

Oakley Breakout Session: Leading Small Groups/Teams

Why is building a LIT so important?

You can never go anywhere without a guide. Someone guided you to be the leader you are today. God asks us to build into people so they can become leaders one day, too. We call these people our LITs, or leaders in training.

You will eventually be called to something else, or people in your group/team will be called to something else. Jesus models this for us with his relationship with Peter in Matthew 16:18-19. Jesus has a special relationship with Peter. He singles him out and taps him as the next in line to proclaim the Gospel.

Jesus dies and then rises again. In John 21:1-17, Jesus appears to Peter and some disciples on the shore while they are fishing. Peter jumps out and swims to shore, where Jesus asks him 3 times to feed his lambs, tend his sheep and feed his sheep. Jesus asks us to do the same - feed and tend to his sheep and lambs. The sheep are the more mature people in your group/team. Focus on those individuals to be your LITs.

How to Shepherd a Flock

- **Become like a Shepherd.** Before you can even find a LIT/an apprentice/your Peter, you need to become like a shepherd.
 - Know the condition of your flock
 - Get to know your flock, one sheep at a time.
 - Engage your people on a regular basis.
 - Keep your eyes and ears open, question, and follow through.
- **Tools to Discern your LIT or apprentice(s):**
 - In prayer first, ask God to give you:
 - Discernment how this process should go;
 - Discernment of people's character;
 - Where he wants the group/team to go next (it may require someone who has different leadership skills than you);
 - If there's more than one leadership role he needs an apprentice for.
 - Look to see who's FAT. Faithful. Available. Teachable.
 - Discover the SHAPE of your sheep. Strengths. Heart. Attitude. Personality. Experiences.
- **Meet with your LIT.** Ask them questions, like:
 - What is God saying to you and what is he teaching you?
 - How are you doing spiritually?
 - How can I support you?
 - How do you feel about your group/team?
- **Take them around the Leadership Square.** Everything that is important to replicate what you do will have its own square.
 - L1, D1 - I do, you watch
 - L2, D2 - I do, you help
 - L3, D3 - You do, I help
 - L4, D4 - You do, I watch

How to Pass on Your Group/Team

- Invite them to pray about, and encourage them to talk to their spouse or other wise counsel, especially if it's a big role or time commitment outside of their current role/tasks.
- While they're discerning, ensure they know the expectations of the role, such as a role description or the expectations of I Promise.
- Once they've said yes to leading, have a follow up meeting to make it official, pass the torch. Commission them!
- Teach them how to identify their LIT(s) and ask "Do you think you're building into your people enough?"

Resources

- Attend or watch the Crossroads Summits on crossroads.net
- Podcasts: [Andy Stanley Leadership](#) | [Catalyst Leader](#) | [Crossroads Group Leader](#)
- Video: "5 Dysfunctions of a Team" | "Trust v Suspicion" | "A year in the life of raising sheep in Idaho"
- Books: The Way of the Shepherd | Emotionally Healthy Spirituality | How to Lead Not Normal Volunteers | How to Lead When You Are Not In Charge