

FORMULA TWELVE

The Formula of Care



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

Exodus 18:13-14; 17-18

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.”



The Formula of Care

The 7:100 Ratio

Notice the negative results of Moses' structure:

- Personal exhaustion
- Inefficient decisions
- The people were exhausted
- Too few people empowered
- Lack of concentration on God's plan



The Formula of Care

The 7:100 Ratio

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:

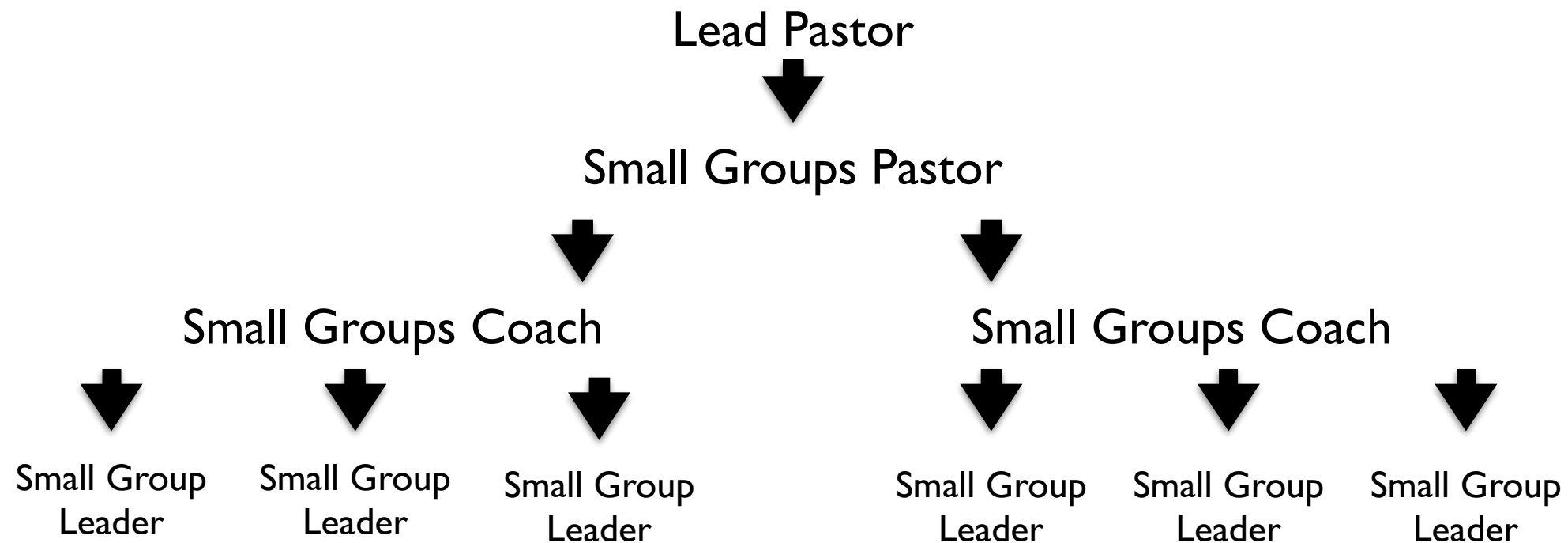
- Small Groups
or
- Elder Oversight



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.

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:

Encourage all Small Groups to meet outside of the church building.
If they cannot meet in their home, look for a host home

Other possibilities for meeting locations include:

- Library conference room

- Recreation center

- Outdoors in a park

- Restaurant



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Small Group Structure

Positive Group Dynamics

1. Give time for discussion. The leader should avoid doing all the talking.
2. Keep the discussion positive. Carefully lead the conversation back to the topic when tangents occur.
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.

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)



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Elder Oversight Structure

Elders responsibilities and duties include:

- Serve as the spiritual caretakers of an oversight.
- Pray before each worship service.
- Elders & wives will serve as the altar team.
- Visit the elderly and shut-ins of their oversight.
- Visit hospitals
- Be available to pray and talk with individuals.
- Serve as advisors to the Senior Pastor in spiritual matters.
- Serve in all sacraments and ceremonies.



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Elder Oversight Structure

Beginning Elder's Ministry

You don't select elders you discover them.

Create an extensive appointment process.

Train elders thoroughly and frequently.

The Senior Pastor must maintain a close relationship to elders.



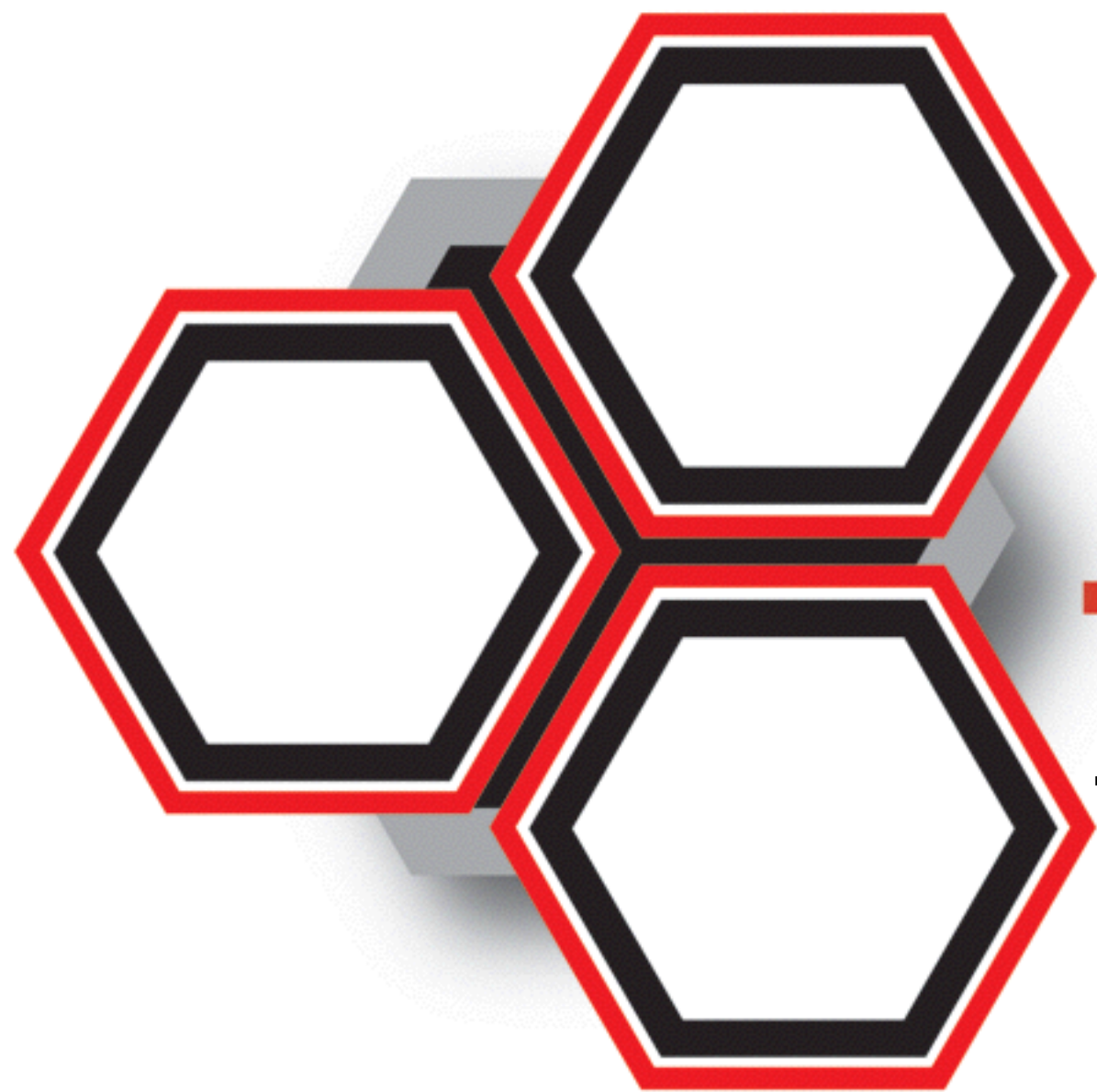
The Formula of Care

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.





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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.



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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*

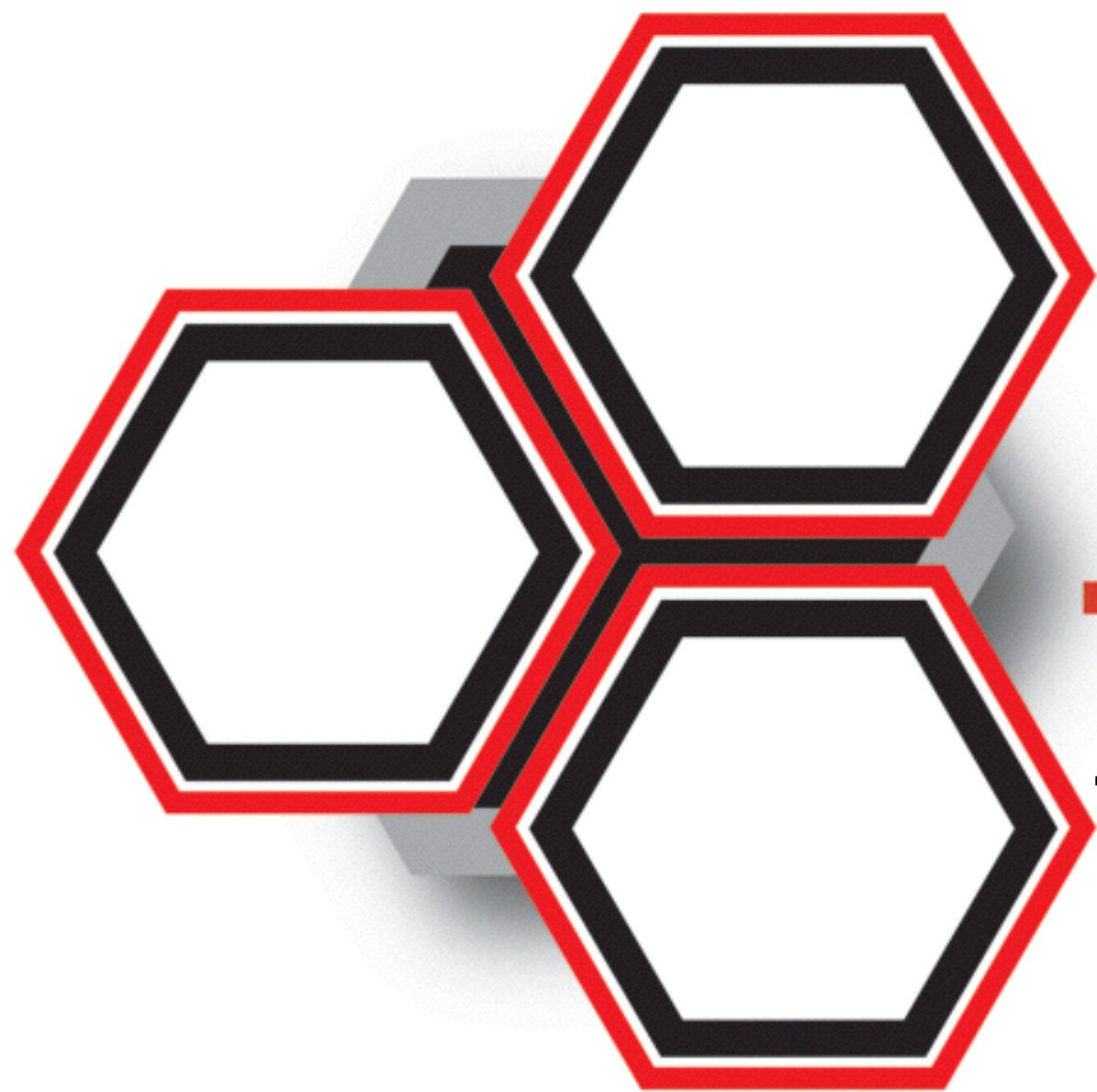
Topic 3 Vision: Connecting with Others (Forming & Fellowship)

Topic 4 Vision: Connecting with God (Discipleship)

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

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





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The Formula of Care



The Formula of Care

Lab

Checklist:

✓ Schedule

✓ Read

✓ Meet

Discussion Questions:

?

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Tool:

