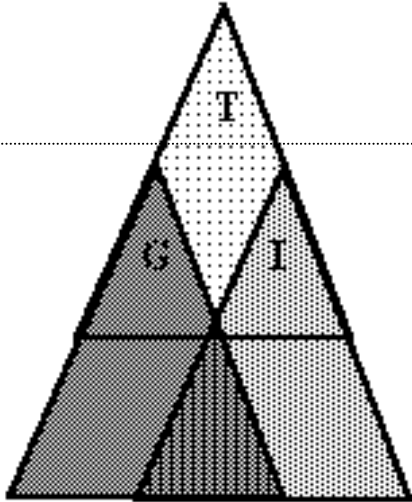


How Groups Work

Here is a model that can help us to understand how groups work.



T = Task Needs

The task focus is on simply getting the job done. This means having:

- A worthwhile goal
- A clear goal
- Agreement about the goal
- A plan of action to achieve the goal
- A way of recognizing when the goal has been achieved.

I = Individual Needs

Each individual needs to feel that he/she can:

- Exchange ideas freely
- Participate in the tasks
- Be involved in the group's life and decisions
- Share in the ownership of the group's purpose and work
- Help with:
 - Sharing/seeking information
 - Initiating ideas and actions
 - Sharing responsibilities
 - Implementing the task.

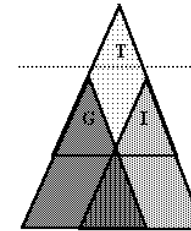
G = Group Needs

The group as a whole needs to ensure that:

- Good communication happens
- It focuses on the task and on appropriate procedures
- It co-ordinates ideas and suggestions
- It measures goal achievements
- It acts on decisions taken:
 - What is going to happen?
 - When will it happen?
 - How will it happen?
 - Who will make it happen?

Although these three sets of needs overlap, at first sight it is only some of the TASK needs of a group that are visible and obvious. This is what is known as the iceberg effect.

The Iceberg Effect



If this model is taken seriously, it is possible to realize that the major areas of need in the life of a group lie hidden below the surface. A group can be serviced only if this is worked at, so that all the group's needs are dealt with – that is, the needs of the whole group, the needs of the individual, and the needs of the task. A group will only accept change if all its needs are being dealt with.

Valuing Others and Ourselves

As we work in and with our group it is helpful at all times to:

- value one another;
- value the contribution each can make to the group;
- value the contribution each can make to the task in terms of individual gifts, skills and qualities;
- recognize the importance of each person's gifts.

It is also important for each of us to acknowledge what we ourselves bring to the group, and to recognize the presence of God in our midst.

Scripture Passages

that can help us to reflect...

Matthew 18:19-20 – “Where two or three are gathered in my name...”

Acts 2:43-47 – *Life among the believers.*

I Corinthians 12:12-31 – *How each member is to be valued...*

Romans 12:3-8 – “We are one body in Christ...”

Who Does What?



ANY MEMBER OF THE GROUP may share in the leadership by taking initiatives and actions that serve that group's functions.



ANY LEADERSHIP FUNCTION may be fulfilled by different group members performing a variety of relevant actions.



THERE MAY BE AN ALLOCATED LEADER WITH A SPECIAL ROLE, such as CHAIR, GROUP LEADER, CONVENOR, FACILITATOR.



LEADERS OF GROUPS can play an important part in the development of the skills and gifts of *all* the group members by

- consulting others,
- delegating tasks,
- trusting people,
- supporting individuals,
- and sometimes taking risks.

What about our GROUP?



How EFFECTIVE are we?

Much of our work in the church is carried out in and by small or medium sized groups, but how well do these groups work?

THE URBAN CHURCHES SUPPORT GROUP



In Thames North and Southern Synods of the URC