

Learning Group Guidelines (Leaders)

Race and Faith Learning Groups are designed to be safe, grace-filled environments where people can grow. But here's the thing about growth- as we learn, we make mistakes, we say the wrong things, we ask questions that might surprise others –the learning process is often messy!

To help with this, we can start out by setting a few basic group guidelines:

1. **The first night, take time for group members to share a little bit about who they are and what they are hoping to learn/grow in as a result of this group's time together.** Connecting with one another will be vital in helping people to feel like they can truly share and learn with one another.
2. For the following weeks, **take a few minutes at the beginning of each group gathering to ask a question that allows everyone to share.** Especially for quieter people, if they have a chance to talk early in the group meeting, they will more likely speak again later on.
3. **Be intentional about opening and/or closing your group in prayer.** We want these groups to have a posture of dependence and humility— our prayer is that the Holy Spirit will guide us as we think, talk, ask questions, and disagree with one another.
4. **Your role is to lead the conversation.** Prepare a few questions before each meeting. While it's important to allow space for others to shape the conversation, it's your role as a leader to help get the conversation out of dead ends or off of unhelpful rabbit trails.
5. **Your posture sets the tone of the group.** We're asking leaders to model humility, kindness, grace, authenticity, and intentionality. For some people, this is their very first step into have conversations about race, justice and faith. They won't get things right (and neither will we!). Gentleness and grace will be key in helping people feel like they have a safe place to learn.
6. **Finally, be intentional about keeping a Christ-centered lens.** Some of the books and podcasts we are using are distinctly Christ-focused, so those will be easier to do this with. Others aren't. And that's okay! As you lead, encourage people to think through the resources from a Christ-centered perspective.