



Care Groups General Guidelines

Our Vision is to be “An Acts Church for Today” and
 Our Mission is “Leading Generations into a Life-changing Relationship with Jesus Christ.”
 The Care Group is an important environment in which we can work towards achieving our Vision
 and Mission.

1. Premise – Theological Basis of a Care Group

1.1. God is Community

- The Trinity
 - Genesis 1:26; Matthew 3:16-17; Matthew 28:19-20; 2 Corinthians 13:14
- The Trinity relates in love, delight and honour
 - Matthew 3:17; John 16:14; John 17:24-26
- Since we are made in the image of God, we are made for community
 - Genesis 1:27

1.2. Jesus has united the church in Community

- John 17:22; 1 Corinthians 12:12-13; Galatians 3:28; Ephesians 2:14; Ephesians 4:4-6; 1 John 1:3

1.3. We are commanded to live in Community

- John 13:34-35; Galatians 6:2; Hebrews 10:24-25

The Care Group is an important avenue where church members can practise community

2. Purpose – Objective of a Care Group

The purpose of a Care Group in Gospel Light is to **care** for one another. Some of the ways we can achieve this are via C.A.R.E.S:

Connect:	getting to know one another
Adore:	thanking and praising God
Reach-out:	welcoming
Edify:	building one another up in the faith
Serve:	meeting one another’s needs

3. Principles - Key Guidelines for a Care Group

3.1. It is about relationships, not rituals.

- 3.2. It is about serving the people, not making use of people.
- 3.3. It is a community where everyone C.A.R.E.S, not only where they are cared for.
- 3.4. It is to be aligned to the local church, not isolated from the local church.
- 3.5. It is to be outward-looking, not just inward-looking.

4. Practices – Recommended Steps for a Care Group Meeting

4.1. BEFORE - What to prepare for a meeting?

- Confirm date, time and place
- Remind members about meeting plans

4.2. DURING - What to do in a typical meeting?

Connect:	refreshments, games, simple conversations
Adore:	singing, thanksgiving
Reach-out:	welcome newcomers, outreach activities
Edify:	sharing on scripture, sermons, or good Christian books
Serve:	prayer, food, hospitality, encouragement

Confirm arrangements for the next meeting:

- Agenda
- Assignment of roles
- Allocation of place, date and time

4.3. AFTER - What to do outside the meeting?

- Communications
 - WhatsApp chat group
 - Phone calls
 - Social media
- Activities
 - Visitation
 - One-on-one meetings
 - Serving together as a Care Group

5. Progression – Life-cycle of a Care Group

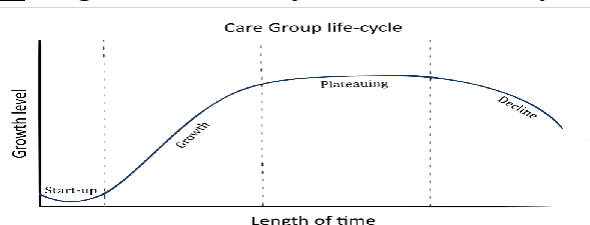


Chart 1:

In general, a Care Group typically enjoys good dynamics for about 2-3 years before a natural decline.

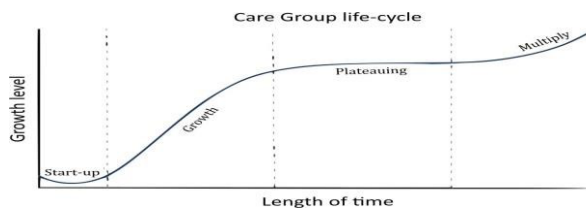


Chart 2:

Renewal via multiplication results in a healthy progression.

While multiplication may not always be possible, Care Groups should pray and labour towards that end.

5.1. The new Care Group leader

The new Care Group leader is the key to multiplication. Selection of a potential Care Group leader is an intentional process. Ideally, it should be embarked upon early in the life of the Care Group. There are 5 steps involved in the selection of a new Care Group leader:

- Ask (pray for God to reveal the right leader)
- Appoint (selection criteria of the leader)
 - F.A.S.T (faithful, available, shepherd's heart, teachable)
 - Member of Gospel Light Christian Church
 - Member of an existing Care Group
 - Endorsed by the cluster leader and Senior Pastor
 - Has completed Potential CG Leaders' Training
- Associate (spend time with the potential leader)
 - Connect spiritually over prayer and the Word
 - Dialogue on Care Group purpose and philosophy
 - Share experiences of the Care Group
- Assign (progressively share the ministry with the potential leader)
 - Direct – tell him/her what to do
 - Equip – show him/her how to do
 - Support – guide him/her to do
 - Delegate – let him/her do
- Affirm
 - Feedback and encouragement
 - The Care Group leader, cluster leader, and Senior Pastor will assess overall suitability
 - When ready, announce his/her appointment as Care Group leader
 - The new Care Group leader will be accountable to and supported by the cluster leader and other leaders in the cluster throughout the process

5.2. The core of the Care Group

The core members of the Care Group are fundamental to its success.

- Prayerfully select potential core team members
 - The core team members will provide to the Care Group
 - The core team members share in the care of the new members
 - The core team members share in the various roles and responsibilities of the Care Group e.g., hosting, facilitating, song-leading, connecting and following-up with new members

- Regularly work together with your core members in the journey of the Care Group e.g., planning, organising, making decisions, etc.
- The number of core members can increase as the Care Group grows in size
- The next potential Care Group leader is likely to be from among the core members

5.3. The Care Group

- Group size
 - Minimum 6-8
 - Maximum 10-12 for a start
- Group meetings
 - Frequency: Weekly recommended
 - Location: Home setting is preferred
- Avenues to connect with potential new Care Group members
 - From interested parties who write in online (via Connections)
 - From another existing Care Group
 - Through personal social connections
 - At church activities e.g., newcomers' lunch, membership class, church camp
 - Newcomers

Appendix

A. Frequently Asked Questions

- 1) *Can a lady lead a Care Group?*
Yes. We believe that a lady can lead a Care Group. But she should not be leading it if her own husband is a member of that Care Group.
- 2) *Can I be a member of a Care Group if I worship in another church?*
Yes. We would love to serve you in whatever ways we can. However, we do not recommend it for the long run. In our experience, the best way for you to be cared for and for you to serve is to do so within one local body of believers.
- 3) *Can I bring my unsaved friends to a Care Group?*
Absolutely! This is the "R" of C.A.R.E.S. That is what we are for. Individual Care Groups can decide among themselves the appropriate time and avenue for unsaved friends to visit.
- 4) *Why can't we meet monthly instead of weekly?*
We have learned that we care for one another best when we meet regularly and frequently. If we miss a monthly meeting, it will be 2 months before we meet again.
- 5) *Can I lead a Care Group without attending the Zoom meetings and other combined gatherings?*
Our Care Group leaders meet on Zoom every Tuesday from 9-10pm to discuss the previous week's sermon, the upcoming week's sermon, and raise CG-related questions. We also have a combined gathering as a ministry twice-a-year. This is helpful in connecting you with other leaders and helping you prepare in your weekly

sessions. As such, we feel that missing this out means losing out on this precious resource.

6) *Where can I find support and guidance for cases beyond my abilities?*

You can find support and guidance from your cluster leaders, weekly Zoom huddles, and your fellow Care Group leaders.

7) *How do we handle young children in our Care Group?*

You can work out with the members in your Care Group what the best plan is for your children.

8) *What if one of the members comes with a hidden/wrong agenda?*

If you sense that a member is attending your Care Group with a wrong or hidden agenda, clarify the situation with him or her. If need be, discuss the situation with your core members. After discussing with your core members, you may want to involve your cluster leader for appropriate actions to be taken if necessary.

9) *How do I deal with a misfit?*

Chemistry is a very strange thing. We must serve everyone, but we may not be able to serve everyone as effectively as someone else. There are other Care Groups in the local church that may be able to serve him or her better. If you feel your group is not suitable for a particular member, discuss it with your cluster leader and fellow Care Group leaders.

10) *How can I help my members to discover their spiritual gifts?*

You can help your members discover their spiritual gifts by teaching and discussing what the Bible says about spiritual gifts, encouraging them to take steps to serve, and encourage them and provide feedback as they do.

Watch Pastor Jason expound on how to discover your spiritual gifts:

<https://youtu.be/oAwOGGmac9I>

B. Weekly Zoom Huddle

In Gospel Light, we highly recommend weekly discussions of the sermon in the weekly CG gathering. We believe that this provides a holistic learning experience. The CG member is able to listen, think through, and apply the Word throughout the week. Furthermore, this lessens the load of preparation for the CG leader/facilitator.

To help our CGs have more meaningful conversations over the Word, we created a weekly huddle session every Tuesday night from 9-10pm over Zoom. In this hour, the preacher will run through the key points and questions of the previous week's sermons as well as give the leaders an inside track on the upcoming week's sermon. Moreover, this also functions as a town hall meeting where leaders can ask or raise CG-related matters for discussion.

Weekly Zoom Huddle

Tuesdays, 9-10pm	To access: https://bit.ly/455o4b7 Meeting ID: 821 9200 4760 Passcode: 435755
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