



*Where every woman is a gift
and every gift counts!*

WLA Cluster Group Template

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Grow a WLA Cluster

Congratulations on answering the call to grow a **WLA Cluster!**

*Thus says the LORD: "As the new **wine** is found in the **cluster**, And one says, 'Do not destroy it, For a blessing is in it,' So will I do for My servants' sake..." Isaiah 65:8*

Purpose: To create community; a strategic environment with authentic relationships to nurture the soil of a woman's heart equipping her spiritually, relationally, supernaturally and creatively.

THE WLA SMALL GROUP TEMPLATE IS UNIQUE AND INCORPORATES:

1. **Intentional Listening:** Sensitivity to the Spirit to cultivate meaningful relationships
2. **Coaching Exercises:** Powerful questions to unlock identity and purpose
3. **Treasure Trade:** Relational communities sharing gifts to change the quality of a woman's life
4. **Vision Casting:** A "master-mind" approach to life in the word empowering unique aptitudes

Values & Goals:

Relationships

While prayer and a devotional approach to the word are key elements of a community group, *relationships that lead to changed lives* is the driving force behind each group.

Authenticity

To be effective the atmosphere of a WLA cluster group should encourage transparency and create authenticity amongst group members. The objective is to cultivate an atmosphere, whereas, members give one another permission to be a part of their busy lives, to pull one another out of caves of hiding.

Confidentiality

For authenticity to occur, members must be able to trust that the issues discussed within the context of community will not be shared outside the group. This is especially true of confidence entrusted to group leaders.

Availability

A primary responsibility of community is to give the relationships established there priority, to be willing and available to prayerfully meet the needs of one another. In turn, group members should not take advantage of that willingness and neglect to be personally accountable.

Multiplication

The goal of each group is to grow and multiply, equip and release women in gifts of leadership. This involves starting new groups within eighteen to twenty-four months. Multiplication makes room for others to experience life change through the power of community.

Launching Leaders

Reasonable criteria for leader qualification is set to make the distinction between leaders who orchestrate meetings and leaders who nurture, propelling women into destiny—leaders adept at listening to the Holy Spirit to navigate conversation.

A person who leads a group is expected to meet the following criteria. The first criterion is established through WLA membership. Your leadership application and interview with a member of the executive board will determine the other four.

REASONABLE CRITERIA

- 1. Connected:** Leaders must be connected to WLA through membership and be a believer of Christ Jesus. They must exhibit spiritual maturity and a readiness to partner with us in our mission to empower women through a growing relationship with Jesus Christ.
- 2. Competent:** They must demonstrate passion and skill to serve as a WLA group leader.
- 3. Character:** They must have a solid reputation and be known for honesty and integrity.
- 4. Culture:** They must support and subscribe to the WLA vision and mission that makes up our group structure.
- 5. Chemistry:** They must identify relationally with the WLA Leadership Team, be a team player, committed to cultivating community, confident authentic relationships lead to changed lives.

CLUSTER LEADER MENTORSHIP

Mentorship serves the vision of **Womens Leadership Advantage** to raise up *visionary leaders* who incorporate the methodology if you will, that lead to the fruit God is cultivating through the first WLA cluster group.

From that first group of five women who gathered together to pray, with no personal objective, only the desire to draw near to God and hear from Him we came up with the values that constitute **Womens Leadership Advantage**. They will be the foundation each cluster group rests upon; our value of the deposits

**Tap into Your
Creative Urges to
Grow a WLA Cluster**

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participate in the next Vision Board Session.
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of God to every woman, their creative drive, unique bent and need to accomplish something significant for no other reason than that is what it means to be fully human, made in the image of God.

Those values will align our hearts and good intentions with yours. The gift of who you are and your role as a

Visualize

Imagine something... create a vivid positive mental picture of a desired outcome to move toward it.

WLA Cluster Leader is our first objective, with the group you lead secondary. Through honing your leadership gifts, it is our privilege to partner with God, that He might empower and position you to step into all that He has for you.

Group Leader Mentorship will be ongoing. It first involves a journey of *visualizing* and *strategizing* with the desired outcome strategic parameters for the cluster group God would have you launch. Read through the Strategic Guidelines as they pertain to launching, but wait to complete them. Come back to this piece after completing the process of visualizing with God, obtaining a mental picture of a desired outcome to move toward it. It will likely be in conjunction with your personal mission statement.

STRATEGIC GUIDELINES

1. The group will meet at _____.
2. The group will meet from _____ through _____.
3. The group will meet in the a.m. / p.m. on _____ (day of the week).
4. The group will meet weekly / bi-weekly (circle one).
5. The group time will begin at _____ o'clock and end at _____ o'clock.
6. The group time will typically consist of _____ minutes of sharing, _____ minutes in the word/discussion, _____ minutes in prayer, and _____ minutes brain-storming ideas.
7. Group members shall participate on a regular basis.
8. Group members shall agree to pray for other group members on a weekly basis.
9. The group will be a closed group for the first year, or until all group members agree to open the group up to additional members.

Two Steps to Launching

Visualize *and* Strategize

Visualize *and* Strategize

The template laid out here, and also your participation in a "**Prayer Mapping Session**" constructing a "**Vision Board**," are tools to stimulate progress and instill habits descriptive of a *visionary leader*, that you

will in turn help women in your area of influence uncover vision and live with purpose. They are tools to be used in conjunction with the Holy Spirit to tap into your creative urges and unlock the treasure stored up in your heart, as the Holy Spirit heightens what is overlooked or dimly regarded.

"Prayer Mapping" is *not* mandatory, but is powerful, a means to reach the abandoned corridors of the heart and mine the deposits of God stored there. It will greatly benefit the formula laid out in the following pages. Contact WLA to get involved in the next scheduled "Prayer Mapping" session to design your "Vision Board".

Step One: Visualize

WLA CLUSTERS ARE SHAPED BY THE BELIEF THAT WITHIN THE CONTEXT OF *INTENTIONAL RELATIONSHIPS* LIFE CHANGE HAPPENS.

Making room for the creative aspirations of our leaders, their unique deposits of God and *untapped ambitions* is key to opening the flood-gates of possibility and facilitating meaningful connections. It is therefore, imperative that leaders *first* secure vision for small group environments around their ***personal mission statement***.

This one thing sets your group up for success; *your testimony to the power of community*, your demonstration concerning the importance of inviting others to speak into your life and your participation as a leader.

Your group will be shaped by your convictions, or lack thereof, concerning the benefits of regular, *meaningful* relationships; your value of authentic, biblical community that works as a melting pot of spirit life and everyday life, shaping the quality of a woman's life.

Define Your Mission Statement

Determine Your Mission

Uncover *disregarded ambitions* to secure the heartbeat of God and devise a **Personal Mission Statement**

As you move in the leadership direction consider for a moment the power of a dream. *What keeps women from realizing their dreams?* What separates crazy dreams from viable ministry or business ideas? The difficulty is not the idea, whether it's relevant, aligned or misaligned with the will of God or the unpredictable market. But neglecting to give consideration to the very thing that makes people tick—failing to tap into the creative urges resident with us.

"Real creative urges, those we are meant to express, don't go away," says Pamela Slim, in a New York Times article. "If ignored they bother us, affect our health, fester and eventually turn us into the living dead."

Refer to your "Vision Board" to answer the following:

AMBITIONS AND DESIRES

1. Describe a passion, area of interest, or strength you would like to see developed in yourself and in others?

2. What promise of God are you holding near and dear to your heart that is easily a desire of others?

3. If acted upon, where would an area of interest take you?

4. What would your desired outcome be?

5. What makes it so scary to act upon the desires of your heart?

6. To obey the promptings of God, what do you need to say "no" to?

CHOOSING YOUR PATH

It's been said, "*Direction, not intention, determines our destination.* The direction you are currently traveling—relationally, financially, spiritually, and the list goes on and on—will determine where you end up in each of those respective arenas. This is true regardless of your goals, your dreams, your wishes, or your wants."ⁱⁱⁱ

The path you take determines the destination you reach. *Direction is everything, so let me ask you one more time, "If you were to invest in an area of interest, what would your desired outcome be?"* If you were to grow a WLA Cluster, what end would it contribute to?

It's worth giving consideration to what's on the inside to understand the reasoning behind the choices we make. We have the propensity for choosing paths that do not lead to where we want to go, regardless of heart-felt ambitions. Our *intentions* are of little consequence when they are not resourced—given the right to influence the path we might choose. Understanding what's at the core, will free us to move from where we are now, to where we want to be.

PERSONAL PROFILE

1. Do you know your greatest strengths? If so, list them here. If not, consider taking a gifts assessment test.

- 1) _____
- 2) _____
- 3) _____
- 4) _____
- 5) _____

2. Describe your aptitudes or natural abilities. What comes natural for you?

3. What is your *primary* and *secondary* style of relating, your personality style? If you are unsure consider a class on personality styles.

Primary: _____

Secondary: _____

4. What are your areas of weakness, describe the thing you enjoy least? This is essential to know how to build a team around you to complement your strengths.

1) _____

2) _____

3) _____

5. How would your life improve and your dreams be realized if you were to trust God with your shortcomings, areas He is growing in you rather than being stymied by them?

Personal Mission Statement

Consider points derived through vision mapping, also your answers to the questions here. If you were to devise a statement describing your life purpose what would it be?

5 Steps to Your Personal Mission Statement

A *personal mission statement* helps identify your core *values* and *beliefs*. It is an articulation of what you're all about and what success looks like to you.

A personal mission statement, is of course personal... but if you want to truly see whether you have been honest in developing it, share your results with one or more individuals who are close to you. Ask for their feedback.

A personal mission statement is not meant to be *devised once*, and carved into stone. You should set aside some time annually to review your goals, your values and the path you are on to make adjustments as deemed necessary to arrive at your desired destination.

Step 1: Identify Past Successes

Identify and list four or five examples where you have had personal success in recent years. These successes could be job related, ministry oriented, in your community, at home, etc.

1. _____
2. _____
3. _____
4. _____
5. _____

Try to identify a common theme amongst these examples. Write down what you see about you.

Step 2: Identify Core Values

1. Develop a list of attributes, words that define who you are, your *beliefs*, *values* and *priorities*.

- | | |
|----------|-----------|
| 1) _____ | 6) _____ |
| 2) _____ | 7) _____ |
| 3) _____ | 8) _____ |
| 4) _____ | 9) _____ |
| 5) _____ | 10) _____ |

Once your list is complete, see if you can narrow your values to *four* or *five* most important values.

1. _____
2. _____
3. _____
4. _____
5. _____

Finally, see if you can choose the **one value** that is most important to you.

1. _____

Step 3: Identify Contributions

Make a list of the ways you could make a difference. Note an ideal situation, how you could contribute best to:

- The world in general _____
- Women in general _____
- Your family _____

- Your employer or future employers _____
- Your friends _____
- Your church _____
- Your community _____

Step 4: Identify Goals

Give intentional thought to your **priorities** in life, the **goals** you have for yourself, the **vision** entrusted to you, and the **command** of God to go into the world and make disciples.

1. Make a list of your personal goals, perhaps in the short-term (up to three years).
 - 1) _____
 - 2) _____
 - 3) _____
 - 4) _____

2. Make a list of your personal goals long-term (beyond three years).
 - 1) _____
 - 2) _____
 - 3) _____
 - 4) _____

3. What is the most important insight you gained about yourself through your "Vision Board"?

4. Women are *multifaceted* and can settle into a comfortable role and neglect to explore the depths of who God created them to be. If you were to leave the sheep, which David left to slay the giant, what would that look like?

5. If you could be *mentored* what would that look like? What type of *mentorship* would be in conjunction with the way God is directing you, your dreams and ambitions?

Step 5: Write Mission Statement

Begin writing your personal mission statement basing it on the first four steps, your vision board, and a better understanding of yourself. (See sample *Personal Mission Statement Development* below).

I am: _____

Sample: Personal Mission Statement

1. Past success:

- a. Developed new idea for networking women
- b. Part of team that developed branding ideas for a non-profit organization
- c. Wrote and facilitated a bible study that helped couples find healthy alignment
- d. On a team that organized a conference with 5000 women in attendance

Themes: Successes all relate to creative connecting and envisioning.

2. Core values:

- Life with God
- Life of Prayer
- Vision
- Passionate
- Contemplative
- Dedicated
- Industrious
- Creativity
- Problem-Solving
- Decision-maker
- Friendly
- Outgoing
- Positive
- Family
- Honest
- Intelligent
- Compassionate

Most important values:

- Life with God
- Life of Prayer
- Family
- Creativity
- Industrious
- Decision-maker
- Vision

Most important value:

- Creativity

3. Identify Contributions:

- The world in general: Develop avenues for mentoring women, providing services to equip them to achieve what they want in life, to honor God with the gifts He's given me, to have a lasting impact on the way women live their lives.
- My family: To be an example of Christ, love them and lead in terms of example and inspiration, compassion for others, and maintaining biblical principles; to be a good mother and a loving wife; to instill values that will have generational implications on my children and their children.
- My employer or future employers: To lead by example with innovative ideas, creative problem-solving tactics, successful in terms of biblical profitability as a business woman in ministry.
- My friends: To always be a prayer support to them, be open handed and generous with my time and resources; that they would know they can always come to me with any problem.
- My community: To use my gifts and strengths in such a way as to give back to my community.

4. Identify Goals:

Short-term: To grow small groups that connect women, using my gifts and values to build on the template God has provided for WLA.

Long-term: To string the pearls, network women, develop other outlets for women to find tools for life, developing a five year plan for growing the ministry template, also diversify, achieve both professional and personal success.

5. Mission Statement:

I am the platinum key to every woman's creative voice. I aspire to live life completely, using my gifts out of respect for God's unique creation of me, and to inspire women to do likewise, to unlock what is stored up in their hearts confident all things are possible to the one who goes after the treasure of God in that place. *(Most of this came from the Vision Board)*

Strategize

Step Two: Strategize

Now that the process of *visualizing* is complete, it's time to **strategize**. Your goal here is to write your "recipe" for success. In the development of an action plan keep in mind the **Womens Leadership Advantage** values. They will be the foundation each cluster group is built upon; our value of the deposits of God to every woman. This is conveyed in the WLA tag line: ***Where every woman is a gift and every gift counts.***

In this step you will give consideration to your *personal mission statement* to come up with *strategic parameters* for the cluster group God would have you launch. Those parameters are to be in conjunction with and under the umbrella of **Womens Leadership Advantage**.

Developing a template for your group might seem fundamental, but to be fruitful is to be submitted to the plans of God, trusting Him with the smallest detail. Like what day of the week, what time of day, and your guest list.

The fruit from our small group experience that continues to surface is in direct correlation to our group leaders approach. She remained submitted to plans of God, setting her mind on the wisdom of God to

Prayerfully Build

know how to build, much like Solomon, the wisest man in the

Bible. Let his example be your approach to stepping out. He provides two valuable imperatives: *trust in* and *lean not*.

"Trust in the Lord with all your heart, and lean not on your own understanding" (Prov. 3:5).

The exhortation of Solomon is to *acknowledge* God in *all our ways*, to recognize His authority in our lives and respond accordingly. Seek and submit to His will in every area of our lives, including something so easy as deciding what day of the week to meet. He knows the best path, the best approach, the best way we to go.

In all your ways acknowledge him, and he will make your paths straight. (Prov. 3:6)

1) Prayerfully Assertain a Co-Leader

Your first strategic step is to pray that God will direct you in who to invite to co-lead. The goal is to plant and grow. Therefore, it would be wise to fast and pray.

Ask God to provide the one with similar vision you can grow with, a team player equally vested in women. One you hope to send out, a sojourner in ministry confident *every woman is a gift and every gift counts!* Let Jesus be your example. He sent the disciples out two-by-two. Mimicking that example, pray, wait, watch, discern, and then act.

Acts 13:3, "Then, having **fasted** and **prayed**, and laid hands on them, they sent them away."

List the name(s) of women God has already aligned you with even if the relationship is new—women who desire to push women through to success *through the power of community*. List those women here and use it as a reminder to pray, watch, and anticipate God.

1. _____
2. _____
3. _____
4. _____

2) Revisit Strategic Guidelines

The **WLA small group template** is unique and as mentioned incorporates learning to listen to how the Spirit is directing to move accordingly. It offers coaching exercises to unlock identity and purpose, vision casting adapting a "master-mind" approach to life in the word, and opportunities to share your gifts, strengths and expertise with the goal to push one another through to success. More importantly the WLA template gives women the occasion to *receive* that they might be filled and have something to give. Keep your goal in mind as you revisit the structure. *If your heart is tender towards working moms, or your mission involves equipping women in business, remember they are likely working women, and an evening time will best suit their need.*

1. How often will our group meet, *monthly, twice monthly, weekly, etc.?*
2. What day of the week works best for the women God is asking you to reach?
3. What time of the day best serves the needs of the group?

(You will find the template for these and more questions on page three)

3) Communicate the Vision

- Develop an easy to remember slogan or tag line to describe your WLA Cluster or small group
- Include a summary of your vision and mission in all literature distributed
- Review your unique WLA Cluster mission statement six months out and again one year later, as it will be further refined in route.

Tag Line: _____

4) Define your Small Group Time:

In defining your small group time we ask that the WLA template be used. *The WLA small group template is unique and incorporates learning to listen to how the Spirit is directing, coaching exercises to help women*

unlock their identity and purpose, and opportunities for women in small groups to share their gifts, strengths, and expertise with the goal to push one another through to success. It is the desire of Womens Leadership Advantage to mentor leaders, incorporating the methodology if you will, that lead to the fruit God is cultivating through our group.

Suggested Group Time:

1. **Prayer:** *(Mentoring in the WLA format of praying through scripture, listening and journaling is available)*
2. **Word:** Ask God for a word of encouragement, a scripture, or a tool to build upon
3. **Coaching Exercise:** Available online at Womens Leadership Advantage
4. **Sharing:** Draw sharing out of the word shared and coaching exercise
5. **Treasure Trade:** Introduce sharing gifts only after a sense of community is established

Space is given here for you to give thought to each aspect of that time to be prepared and see how your unique mission will further define that time. Give intentional thought to your approach to every element, to group prayer, how will it be facilitated? Will it involve worship, be in conjunction with the word shared. Will you have guest presenters from the WLA Inspiring Women, and if so, how often. What will your fellowship time include? Will you serve refreshments, and if so, how will you organize that piece?

Defining Group Time:

Prayer: _____

Coaching: _____

WLA Inspiring Women: _____

Creating Community: _____

Develping Authenticity: _____

Refreshments: _____

Treasure Trade: _____

Create Community

Pray, watch and discern how God is directing you. The objective is to *create community*. The amazing strategy of God involves establishing the perfect connections, bringing women together whose life experience will speak into the life of another. We cannot do what God can do if we trust Him to involve the right women, to set forth relationships that make for the best outcome for all involved.

List the names of women God brings to mind through chance encounters and referrals. Be careful not to assert your own expectations, but trust God to build a community, establish relationships, and do a work you could never do apart from Him!

Name:

Contact Information:

- 1. _____
- 2. _____
- 3. _____
- 4. _____
- 5. _____
- 6. _____
- 7. _____
- 8. _____
- 9. _____
- 10. _____
- 11. _____
- 12. _____
- 13. _____
- 14. _____
- 15. _____

ⁱ Is This the Time To Follow Your Bliss, Pamela Slim, New York Times, New York, NY., Apr 19, 2009

ⁱⁱ The Principle of the Path, Andy Stanley, Thomas Nelson, Nashville, TN, 2008,p. 14