**The Small Group Cycle**

Group relationships develop through the following stages:

* They form on a superficial level
* They storm by working through differences
* They norm by accepting and loving one another
* They perform by working together as a team
* They reform by following God into new group ministry

###### Forming Stage –

###### What Can You expect?

* Participation
* Anxiety
* Superficial Relationships
* Tenuous Environment
* Some call this stage pseudo-community

Leadership Initiatives during the

Forming Stage:

* Take charge as the leader
* Communicate the purpose of the group’s existence
* Develop a group covenant
* Target new people
* Facilitate safe interaction

###### Storming Stage -

###### What Can You expect?

* Disappointment
* Conflict
* Apathy
* Questioning of Leadership
* Spiritual Warfare

###### Stuck!

Forming

Storming

**Leadership Initiatives**

**during the**

**Storming Stage:**

* Don’t be surprised by the storm
* Don’t try to control the storm
* Meet the stage with confidence
* Help people understand one another’s differences
* Enlist help from church leaders
* Focus the group on a outside ministry task

**Some good questions to ask…**

* **What is the mood of the meeting and the people?**
* **What stage is this group at?**
* **What is the health of the group?**
* **What are the strengths of this group?**
* **What are the weaknesses of this group?**
* **What can I do to bring them to the next stage?**

**Leadership Initiatives during the Performing Stage**

* Challenge
* Organise
* Delegate

**Performing Stage -** **What Can You Expect?**

* Teamwork
* Group ownership
* Ministry competence
* New group members
* Accelerated development

**Leadership Initiatives during the Norming Stage**

* Reinforce the vision and the purpose of the group
* Minister to and with one another
* Equip members for ministry

**Norming Stage –**

**What Can You Expect?**

* Harmony, respect, intimacy and trust
* Loving accountability
* Group identity has developed
* Potential Dangers:
* “Group think”
* “Nesting”