

The background is a solid blue color. It features several thin, white, hand-drawn style lines that curve and loop across the page. One prominent line starts near the top left, curves down and then right, ending near the bottom right. Another line is more vertical on the left side, and a third is a smaller loop on the right side.

**THE VILLAGE**

**PLAYBOOK**

**RESONATE CHURCH**

# THE VILLAGE PLAYBOOK

A Guide to Planting, Leading and Multiplying  
Villages in Resonate Church

By the Resonate Staff



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# Foreword

When we first planted Resonate Church at Washington State University in 2007 we dreamed of creating a community of people who were convinced that God wanted to do something significant in their generation. Throughout our college and seminary experience, God had taught us that consistent life together and vulnerable conversation around the words and ways of Jesus was incredibly transformative. We had all been changed by late night conversations in the kitchen about what God was doing in our lives and how He wanted to use us. This was the motivation for starting Villages at Resonate.

Over the years, Villages have morphed and matured. Villages have evolved beyond the weekly meeting to encompass more of the life of the church and the mission God has called us to. They've shifted to expand our imagination for being the people of God, not just participating in a weekly church event.

As you'll discover in this book, we're convinced that God is doing something significant in our generation. We believe that the mission Jesus gave his disciples in Matthew 28 is the same mission his people are called to today. If you're a follower of Jesus you have everything you need to make disciples. The system of Village contains our best thoughts on how to help you obey Jesus, live on mission, live out your purpose and do it all with your best friends. Village is simply a small expression of what church planting and multiplication is all about: making disciples and redeeming the world by revealing the Kingdom.

Here's a snapshot of how Villages fit into the broader function of Resonate Church.

## **1. Outreach**

Villages are mobilized as a family to reach out to others and bring them in. The vast majority of the evangelistic fruit we have seen in our church has come through Village intentionality and invitation.

## **2. Integration**

Village is the way people go from observers of our church to part of the family; from the sidelines to the front lines. Finding a family to call your own within our church is key in growing spiritually, and Village is the venue to do that.

### **3. Discipleship**

Village is how people get connected to disciple making environments; mainly Huddle<sup>1</sup>, Grow Group, or DT group, and also to discipleship relationships with a leader, peers, and hopefully a disciple of their own. *[We will elaborate on these disciple making environments in Chapter 2]*

### **4. Development**

Village is also the primary place where leaders in our church are developed. In a Village, up and coming leaders can practice spiritual leadership skills in a safe low-risk environment.

If a Village is able to execute all four of these functions, then it is optimizing its role within the church.

We hope this playbook will be a helpful guide for you to maximize your role in the Kingdom of God.

- Keith Wieser, Lead Pastor

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<sup>1</sup> *Huddle is a discipleship system Resonate has adapted from 3DM Ministries and the book Building a Discipling Culture by Mike Breen.*

# 01

## CHAPTER ONE

## FORMING A VILLAGE

*“So then you are no longer strangers and aliens, but you are fellow citizens with the saints and members of the household of God, built on the foundation of the apostles and prophets, Christ Jesus himself being the cornerstone, in whom the whole structure, being joined together, grows into a holy temple in the Lord. In him you also are being built together into a dwelling place for God by the Spirit.”*

*- Ephesians 2:19-22*

As the Church, we are to love and treat each other as brothers and sisters, equal members of the household of God, no longer defined by our previous lives, but defined in our new lives in Christ. We are founded as a family through our faith in Christ and we are being built together as a family unit with a unique purpose in God's Kingdom. God wants to grow and transform us not just as individuals, but as a family unit. And Villages are simply a smaller expression of the larger Church where we can practice being the Church in an environment small enough for consistent and deep relationships. The first step in living this out is forming and building the family group, what we at Resonate call Village.

## Family On Mission

For years, Village has been the center of our church family. Sunday gatherings have always been important, and we don't want to under-value them, but Village has uniquely bonded God's people together in Resonate through community, food, and conversation. It has also created an environment to allow nonbelievers to experience God's love through those same things.

It is crucial that leaders of a Village understand it primarily as a ***family on mission, not just a weekly meeting***. They are building a community that loves one another as family and loves the world around them with a mission all week long. The way the family interacts may vary from group to group. However, the thing that unites all Resonate Villages is a shared understanding that we are families (individuals united by the lordship of Jesus), we are missionaries, and we are disciples who make disciples.

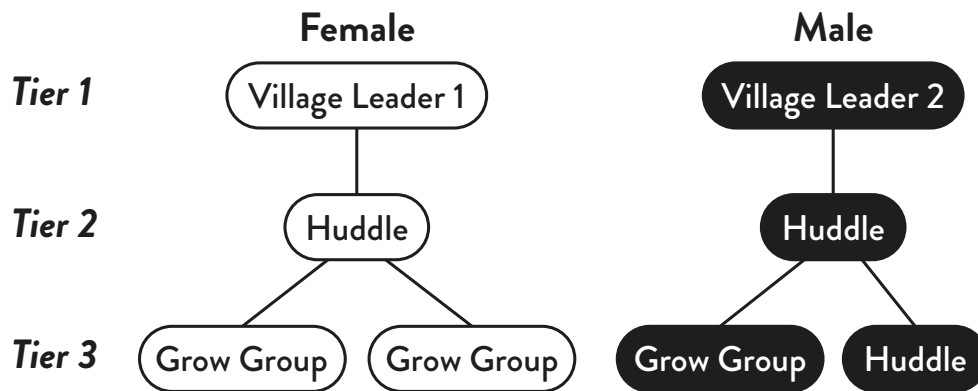
## Building a Core Family

It's important to recognize that while everyone connected to a given Village forms a unique "extended family," there is also a trusted Core Family within every Village that helps organize mission and shares the weight of discipleship. If Villages are families of disciple makers, the Village Leaders won't be the only ones making disciples. We are all called to make disciples (Matthew 28:18-20), so we aim to establish multiple tiers, or generations, of discipleship in each Village. Having multiple discipleship groups also sets Villages up for future Village multiplication and Kingdom expansion. *[Details on discipleship groups in Chapter 2]*



What this would look like:

- 1. Both Village Leaders lead a Huddle.** The Village Leaders are the *1st generation* (“*gen*”) of disciples, and the people in their Huddles are the *2nd gen*. These two Huddles make up what we referenced earlier as the Core Family of the Village.
- 2. The 2nd generation makes disciples of their own.** The Village Leaders help their disciples make disciples of their own. This next tier is the *3rd gen*. Depending on the maturity of the disciples, these groups could be Huddles, Grow Groups, or DT Groups.
- 3. Launch a new Village.** The 2nd gen and their Huddles (guy and girl) come together and start a new Village. We call this Village multiplication. Practically, this can shake out a lot of different ways, but the key to healthy multiplication is getting to 3 tiers of discipleship.



The beauty of tiered discipleship is that it allows everyone to have an environment to lead and also to be led. This also means that all the tasks that come with leading a Village are shared by the Core Family. While the Village Leaders are still responsible to make sure things are getting done, they don't have to do everything alone because they are sharing the weight with their Core Family. A single Village Leader can't reach everyone, but they can reach a few who can be empowered to reach even more. If the pattern continues, the chain reaction of disciple making is unstoppable.

Building a solid Core Family for your Village is easier said than done, but here are a few practical tips for doing just that.

- 1. Establish Village Leaders.** Site staff should interview, select, and pair up Village Leaders (VLs), one girl and one guy. This pair should get to know each other and make

a plan for the vision and future of their Village.

2. **Recruit disciples.** These VLs should invite their current or past disciples to join them in this Village as a part of the Core Family. They can also meet new potential disciples at Sunday Gatherings, on campus, etc., and invite them into discipleship if the teachability and desire are present.
3. **Formal invitation.** Core Families will flop if it's not clear what they have signed up for. Make sure each person has received an explicit invitation, clear vision, and responded with yes or no to being a part of the Core Family.
4. **Delegation and disciple making.** VLs must start delegating in big and small ways early on. Maybe assign one Family member to meal sign-up and someone else to be in charge of greeting new people. All Core Family members should be empowered and taught to forge disciples of their own.
5. **Establish a Joshua.** VLs each determine one person who is "next up" in leadership and invite them into the role of "Joshua". This essentially means being an apprentice to the VL, in the same way Joshua was the apprentice of Moses in the Old Testament.

## Setting Your Aim

It can feel weird to care about data, numbers, and tracking when it comes to the church, but we have found that tracking and numbers are essential for caring for a group of people well. We can't just rely on spontaneity and intuition when it comes to stewarding God's people. The book of Acts often refers to "the Lord adding to [the church's] number daily those who were being saved" (Acts 2:47, Acts 16:5, Acts 4:4) and sometimes even quantifies that with the exact number of people (Acts 2:41).

We track information about Villages for two purposes: (1) so we can celebrate and worship God for all He does, and (2) so Village Leaders can have a tool to see how their Village is doing and make decisions about where they want to see growth.

The early disciples didn't have spreadsheets, but they did count how many souls God was saving among them. God cares about each individual who was saved and who could be saved and we should too. We want to pray for more and more people to become part of the family of

God. We want to actively take steps that lead to more people hearing about God and having the opportunity to respond. One way that we do this specifically in Villages is tracking progress towards a universal goal for all Villages.

***The common goal that all Villages aim for over the course of a year is what we call 3-2-1.***

### **3 GENERATIONS OF DISCIPLES.**

This means that the Village Leaders (gen 1) are Huddling people (gen 2) who are reaching more people in Grow Group or Huddle (gen 3). This is the fruit of multiple disciples making disciples (not just the VLs).

### **2 DEATH TO LIFE STORIES.**

Villages should be regularly engaging the lost and sharing the gospel with them. We believe that God is seeking and saving the lost, and we get to join Him in that work. For this reason, we aim and pray to see two stories of this in every Village.

### **1 MULTIPLICATION.**

As Villages raise up new leaders and establish generations of disciples, there will be opportunities to send out a new Village with a new Core Family. This is church planting on a micro scale and is essential to Kingdom extension.

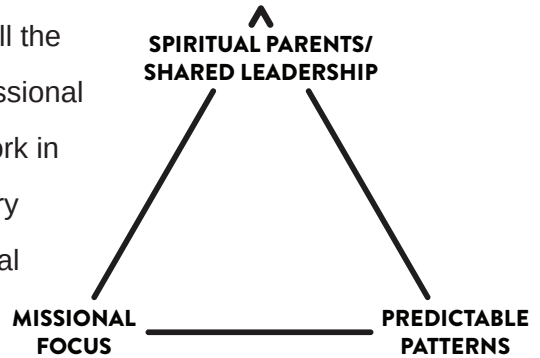
Our prayer and aim is that every Village in our church strives to accomplish this goal within a year's time. However, these metrics are what is called a lag measure: they can only really be measured after the fact, and we don't have 100% control over them. A Village Leader could hustle to meet people, share the gospel, and disciple people and not see the fruit of 3-2-1. However, there are many lead measures (proactive measurable steps that lead to a goal) that Village Leaders and Villagers can take to get as close to the end goal as possible.

We want Village Leaders to dream big and ask God for more than they think is possible, for their Village and for His glory. 3-2-1 is a helpful desired destination, and we want Villages to explore as a group how they can get there. As a church, we set our aim high and ask for God's help and

guidance to get there, for His glory and His Kingdom.

## Ingredient Overview

The majority of this book is walking through what we call the three Key Ingredients of a Village: Spiritual Parents, Missional Focus, and Predictable Patterns. These three things work in tandem to ensure health, structure, and purpose in every single Village. Spiritual Parents lead the way, a Missional Focus sets the direction, and Predictable Patterns are the rhythms set to reach the destination. Without any



of the three, Villages will likely struggle to survive or live outside of God's design for the church. Reaching balance in all three is essential to leading a healthy family on mission.

Follow along as we unpack these ingredients and how they can impact your Village.

# 02

## CHAPTER TWO

## SPIRITUAL PARENTS

*“Then Jesus came to them and said, ‘All authority in heaven and on Earth has been given to me. Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.’”*

*- Matthew 28:18-20*

Above is the very last thing Jesus said to His disciples before ascending to Heaven. His final command to His followers was to make disciples. Resonate Church takes this command very seriously and deeply believes that we are all called to make disciples of Jesus. This chapter is all about living out this calling as a disciple maker who can empower their disciples to also make disciples to the ends of the Earth. There are many titles that come with disciple making: leader, spiritual parent, shepherd. We hope you know Jesus more as you follow His model in walking out these roles as He did.

## **It All Starts With Leadership**

Nothing moves forward without point leadership and, as the point leaders of a family on mission, we call Village Leaders ***Spiritual Parents***. They will share leadership with others and God is going to use everyone in the Village to contribute, but the Spiritual Parents set the culture, set the standard, and are the ones ultimately responsible for the flourishing of their people.

The Village Leaders' job is to lead the family towards healthy rhythms of Up, In, and Out [*learn more about Up, In, and Out rhythms in the Disciple Making Playbook coming soon*]. They must also lead the Village towards the fruit of healthy third generation disciples (3), new believers (2), and Village multiplication (1) [*we will elaborate more on how to accomplish these 3-2-1 goals in Chapter 5*].

It is the Village Leaders' responsibility to establish Huddles that become the Village Core Family. With the Core Family and their ***shared leadership***, everyone decides where God is leading the Village in mission and what patterns they will live in to ensure success.

Parenting is all about ownership. The degree to which the leaders take responsibility for the Village will determine how far their Village could go.

## **Resonate Leadership Defined**

*Leaders take responsibility to influence others towards a life that looks more like Jesus and a vision of the world that looks more like heaven.*

This definition of leadership helps our network of leaders to remember their goal in leading others no matter their role. Whether a Site Pastor or a Village Leader or a Grow Group leader, your goal is the same: to teach people to be like Jesus and bring the kingdom of heaven to Earth.

## **The Village Leader's Role**

The Bible talks about **Deacons** being the people in the church who lead and serve the church body. They are called to a high level of obedience and a respectable life (1 Timothy 3:8-12). The requirements of being a Village Leader are based on these ideas of a deacon being blameless, respectable, and obedient, especially in terms of relationships and use of substances.

Essentially, leadership and Spiritual Parenting all boil down to responsibility. The leader is the one who steps in if conflict arises, confusion is present, or standards are broken. Village Leaders take responsibility to influence their Village to obey Jesus and become more like Him. It's the Village Leader's job to help others become leaders and take action to bring the kingdom of heaven to Earth for the Village's Missional Focus.

## **Village Leader Competencies**

The more leadership skills a Village Leader has, the more likely they are to thrive. As the leadership axiom goes, leaders don't rise to the present challenge but rather fall to the level of their training. We have compiled a list of the most essential competencies for VLs to have and created an ongoing training for them to grow in these with a Staff Multiplier. The hope is that taking time to grow in their skill set will actually save VLs energy while allowing them to be more impactful as they become more and more equipped to lead.

Here are the competencies Multipliers train Village Leaders in:

1. Life on Life
2. Casting Vision
3. Creating a Family on Mission
4. Modeling Ministry Skills
5. Prompting Kairos in Others

6. Teaching Resource Stewardship
7. Developing New Leaders

## Village Leader Character

The character and maturity of a Village Leader is even more important than their competencies, although both are important for setting them up for success. The Bible is very clear about the consequences of a “false teacher” or a leader who leads their sheep astray. Not only do we want to guard against harm, but we also recognize a follower will only go as far as their leader has gone before them.

Village Leaders must “live worthy of the calling” they’ve been given (Ephesians 1:4). Here are a few tangible ways VLs can pursue and display this kind of character:

1. **Personal, consistent, and growing relationship with Christ.** Villages are dead if not based on the foundation of Christ, and the leaders set the tone for that. VLs should be in God’s Word and praying regularly so they can be filled up enough to do ministry effectively.
2. **Teachability.** Humans all make mistakes, but leadership will highlight mistakes even more. Village Leaders must be willing to listen and receive teaching from their leaders, or they will likely make the same mistakes over and over. Mistakes are acceptable, but the ability to see and learn from mistakes is key for an effective leader. It shows humility and a willingness to grow.
3. **Pursuit of maturity.** Leadership demands maturity: spiritually, emotionally, and relationally. Leaders must be people who seek this out in order to endure the race of ministry and lead others towards health. You can see this play out even in the fruits of the spirit: love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control (Galations 5:22-23). Pursuing maturity means these things are being produced.
4. **Life of obedience.** Obedience is God’s love language (John 14:5). If a leader is living a life of disobedience to Jesus, how much more likely will their followers do the same. It also reveals a heart posture of indifference towards Jesus, which is the most dangerous part.



We have included a **Village Leader Commitment** in Appendix C to specifically address areas of disobedience that may disqualify someone from leadership in Resonate. Village Leaders, please go over this Commitment with your leader and sign it to ensure we have the same set of expectations.

## Parental Rhythms

### Village Prep

Sometime during the week the Village Leaders should have a prep time, with the two of them and ideally with the whole Core Family.

During this time, the leaders should do these things:

**Pray.** Pray for each other, for the Village, and for wisdom.

**Plan for the week.** Plan what the Weekly Meeting will look like, from food to conversation. Plan the other activities for the week: missional activities, life on life, etc. *[Learn more about these options in Chapter 4]*

**Strategize long-term.** Think beyond the week. Discuss where they are at with their goals and any changes they need to make.

Consistently taking this prep time is a simple and small habit that always results in a smoother and more effective Village.

### Coaching

Every week or every other week Village Leaders will have coaching. The coach's goal is to help the Village Leaders (1) create goals, (2) create action steps to accomplish those goals, (3) stay accountable to the action steps set, and (4) help evaluate progress and make new goals. The goals made in coaching should be for the Village holistically, not personal spiritual goals as those will be covered in Huddle. They'll want to think through things like how the guys and girls are interacting, how other believers in the Village are contributing, etc. This is why coaching is

done with the guy and girl co-leader together, and it's even better if the Joshuas can come.

Rather than just telling the leaders what to do, the coach will ask questions to help them process- the more that Village Leaders talk in coaching, the more helpful it will be for them! Successful leaders come prepared to coaching with issues or ideas they want to process with their coach. Leaders should also recognize their coach as a resource. Coaches want to help the Village succeed and want to help brainstorm ideas if leaders are stuck.

Village Leaders should be proactive in asking for help - if they realize they lack the competency to do something that is needed, their coach or another Multiplier can help with training outside of coaching time. *[More on coaching can be found in the Multiplier Playbook]*

## Disciple Making

A huge aspect of Village isn't just what they do together, but the process of intentionally making disciples along the way. Here are a few principles for fruitful disciple making. *[Find more in-depth content on disciple making in the Disciple Making Playbook coming soon]*

***A Village Leader must adjust their focus as their disciple grows.*** To be effective in disciple making, leaders must be willing to change their approach to leadership based on where the disciple is on their journey. In raising children, a newborn needs *much* more time and energy given to them than a child, teen, or adult. In the early stages of discipleship, a leader will find themselves spending a majority of their time giving to and caring for a new disciple. The skill of Spiritual Parenting is identifying the right time to move into the next phase of growth. As a disciple matures they will need less of their leader's time and will be able to give more to others. It's important for the leader to encourage and challenge their disciples towards this stage of making disciples of their own.

***A Village Leader must adjust their schedule to create time with their disciples, and maybe even their disciples' disciples.*** As addressed later on, spending time with disciples is crucial *[more in Chapter 4]*. It allows honesty, vulnerability, and demonstration of daily life in a way that communicates far more than planned conversations ever could. This doesn't always have to

be a one-on-one coffee date, it could be things you already have to do like grocery shopping, running errands, or cooking dinner.

## Disciple Making Vehicles

Our church has a few different disciple making vehicles. The formality of the group typically increases as the participants' commitment to Jesus also increases. Below is a brief overview of the different vehicles of disciple making in Resonate. A more in-depth explanation on these and how to best use them can be found in the *Disciple Making Playbook*.

### *Huddle*

Huddle is an environment best for **4-6 believers who are committed to walking in obedience in what the Lord is asking of them, based on Scripture and “Huddle shapes”**. The fruit of Huddle should be both personal transformation and training in disciple making. Huddle is a high commitment, high invite, high challenge, and high obedience environment. We anticipate every Village Leader will be leading a Huddle because these Huddles (guy and girl) are what make up a Village's Core Family. When inviting people into Huddle, the ask should be a clear and direct invitation to high commitment and high obedience.

***The Huddle meeting itself is a weekly 90 minutes of discussing Kairos.*** But being a part of a Huddle is also a commitment to “life on life” [see more in Chapter 4] with those in the Huddle, to becoming an Owner of Resonate Church, to being under the spiritual authority of the leader, and ultimately to making their own disciples by starting a Huddle themselves. The Huddle of a Village Leader should consist of people who are also a part of the Village they lead- the people they are living on mission with.

### *Grow Group*

A Grow Group is **meant for three kinds of people- nonbelievers who are spiritually interested or seeking, new believers, and believers who are new to Resonate**. The fruit of Grow Group should be growing in belief and understanding, alignment to the vision and mission of Resonate, and teachability. ***A Grow Group meets weekly for one***

*hour and goes through the content of the Grow Book, which covers the basics of the Christian faith.* The end goal is that a Grow Group would become a Huddle through increased spiritual maturity and commitment.

If disciples in a Huddle are ready to lead something, but do not have believers around them that are ready for the commitment and accountability of a Huddle, they should be encouraged to start a Grow Group!

### *DT Group*

The last environment for disciple making is called a DT (or Devotional Time) Group.

This is the most informal disciple making vehicle in our church. ***A DT Group is where a group reads the Bible together and engages in spiritual conversation.*** DT's are our lowest-bar invitation. On the disciple's end, they are not committing to anything except reading the Bible. On the leader's end, we know that by opening up the Bible, they are opening the door for God to speak into their life in a new way.

DT groups should be used to ***create community, spark the interest of nonbelievers, and teach rhythms of meeting with the Lord to believers.*** A good place to start is the daily readings posted at [resonate.net/d-t](http://resonate.net/d-t) or with a chapter a week of a Gospel or an epistle.

## **New Generations, Leaders, and Families**

The end goal for a Village is not simply to have tiers of comfortably contained disciples. As we said earlier, the end goal is to multiply your Village. This happens when the leaders' disciples have disciples, there is a Joshua trained, and there is a group ready to be sent as a new Village. Why is this the end goal?

**We are a church that multiplies.** We believe God wants to get His message to the ends of the Earth, and multiplication of disciples is the way to do it. Church planting is the final step in a series of multiplication actions. Church planting requires many smaller multiplications. Here's how it looks from the ground-level:

- If leaders multiply themselves, their disciples will multiply.
- If their disciples multiply, their Villages will multiply.
- If Villages multiply, our sites multiply (church plants).

**Healthy Churches Multiply.** Not only is multiplying who we are, *but it is for our good.* Over and over in our church, from sending out Church Plants to sending out new Villages, we see people grow in ways they never would have if they had not multiplied. The sent ones are forced out of their comfort zone in the most invigorating way, becoming more effective and committed than they've ever been. The senders are also stretched and new people are called up to lead in place of the people who were sent. Multiplication isn't about multiplying the Resonate brand, it's about multiplying God's presence. God's presence and power goes with His people. More often than not, God's power and presence are most powerfully felt on the front lines of mission.

If we are not multiplying, we are either ***stagnant*** or ***simply shifting leadership resources from one place to another.***

## **How to Prepare for Multiplication**

New generations and new Villages don't usually come out of thin air. It takes serious intentionality, prayer, and preparation to catalyze multiplication.

When ***preparing a group*** for multiplication, you must point their eyes toward the goal from the very beginning. Village Leaders should cast the vision of making room for people who aren't yet a part of the group and help everyone dream together about what could be. They should also have an eye for who could be up next to lead, talking to them frequently and helping them learn leadership competencies. Prayer is also a key component of multiplication. A Village Leader should pray for group buy-in, for next-up leaders, for death-to-lives, and for everyone's hearts to desire multiplication.

When it comes to ***preparing an individual*** for multiplication, you must develop the future leader and help them grow in leadership competencies. Multiplication is not possible without a ready leader and, as mentioned earlier, for Villages that next-up leader is called a Joshua. A Village

Leader must help their Joshua prepare for anything they may need to face when leading their future Village.

Modeling is also key in training the next-up leader, allowing for hands-on experiential learning *[Find more on modeling in the Multiplier Playbook coming soon]*. Similar to preparing a group, an individual needs to hear vision and clarity as to what their next steps could be. What do you see in them? What could they be capable of doing? Once that vision has been cast, a leader needs to stick around for working out those next steps. A Village Leader should pray for transformation, conviction, and holiness in their disciple's life.

Ultimately, Spiritual Parenting can be quite complex and weighty. Often there are no easy answers or clear pathways. But we hope these tools equip you to make the best decisions you can and raise up disciples who make disciples. And thankfully, we are not alone in our parenting efforts because God promises to guide us and be with us and we are part of a network of peers in leadership to learn from.

# 03

## CHAPTER THREE

## MISSIONAL FOCUS

*“How, then, can [the lost] call on the one they have not believed in? And how can they believe in the one of whom they have not heard? And how can they hear without someone preaching to them? And how can anyone preach unless they are sent? As it is written: ‘How beautiful are the feet of those who bring good news!’”*

*- Romans 10:14-15*

God's plan for reaching the world is the Church. He could use only messenger angels or miracles, but He chooses to use us to fulfill His mission of reaching the lost. A gathered group of believers without mission or an outward focus is missing out on the full picture of what it means to be the Church. If we are to "make disciples of all nations," we cannot just expect them to show up at our doorstep. Instead, we are to partner with God as He is saving others and be sent to a place where we can bring the good news of the gospel to the lost.

## **Missional Focus Defined**

Looking at the life of Jesus and the way He did ministry, we notice that He's very strategic about His mission. He doesn't just meet people without focus or give all His time indiscriminately to all people. He focuses His mission on a specific people group: the Jewish culture in the area He grew up in. Jesus knows that the message of the Kingdom and the gospel travels through relationships- person to person. Jesus preached first to His hometown, then to a larger region, and then ultimately sent His disciples in a similar, strategic fashion. He sent them to Jerusalem, Judea, Samaria, and the ends of the Earth. As missionaries in His image, we too must understand the value and power of focus.

***Missional Focus: a network or neighborhood of people that a Village commits to pursuing and reaching together, based on shared interests or existing influence, in hopes of joining God in growing His Kingdom.***

Since God is at work everywhere around us, Villages get to pick where they are going to join Him and focus their shared energy in one place of missional impact. ***Spiritual Parents are responsible for guiding the Village Family towards a Missional Focus***, learning the rhythms and needs of the people in the focus group, and creating a strategy on how to reach them with the good news of Jesus.

The key to a viable Missional Focus is that the people in the people group are connected to one another. The reason this is the key is so your relationship-building does not stop with one individual, but becomes a web of relationships that you can continue to grow and build upon. We define this connection in two ways: **network or neighborhood**.



*Networks* are connected by something that they choose to participate in together (e.g. a college major, workplace, club). *Neighborhoods* are connected by geographical location (e.g. a dorm, apartment complex, area of campus or town). Here are a few examples:

#### Network

- The Ultimate Frisbee Club
- Students in Greek Life
- STEM students

#### Neighborhood

- The Rogers dorm
- South Campus students
- Families around Lincoln Elementary

## Selecting Your Mission Field

When picking a Missional Focus, a Village Core Family should ask these kinds of questions:

- Where do we have pre-existing influence with a Network or a Neighborhood?
- Where do we want to join what God is doing?
- Where are we passionate to see the Kingdom of God manifest?
- Where can we as a Village collectively make a Kingdom impact?

Here are a few tips to keep in mind while selecting a Missional Focus:

- 1. Consider pre-existing life patterns and influence.** Choosing a Missional Focus that involves people you already have connection or influence with sets you up for success. For example, if you are an engineering major, you already have an in with that network. If you live in the sophomore dorm on campus, that may be where your influence lies. You won't need to alter your regular life patterns, simply view them with missional intention. The Village can also rally around one person's place of influence. For example, if one of the Core Family lives in an apartment complex, the whole Village can leverage that one person's influence and use that apartment as a Missional Focus.
- 2. Consider shared burdens, passions, or needs.** Missional Focus isn't always based on convenience or proximity. It is totally possible to reach a place where you need to forge influence, it will just take intentional changes to your life and schedule to make an impact. Maybe none of you have a place of influence and need to enter a new space to find that, like a club. Maybe there is a need for a Village to reach freshmen and your Village answers that call. Maybe your Village has a shared passion for running and starts

a running club as your Missional Focus. There is room for creativity!

- 3. Consider the size of the group.** The most effective way to meet people is in a “social space,” which is where 25-70 gather. You can either join or start a social network. Some real life examples we have seen in the past are music and theatre majors, young professionals group, moms group, parks and rec sports league, community garden, student groups on campus, and ultimate frisbee club.
- 4. You can always shift.** A Village may find themselves a month into the year surrounded by people who aren’t necessarily in their Missional Focus. Maybe that is a clue for a new direction. If a Village originally chose to reach freshmen, but later find themselves with a group of variously aged engineers, perhaps their new Missional Focus can be engineers. Additionally, if your missional pursuits just aren’t working, totally re-evaluate after a few months and try something new.

## Engaging the Lost

We have now defined Missional Focus and how to select one. However, if the hope of a Missional Focus is to narrow the scope of pursuit and identify spheres of influence in order to reach people who don’t know Jesus, then knowing how to engage the lost once we’ve made contact is important. One of the yearly goals for Resonate Villages is to see ***two people go from death to life in Christ.***

Jesus spent His life seeking and saving the lost, and we are called to do the same. We should all have people in our lives who don’t know Jesus, and God wants to use us to see them transformed. We should see every relationship as a ministry opportunity, and that means we need to be relentless in evangelism. If God’s way of reaching His world was to come to us on Earth through His Son Jesus, then as His followers we should also ***go to the lost.***

Here are some best practices for engaging the lost:

- 1. Think like missionaries.** Overseas missionaries are the best at studying and understanding a group of people. Similarly, if a Village is going to reach freshmen,

they need to understand freshmen. If they are going to reach families, they need to understand families and live like them. If they want to see a specific dorm, club, or athletic team affected by the gospel, they're going to need to shift their life, habits, and patterns to spend time around those people and understand what God might be doing in their lives. If we don't know the people we're trying to reach, it will be very difficult for us to be fruit bearing disciples. We need to learn how to be missionaries to lost people by shifting our patterns to reach them. The gospel affects every aspect of our lives and in order to offer Jesus to all people, we must know how the gospel affects their job, their relationships, their hardships, and their joys.

2. **Do it together.** The key to being missionally effective is to not do it alone. Being lone-ranger missionaries pursuing people separately can only take you so far. You are more likely to quit or get discouraged when you're on mission alone. Together, you can encourage one another, share the burden of mission, and invite your lost friends into a web of infectious relationships that reflect the heart of Jesus.
3. **Do it in love.** Jesus was a friend to people. Jesus knew how to meet people where they were at and bring the Kingdom to them. We want to break down as many barriers to the gospel as we can. Modern evangelism requires relationship and proclamation; getting close to people, understanding their hopes and dreams, their fears and hurts, and explaining to them who Jesus is and what He has done. Pursue meeting people, friend-making, and gospel-sharing, and God will surely move in your midst. Let prayer and the gospel be your fuel to loving and reaching the lost. Like Jesus, we want to be missionaries who love people well enough to sacrifice our comforts to invite them in rather than asking them to sacrifice to be part of our community.

## Missional Tools

To learn more about missional engagement, here are a few of our favorite Huddle shape resources.

- *Missional Living Wheel.* This shape teaches the flow of conversation starting from introductions all the way to gospel conversations. Find this at [resonate.net/huddle](https://resonate.net/huddle).
- *Three Circles.* This shape teaches a simple and clear way to share the gospel, no matter where you are. Find this at [resonate.net/huddle](https://resonate.net/huddle).

- *My Story*. This shape teaches you to share your testimony of faith in Jesus while incorporating the gospel. Find this at [resonate.net/huddle](https://resonate.net/huddle).

God's mission is all about His glory and our joy, and it is an honor to join in reconciling others back to Him. We must remember that Jesus does the saving, not us. But our joy is made complete when we find our purpose within His mission. These tools should help Villages navigate the waters of finding and bringing the gospel to their missional purpose.

# 04

## CHAPTER FOUR

## FORMING A VILLAGE

*“They devoted themselves to the apostles’ teaching and to fellowship, to the breaking of bread and to prayer. Everyone was filled with awe at the many wonders and signs performed by the apostles. All the believers were together and had everything in common. They sold property and possessions to give to anyone who had need. Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts, praising God and enjoying the favor of all the people. And the Lord added to their number daily those who were being saved.”*

- Acts 2:42-47

This passage paints a beautiful picture of how the early church did life together. We observe that this wasn't just a random string of events, but an intentional way of life. They devoted themselves to being with one another, they experienced God's presence together, and they shared everyday things like meals and possessions. These actions led to adding new people to the Church! We strive to emulate the consistency and intentionality of the early church in Villages.

## Consistency for Clarity

A group of people thrives when there is predictability to what they do and when they do it. Without this sense of predictability, it will be impossible for a Village to get traction. If days and times are constantly shifting, people will feel confused and are less likely to make Village patterns a priority.

A family must be predictable in two ways: mission and meetings. In other words, when are they going to predictably pursue their Missional Focus and when are they going to meet as a Village? Weekly times to do those things need to be set and stuck to. It is also important to note though that the established patterns and Missional Focus do not have to be permanent. If the initially agreed upon rhythms are not working out, a Village can reorient after giving it a shot for a few months.

## Belong Believe Behave

A helpful way to think about how Villages should function or how patterns should be set is the three B's - ***Belong, Believe, and Behave***. We see in the life of Christ that He showed people they belonged through His interactions with them, which led them to believe, which then changed the way they behaved. There must be environments for all three of these in order to flourish as a family on mission. Here's a little more about what each of the B's mean.

### Belong

Villages are meant to be family and ***step one in creating family is ensuring that every person feels that they belong***. Believer or nonbeliever, everyone is searching for a sense of belonging, and Jesus invited everyone to belong during His ministry. Not every person met

is going to stick to the family being created, but the goal is to bring in as many as possible. A sense of belonging is the open door that allows as many people as possible to get around people who know Jesus. This is why creating a sense of belonging is the beginning of what it means to be a Village.

What does belonging look like? It is a sense of feeling at home, pride in the family they are a part of, and ownership of making the family the best it can be. Again, believers or nonbelievers can feel this way about a Village.

In order to foster “belonging,” **the Village Leaders and the Core Family have to embrace belonging themselves.** They have to commit to making this their family and treat them as such. Our Village should become our closest friends that we do everything with. If we belong, others will sense this and want what we have: belonging and real, deep friendship.

*Examples of Belong Environments:*

- *Weekly Meeting*

Gathering everyone who is loosely connected to have intentional conversations about life and faith, in order to begin creating a family where people *belong*. [*Learn more later in this chapter*]

- *Getaways*

There’s something about getting out of town that allows people to grow deeper in friendship, and creates family through shared experience. [*Learn more in Appendix B*]

- *Relaxed hangouts*

It is crucial that a Village spends time outside of the weekly meeting with the people in our family. Building a family cannot happen on only one night a week, a family is built when people want to spend any time they can with one another (Movie Nights, Ultimate, Pick-up Basketball, etc).

## **Believe**

After belonging comes the exploration of believing. The work of salvation in the heart falls on God alone, but He gave us a part to play. **The family we are creating is not the end goal, people coming to know Christ is.** Village is the vehicle by which we invite people into the

greater family, in hopes that they would come to know Christ.

What do we, as a Village, do to help people believe? We invite people to explore who God is with us by consistently sharing the good news of who He is and what He has done for us (the gospel). As believers, we read our Bibles, we pray, and we learn; cultivating belief means inviting others into all of it. ***If there are no spaces for our family to explore who God is, then we are missing the point.*** We have to prioritize inviting people to believe in Him and thus join the greater family on mission through “believe” environments and efforts.

*Examples of Believe Environments:*

- *Reading the Bible*  
Invite a believer to join you in reading the Bible in your daily DT or invite a nonbeliever to read together sometime and ask if they are interested in learning more.
- *Weekly Meeting*  
Some Villages leverage their Weekly Meeting for engaging their people more directly about who Jesus is and what they believe about Him.
- *Sunday Gathering*  
Exploring God in community is what we do and that should include an invite to our greater community on Sunday.
- *Grow Group*  
People who are consistently around and wanting to learn more should be invited into this. It involves content made for people new to faith, exploring faith, or even just new to Resonate.
- *Sharing the Gospel*  
Spend time with people who don't know Christ and make a point to share the gospel with them in your casual hangouts. Share it individually, share it with your whole family at once, share it at the weekly family night, share it after reading the Bible.

## **Behave**

As people come to know Christ, we then begin discipling them. The Great Commission is not just about making converts, it is about making disciples: people who live out what they believe. Following Jesus is a lifelong process of growth and sanctification, so the next step



after someone believes is to teach them how to behave as a follower of Christ. The hope is that Resonate disciples would grow in their personal holiness, their pursuit of community, and their pursuit of the lost, and as a Village Leader facilitates this growth in their disciples the Village will start to see the fruit of multiplication.

*Examples of Behave Environments:*

- *Huddle*

This is the primary way that our church helps believers grow in character and competency, by using biblical principles that lead us to repentance and obedience.

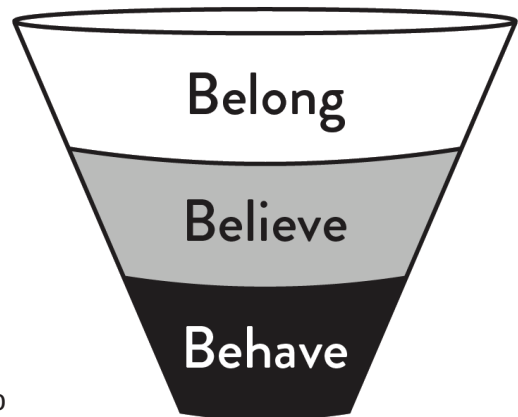
- *Sharing the Gospel*

Village Leaders should take their disciples with them to share the gospel, helping them behave like Jesus by sharing.

- *Leading*

Give believers some shots in leading something: Allow them to lead a DT, let them teach a shape in Huddle, or have them lead the conversation at the Weekly Meeting.

One helpful way to view Belong, Believe, and Behave is as a funnel: belong at the top, believe in the middle, and behave at the bottom. At the very top of the funnel are all the people a Village will meet and get connected to. Some will bail, but hopefully most will stick and **belong**. This will be the largest number in a Village. Then, through sharing the gospel and exploring who Jesus is, some will **believe**. This number is going to most likely be smaller than the number of those who belong, but praise God for every single person who goes from only belonging to believing! Finally, at the bottom will be those who **behave**. Every single person in the believe category must receive an invitation to behave. We want to invite them into obedience to Christ and to participate in God's mission.



As a Village walks through these patterns, it will be a constant ebb and flow of all three

simultaneously. A Core Family gets to figure out how to create space for all three to happen.

## Sample Village Schedules

So what does it look like for these patterns to play out practically? Here are a few examples of what a Village's weekly schedule could look like. The key is for Villages to figure out and commit to what works for them as a group and what most effectively engages their Missional Focus.

### Village #1

- Weekly Meeting
- DT's
- Huddles
- Friday night dorm hang outs

### Village #2

- Weekly Meeting
- Huddles
- Ultimate Frisbee on Sundays
- Wednesday lunch meet new people

### Village #3

- Weekly Meeting
- Huddle and Grow Group
- Study once a week with a person in our Missional Focus

### Village #4 (Post-Grad)

- Weekly Meeting
- Alternating Huddles
- Park meetup's
- Guys basketball

## The Weekly Meeting

The Weekly Meeting is the consistent gathering of the entire group to connect and grow together. It is what most people envision when they hear "small group" or "Village."

***The Weekly Meeting is key because family spends time together.*** What is a family if it is never together? Having a consistent family time or "Weekly Meeting" is how we steward the connection and growth of our Villages, and invite new people to join in.

In order to create flourishing within Villages, the **least** we can do is set aside one 2-hour block each week to meet together. Of course, we hope and expect that Villages are spending significant time together outside of their weekly time, doing life and everyday things together. We will address that later!

***The Weekly Meeting is also key because structure leads to flourishing.*** Depending on personalities, we all have either an attraction or an aversion to structure. Some of us crave it, some of us hate it, and the rest of us are somewhere in the middle.

Wherever we find ourselves, it is important to recognize the value of consistency and structure when leading a group of people. If the weekly meeting is constantly changing location, time, day, and activity, people will take invitations less seriously and the Village will likely lose traction.

Village Leaders are free to add variety every now and then, but predictability and consistency create momentum.

## **What does a Weekly Meeting consist of?**

We want Villages to have freedom for innovation and customization, but we also want to give tried and true best practices that will likely lead to success within Weekly Meetings. Whatever the Village chooses to do, there must be intentionality behind the gathering or it will fall flat. Here are **3 “Musts” of a Weekly Meeting:**

Weekly Meetings Must...<sup>2</sup>

### **1. Have food.**

People bond over eating together. It's a shared experience, a way to bless people, and a way to draw people in. Eating is also a very spiritual act. Eating together is an underlying metaphor for having a physical need met, pointing to the fact that we have a greater spiritual need that is met in Jesus. We can also look to Jesus as a model as He often ate meals with His disciples, as well as with the nonbelievers He was reaching.

### **2. Be in and out friendly.**

Villages should be safe places for disciples and the lost alike to be welcomed, grow, and process the things of faith and life. Over the years, we have seen Villages swing into each extreme to their detriment. Considering only believers leads to an insider-only barrier-building environment that prevents the integration of nonbelievers. Focusing only on helping lost people get integrated overlooks the value of overtly-spiritual

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<sup>2</sup> As this was written in 2020, note that we have made accommodations around these standards due to the restrictions of COVID-19.

environments and settings. Similarly, game nights five weeks in a row will likely not keep people engaged.

While mission (Out) shouldn't be limited to who might come to a Village gathering, it also shouldn't be a believer-only exclusive gathering. Jesus said that "they will know you're my disciples by your love for one another"- what better way to show nonbelievers how Christians love each other than by inviting them in to see family gather! Villages should think through how they want to make this time valuable for their people (both believers and nonbelievers) and help meet the needs of the people who are gathering around them.

### 3. **Have intentional conversation.**

Connection and depth is important to build within a Village, and having intentional conversations is the best way to ensure that.

How do you craft a conversation that is In+Out friendly? Prepare questions that are thought-provoking and relatable. Take into account the audience- nonbelievers, nominal believers, super integrated Core Family. Consider how the size of the group will affect the reception of the format and questions.

#### **Conversation Tool Box**

Here are a few of the best approaches to intentional conversation we have seen Villages use:

- **Question of the Night:** Right before people get their food, the Village Leader (or someone in the Core Family) shares an intentional "question of the night" for everyone to discuss with the people they sit next to or even as a whole group. This is more of a dinner party vibe and is generally more friendly for nonbelievers or post-college groups who may be resistant to formal group discussion.
- **Question Flow:** Discuss a series of questions in a big group (12-18 people). This seems to work well with freshmen as they are more open to unique social situations and need more guidance on how to go deeper in discussions. This also works well when the group is predominantly believers (which isn't ideal, but happens

sometimes).

- **Mini Groups:** Break into small groups to discuss a series of more personal questions. This is a good strategy for a group that takes direction well, but needs more of a safe place to be able to share more deeply or for a larger group that needs to give more people opportunities to share.
- **Individual Initiated:** Empower your people to pursue conversations with people individually during your gathering time. This is the least structured and promotes more of a relaxed group hangout vibe, so it can be helpful for cultivating relationships with nonbelievers. Be aware to not stay here forever and remain comfortable without progress towards introducing Jesus.

The sermon topic can often be used as a springboard to create great questions, but discussion is certainly not limited to that topic! Ultimately, the type and topic of questions should be geared around the needs of your people and your Missional Focus. What topics do they need to discuss? What topics would they be interested in engaging in? What questions would point them to Jesus?

### **How to Build a Series of Questions**

Creating a series of questions that fits the group and flows from shallow to deep is a valuable skill for disciples to have. This is especially important for Village Leaders as they plan the sequence questions for their Weekly Meeting. This order of question types will help guide a smooth flow of conversation topics.

1. **Surface:** Don't make people feel weird by going too deep too fast. Start with a light and accessible question.
2. **Real:** Ask about meaningful topics, but without getting too personal. Ask about peoples' thoughts, stories, experiences, the hypothetical, or the past or present. All of these things allow you to build a question that is about something important, without requiring personal divulgence.
3. **Depth/Heart:** These questions get at what is more closely held, but are able to form strong relational connections. Ask about things of the personal and the present. Try asking about feelings, tendencies, hardships, why's, and beliefs.

4. **Action:** End by asking questions that point to how we can take action, apply what we discussed, or that challenge ways of thinking. Try asking about next steps, what they can do, or how to consider others.

Here's an example of a series of questions that slowly increase in depth, using the topic of generosity.

1. **Surface:** "What is your favorite item of yours to share?"
2. **Real:** "When is a time you have experienced radical generosity?"
3. **Deep:** "Why is it hard for you to live generously?" "What motivates you to be generous?"
4. **Challenge:** "How do you want to practice generosity this week?"

### **How to Foster a Good Discussion**

Village Leaders or Villagers can apply so many small skills to make discussions better. It is especially important for Village Leaders to model this, as the rest of the group will take their cues from the leader. Here are a few ways a Village can make conversations better, whether in larger groups or even one-on-one.

- **Be curious.** Having a posture of curiosity encourages people to speak freely, knowing that people want to hear them out.
- **Be a good listener.** Not only will listening well make people feel more comfortable and open, but it will also help guide the direction of the conversation as it continues. Good listening looks like eye contact, nodding, and processing what someone is saying, rather than planning your next thought.
- **Leave questions open.** Questions that can be answered with "Yes or No" limit the opportunity for discussion. Choose open-ended questions. Try starting with "what/why/when/how", or "What does that look like?", "Why or why not?", "What was the outcome?"
- **Follow up.** Build questions on top of each other, rather than a random string of questions. If someone shares too briefly or vaguely, or brings up an interesting thought, press in and ask more. Feel free to step away from your planned questions if the conversation is heading in another meaningful direction.

- **Respond thoughtfully and graciously.** Think before you respond, then signal that you heard with words or body language. Maybe head nodding, or a brief verbal response like “that makes sense” or “that’s an interesting point.” Even if they say something that makes you uncomfortable, respond with grace and understanding.

## Creating a Spiritual Environment

Part of leading a great Village means setting the tone for a time and space to be spiritually productive. Here are a few tools to use in prepping the Weekly Meeting, or any spiritual gathering, to be spiritually maximized.

- **Pray.** Taking time prior to people arriving to pray over the gathering and for yourself is so important. Spiritual movement is the work of God, not our own abilities.
- **Set the tone.** Give directions of what people can expect for the time together so that they aren’t guessing. Leaders and Villagers should be intentional, introducing themselves to everyone new, and then introducing those people to others. Background music helps break potential awkwardness and sets the vibe.
- **Create a safe environment.** Again, the Weekly Meeting should be a space where anyone can come and feel welcome. Create an environment where everyone is able to share what they think without fear of judgement. Be aware of and avoid “insider” language that will make people feel out of the loop. Learn everyone’s names and use them. Shut down moments of identifying someone’s beliefs as right or wrong and then address that in a more appropriate setting.
- **Be bold in proclaiming Christ.** Don’t shy away from an opportunity to share about Jesus. People should feel welcomed and heard, and we should be bold enough to engage spiritual conversations.

## Final Weekly Meeting Tips

### *Have a back up plan*

Sometimes the turn out is different than expected. Maybe you were expecting believers, but a nonbeliever or two end up joining you. Maybe you were anticipating lost friends, but only your Core Family has shown up. Have an alternate plan in your back pocket in case what you

planned doesn't fit the group that is actually present.

### ***First few gatherings***

Knowing how to structure your first few gatherings is really part of knowing your people and knowing your Missional Focus. What should your first three meetings look like in order to really draw in and mobilize the people you have been given?

*Some scenarios may be...*

- Perhaps you're starting a freshmen Village and trying to cast as wide a net as possible. Maybe you just do games and a question of the week for two weeks, then introduce more formal discussion on the third week.
- If starting an upperclassmen Village with people who have been around for a couple years but don't know how to invite and connect with new people, maybe start with dinner parties and individual initiation of conversation so you can model what that looks like.
- For someone starting a post-grad Village with people who are very connected to our church but have no idea how to bring in the lost, the best decision may be to take the first few weeks to dig deep into family, discuss who you want to be, and give clear vision for how to invite.

## **Life on Life**

The least predictable of patterns that a Village has is also the secret sauce to Village and disciple making; we call this life on life. Every fruitful and lovable Village in the history of Resonate has had strong relationships outside of just their Weekly Meeting.

Life on life simply means spending significant amounts of ordinary time together, building authentic and deep relationships. The disciples, believers, and nonbelievers in the same Village have to become each other's real friends. If the only time that those in a Village are texting the people they are pursuing is to see if they are coming to the Weekly Meeting, they are not pursuing them well.

Most often, individuals in the same Village have parallel life rhythms to their Missional Focus.



For example, all students have classes. They all have homework. They all want to have fun. They all need food. They all want friendship. How can they use all of those shared spaces in their life to invite or join somebody they are pursuing?

If their lives aren't similar, they will have to be more creative in making daily life overlap. They will likely have to have to alter their life rhythms in order to effectively engage that Missional Focus.

An invitation into a missional believer's life is ultimately an invitation to discover Jesus. Life on life will be inconvenient at times, but it will always be worth it.

## A Week In the Life

Let's review the types of Predictable Patterns we have covered in this Playbook that should be implemented into the life of a Village Leader:

- Weekly Meeting
- Coaching
- Village Prep
- Missional Engagement
- Discipleship
- Life on Life
- Sunday Gathering

Village Leaders need to make sure they have a place on their weekly calendar (or at least monthly) for each of these Predictable Patterns. Here is a sample week for a Village.

M	T	W	R	F	S	S
Rest Day	7 PM: Weekly Meeting	12 PM: Coaching  8 PM: Huddle	2 PM: Life on Life with disciples (groceries or work out)	12 PM: Village Prep  3 PM: Soccer Outreach	10 AM: Life on Life (brunch or DT)	10 AM: Sunday Gathering

The patterns Villages form are crucial to who they become and what they accomplish. We cannot control what God does, or how people respond to us or the Gospel. We can only control the patterns we commit to and invite others to partake in. The life of a disciple certainly looks different (and maybe fuller) than the rest of the world, but we are called to be a people set apart. We hope these tools for creating effective Predictable Patterns lead to flourishing for your family on mission.

# 05

## CHAPTER FIVE

## BASELINES & GOALS

With all the potential for variability between Villages, it can be difficult for leaders to know if they are operating within the bounds of health. The baselines and goals exist for that reason- to provide a sort of fence within which leaders can run, experiment, and truly lead.

## The 6 Standards

Over 12+ years of Resonate, through trial, error, and learning from other successful missional churches, we've narrowed down 6 minimum standards, or baselines, that can be used to determine whether a Village is on track towards success or not. We call these *the 6 Standards*.

Why do we have standards? Think of a backyard. If there's no fence, you have to keep a leash on your dog so they can't run into the road. That's actually a restriction. But with a fence- clear boundaries- your dog is free to run around inside the yard. We're hoping the same thing for Villages. If we give clear boundaries- the baselines to stick to- then we can give lots of freedom within those boundaries to do mission and family according to personality, vision, Missional Focus, and giftings as seen fit.

### 6 Standards of a Village:

- 1. Tiers of Discipleship** - Multiple generations of disciple making, for example: Spiritual Parents lead Huddles who lead a Grow Group.  
Metric = a guy Huddle and a girl Huddle are present, and working towards more generations of discipleship (I.E. The VLs' Huddles are starting to pursue others in informal or formal discipleship).
- 2. Weekly Meeting** - Must have food and some form of intentional conversation present, in an In+Out friendly setting.  
Metric = consistent weekly gathering as described.
- 3. Prep and Coaching** - These environments help Villages steward their weekly gathering well and be intentional with where they are taking their Village.  
Metric = leaders are involved in coaching consistently and have a weekly time to prep for their Weekly Meeting.
- 4. Missional Focus** - A Network or Neighborhood where nonbelievers are engaged.  
Metric = consistently engaging nonbelievers by going and/or inviting them to

participate in Village activities or Weekly Meetings.

**5. Steps to 3-2-1** - 3 generations of disciples, 2 death to life stories, 1 multiplication

Metric = taking steps towards 3-2-1, by setting and reaching goals that will get them closer and closer.

**6. Secret Sauce: Life on Life** - Always has been and always will be what makes Villages work. It's usually spontaneous gatherings and real friendship outside of Village activities.

Metric = people in the Village (believers/nonbelievers) are hanging out at least once a week outside of the weekly Village gathering.

## **3-2-1**

While the 6 standards are put in place to give some boundaries to play within, 3-2-1 is like winning the championship: they are the goals and aspirations we aim for as we lead our Villages to health and thriving. Since we covered what these are in Chapter 1, here you'll find a list of things a Village can do to work towards 3-2-1.

## **3 Generations of Disciples**

- Village Leaders identify and invest in their disciples
- Every person in the Core Family has three individuals they are pursuing for discipleship
- VLs ask Joshua to take responsibility for new people
- Village meets new people through outreach and the 2nd gen pursues them for discipleship
- VL helps their disciple start a Grow Group or DT group, then passes it off to them fully after they've been equipped
- Spend time together just doing life and growing in friendship
- Spend time praying and seeking God together
- Try to be invested in each other's daily lives

## **2 Death to Lifes**

- Meet and befriend nonbelievers
- Be a regular at a public place where your Missional Focus gathers
- Share the gospel with a new connection

- Do a “Gospel Blitz” where you practice sharing the gospel with a stranger over lunch
- Pray for God to bring nonbelievers into your community and for Him to soften their hearts
- Engage new people through Sunday gatherings

## **1 Multiplication**

- Select and develop a Joshua
- Cast vision for multiplying within the year
- Model leadership skills to your disciples
- Pray for new ground that a new Village could be sent to

Our great hope for these baselines and goals is to help everyone continue moving in the right direction. It is so easy to get two degrees off target and drift into a lack of health or misalignment with the vision of our church. It is also tempting to be stagnant and aimless as a family on mission. These tools help us press forward toward maximum Kingdom impact.

# APPENDIX A: My Village Map

This is a place for you to keep all of the key information about your Village in one place.

## Missional Focus

\_\_\_\_\_  
*Network OR Neighborhood*

Connections:

Outreach Ideas:

## Predictable Patterns

1. **Weekly Meeting Details**

Day: \_\_\_\_\_ Time: \_\_\_\_\_

Location: \_\_\_\_\_

Strategy: \_\_\_\_\_

2. **Outreach Pattern**

Day: \_\_\_\_\_ Time: \_\_\_\_\_

Location: \_\_\_\_\_

Strategy: \_\_\_\_\_

3. My Coach is \_\_\_\_\_

4. My Sunday Gathering is \_\_\_\_\_

\_\_\_\_\_

**Schedule Checklist:**

- Weekly Meeting
- Outreach Pattern
- Coaching
- Prep
- Gathering
- Discipleship Groups
- Life on Life

## Our Schedule

M	T	W	R	F	S	S

## Core Family

VL VL

FAM FAM FAM

FAM FAM

## Goals

*Keep in mind 321*

1. We want to see \_\_\_\_\_ s by \_\_\_\_\_  
# date
2. We want to see \_\_\_\_\_ s by \_\_\_\_\_  
# date
3. We want to see \_\_\_\_\_ s by \_\_\_\_\_  
# date

## Life on Life Activities

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Our Joshua's are: \_\_\_\_\_ & \_\_\_\_\_

I'm going to train my Joshua in:

This year we are praying for:



# APPENDIX B: Kingdom Initiatives

## What is a Kingdom Initiative?

An act by the Church (Village initiated) that serves the purpose of bringing the Kingdom of God to Earth in order that He may be glorified through our efforts.

A Kingdom Initiative will fall into one of two types (or potentially both):

- 1. Kingdom Building:** An initiative that builds the Kingdom of God through *direct outreach/gospel sharing opportunities*. Its main purpose is believers getting around nonbelievers in order to show them who Christ is through community and the gospel.
- 2. Kingdom Reflecting:** An initiative that reflects the Kingdom of God by *meeting felt needs* of people outside of the church, usually through an act of service. Its main purpose is fulfilling a need in order to reflect how God fulfills our needs and ultimately our greatest need for a Savior. Maybe even displaying a glimpse of Heaven on Earth through healing, restoring, or making wrongs right.

## Kingdom Initiatives + Your Village

Kingdom Initiatives are not simply another thing you need to do as a Village Leader. Kingdom Initiatives impact our community. Not only are they a reflection of the Church that we are collectively learning to live into, they can also be an effective tool for empowering disciples and reaching the lost all while bringing the Kingdom of God to your city and campus.

**Kingdom Building** initiatives create opportunities for your Village to display gospel community to nonbelievers and invite them in through things like getaway experiences. Displaying a different kind of community full of authentic relationships is key to the outreach of a Village. A Kingdom Building initiative can be a unique opportunity to integrate those on the outskirts of community into the depths of relationship. Sharing an experience that does not fit into the normal day to day has proven to be an impactful missional tool.

If you're seeing a need for greater trust, buy-in, and vulnerability in your Village, consider a

Kingdom Building shared experience to draw people in. An important footnote here is that a Kingdom Building initiative is not meant to be something for believers only. If you want to do a getaway with your huddle, that's great! A Kingdom Initiative simply isn't the way.

**Kingdom Reflecting** initiatives allow you to empower those in your Village family to live into their giftings to be the church to their community. There are people already in your sphere of influence that have kingdom dreams. You may think of them as the person who is always recognizing things that are broken around them or maybe the one who is full of ideas for things you and your Village can do. They are the prophets, the apostles, the individuals who see clearly what does not look like the Kingdom of God and long to step in and create change. Early on in developing those gifts, it can be hard for people like this to move past the angst and into action. As the Village Leader, you have the opportunity to point them toward initiating a Kingdom Initiative. Help them create a plan and get the rest of your Village on board to actually do something about the problems they see.

## **The Grant System**

Finances should not be a barrier to bringing the Kingdom of God to Earth. Resonate Church sets aside a portion of the budget each year to help remove that barrier. Not all Kingdom Initiatives require funds, but for the ones that do, we have a grant system in place.

After discussing the initiative as a Village and making a plan for how to make things happen, determine if you'll need funds. There are a few cool ways to gather money. Villages will often pitch in themselves and apply for a grant that matches what they raise. If a grant is needed, simply go to [resonate.net/kingdom-initiatives](https://resonate.net/kingdom-initiatives) and fill out the Kingdom Initiative Grant Request form. All additional instructions you'll need can be found there.

**To learn more go to [resonate.net/kingdom-initiatives](https://resonate.net/kingdom-initiatives)**

# APPENDIX C: Village Leader Commitment

We want to make sure we are on the same page when it comes to the expectations we have of a Village Leader's commitment as a Deacon in our church. ***If you are a Village Leader, please sign and submit this to your leader.***

## VISION FOR LEADERS

Spiritual leadership is a weighty calling, but there is no better way to grow in your faith. The Bible talks about Deacons being the people in the church who lead and serve. They are called to a high level of obedience and a respectable life (1 Timothy 3:8-12). The requirements of being a Village Leader are based on these ideas of a deacon being blameless, respectable, and obedient especially in terms of relationships and use of substances.

## EXPECTATIONS

**1 Year Commitment.** As you consider entering a season of House Church point leadership, we ask that you commit to at least a full school year. We hope taking up this responsibility goes beyond one year for you and you go on leading disciple-makers and a family on mission for years to come, and that you are a spiritual parent for the rest of your lifetime.

**Spiritual Parenting.** As a spiritual parent you are responsible for shepherding the people under your care. This means you have compassion for the lost by bringing them into your family and you disciple those within your family to become spiritual parents themselves. A spiritual parent never abandons their family but faithfully leads them no matter what opposition may arise.

**Living Above Reproach.** In simplest terms, just don't be shady. As a leader you represent Christ and Resonate Church to the world. Living above reproach means maintaining personal holiness and integrity (1 Timothy 3) and that your private and public life are not questionable. It means that you don't live a double life that could lead someone into sin or cause someone else to stumble but instead seek to walk in obedience to Jesus.

## **COMMON PITFALLS FOR VILLAGE LEADERS TO GUARD AGAINST**

These are a few of the most common hindrances in spiritual growth within the college context, spiritual leadership, and our church. These pitfalls are not any “worse” than other sin or mistakes, but are the things most likely to derail you as a leader and/or the people you are leading. Our great hope is these things wouldn't have to be a policy, but a frequent discussion in disciple making relationships. As your leaders, we want to walk you through any and all sin issues you are facing, but for the sake of clarity, here are a few things we ask you to be specifically cautious and communicative in.

***Dating-*** We ask that you tread carefully into dating, that you consult with your staff team and/or Huddle Leader well before entering into any relationship, and that you ultimately submit to the authority of the staff on what they think is the wisest decision. This means you seek wisdom when you have feelings for someone, not when you've already communicated those feelings and built expectations for you and for them.

***Sexual Sin-*** 1 Corinthians 6:18 tells us to flee from sexual immorality. Any kind of sexual activity is strictly prohibited, unless within the covenant of marriage.

***Use of Substances-*** 1 Timothy 3 also tells us overseers are not to be given over to drunkenness. As this is an extremely prevalent temptation among college students, we ask you to steward alcohol wisely in the following ways: not drinking underage, not drinking to drunkenness, not drinking in any circumstance with underage people present, not having more than one drink in public, not posting pictures of drinking online, and not drinking in environments known for drunkenness (such as clubs or frat/house parties).

Smoking weed leads to immediate intoxication, therefore we believe scripture (Eph 5:18) points to not indulging in it.

***Self-leadership in relationship with Jesus*** - While you will be cared for and shepherded by your staff team, it is ultimately your responsibility to take ownership of your relationship with Jesus and to cultivate a life that is ever-growing in Him.

**Walk in trustworthiness** - Inevitably there will be times during the year in which an expectation-vs-reality gap will occur. Your staff team commits to filling this gap with trust and not suspicion toward you, and we'd ask that you commit in the same way. Being trustworthy is not the equivalent of being flawless in character, but it looks like addressing the gaps we create. This means we expect you to initiate conversations where we tell the truth about our lives, not waiting to be confronted.

**Commitment follow through** - We ask that you submit to the authority of your staff team in stewarding your life and leadership. If you feel you have broken trust or these expectations in any way, please approach your leaders with full assurance knowing they love you and are for you. It is your pastors' and leaders' responsibility to equip you to love the people God has placed in your care. They love our church and want to help you lead your house church well. If this covenant is broken we want to be able to respond in a wise and loving manner that cares for you as the leader and considers the health of the house church. If we believe the gospel of grace to be true, we should boldly approach our leaders when we fail and know that confession will only lead to growth and healing while concealing sin will lead to mistrust and distance from your church family. Your leaders will never be shocked by your sin because they know their own desperation and dependence on God's grace.

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Village Leader's Signature

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Date

---

Village Leader's Signature

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Staff Member Signature

# APPENDIX D: Multiplication Checklist

*Assumptions: You have 2 Joshuas & you have 2 discipleship groups*

## 1. IDENTIFY

- Determine your multiplication status (each should trigger multiplication)**
  - You have capable “next-up” leaders (Joshuas)
  - There are too many people to shepherd in your environment
- Your Joshuas are the right people**
  - They are willing
  - They are influential
  - They have disciple making fruit
  - They are growing spiritually and leading others to do the same
  - They understand their role in multiplication

## 2. PREPARE

- Walk with Joshuas to readiness**
  - Equip them through the [Joshua Pipeline](#) (self aware, bringer, missionary, & discipler)
- Formally ask Joshuas to commit to planting by a specific date**
  - Give them vision for the why and potential how's
    - Use planting/multiplication language
    - More Villages mean more people connected to the gospel
    - This is an opportunity to reach people who haven't been reached yet
- Determine who is planting with them**
  - Choose 3-6 people
    - People who are already connected to the Joshuas' family or huddle
    - People who can help balance out the new leadership (think APEST, personality, giftings and influence)
  - Privately invite those people to join
- Discuss the plant and the plan with the Village family**
  - At least 2 weeks before planting, meet, cast vision, and pray over the coming multiplication

- Help your Village see the big kingdom picture, and air out any questions or concerns
- Follow up with groups or individuals as needed
- Work out the strategic details**
  - Determine when and where this new Village meet
  - Decide on a Missional Focus
  - Clarify huddles/discipleship groups
  - Give details to your site admin

### **3. SEND**

- Start planting the Gospel**
  - Build relationships and influence among the new Missional Focus prior to planting
  - Plan social events the new Village family can lead at the new location
- Launch your new Village!**
  - Invite and connect like crazy for the first 2 weeks of your Village
  - Plan a hangout outside of the weekly meeting to establish family connection in the first 3 weeks of your Village

