

## KOINONIA DEVELOPMENT



**How do we Understanding the Development of the Koinonia?** When starting a Koinonia remember that it needs to grow. Like people, every group goes through identifiable, systematic phases of development or stages of "growing up". Each Koinonia develops over a period of time, formulating its unique identity and personality.

Why is a working knowledge of group development important?

**First**, it will assist you in nurturing your group's development. Rather than ignorantly watching your group unfold and mature haphazardly, you can actively nurture the process towards mutually beneficial outcomes. **Second**, knowledge about group development is a practical tool in helping you face or avoid many pitfalls and potential headaches. Being forewarned takes the edge off the shock when a problem does appear and prepares you to handle the situation.

### **Developmental Stages of a Koinonia**

Koinonia develops in stages, however this stages are repeated when new members come in. Stages start not as a group anymore because some have advanced but individually they developed within these stages. The Koinonia leader first must be aware that these new members are not in the same mind and spiritual growth as the old members.

**The First stage** of the Koinonia developmental cycle begins before the group ever meets. When the initial idea to start a Koinonia is conceived, the "genes" comes from the union of the vision and the context that nurtured the decision to create a group by inviting people to participate. This stage is characterized by initiating and by tentative actions. Each new experience sets the tone for future actions or responses. It is necessary for the servant leaders to provide clear explanation of why the group exists this includes the format, agenda and other details especially when there are new members coming in a later stage. When members learn names and the particulars of one another it helps them assess their own comfort level within the group. First impression has a strong effect, and even if incorrect, they are difficult to erase. During this first phase, the Koinonia is highly dependent on the servant leader – like a newborn is dependent on his mother. As the leader you'll need to show a lot of initiative. Although this first phase is short, it is demands that you provide certain information and process that are vital to the formation of your group and its success.

**The Second stage** is the members are learning what is and isn't acceptable, how and how not to behave, what is and isn't permissible, and what is and isn't expected of Koinonia members.. Every group has norms, spoken or unspoken. However, like a good parent, you'll do well to systematically plan for the guide and this process. This means budgeting time for discussion the establishment and practice of mutually acceptable norm-standard to govern your Koinonia.

**The Third stage** is a time of transition. Becoming a mature Koinonia is very close. Questioning and adjustments are the two major events in this third stage. By this point in the Koinonia members are beginning to feel free to call into question corporate decisions and practices. Some of the initial inhibitions are gone. Voicing agreements or disagreements with relationship and activities is easier, and so may happen. Don't be surprised if everything seems to be going along well, than suddenly one or two members begin to question and/or complain about various aspects. How you as a servant leader react to this questioning directly affects your Koinonia's future. As a Koinonia servant leader, you must recognize that in the most cases it is a healthy step in the group's development. Remember to be relaxed, be reasonable, involve the group members, and seek to honor Jesus Christ. Your goal is to help the Koinonia take responsibility for them. In doing so, you actively support the group's continuing growth and development.

**The Fourth stage** of your Koinonia portrays the mature functioning of the group. Whether your Koinonia is process-oriented, content-oriented, task-oriented, or need-oriented. The group views itself as being successful. A major leadership task during this stage is to work with the members in maintaining the interpersonal relationship and process stipulated in your covenant. Ideally, maintaining these aspects of your Koinonia's life has become a shared process. Everyone in the Koinonia is taking the responsibility.

**The Fifth stage** is the maturity stage. A Koinonia may be long in years, but still maybe immature in their spiritual growth. Time is not the basis for maturity; quantity is also not the basis for maturity. Their heart measures a mature Koinonia. It is in their willingness to serve in a larger group or the local church; It measured in their character and attitude.

**Summary of Strategies for the Different Stages in Koinonia Life**

|                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
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| <b>1st Stage</b> | <ul style="list-style-type: none"> <li>• Assure careful formation of the group.</li> <li>• Coordinate the first meeting</li> <li>• Create an atmosphere of love and acceptance.</li> <li>• Clarify the meaning and purpose of a Koinonia.</li> <li>• Share testimonies</li> </ul>                                                                                                                                                                             |
| <b>2nd Stage</b> | <ul style="list-style-type: none"> <li>• Assign responsibilities to other members of the Koinonia and affirm their participation</li> <li>• Establish the Koinonia covenant</li> <li>• Discuss projects and problems together</li> <li>• Plan different activities to establish stronger relationships with other members of the Koinonia</li> <li>• Schedule joint meeting with other Koinonias</li> <li>• Evaluate members for potential leaders</li> </ul> |
| <b>3rd Stage</b> | <ul style="list-style-type: none"> <li>• Train members in personal evangelism</li> <li>• Allow the members to question the group practices and open them for suggestion and solution</li> <li>• Train servant leaders that you see fit</li> </ul>                                                                                                                                                                                                             |
| <b>4th Stage</b> | <ul style="list-style-type: none"> <li>• Help the group accept responsibility for itself and provide for them a greater task in the church involvement</li> <li>• Encourage continued participation</li> <li>• Assist the group to deal with ups and down</li> </ul>                                                                                                                                                                                          |
| <b>5th Stage</b> | <ul style="list-style-type: none"> <li>• Train other servant leaders</li> <li>• Allow opportunities to serve in a larger group of ministries</li> <li>• Assist the new Koinonia</li> <li>• If you have been chosen to lead another group consider it an honor.</li> </ul>                                                                                                                                                                                     |

## **Rule and Regulations**

What question comes into your mind if you are face with situations that is beyond your control and wished at those times you had rules?

*Who is in charge of a Koinonia?  
Suppose people cannot agree about the Children's behavior?  
Can a host make any rules about their house?  
What do we do if people behave badly?  
What is a Koinonia Agreement like?*

The Koinonia has a servant leader and he is not the only one who is responsible for everything that is going on and what is going to happen to the Koinonia. There are rules, regulation and covenant to follow for both leaders and member to have a pleasant time together. The following are important Rules and Regulation that your Koinonia might want to adapt:

### **The Koinonia or Group Agreement**

A Group Agreement helps the Koinonia to consider the possibilities and to set down guidelines for everyone to follow. Many of these concerns can be anticipated and prevented if the Koinonia, both children and adults understand the expectation of the group from the start. It is always better to negotiate before a crisis arises.

### **A Koinonia Covenant**

Caring is the key method in helping us experiences the relationship and fellowship necessary within the Koinonia. A Genuine fellowship is possible, with God's help through our individual and mutual commitment. This is what Koinonia Covenant is all about it is to achieve love, caring and accountability first all to God and to one another.

### **House Rules**

Koinonia member must bear in mind that they are invited guest in the homes where the meetings are held. So the Koinonia is moving from house to house, the group should work out on the house rules together. In the next few pages, tan example is given.

## Sample Forms

### *An example of a Koinonia Covenant*

#### **KOINONIA COVENANT**

Koinonias are a key method in helping us experience the relationship and fellowship necessary within the Body of Christ. Genuine biblical fellowship is possible, with God's help through our individual and mutual commitment. To assist us as a koinonia members in achieving the goals of identification, love, caring and accountability to God and in our mutual commitment to one another as brothers and sisters in Jesus Christ, the following covenant are set forth:

*The Covenant of Affirmation and Acceptance:*

I pledge to accept you no matter what you have done, are doing, or will do. I matter not agree with your every action, but I will attempt to love you as a child of God and do all I can to express God's affirming love.

*The Covenant of Availability:*

Everything I have- time, energy, insight, possession – is at your disposal if you have a need...to the limit of my resources. As part of this availability, I pledge to meet with you in this koinonia on regular basis.

*The Covenant of Prayer:*

I promise to pray for you regularly

*The Covenant of Honesty:*

I agree to strive to become a more open honest person, to share my opinion, feeling, struggles, joy, and hurts...as well as I am able. I will trust you with my dreams and problems.

*The Covenant of Feedback:*

I will attempt to mirror back to you what I am hearing you say and what you are feeling. If this means risking pain of either of us, I will trust our relationship enough to take the risk, r, realizing it is in "speaking the truth in love that we grow up in every way into Christ who is the head" (Ephesians 4:15). I will try to express this feedback in a sensitive and controlled manner, in keeping with the circumstances.

*The Covenant of Sensitivity:*

Even as I desire to be known and understood by you, I pledge to be sensitive to you and your needs to the best of my ability. I will try to hear you, see you point of view, understand your feeling, and draw you out of possible discouragement or withdrawal.

*The Covenant of Confidentiality:*

I promise to keep whatever is shared within the confines of this group. I vow to not push you to share things about yourself that you would prefer to keep undisclosed.

In full acceptance to these covenants, I affix my name to this document in recognition of my commitment to God and the members of this koinonia. I will keep this document as a reminder of this voluntary covenant, which I've entered on this date.

**An Example of a Koinonia Agreement**

# Koinonia Agreement

Every member in this koinonia, both adults and children, want to care for each other. We want to grow in our Christian lives and to be a part of God's big family.

**Our names are:**

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The adult will welcome the children and try to be their friends. The children will respect the adult and be friendly to them too.

**Our Koinonia Leader is** \_\_\_\_\_

**He/she looks after the whole group. We will obey him/her.**

**Other koinonia group members will take turns leading the children.**

## *How we are going to Behave in Our Koinonia*

### **For Everyone**

#### ***Because we love and respect each other:***

- We will be polite to one another, regardless of age.
- We will not say unkind things about anyone.
- We will learn to accommodate one another.
- We will listen to one another.
- We will remember to please the Lord at all cause.

#### ***Because we are God's Family:***

- We will pray for one another by name and will keep a prayer card to remember everyone by name.
- We will attend koinonia as often as we can.

#### ***Because we trust one another:***

- We will tell each other about things that go wrong in our lives.
- We will remind one another of the promise and commitment we have made to each other.

**An example of House Rules**



# House Rules



1. It is not good to run inside the house.
2. The guest should remove their shoes before entering the home.
3. It is not good to put one's feet or jump on the furniture.
4. Most people do not like their guests to turn on the television, stereo or computer without permission. Seek consent before playing any musical instrument.
5. It is not polite for a guest to go into the bedrooms or the kitchen unless invited.
6. It is not good to play with objects or toys without permission of the host. It is embarrassing if something gets broken. Writing on the walls and furniture is not allowed.
7. It is polite to help tidy up any mess before leaving.
8. It is polite to ask the host first before using the bathroom.
9. It is not polite to eat or drink until invited to do so. It is kind to first offer food to someone else before you start to eat.
10. Children and adult should thank the host for their kindness and should say "goodbye: politely.