



**IMPACT**  
GROUPS

# Konnekt Group Development STAGES

**STAGE I** Developing Relationships  
and Sharing the Vision (6-12 weeks)

**STAGE II** — Transition, & Trust  
Development (5-10 weeks)

**STAGE III** — Fruitfulness (10-20 weeks)

**STAGE IV** — Multiplication or Stagnation  
(5-10 weeks)

# **STAGE I** Developing Relationships and Sharing the Vision (6-12 weeks)

- During this first stage, the group members are looking to the leader for all direction and vision. The leaders must be outgoing, open, transparent, and provide non-threatening group building / relational activities

## A. Leader actions and attitudes

1. Displays empathy, warmth, and openness
2. Clarifies purpose, direction, and goals of the group
3. Models ministry and transparency
4. Recruits an Intern Leader if not already in place (ASAP)

## B. Group activity

1. Group building: testimonies
2. Ice breakers
3. Drawing near to God / worship
4. Social activity to foster relationship

## C. Emotions

1. Anticipation
2. Anxiety
3. Excitement
4. Insecurity

## D. Group members

1. Looking to the leader for direction
2. Development of character
3. Developing independence
4. Developing trust—openness for new relationships
5. Inviting new people

## **STAGE II** — Transition, Trust Development (5-10 weeks)

- This is a difficult but significant stage in the development of the Small Group. The members are deciding to be "kind" and let down the walls through self-disclosure

## A. Leader actions and attitudes

1. Displays empathy, understanding, openness, and flexibility
2. Models ministry, and prepares members for greater involvement
3. Encourages others in self-disclosure
4. Encourages others to minister / Identifies and recruits potential leaders
5. Continues to clarify the purpose, goal, and direction of the group

## B. Group activity

1. Increased self-disclosure
2. Worship, prayer, and ministry at a deeper level
3. Greater involvement of a few members
4. Personality conflicts surface: This is not bad!!!

## C. Emotions

1. Uneasiness, discomfort
2. Tension
3. Aggravation

## D. Group members

1. In the process of decision making:
  - a. Can I trust these people?
  - b. Who is leading?
  - c. Am I heading in the same direction?
2. Ownership emerges
3. Inviting new people

## **STAGE III** — Fruitfulness (10-20 weeks)

- This stage is a time when the group begins to corporately reach out and minister in some tangible way to those outside their group context

## A. Leader actions and attitudes

1. Extended vision, clarification of goals
2. Releases others to minister
3. Recruits leaders for training and deployment
4. Challenges others, encourages risking in ministry
5. Less directive
6. Initiates community outreach/servant evangelism project

## B. Group activity

1. Effective ministry outside the group
2. Risk-taking
3. Shared leadership
4. Community servant evangelism project
5. Preparing for group reproduction

## C. Emotions

1. Trust
2. Acceptance
3. Forgiveness
4. Freedom
5. Determination
6. Fulfilment

## D. Group members

1. Moving towards independence vs. unhealthy dependence
2. Sharing leadership
3. Inviting new people
4. Development of faith as they minister to "**outsiders**" and/or the "**Unchurched**"

# **STAGE IV** — Multiplication or Stagnation (5-10 weeks)

- An exciting, important, and difficult stage as the group prepares to multiply. The leaders must be sensitive and yet strong at the same time

## A. Leader actions and attitudes

1. Reinforcement of purpose
2. New task clarification
3. Reviewing
4. Incorporates and releases new wave of leaders in the group
5. Reproduces group, deploys leaders to start a new group

## **B. Group activity**

1. New activities
2. Integrates new people
3. Celebration

## C. Emotions

1. Grieving
2. Warmth
3. Respect
4. Frustration

## D. Group members

1. Reflection
2. Moving on in faith and vision for the Kingdom of God
3. New people share leadership
4. Collegiate relationship with leader
5. Independence and spiritual growth

A white paper scroll is partially unrolled, lying on a dark green, textured background. A red marker is visible at the end of the scroll. The word "Enjoy!" is written in red on the white paper.

Enjoy!

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