



Huddle and Refuge Description

As we move into this year, we want to make a discipleship structure shift that we believe will increase health and fruit. This shift will not require any more work or hours for any leader, but should clarify the purpose of different environments and should make room for the proper use of the environments.

WHY?

In the last few years, we have observed a phenomenon called the “Tyranny of the Urgent” occur in Huddle, especially among Leader Huddles led by Staff. Most Huddle leaders know that the general flow of a Huddle meeting is Prayer, Kairos (where you ask “what is God teaching you?”), Plan (where you ask “what are you going to do about it?”), Accountability, and Prayer (or PKPAP). However, many Huddle meetings instead consist of life updates and counseling. The majority of Huddles commence with a “How was your week?” type question, after which each person describes how they are doing, what things have been going well, and what they are struggling with. Then, the Huddle leader and the other people in the Huddle spend time giving advice and counsel to help the person navigate whatever is happening. We naturally gravitate toward this type of conversation because it is URGENT. It's the thing on our mind right now, the issue we need to solve soonest. The downside to this environment is that when it takes over the Huddle meeting, there is no longer a space for PKPAP. This phenomenon is particularly present in staff-led Huddles because staff members typically don't get as much life on life time with their Leaders as Leaders do with Non-Leaders. This life on life is where they would be getting the daily updates and addressing the “urgent issues”.

We believe that BOTH environments are good. It is good and necessary to have a space to ask “How are you doing and what do you need help with?”, AND “What is God saying to you and what are you going to do about it?”. In order to encourage both environments, we want to distinguish between two types of meetings. This distinction will protect PKPAP from the Tyranny of the Urgent.

SUMMARY

This is an alternative discipleship environment for Village Leaders that can help our overall discipleship structure in these ways:

- It mitigates the issue of Leaders being in two huddles and reprocessing a kairos moment in multiple huddles.
- It allows staff to lessen the confusion of modeling huddle improperly in Leader Huddles due to their lack of life on life with Leaders and



RESONATE CHURCH

subsequent tyranny of the urgent that takes over the Leader Huddle meetings.

- By giving it a different name with different expectations it will heighten the dependence on Huddle resources, trainings, and healthy modeling for Huddle Leaders to use as they lead their own Huddles.
- It will provide a better care environment for Leaders to get input from their peers and a Staff member on their daily life and an outlet to address ministry issues they are facing in their Village or broader life.

HUDDLE

The Huddle meeting is a weekly, 90 minute space where members **(including the leader)** of the Huddle group get to ask and answer the question “What is God saying to you and what are you going to do about it?” In order to facilitate this discussion, we use a tool called the [Kairos Circle](#). The Kairos Circle, whether consciously or subconsciously, should be at the center of every Huddle meeting. You can also use other tools and shapes, available [here](#), to assist the Kairos question.

Huddle is not the place to ask “How has your week been?”. We must be proactive in protecting the Huddle time for the Kairos question.

Resources

[What Is A Huddle - Matthew Young](#)

[Flow Of A Huddle - Matthew Young](#)

REFUGE

The Refuge meeting is a weekly, 90 minute space where all members **(including the leader)** of the Refuge group get to ask and answer the question “How are you doing and what do you need help with?” Refuge is a much less structured environment, since the goal of a Refuge is to check up on everyone and help each other with life and leadership issues.

Refuge is also a great place to ask questions about Village and discipleship. Questions like “Who are the three guys you’re pursuing toward discipleship?”, “How are your Huddle guys doing?”, and “How is your co-leader doing?” all fit perfectly into the Refuge environment.

Resources

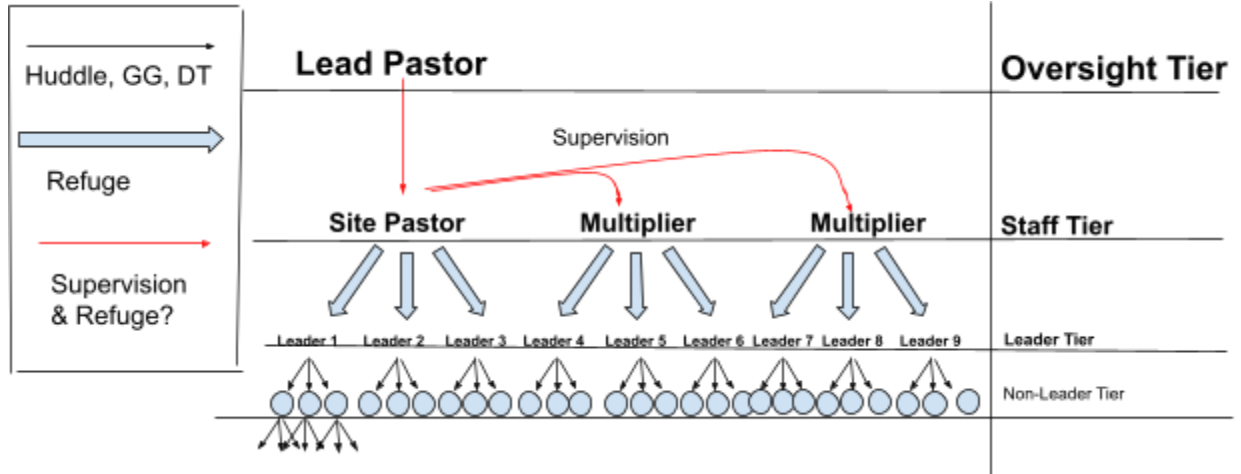
[Refuge Question Bank](#)



RESONATE CHURCH

STRUCTURE

Each leader will lead one Huddle and be in one Refuge, not with the same people. See the diagram below for an example.



Whereas in the past a leader would have been LEADING one Huddle and IN one Huddle, a new option will be LEADING one Huddle and IN one Refuge (that is being led by a Staff Member). Therefore, the addition of a Refuge environment will not be an addition of responsibility or workload for a leader.



RESONATE CHURCH

FAQ

Does a Refuge meeting have to be a formal 90 minute meeting?

Yes and No. The Refuge meeting does not have to look any certain way. Whatever structure helps everyone in the group ask and answer questions about their life. You could all go to lunch once a week, you could go on a hike, etc. However, a Refuge meeting is NOT just “hang out” time. It is intentional time to ask deep and probing questions about serious things in each other’s lives. Find a place and pattern that helps you do that most effectively.

If a Non-Leader begins discipling someone, would they Huddle or Refuge them?

If a Non-Leader begins discipling someone, they would begin with a Grow Group and transition into a Huddle. Therefore, the only people in two Huddles would be Non-Leaders who recently began Huddling someone. The reason they are in two Huddles is because the only other option is to remove them from their first Huddle as soon as they start their own Huddle, which is not desirable.

If a Non-Leader is not in a Refuge, where do they get asked the question “How are you doing and what do you need help with?”

Non-Leaders get asked “How are you doing and what do you need help with?” in the daily life-on-life that Leaders spend with them. Leaders will spend many more hours a week with the people in their Huddles than Staff members will spend with Leaders. Therefore, Staff members need an official environment (Refuge) to ask those questions. Leaders, however, can ask those questions on a day to day basis.

What do I do if what I believe God has been teaching me has come directly from my life events (relationships, ministry, etc)? Should that be talked about in Huddle or Refuge?

Both! Often, your Kairos moments will come from life events and will be shaped by Biblical principles. The difference is that your conversation in Huddle is specifically about what God has been teaching you and what you’re going to do about it, following the PKPAP structure, whereas Refuge will give you a place to describe the situation and receive wise counsel from brothers/sisters and maybe help clarify the Kairos you are having. Do not be afraid to let topics overlap in Huddle and Refuge, just be proactive in guarding the PKPAP process for Huddle.

If part of Refuge is asking questions about ministry and Village, what is the difference between Refuge and Village Coaching?

The difference is that Refuge is a space to talk specifically about the issues facing that individual leader, whereas Village Coaching is talking about issues facing that Village (leaders and Joshuas). For example, in Refuge you may talk about a leader's relationship with their co-leader, their troubles with the students they’re Huddling, or the emotional burden of leadership. In Village Coaching, you may talk about ways to engage a Missional Focus, next steps in Village Multiplication, and Predictable Pattern brainstorming.