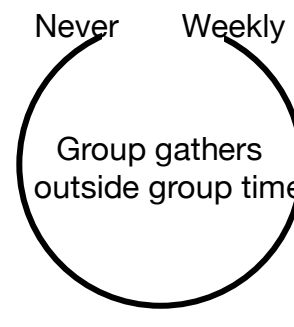
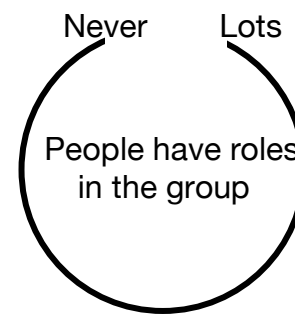
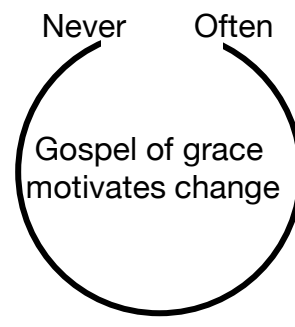
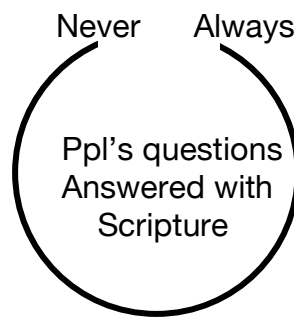
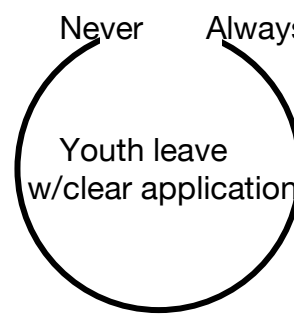
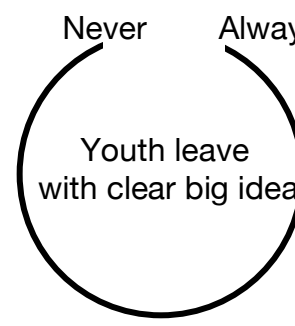
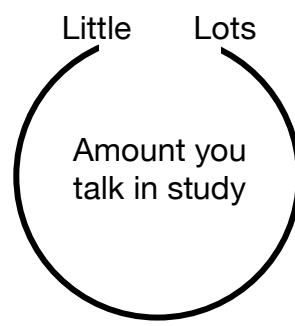
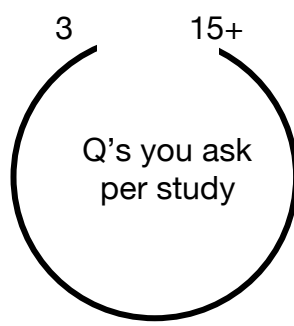
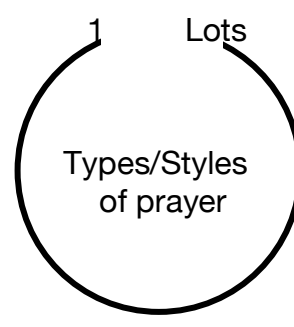
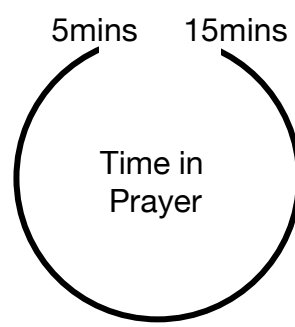
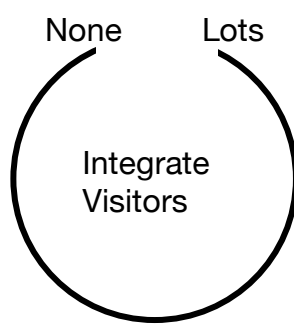
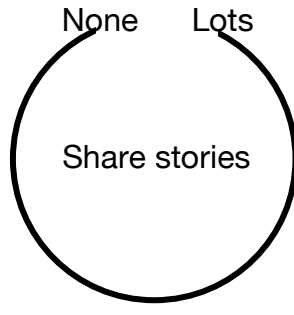
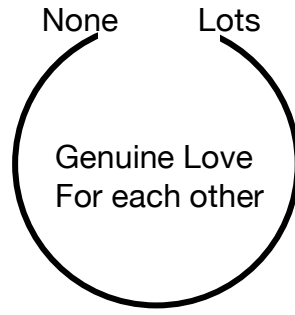
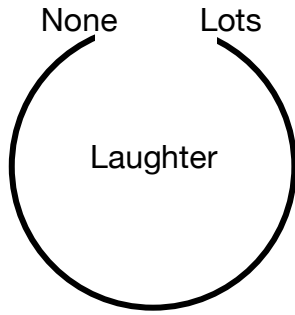
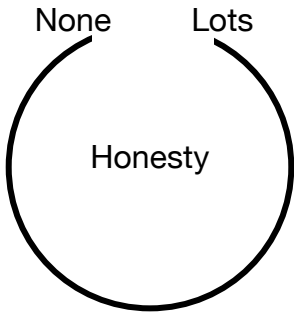


Small Group Culture and Dynamics – fill out the circles below



SMALL GROUPS

Youth small groups are a significant part of our ongoing discipleship. They are a key part of the way young people will learn in community and grow in Christlikeness. We want our groups to be a place where we experience the body of Christ (Eph. 4:11-16), Community (Acts 2:42), where the gospel is passed (Psalm 78:1-8) on and transforms our thoughts, words and actions (Romans 12:1-2). They are also places that are open to new people and accessible to them (1 Cor 14).

Each group has its own culture, the values, beliefs and behaviours shared by the group. Culture is **how people work together towards a common goal** and **how they treat each other**. The culture can be either positive or negative. (Alana Brajdic). We want our groups to have a positive culture needs to be established, shared and re-affirmed.

Positive/Constructive Roles

Peace maker – resolves disputes
Focuser – keep people on task
Encourager – positive about others
Sympathiser – draws out people's feelings
Initiator – gets the ball rolling
Summariser – draws together the argument
Humourist – lightens the moment

Negative/Destructive Roles

The Onlooker – doesn't participate

This could be because they are a reflective learner, they feel out of depth, they don't want to be there or other members make them feel uncomfortable.

Strategies

- Have a think about why they're not participating, have a chat separate to the group and say "I've noticed you've been pretty quiet in small group, do you have thoughts about that?"
- Notice and encourage them when they're trying to enter into the discussion
- Direct clear and simple questions to them
- Positive reinforcement and ensure they have **space to speak**
- Ask all members to think/write down an answer and ask everyone to share
- Split into smaller groups

The Monopoliser – Dominates/takes over

Dominance can be a mask for insecurity, social anxiety. Others clarify their thoughts while they talk. Some just like to talk lots.

Strategies

- Revise group culture statements – remember everyone matters and so does everyone's opinion.

- Sit next to them, not opposite them to reduce eye contact (which tends to invite participation)
- Talk privately to them about **allowing space for others to contribute** as part of your overall goal to grow young disciples of Jesus. Explain this is a way to love others.

The Sidetracker – Diverts the group off course

They find it difficult to stay on task, sometimes what's in their mind is more interesting than what you're talking about sometimes this is separate issue like ADHD.

- You have the ability to either engage with the diversion, or acknowledge it and address it later and divert back.
- Some sidetracks are worth pursuing as long as they're relevant for the majority of the group.
- If it's a regular problem, raise it with them outside group time, "I've noticed that you like to ask questions that are way off topic in small group time, tell me more about why that is..."
- For the sidetrack joker – don't always laugh and "reward the behaviour"

The Chatterer – always having a side conversation

Sometimes they're having a conversation about the topic, mostly it's not.

Strategies

- Pause and let everyone listen. This is a gentle way of drawing attention to the disruption.
- Draw them into the discussion. "We all love to hear what you think about this..."