

HUDDLE LEADER MANUAL

**SALEM ALLIANCE
CHURCH**

HUDDLE VALUES

1. Listening in contrast to talking.

Listening to what God is saying about Himself and about ourselves is key.

2. Learning in community in contrast to learning as an individual.

God often speaks to us as we listen to each other.

3. Holistic experience in contrast to only an intellectual experience.

This is about following Jesus with our whole lives.

4. Multiplication in contrast to coziness.

The goal is for each person is to eventually lead their own huddle.

5. Imitation in contrast to pioneering.

Watch me as I follow Jesus.

6. Accessible in contrast to unavailable.

The ways that we follow Jesus must be viewable, doable, and reproducible.

HUDDLE BASICS

1. Meet once a week for a max of 1½ hours. If you are eating a meal together, this time frame may need to be stretched.
2. Invite those that the Spirit has prompted. As you pray about this, think about people that you know can follow you.
3. Huddle size should be 6-8 people, including the leader.

LEADER SUPPORT

Training meetings 2-4 times a year
Times and Locations TBD

ITEMS YOU WILL NEED

1. A Scripture reading program. Your huddle could use the Moravian Daily Text¹ or use a reading plan that SAC has provided.
2. A journal
3. “Building a Discipling Culture” by Mike Breen

¹ Moravian Daily Text can be found online or can be purchased as a hard copy journal

KEY QUESTIONS

1. What grabbed your attention, stuck out, or popped out to you?
2. What's God saying to you about Himself or Yourself?
3. How can you lean into that?

WEEKLY HUDDLE FLOW

1. Check - in. How did your plan go this week?
2. Share SOAPs. Adjust the amount of sharing to fit with time needed for shape work. Sometimes you will ask everyone to share a SOAP, sometimes just a few, sometimes none at all.
3. Content: teach, review, or discuss a shape
4. Kairos. What is God saying to you? This may come from sharing SOAPs or from the content of the day. Use the circle to help a person and/or the group process the kairos.
5. Plan. How can you lean into what God is saying?
6. Assignment

HUDDLE FRAMEWORK

Use this framework loosely.

Some shapes need more time, some need less.

Listen to Holy Spirit and to your huddle to guide you.

Week 1: Introduce the shape. Leader teaches it. Ask the huddle to share one thing that stuck out to them.

Week 2: Someone else teach the shape. By now they have read the chapter. Ask the huddle to share one thing that stuck out to them in the reading.

Week 3: Engage with the shape. Use a variety of activities to intentionally lean into what God is teaching you through this shape.

Week 4: Finish the shape by revisiting the Kairos moments that have come up related to this shape.

Week 5: Check in. Use the Up, In & Out questions, Rhythm of Life questions, or Identity questions to check for life balance. Have the group notice where they are strong, and where they are weak. Ask them to make a plan for the week based on their weakest area. Often, the Out dimension is weak for a number of huddle members. If this is the case, plan a missional activity for the following week.

Week 6: (Optional) Missional Activity.

GETTING STARTED

Intro Week:

- Cast vision for huddles and for huddle multiplication
- Teach Huddle Values
- Teach SOAPs (These are to be written in dialogue form, addressed directly to God)

S – Scripture – Note what jumps out to you.

O – Observation – Why did this jump out to me?

A – Application – What is God asking of me?

P – Prayer – Write out a short prayer.

- Read one as an example.

Week One (start of the 5 week cycle):

- Everyone shares a SOAP.
- Content: Teach the Invitation/Challenge matrix (John 1:35-51; Luke 9:1-6)
- Kairos: What's God saying to you about Himself or Yourself in your SOAPs or in the teaching?
- Plan: How can you lean into that?
- Assignment: Read chapters 1-2 from the book, "Building a Discipleship Culture." SOAPs

Week Two:

- Check in with people on their plans.
- Everyone shares a SOAP
- Kairos: Ask each person to share one thing that grabbed their attention, stuck out, or popped out to them. What's God saying to you about Himself or Yourself in the SOAPs or in the reading?
- Huddle leader takes one or two people around the circle, either from SOAPs or from the reading.
- Plan: How can you lean into what you are hearing?
- Assignment: Ask friends and family to plot you on the matrix. SOAPs

Week Three:

- Check in on matrix homework
- Have at least three people read their SOAPs
- Content: Ask another person to teach the Invitation/Challenge matrix
- Kairos: What's God saying to you about Himself or Yourself?
- Plan: How can you lean into that?
- Assignment: Watch your interactions this week. Plot yourself on the matrix.

Week Four:

- Finish up the Invitation/Challenge matrix by revisiting and discussing kairos moments.
- SOAPs.
- Kairos: Take someone around the circle.
- Plan: How can you lean into what you are noticing and hearing?
- Assignment: SOAPs

Week Five:

- Check in on homework
- Assignment: Read chapter 6 from the book, “Building a Discipleship Culture.” SOAPs
- Check in. Use the Up, In & Out questions, rhythm of life questions, or Identity questions. Which question grabbed your attention, stuck out, or popped out to you? Where are you weakest right now? Where are you strongest right now?

Continue the cycle....

If you find that your huddle is weak in the Out dimension, add a Week 6 and do a missional activity together.

If your huddle is ready to move on, this is the start of a new cycle.

Week 1, Cycle 2:

- Check in on people's response to the Missional Activity; notice kairos moments (if applicable).
- SOAPs
- Content: Teach the Kairos circle (Mark 1:14-15)
- Kairos: Ask each person to share one thing that grabbed their attention, stuck out, or popped out to them from the reading or the teaching.
- Take someone around the circle.
- Plan: How can you lean into what you are hearing?
- Assignment: SOAPs

SHAPE TEACHING ORDER

Once again, use discernment with this.

Listen to Holy Spirit and to the needs of your huddle.

Also, find ways to come back to shapes that you have already taught as review and for the purpose of making connections between the shapes.

- Invitation/Challenge matrix – read chapters 1-2
- Learning Circle – read chapter 6
- Identity Triangle – See link on SAC website, search “Huddle”
- Up, In & Out Triangle – read chapter 7
- Semi-Circle - read chapter 8
- Octagon – read chapter 13
- Hexagon – read chapter 11
- Square – read chapter 9
- Pentagon – chapter 10

IDEAS TO ENGAGE WITH SHAPES

For all shapes on a regular basis

- Opportunities for people to teach a shape – either in front of the whole huddle, or in pairs.
- Opportunities for people to take each other around the circle based on what they are noticing as they learn each shape – either in front of the whole huddle, or in pairs.

Invitation/Challenge Matrix

- Read one of the Gospels. How did Jesus calibrate invitation and challenge? To what end?
- Find someone who is better at invitation or challenge than you. Watch them. Ask questions. What's their tone of voice? Body language? Phrases they use?
- Find one situation in the next week where you can demonstrate invitation and challenge.
- Find one place in the past week where you didn't demonstrate it well.
- Ask people in your life to plot you on the matrix.

Learning Circle

- Make note of kairos moments from your Scripture reading.
- Make note of kairos moments from your everyday life.
- Take someone who is friend or family around the circle.
- Notice a karios moment in your week and take yourself around the circle.

Identity Triangle

- For people struggling with identity, have them read Romans 8 once a day and record the kairos they have each time they read it.
- Read the Baptism of Jesus in Mark 1. How does this hit you?
- Read the Gospels. Every time the Father says something to the Son, the Father is also saying it to you, because Paul tells us that when the Father sees us, he now sees Jesus. Do you see the Father saying these things to you?

Up, In & Out Triangle

- Have each person score themselves on the Up, In & Out on a scale from 1-10.
- Use the Up, In & Out Triangle to plot your week's activities.
- Read through the Gospel of Mark and identify where Jesus is doing Up, In & Out.

Semi-Circle

- Turn off all electronic devices for 24 hours during Sabbath.
- Do a time study for a week. Notice how you are investing your time, energy, and resource.
- Think about a place where you lead spiritually. Where are those you lead on the semi-circle?

Octagon

- Ask people to think of someone they know. Where are they on the octagon? How can you invest your time, energy and prayers?
- Identify place in your life where each of the eight elements are already happening.
- Go through the book of Acts. Where do the eight elements play out?

Hexagon

- Take a prayer retreat. Split your day into the six portions of the Lord's Prayer.
- Begin each day using the lens of the Lord's Prayer to filter your prayer time. Imagine the Hexagon is a filter and pour a

concern or question through it, allowing your issue to pass through each phrase. How did your perspective on the issue change as it passed through the filter?

Square

- Read through one of the Gospels and point out the different places Jesus is providing the different kinds of leadership.
- How is He calibrating invitation and challenge for each?
- Identify a time that learned a new skill and how your learning process took the path of the Square.
- Identify a time that you taught someone a new skill and how your teaching process took the path of the Square.
- Identify the times when you have hit the wall at D2 and went back to find a new D1 vision.
- Identify where you've been launched into D3, skipping D1 and D2. What happened?

Pentagon

- Identify someone whose base ministry is the same as yours. How can you learn from that person?
- Identify areas you avoid and refuse to learn in your weaknesses, instead of seeing opportunities for growth.
- Identify ways that the church sometimes seeks to plug people into a system rather than seeing what God might be releasing them into.

MISSIONAL ACTIVITY IDEAS

1. Have everyone come to Huddle at the normal place, but have each person bring \$5. Each person is then assigned to go spend that money at a restaurant/coffee shop somewhere, buy a drink, ask the Holy Spirit to reveal to them a person of peace and have one substantive conversation in the one hour they are there.
2. Have the Huddle regularly serve with the poor and regularly process in Huddle.
3. Have everyone in the Huddle commit to praying for one specific Person of Peace every time they are in Huddle and have them commit to pray frequently in their own prayer times until they see breakthrough.
4. Have everyone in the Huddle meet during lunch on a workday and go to a place where people are. Engage in random acts of kindness.
5. Have everyone in the Huddle ask God: 1) what missional context they should be trying to reach into 2) how to appropriately show and tell the gospel in that context.
6. Use one of your Huddles as a time to practice sharing the gospel in a relational way.

UP, IN & OUT QUESTIONS

Up

Do I make enough space for prayer?
Do I pursue intimacy with Jesus?
Am I living in the power and presence of the Spirit?
Am I living in a state of peace?
Am I living in a state of anxiety?
Am I obedient to God's prompting?
Am I a worshipper?
Am I hearing from God through His Word?

In

Do I love my church?
Do I have a sense of belonging in my spiritual community?
How are my relationships with my friends?
Am I experiencing intimacy in relationships?
How easy is it for me to trust people?
Who am I pouring into? Am I discipling others?
Who is pouring into me? Am I being disciplined?
Is my family happy?
Am I making myself vulnerable to others?
Am I resolving conflict with others when it arises?
Have I defined my boundaries well?

Out

Do I have a heart for the lost?
How often do I share my faith?
Do I leave time for relationships with non-Christians?
Do I have a vision?
Do I have eyes for the poor, vulnerable, forgotten?
Am I proud or ashamed of the Gospel?
Am I a servant?
Do I find it easy to recognize people of peace?

RHYTHMS OF LIFE QUESTIONS

Am I getting enough sleep?

Am I experiencing joy in my work?

Do I see fruit from my work?

Do I see fruit from my rest?

Do I have hobbies?

Am I taking a Sabbath?

Is my identity coming from what I do or from who I am?

Are my times of rest more like times of crashing?

Do I still feel pleasure?

Am I gripped by the fear of missing out?

Am I celebrating moments of rest as much as I celebrate moments of work?

IDENTITY QUESTIONS

Is my identity coming from what I do or from who I am?

Is it easier for me to be aware of my shortcomings than my strengths?

Am I living in a place of fear?

Am I living in a place of shame?

Can I sense His pleasure?

Can I hear God tell me that He is pleased with me?

When I am being convicted or challenged, do I hear love or shame?

Am I living as a child of God or as a slave?