS GUEST SERVICES DREAM TEAM

The Kids Guest Services team hosts the Kids lobby, greets families, and assists them with check-in. For our first-time guest families, we welcome and quickly register them before they get to meet our amazing Kids team.

## CELEBRATION STUDENTS

### CELEBRATION STUDENTS (MIDDLE SCHOOL, HIGH SCHOOL)

There is a huge impact being made on the next generation through Celebration Church. If you would like to make a difference in the lives of students, this team is for you.

## CREATIVE COMMUNICATIONS

### COMMUNICATIONS DREAM TEAM

Through photography, graphics, social media, and video we look for creative and effective ways to communicate the vision and life of Celebration Church. If you have some background or interest in helping in any of these areas, there are opportunities both during the week and in weekend services at all campuses.

## GUEST EXPERIENCE

### AUDITORIUM HOSTS DREAM TEAM

The Auditorium Hosts are a touch point to prepare guests for a positive and powerful worship experience. This team welcomes guests into the auditorium and accompanies them to available seats. This team also facilitates creating a distraction-free service environment.

### BAPTISM DREAM TEAM

The Baptism Team has the amazing privilege of serving those who have made the decision to be water baptized. You will have the opportunity to set up, greet, and celebrate those who are taking this significant step in their faith.

### GOLF CARTS DREAM TEAM

By escorting guests to the church entrance of their choice, the golf cart team leads by cultivating friendly, welcoming conversations that bring a smile to guests from their cars to the doors.

### GREETER DREAM TEAM

Our heart at Celebration Church is for people to be celebrated and loved. The Greeter Dream Team makes a big deal about every person who walks through our doors by welcoming them with warmth and enthusiasm.

### LEGACY DREAM TEAM

The Legacy Team uses the gift of giving to serve the church. Through strategic financial offerings above their tithe, they support projects that impact our city, state, nation and world.

### PARKING DREAM TEAM

As the very first smile, wave, and greeting at Celebration Church, the parking team sets the standard for the overall service experience. This team helps ensure a smooth and friendly entry and exit for all our guests.

### CONFERENCE & ENVIRONMENTS TEAM

This vibrant Dream Team meets every Thursday morning to prepare the Center for weekend services, conferences, and events. We are fueled by excellence,

hospitality, and attention to details that help create a great experience for our guests!

### TRANSLATION DREAM TEAM

Each weekend the Translation Dream Team translates a service into Spanish for every person to be able to hear the word of God in their own language. There are opportunities to serve as a service Translator or at a Connection Center to help welcome guests, hear stories, answer questions, and pray with them in Spanish.

## IT & DATA ENTRY

### DATA ENTRY DREAM TEAM

The Data Entry Dream Team plays a vital role in connecting people with their destiny! We assist with entering and updating records for our church members and gain experience supporting the office administration/data management team.

### IT DREAM TEAM

If you have a passion for technology and how it is used to serve others at Celebration Church, the IT Dream Team is for you! This team ensures that all systems from check-in stations to online service streaming are running smoothly and available so that others can experience Christ.

## OPERATIONS

### THE BLEND DREAM TEAM

The Blend Team has the unique opportunity to welcome first time guests and connect with church members while completing various tasks. If you are highly task-focused and enjoy building relationships, then the Blend Dream Team is for you!

### THE BOOKSTORE DREAM TEAM

Do you often find yourself recommending recent books and various media resources to others?

If so, the bookstore team is where you belong! Here, you will have the opportunity to connect with people as well as work with products and merchandise.

### FACILITIES DREAM TEAM

Through acts of service, the Facilities Dream Team strives for consistent excellence in tasks such as set up, tear down, maintenance and various grounds work through the week and weekend.

## OUTREACH

### CORRECTIONAL FACILITIES DREAM TEAM

The Correctional Facilities Ministry

brings the weekend worship service experience into the correctional facilities of Central Texas. This is done in English and Spanish. Come join the team where we disciple men and women into a growing relationship with Christ!

### SERVE SATURDAY

Serve Saturday is an expression of Christ in our local communities every 2nd Saturday! With various opportunities for every age, it is the perfect day for Small Groups, families, and friends to meet up and serve our city. If you are new to Celebration Church, this is a great opportunity to get connected while Delivering Hope!

## SMALL GROUP LEADERS

### SMALL GROUP LEADERS

Small Group Leaders create an environment for people to belong, believe, and become all that God has created for them to be. Requires Small Group Leader Interview and Training.

### INTERCESSORY &

### PRAYER DREAM TEAM

This team serves to pray over and for the needs of our members and guests requesting prayer. We have two opportunities to serve: alter team and intersessory prayer team. Prayer Team Orientation is required.

# WORSHIP & PRODUCTION

## PRODUCTION DREAM TEAM

If you have a passion for modern technology, then Production is the team for you. Each Sunday this team helps with all areas behind the scenes. From running a camera, to operating lyrics on the screen, you can serve as a key role in the Sunday morning experience.

## WORSHIP DREAM TEAM

Whether it is playing an instrument or singing a song, on the worship team you can lead people into the presence of God. If you have a passion for music and are gifted in a specific area, we would love to have you join this team.

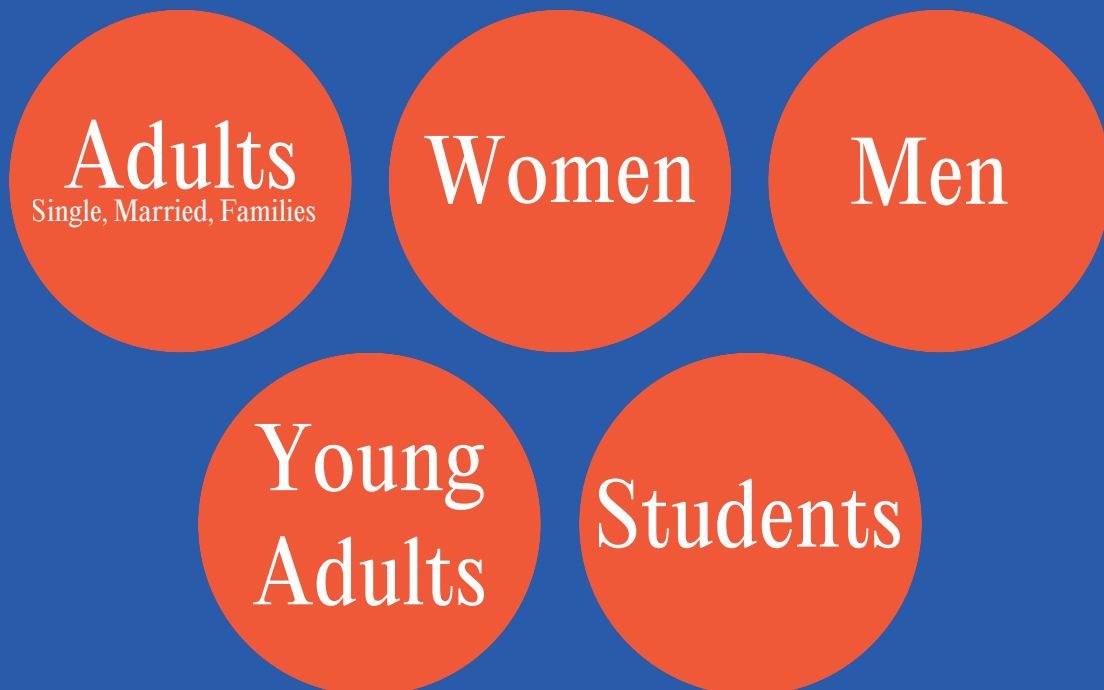
# Leadership Structure

Just as we encourage group members to find community and not to do life alone, we (the leaders) do not lead alone!

At each location, we offer a support structure. Depending on the size of your location, the structure may vary; however, our objective is to ensure you have a system of support for questions, Care support, and encouragement.

## Hubs

As small groups grow at each location, we hope to establish “Hubs.” Hubs are communities of groups that serve a particular demographic. Once a location has 12 groups within a specific demographic, we hope to see a HUB LEADER assigned; eventually establishing 5 Hubs at each location:

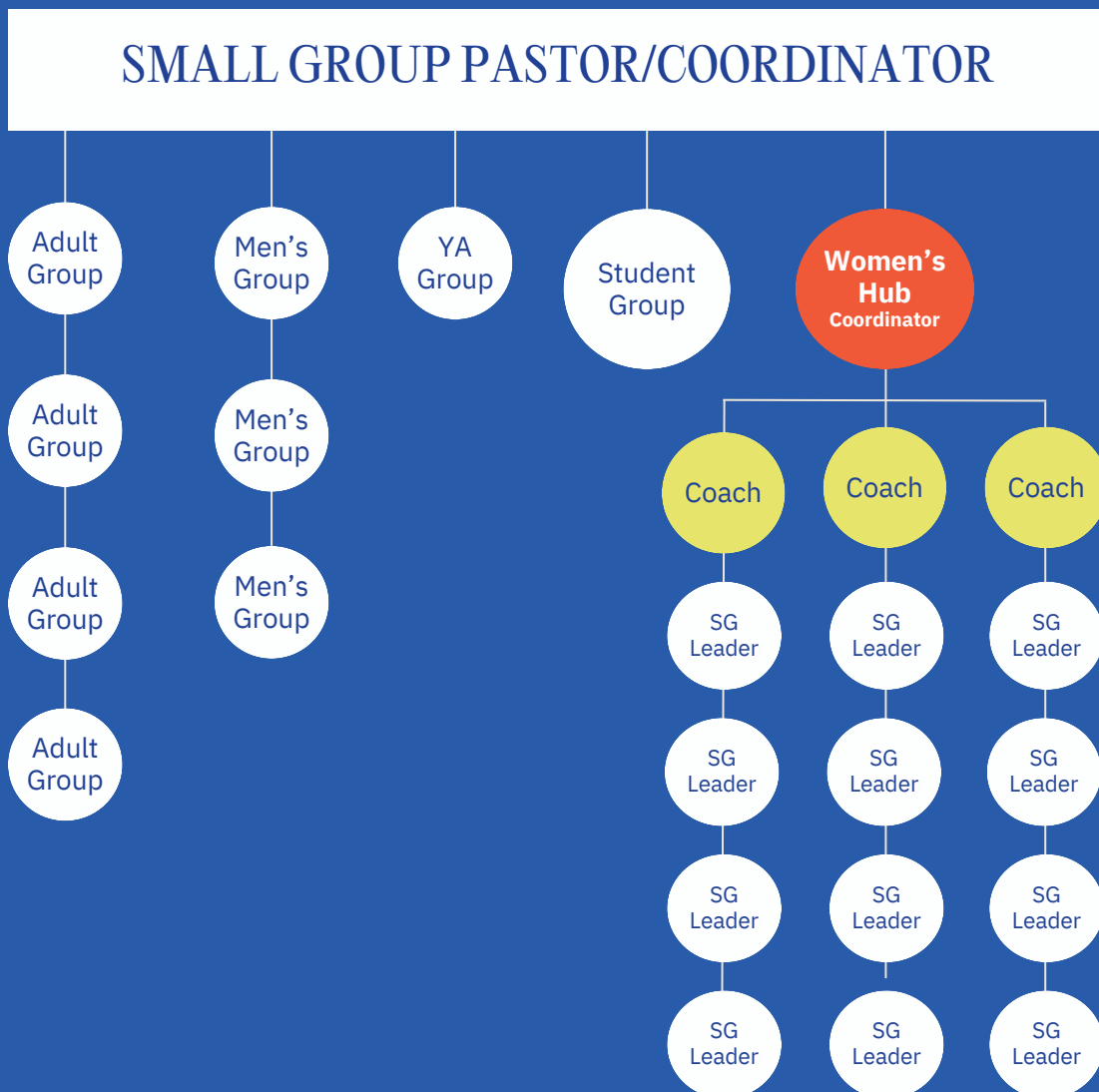




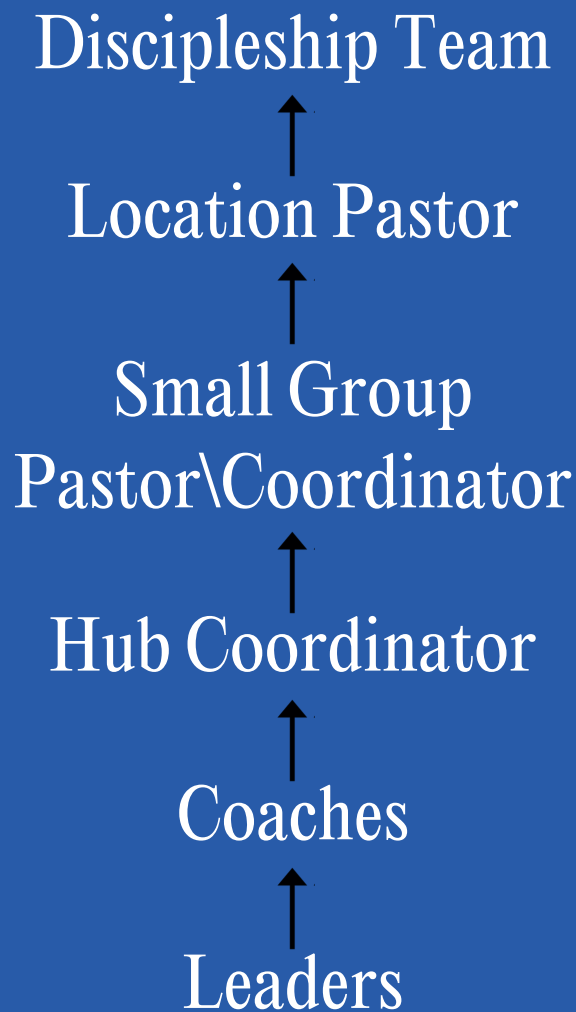
# Coaches

Once a Hub and a Hub Leader have been established (with a min of 12 groups), the next level of leadership are our “coaches.” Each coach is meant to invest in the small group leaders of no more than 12 groups.

An example of the growing structure of leadership could look like something below: (Depending on the Coach's capacity, they could start with more/less Small Group Leaders).



# Leadership Layers



# Discipleship Team

## Primary Function

- Provide vision and strategy
- Provide support and resources
- Evaluate areas for improvement

## Pastoral/Leadership Development

- Small Group teams at all locations

## Responsibilities

- Creating vision for small groups in alignment with Senior Leadership
- Create training resources and curriculum
- Create the yearly small groups calendar
- Regularly meet with Small Group Pastor/Coordinator at all locations
- Provide support and resources to all locations

# Location Pastor

## Primary Function

Communicates vision and strategy

Decides best strategies for their location

Provides oversight of the Small Groups Team at location

## Pastoral/Leadership Development

Small Group teams at location

## Responsibilities

Regularly meet with Small Group Pastor/Coordinator

Ensure Small Groups run well at location

Provide hands-on support to Small Groups Team at location

# Small Group Pastor/Coordinator

## Primary Function

Champion vision and strategy

Provide resources and support leaders

Provide leadership over hub leaders, coaches, leaders

## Pastoral/Leadership Development

Hub Coordinators, Coaches, Small Group Leaders

## Responsibilities

Monthly Communication to Small Group Leaders

Meet and invest in Hub Coordinators, Coaches

Ensure trainings for new small group leaders

Approval process of new small group leaders

Management of small groups directory for location

# Hub Coordinator

## Primary Function

Leads a team of coaches and creates a community for those in leadership  
Provides oversight to entire Hub that includes: onsite and off site leaders and coaches

## Pastoral/Leadership Development

Coaches and Small Group Leaders

## Responsibilities

Recruit, Train, and develop coaches

Onboard new small group leaders and assign a coach

Ensure all Small Groups are accurate and up to date in Rock

Meet 3 - 4 times a year with coaches for the purpose of equipping

# Coaches

## Primary Function

Provides oversight and support to assigned Small Group Leaders

Equipping and encouragement of small group leaders

Ensure groups are a healthy group environment

## Pastoral/Leadership Development

Small Group Leaders

## Responsibilities

Visit Groups as needed

Regularly check in on small group leaders

Provide resources/support/encouragement to small group leaders

Ensure information of small groups is up to date on small groups directory

Maintain personal communication with leaders

# Hubs

## ADULTS

Our worship gatherings as a An Adults Small Group Hub is a dynamic gathering of individuals, primarily in co-ed groups, designed to foster connection, growth, and community. These groups meet off-site in homes, coffee shops, or other welcoming spaces, providing a relaxed environment for building relationships and deepening faith. Each group engages with a variety of curriculums tailored to their interests and spiritual journeys, including Bible studies, topical discussions, and practical guides for everyday life. By offering flexibility in meeting locations and content, these hubs create opportunities for meaningful conversations and shared experiences that encourage both personal and spiritual development.

## YOUNG ADULTS / COLLEGE

The Young Adults Hub is a dynamic community designed for individuals ages 18-30, providing a space to grow in faith, build meaningful relationships, and navigate life's challenges together. Within the hub, there are both young men's groups and young women's groups, allowing for focused connection and encouragement. These groups meet exclusively off-site in diverse locations such as homes, coffee shops, or other casual venues, creating a relaxed atmosphere for authentic conversations. Each group engages with a variety of curriculums, from Bible studies to discussions on topics relevant to young adulthood. The Young Adults Hub offers a supportive and empowering environment for young people to thrive spiritually and relationally during this formative stage of life.



## WOMEN

### (RADIANT SISTERS)

Radiant Sisters is a vibrant community of women committed to growing in faith, building authentic relationships, and encouraging one another in every season of life. These all-women groups provide a welcoming space to connect and be inspired. Off-site groups meet in various locations such as homes, cafes, or parks, offering flexibility and variety in both setting and curriculum, which ranges from Bible studies to topical discussions that address real-life challenges. On-site groups meet at the church campus and operate on a semester schedule, providing structured opportunities to engage with other women in a shared journey of faith. Radiant Sisters empowers women to flourish spiritually, emotionally, and relationally, while creating lifelong bonds of sisterhood.

## MEN

### (CELEBRATION MEN)

Celebration Men is a vibrant ministry dedicated to fostering growth, accountability, and brotherhood among men of all ages. Comprised exclusively of men, the groups provide a supportive environment to deepen faith and build lasting relationships.

Off-site groups meet in various locations such as homes, coffee shops, or workplaces and engage with a range of curriculums tailored to spiritual growth and practical life application. On-site groups gather at the church campus and operate on a semester basis, offering structured sessions that align with the church's seasonal programming. Together, Celebration Men empowers men to lead with integrity, grow in their walk with Christ, and strengthen their roles within their families, workplaces, and communities.

## STUDENTS

The STUDENTS Hub is a thriving ministry designed to connect Middle School and High School students with peers and leaders as they grow in their relationship with Jesus. Middle School students meet on-site every Sunday, engaging in age-appropriate teachings and activities that encourage spiritual growth and community. High School students gather throughout the week for small groups, fostering deeper connections in a more personal and relaxed environment. Both groups explore various curriculums tailored to their unique life stages, from Bible studies to discussions on relevant topics. The STUDENTS Hub creates a safe and encouraging space where young people can discover their identity in Christ, build lasting friendships, and be equipped for a life of purpose.

# Groups

## OFF-SITE GROUPS

Off-site groups offer a flexible and diverse approach to building community, meeting people where they are in both location and interest. These free-market groups are tailored to the passions and needs of their members, with some being activity-based—such as fitness, hiking, or crafting—while others are curriculum-based, focusing on Bible studies or topical discussions. They gather in various locations, including homes, parks, coffee shops, or other welcoming spaces, providing a casual and accessible environment for connection. Unlike semester-based groups, off-site groups meet year-round but often take breaks during the summer and holidays, allowing members to enjoy a rhythm that fits their lifestyles while fostering consistent relationships and spiritual growth.

## ON-SITE GROUPS

On-site groups provide a structured and focused opportunity for spiritual growth and connection, meeting at the church location for convenience and consistency. These groups are curriculum-based, offering studies that dive deep into Biblical principles, personal growth, and practical application. On-site groups operate on an 8-week schedule, running during the spring, summer, and fall semesters, making it easy for participants to engage in a defined time frame. With a supportive environment and centralized location, on-site groups are an excellent way to grow in faith and build relationships within the church community.

## FREEDOM

Freedom Groups are designed to help individuals break free from barriers that hinder their intimacy with Christ, addressing topics such as unforgiveness, pride, and fear while equipping participants to live in the fullness of God's promises. These groups follow an 8-week curriculum and are available both on-site at the church and off-site in homes or other welcoming spaces, providing flexibility for attendees. Participants engage with a comprehensive workbook, which can be purchased, to guide them through the transformational journey. Freedom Groups culminate in the powerful Freedom Conference held in the fall, where participants experience a deeper level of healing, restoration, and empowerment in their walk with Christ.

# Classes

## SYMBIS

SYMBIS classes, short for Saving Your Marriage Before It Starts, are designed to help engaged couples build a strong foundation for their marriage. This class guides couples through a 12-week curriculum that addresses essential topics like communication, conflict resolution, and understanding each other's personalities. As part of the experience, each couple takes an individual assessment that provides personalized insights to foster deeper understanding and growth in their relationship. SYMBIS is primarily held on-site at the church and creates a supportive environment where couples can learn together, share experiences, and prepare for a lifetime of love and commitment rooted in God's principles.

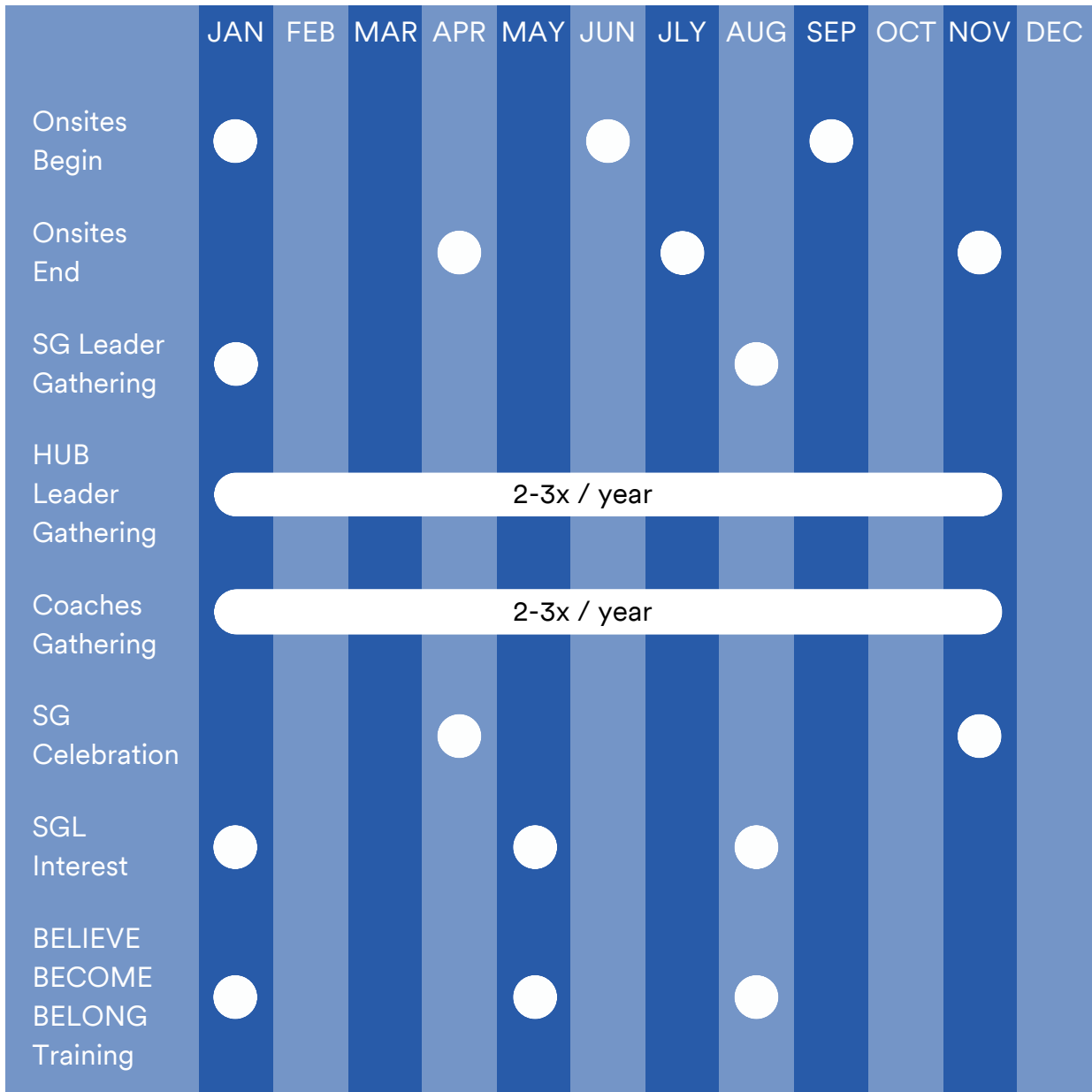
## FINANCIAL PEACE UNIVERSITY

Financial Peace University (FPU) classes empower individuals and families to gain control of their finances and experience freedom through Biblical principles of financial stewardship. These groups cover essential topics such as budgeting, saving, debt elimination, and building wealth, offering practical tools and strategies for financial success. FPU follows a 12-week curriculum, providing participants with a step-by-step framework for transforming their financial habits. Groups meet both on-site at the church and off-site in homes or community spaces, offering flexibility and convenience. By engaging in FPU, participants can gain confidence in managing their resources and honoring God with their finances.

## CARE

Care Classes provide a supportive environment for individuals navigating challenging seasons of life, offering hope, healing, and practical guidance. These groups primarily meet on-site and follow a semester schedule, with most classes running on a 12-week curriculum. Care Classes cater to specific needs, including support for those who have suffered loss, guidance for individuals going through a divorce, and recovery-focused programs for those overcoming addiction. Each class is designed to foster connection, provide tools for personal growth, and encourage participants to experience God's love and restoration in their journey.

# Small Group Calendar



# Glossary/Resources

## SMALL GROUP LEADER ORIENTATION

Small Group Leader Orientation is an open invitation for anyone interested in leading a small group to learn more about this impactful ministry. During the orientation, participants will hear the vision and heart behind small groups, gaining insight into how they create connection and foster spiritual growth. Next steps to becoming a small group leader are clearly outlined, and valuable information about leader training is provided to equip participants for success in their leadership journey.

## SMALL GROUP LEADER TRAINING

Small Group Leader Training is a dynamic, interactive experience held at the church location over three weeks, designed to equip aspiring leaders with the tools and confidence needed to lead effectively. Completion of this training is required to become a small group leader and ensures a strong foundation for success. Following the training, participants are onboarded to the Small Groups Team, connecting them with resources and ongoing support as they step into leadership.

## FREEDOM LEADER TRAINING

Freedom Small Group Leader Training equips leaders with everything they

need to facilitate a Freedom Group effectively. Approved small group leaders can access videos and training materials to complete the required training. Upon completion, leaders can register their Freedom Group in the small groups directory and will receive a comprehensive leader's guide to support them throughout the journey. This training ensures leaders are prepared to guide participants through the transformational Freedom curriculum with confidence and clarity.

## SMALL GROUP LEADER GATHERINGS

Twice a year, small group leaders gather for a time of fun, inspiration, and equipping. These events provide an opportunity to connect with other leaders, celebrate the impact of small groups, and receive practical tools and encouragement to lead effectively. It's a meaningful time to recharge and grow together as a leadership community.

## SMALL GROUP MANAGEMENT

Our small group management is streamlined through Rock, a user-friendly software that allows leaders to take attendance, send group communications, and stay organized. With Rock, leaders can efficiently manage their groups, ensuring clear communication and accurate records to support the health and growth of their small group community.



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