



# **Organizing to Meet Multiple Needs**

## **Instructor's Guide**

Church Renewal Resource  
Evangelism Ministries USA/Canada Region  
Church of the Nazarene

# Acknowledgments

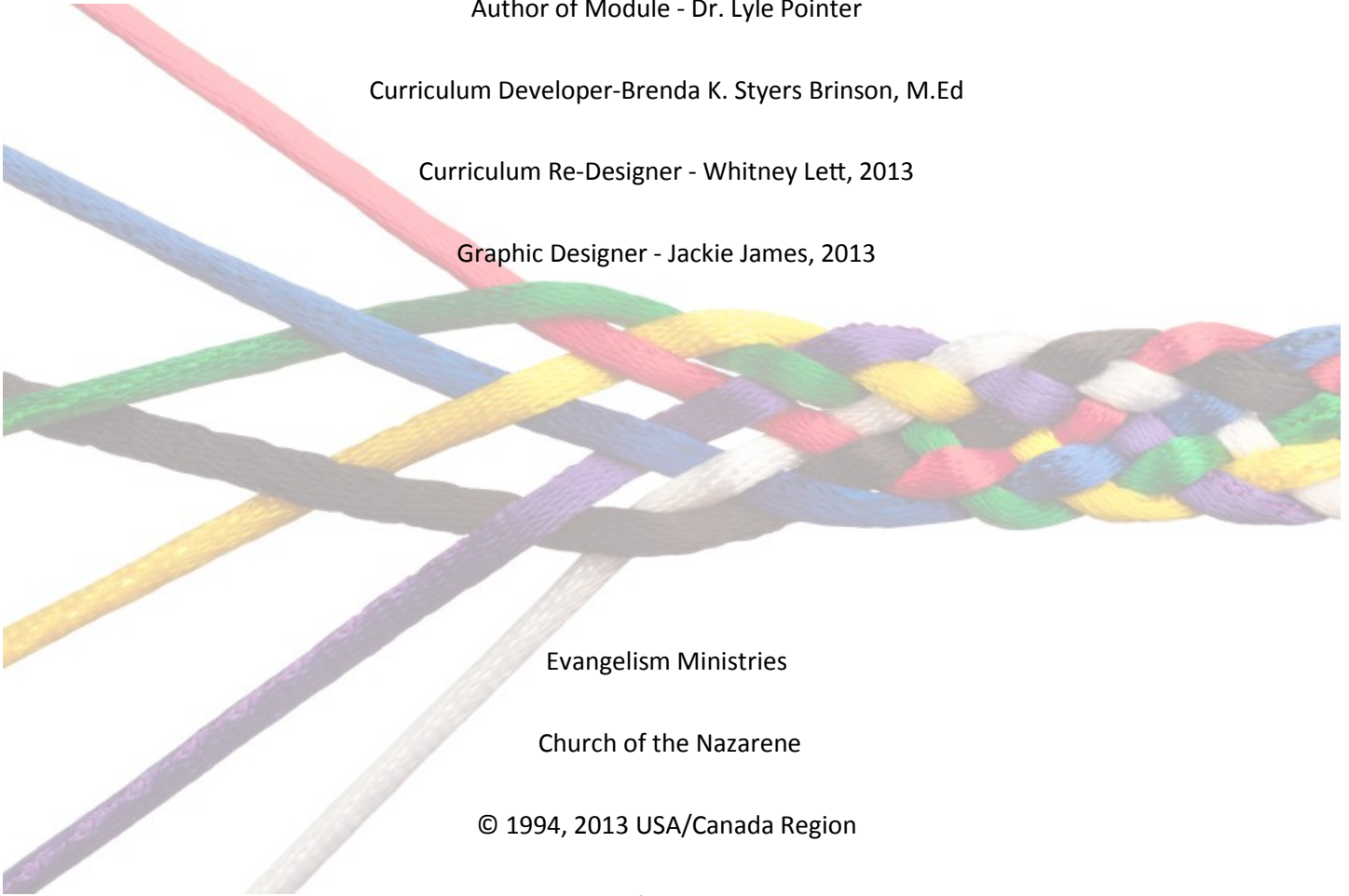
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Evangelism Ministries

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# Preparation Checklist

The following information will help you prepare to instruct this module.

- Review the material and make notes of specific areas for special emphasis.
- Check to ensure the following materials are available:
  - PowerPoint presentations
  - Participant booklet (copy as needed)
- Gather the following materials:
  - Pens and/or pencils
  - Other material you want to use
- Check the classroom for:
  - Projector
  - Sufficient number of tables and chairs for the participants
- Arrange the room so that each church team sits around an individual table and you have ample room to move among the teams.

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# Organizing to Meet Multiple Needs

The table below identifies each module section, the time allotted for each section, and a brief description of the section's objective. When you are familiar with this module, you may want to teach from this page rather than the detailed information.

SECTION	TIME	PAGE	BRIEF DESCRIPTION
I. Module Introduction	5 mins.	5	<ul style="list-style-type: none"> <li>Introduce module, objectives, and outline.</li> </ul>
II. Lecture	25 mins.	6-12	<ul style="list-style-type: none"> <li>Facilitator presents information that will help participants better understand human need for various levels of group interaction and how their church can intentionally plan to meet the needs.</li> </ul>
III. Small Group Exercise	20 mins.	12-13	<ul style="list-style-type: none"> <li>Participants work in teams to reflect on the information presented in the lecture and begin applying the concepts.</li> </ul>
IV. Discussion	5 mins.	13	<ul style="list-style-type: none"> <li>Participants share thoughts about the information presented and insights about how the information will assist in their leadership.</li> <li>Two possible questions to start the discussion in addition to the questions answered during the exercise are:               <ul style="list-style-type: none"> <li>What new ideas or thoughts did God reveal to you?</li> <li>What new techniques will you begin using as you think about others in your church?</li> </ul> </li> </ul>
V. Action Planning/ Reporting	15 mins.	14	<ul style="list-style-type: none"> <li>Participants begin preparing for their homework assignment: develop a plan for strengthening all levels of group interactions, specifically planning ways to encourage celebration.</li> </ul>
VI. Module Wrap-up	5 mins.	14	<ul style="list-style-type: none"> <li>Close the module with your final comments regarding the topic</li> </ul>
Total Module Time: 75 mins.			

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# I. Module Introduction

(5 Minutes)



## Notes

Distribute Participant Material

Let the participants know the material is theirs to keep and encourage them to take notes. The participant material includes:

- Purpose
- Objectives
- “Fill in the blanks” for the lecture
- Application exercises

The purpose of this module is:

**To expand the understanding of how the church can effectively use various group sizes to meet social needs.**

The objectives for this module are:

- Identify the need for various group sizes.
- Discuss four group sizes and how they meet social needs.
- Evaluate the local church’s effectiveness in meeting social needs when focusing on spiritual development.
- Develop a plan for deliberately meeting social needs.

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## II. Lecture

(20 Minutes)



- The underlined text represents the blanks in the participant booklet.

### I. Introduction

- A. The church is a **SOCIOLOGICAL** institution formed by Christ to minister spiritually. We normally consider the spiritual aspect and overlook the sociological aspect.
- B. During our discussion today, we will talk about four group sizes that meet our social needs.
- C. Just because a church is small doesn't mean it doesn't need small groups.
  1. People like to serve the Lord **TOGETHER** and small groups provide the intimate and personal fellowship they desire.
  2. So as we look at numbers and sizes of groups, continually think about how you can organize your church to meet the needs addressed within each group.

### II. FOUR SOCIAL GROUPS

- A. Discuss needs, relationships, typical structure, and place of meeting.
  1. **Cell**
    - a. The cell group is designed as an intimate, caring group where disclosure of needs and disposition takes place.
    - b. Cell groups typically meet in homes and focus around prayer, Bible or topical study, or accountability.
  2. **Class**
    - a. A group larger than the cell group, the class is designed to provide learning in an environment of fun and fellowship.
    - b. In the class setting, everyone knows the members' names and recognizes when someone is absent.
    - c. Typically this group is a Sunday School class or a special interest group.



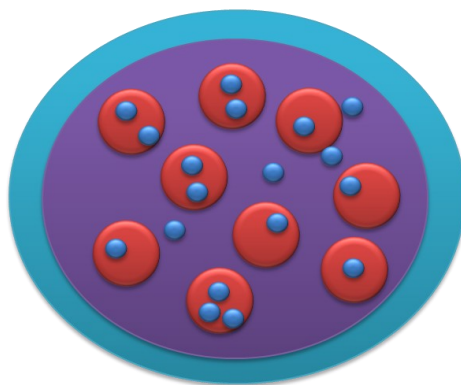
### 3. Congregation

- a. Larger than a class, the congregation group also provides a place for learning; however, it also provides a sense of belonging or association.
- b. There is a sense of affiliation with the others who participate in the group.
  - i. Everyone doesn't know everyone else's name and members can miss without being noticed.
  - ii. There is more of a feeling of spectating rather than participating.

### 4. Celebration

- a. Celebration is the largest group size and provides its members with a sense of excitement and anticipation.
- b. Although it is larger than the congregation, the excitement fosters participation and meets the need for praise and worship.

B. The relation of one group to the other can best be illustrated by drawing a large circle for the Celebration, another circle just inside the larger circle to represent the Congregation, several circles inside the Congregation circle for the Class, and smaller circles within the Class circles to represent the cells. Note: some cell groups will form outside the class structure.



### A PERSPECTIVE ON CHRISTIAN LIFE

#### Human Needs and Church Size

	Cell	Class	Congregation	Celebration
Group Size	3-15	15-40	40-120	120+
Needs	Intimate sharing	Learn, Fun, fellowship	Learn	Praise, Worship, Prayer
Relationships	Close, Deep, Strong	Everyone knows my name, I'm missed when I'm absent	Sense of belonging, Association Spectator	Participant, Worshiper
Typical Structure	Home prayer groups, Study groups	Sunday School Class, Interest Group	Sunday morning service	Any service with anticipation
Place of Meeting	Homes	Sunday School classroom, Anywhere the group dictates	Fellowship Hall, restaurant, meeting room or club house	Sanctuary

- C. Here are the numbers for the four group sizes. You may have some questions about the sizes, especially celebration at 120+.
1. Remember the challenge to focus on the need.
  2. We'll specifically talk about how you can encourage celebration before you reach that 120+ mark in just a moment. For now let's move back to the cell.
- D. As you can imagine, Sunday School is an excellent structure for developing the class and cell groups.
1. We sometimes think Sunday School is merely in a classroom where teaching takes place.
  2. The most important function of the Sunday School is the sociological aspect which is normally overlooked.

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## II. Lecture (cont.)



- E. Here are two examples of how important the social factor can be:
1. Los Gatos Church experienced three years of losses when they did away with the traditional Sunday School class in favor of the elective approach. When they developed fellowship care rings (cell groups) outside of the Sunday School organization they began to grow again.
  2. In another church, men in a Sunday School class were known to draw notes to their wives on the bottom of their shoes during the lecture and the women cleaned out their purses, but the class continued to grow. Why? It wasn't because of the learning!
- F. Cell groups can form from within the Sunday School Class
1. Cell and class groups serve several purposes:
    - a. Entry points for new people
    - b. Outreach avenues
    - c. Maintenance ministry
    - d. Indoctrination
    - e. Exemplifying/discipline
    - f. Instruction
    - g. Serving units
  2. Cell groups can be started as needed or as the occasion arises to serve the same purpose listed above.
- G. A "class" includes up to 40 people.
1. One-fourth of all Protestant congregations in North America average less than 35.
  2. Most choirs, even in churches of 500 to 1500, have only 40 singers (Schaller, 1983).
- H. There seems to be a small group ceiling at 40. Let's take a look at some thoughts from Dr. Lyle Schaller about why many groups do not grow beyond 40 and how we can avoid becoming stagnant at 40.



## II. Lecture (cont.)



### III. Why Churches Don't Grow Beyond 40

Adapted from "The Rule of Forty," Lyle E. Schaller, the Christian Century Foundation, 1983.

#### A. Dynamics of Group Size

1. The church is a **VOLUNTARY** organization.
2. People attach themselves to a voluntary organization because of relationships.
  - a. Forty people in a group **TAXES** the quality of relationships.
  - b. Most youth groups, men's fellowships, and women's organizations rarely exceed 40.

#### B. The Small Group (3-15)

1. Small groups (cells) are the most effective in terms of in-depth relationships and productivity in tasks.
2. Larger groups (classes) can provide the same function, but with diminishing returns.
  - a. Most youth groups, prayer fellowships, church boards, choirs, or mission societies have 15 or fewer members.
  - b. **FIFTEEN** people are about the most any of us can keep track of.
  - c. When the group exceeds 15, someone can be absent and go **UNNOTICED**.
  - d. Most people will not feel comfortable **CONTRIBUTING** to discussion when there are more than 15 people present.

#### C. The Large Group (40+)

1. When a group gets close to 40, relationships with people cease to be the reason to get together.
  - a. The sense of cohesion or unity is lost because everyone does not know each other.



## II. Lecture (cont.)



- b. With a group this size not everyone can be **EXPECTED** to develop a strong attachment to the group or to each other.
2. Discussion and presentation styles must **CHANGE** when the group nears forty.
  - a. Involving the participants in interactive discussion where everyone feels comfortable to **SHARE** is virtually impossible.
  - b. Small group interactions are even difficult to facilitate with significantly positive results.

### D. Evidences of the 40 Barrier

Forty is a barrier to continued growth when:

- a. Absenteeism or irregular attendance **INCREASES**;
- b. Small group principles cease to be **EFFECTIVE**;
- c. People become discontent and **DROP OUT**;
- d. Morale **DECLINES**.

### E. Breaking the 40 Barrier

1. When your church, Sunday school class, choir, or other groups reach 40, implement the following techniques to continue their growth:
  - a. Develop multiple **SMALL** groups, i.e. in a Sunday School class, discussion groups or prayer cells can be encouraged inside or outside the class.
  - b. Move away from small group **TECHNIQUES**.
  - c. **SUBSTITUTE** large group techniques, for example, become platform centered.
  - d. Turn the group's attention to a leader or a task and away from **RELATIONSHIPS**.
2. While the group is transitioning through the 40 barrier, ask for a high **COMMITMENT** from each person until the changes are complete.
3. Do advanced **PLANNING**, for this is more helpful when holding large groups together.



## II. Lecture (cont.)

### IV. Celebration

- A. The social needs for celebration do not wait until the group reaches 120+. Yes, it will be easier with more people, but some things can be done right now.
- B. Celebration meets a need for praise and worship in an environment of participation and excitement.
  1. Celebration is directly related to the size of the facilities.
  2. When the elements of celebration are present (preparation, anticipation, and excitement of those leading), celebration can take place when the facilities are 50%-55% full.
    - a. If your facility seats 150 people, then you can provide celebration with 75 or more people.
    - b. But you may be several people away from having 75 people. This does not mean you have to wait until you reach 75 in attendance to celebrate.
    - c. Be creative in getting the 50 people you have to sit together. For example, take part of the space for an extra Sunday School class room. This will bring people together resulting in the “herd experience”.



## III. Small Group Exercise

**(20 Minutes)**

The small group exercise portion of the module provides an opportunity for the teams to discuss the information presented and how it applies to their church.

*Turn to the Small Group Exercise portion of your participant booklet. Work with the team members from your church to complete the questions. You will have 20 minutes to complete the questions.*

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### III. Small Group Exercise (cont.)



The small group exercise is to identify what groups are currently in place to meet the four different needs outlined in the lecture (cell, class, congregation, and celebration). The participants are also instructed to discuss at what level they are meeting the need for celebration.

Caution the teams to evaluate their groups based on their ability to meet the social and relational needs, not just the group sizes.

Remain available during the exercise time to answer questions. Announce to the group when five minutes remain. Again announce to the group when two minutes remain.



### IV. Discussion



**(5 Minutes)**

The discussion portion of the module provides an opportunity for people to share their thoughts about organizing to meet multiple needs

If you're ahead of schedule, the discussion can go a few extra minutes. However, it's easy to lose track of time so watch the clock.

Open the floor for discussion. If the group is hesitant to discuss, ask one of the teams for an example of how they are meeting the small group needs.



## V. Action Planning/Reporting



(15 Minutes)

This section gives the participants an opportunity to discuss their plans for implementing this information.

The homework assignment for this module is:

Identify areas where your church can implement or enhance groups so they are meeting multiple needs. Identify with whom you need to share this information.

*Let's take about 15 minutes to discuss how you will ensure your church is organized to meet multiple social needs. In your material you have an Action Planning/Reporting page with your homework assignment. In your teams discuss and document how you will complete this assignment before we meet again. You will need to continue this discussion when you return home.*

Move among the groups to answer specific questions. Listen for discussions that are not focused on developing a plan and guide them into developing a plan. Let the groups know when there are five minutes remaining and ask them to begin to conclude their discussion



## Module Wrap-Up



(5 Minutes)

This section provides an opportunity to close the module.

Ask participants to share their thoughts about the module.  
Answer any questions and provide encouragement.