



FORMULA **TWELVE**

The Formula of Care
Leader's Notes



The Formula of Care

The 7:100 Ratio

More churches today suffer from 'back door' issues than ever before.

People initially show interest in becoming a contributing part of the body only then to disappear. A growing church must be one that reaches the lost and creates places of care for every person.

By utilizing the Formula of Care and building your church around the 7:100 Ratio you will close the 'back door' of your church for good.



The Formula of Care

The 7:100 Ratio

“**13** The next day Moses took his seat to serve as judge for the people, and they stood around him from morning till evening. **14** When his father-in-law saw all that Moses was doing for the people, he said, **“What is this you are doing for the people? Why do you alone sit as judge, while all these people stand around you from morning till evening?”**”

“**17** Moses’ father-in-law replied, **“What you are doing is not good. 18 You and these people who come to you will only wear yourselves out. The work is too heavy for you; you cannot handle it alone.” - Exodus 18:13-14; 17-18**

In the same way Moses had under-structured to care for the nation of Israel, many of our local churches are under-structured for the growth we desire.



The Formula of Care

The 7:100 Ratio

Notice the negative results of Moses' structure:

- **Personal exhaustion** (Many pastors are simply trying to meet too many needs at their own expense)
- **Inefficient decisions** (Moses couldn't focus on the nation going forward)
- **The people were exhausted** (People have legitimate needs and they don't want to feel like a nuisance when they ask for help with those needs)
- **Too few people empowered** (Our churches will only grow to the level of our empowerment)
- **Lack of concentration on God's plan** (So much attention was placed on perpetuating a bad structure that it was keeping Moses from being on the mountain with God.)



The Formula of Care

The 7:100 Ratio

Often churches experience growth barriers in their worship service attendance that have nothing to do with the worship experience. An effective structure of care has a direct correlation to the worship service attendance. Your structure should allow for 7 groups for every 100 people attending the worship service. (Example: A worship service of 300 will need at least 21 groups).

Creating groups/oversights that care removes growth barriers and provides individual attention. Our churches will grow larger and smaller at the same time.



The Formula of Care

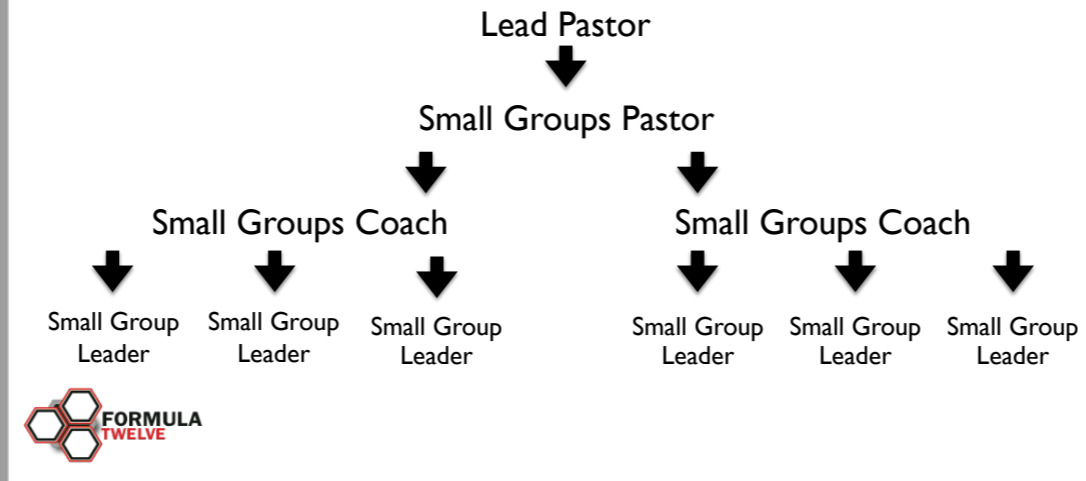
There are 2 primary structures that provide excellent care:

- Small Groups
or
- Elder Oversight



The Formula of Care Small Group Structure

Small Group Structure



The Formula of Care

The 7:100 Ratio

Small Group Team Leader - Responsible to lead the overall expansion of groups, recruit & train leaders, and organize semester launches.

Small Group Coach - Oversees 3-5 Small Group Leaders by ensuring they are trained, cared for, and executing well. Coaches primary focus is the continued health of the leader.

When a group leader feels cared for, they will lead better.

Small Group Leader - Responsible for one small group of people during a semester. Responsibilities include: organizing, recruiting, hosting, and praying for the group.



The Formula of Care

Small Group Structure

The success of a group structure falls on the training of Small Group leaders. It is important to understand the dynamics inside of a healthy group.

How to Lead a Small Group Meeting:

Flow of a Meeting

1. Welcome
2. Topic or Activity
3. Spiritual component (Prayer & Encouragement)

Four Don'ts:

1. Business
2. Offerings
3. Unapproved speakers or material
4. Controversial Topics



The Formula of Care

Small Groups Structure

Location:

We believe meeting off campus rather than in the church building promotes deeper fellowship and care within the small group.

Encourage all Small Groups to meet outside of the church building. If they cannot meet in their home, look for a host home (possibly the home of someone attending your group).

Other possibilities for meeting locations include:

Library conference room
Recreation center
Outdoors in a park
Restaurant



The Formula of Care

Small Group Structure

Positive Group Dynamics

1. Give time for discussion. The leader should avoid doing all the talking. A good guideline is the "30-70" rule. Approximately 70% of the speaking should be from members and 30% from the leader.
2. Keep the discussion positive. Carefully lead the conversation back to the topic when tangents occur. Where sensitive issues or complex questions arise in your group, follow up one-on-one after the meeting.
3. Men should minister to men and women to women.
4. Be prepared to change the direction of the meeting if needed. The primary goal is to create an environment where people feel loved and accepted.
5. Strive for one contact a week outside of group time. Text, Social Media, etc. These contacts solidify members and show compassion and care on a higher level.

Ultimately, a Small Group Leader's win is helping everyone in the group take a step of faith (Salvation, baptism, prayer, serving, devotional life, etc.)



The Formula of Care Elder Oversight Structure

Elders Oversight Structure

As outlined in 1 Peter 5:1-10, Elders are empowered individuals whose duties and responsibilities create an effective care structure.

Be *shepherds* of God's flock that is under your care (v. 2).

Be *called* of God (vv. 2, 3).

Be *willing and eager to serve* (vv. 2, 3).

Do *not lord over those entrusted to you* (v. 3).

Clothe yourselves with *humility* (v. 5).

Be *self-controlled* (v. 8).

Be *alert* (v.8).

Resist the devil (v. 9)

Stand firm in the faith (vv. 9, 10)



The Formula of Care

Elder Oversight Structure

Elders responsibilities and duties include:

- Serve as the spiritual caretakers of an oversight. (Approximately 50-75 individuals)
- Pray before each worship service.
- Elders & wives will serve as the altar team.
- Visit the elderly and shut-ins of their oversight.
- Visit hospitals (and notify the Pastor when a critical situation arises so he or she can make an additional visit.)
- Be available to pray and talk with individuals. (Not Counseling)
- Serve as advisors to the Senior Pastor in spiritual matters.
- Serve in all sacraments and ceremonies. (Communion, baptisms, weddings, funerals and baby dedications.)



The Formula of Care

Elder Oversight Structure

Beginning Elder's Ministry

You don't select elders you discover them. This position carries a load of responsibility and influence; make sure that the people who are appointed are already seen as a spiritual father figure and servant.

Create an extensive appointment process. The process of an elder appointment should have multiple steps and take several months. This will allow you to see a level of commitment and patience in the candidate. Include multiple advisors in the process so that any blind spots you may have are pointed out.

Train elders thoroughly and frequently. Train for every responsibility: how to pray in the altars, how to make a visit, how to encourage, etc. Regularly revisit the original training with all of the elders to keep their skills sharp.

The Senior Pastor must maintain a close relationship to elders. They are your representatives to the congregation so make sure they have your heart. When this relationship is put on a shelf disunity, dissension, and distractions can be expected. Prioritize a monthly meeting to worship, discuss and train together.



The Formula of Care

The 7:100 Ratio

A caring local church is more than hospitals visits and funerals. A caring structure that is built on the 7:100 Ratio includes encouragement, accountability, and a sense of belonging for every individual.

Remember, God rewards our ability to care not coral a crowd. *When we have structures that ensure no one is overlooked we can expect growing disciples and growing churches.*

We should always have our arms stretched out as much as stretched up.





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The Formula of Care

White board

When launching your small group ministry consider how many groups are needed to use the 7:100 Ratio.

Recruit enough potential leaders that each group that is launched can have at least 3-4 members from the start.



The Formula of Care

White board

The best way to initially train small group leaders is to use a 'Turbo Group' method. The goal of the Turbo Group is that people experience group dynamics while learning to lead a group.

Topic 1 Vision: Why Groups?

Topic 2 Vision: Defining a Group Leader (Care giving) ***Begin**

Video Curriculum A by-product of people connecting well is that they care for each other.

Topic 3 Vision: Connecting with Others (Forming & Fellowship)

Topic 4 Vision: Connecting with God (Discipleship)

Topic 5 Vision: Outreach (Team Members, Raising Leaders and Open



Topic 6: Vision; Celebration ***End Video Curriculum**



The Formula of Care

Lab

Checklist:

✓Schedule

✓Read

✓Meet

Discussion Questions:

?

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Tool:

