

## Huddle Values

### Vulnerability / Transparency

Discipleship can only truly happen if members choose to be open with one another as part of a huddle. Whilst 'low control' means the leader should allow members of the group to be disciples of Jesus, not them, it is necessary that huddle members are transparent about their walk with Jesus if they are to receive the right encouragement and challenge. There must also be trust and confidentiality to enable this to take place.

### Invitation and Challenge

Huddle is not just a cosy group where members are cared for - it's both supportive and stretching in order that the huddle members see breakthrough and fruitfulness in their lives. This means that huddles operate with an invitation to relationship as well as the challenge to growth and discipleship. Just as Jesus invited the disciples into close relationship with him, as well as stretching them with truth, training and challenge, so should huddles operate with the balance of both.

### Give and Receive

An important part of the huddle is the opportunity for leaders to grow together and learn from one another. Huddle members should be prepared to both share honestly with the rest of the group as well as serve and build up the other members.

### Commitment

Huddle is an opportunity for leaders to receive significant investment and discipleship. Just as Jesus' call to the disciples to 'Come, follow me' meant a sacrifice, the invitation to be part of a huddle requires a commitment from the huddle members. Although huddles don't require a contract, it is important to make it clear what the expectations and commitment are at the outset.

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### Growing in character and competency

Huddles are designed to grow leaders in relation to character and competency. Jesus disciplined the Twelve in knowing their covenant identity in God and helped them to develop the character to pursue that relationship themselves more fully. He also gave them the experience, training and guidance so that they were competent as leaders who would launch the missional movement of the early church. We have questions for huddles that relate to both the character and skills that are necessary to be a personal disciple, as well as a disciple who makes other disciples. Character and competency are key features which we look for in our leaders and areas where we aim to see them continually grow for greater personal and kingdom fruitfulness.

## Find out more ...

We also offer Coaching Huddles for leaders. This is an opportunity for you to experience a huddle for yourself which will better equip you to lead others in a huddle.

Find out about joining a 3dm  
UK Coaching Huddle at

**3dmuk.com**



For more information and resources for starting huddles in your context visit [3dmuk.com](http://3dmuk.com)  
Or contact [admin@3dmuk.com](mailto:admin@3dmuk.com) for more details.

# Huddles

a brief introduction



## Why Huddle?

**"Go and make disciples of all the nations"**

- Matthew 28:19

If you make disciples you will grow the church. If you make disciples who can make more disciples, you will build a movement. Many of us have learned the importance of investing our lives into others, but have often met with the



A discipling culture truly is the engine for long-term, sustainable mission. This was Jesus' only method: there was no backup plan. His hope of changing the world rested on His disciples making more disciples, who would together, as communities on mission, overcome the gates of hell in every part of this world.

But how do we do discipleship that's life-on-life, when our time, energy and resources are limited? How can we raise up several key leaders in order to see missional disciples multiply and build a movement?

We have found that huddles are a great vehicle for discipling key leaders in a variety of contexts. Huddles support and challenge leaders to grow in their personal discipleship and kingdom responsibility - it facilitates leaders in hearing what God is saying to them and responding to His voice. This enables leaders to grow in character and competency as well as providing a structure of accountability within our church leadership.

## What is a Huddle?

A huddle usually operates with a group of leaders, committed to being disciplined by a huddle leader. Being in a huddle is a privilege for the huddle member, as the leader has committed to invest time in them and disciple them. Who is part of the huddle is for the huddle leader to decide and to invite that person to be part of it. The huddle operates under the value of 'low control, high accountability'.

This means that the huddle leader's role is to support and encourage the members of the huddle to take ownership of their personal journey of mission and discipleship, not telling them what to do, but instead holding them accountable for the decisions they have decided to make.

Huddles can be gathered together based on similar missional vision, leadership responsibility, or leadership context. They can be for church leaders, ministry leaders and lay leaders, including workplace and business leaders.

The content of a huddle can vary depending on what the leader feels is appropriate for each session. We use various resources for huddle - the huddle questions (which are available as a 3dm UK resource) focus on developing character or skills. The group will spend time individually looking at the questions and asking the Holy Spirit to reveal a particular area that God wants to disciple them in. They will then share what that area is and spend time processing what God is saying and their response to this.

The content of a huddle may be shaped by the leader sharing something that God is speaking to them about, by studying a theological issue together or by looking at one of the Lifeshapes.

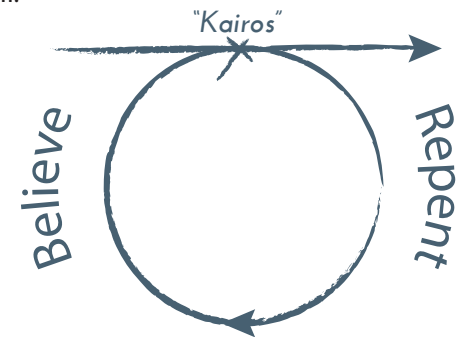
Whatever the content, the main purpose of the huddle is to ask:

- What is God saying to you at the moment?
- What are you going to do in response to this?

## Huddle Values

### Repent and believe (The Learning Circle)

The process of answering the two questions on the previous page can be applied using one of the Lifeshapes tools which we call the Learning Circle (see our Lifeshapes introduction leaflet for more details). The Learning Circle is a helpful tool for huddle as it is the application of Jesus' command in Mark 1:14-15 that we 'Repent and Believe'. This means that we fully understand where God is challenging us to repent from a mindset or behaviour pattern and instead to believe and step out in faith on what His truth is for us. Remember, this is a process which huddle members need to undertake, not an instrument to be taught from the front. It may be that the huddle leader leads huddle members around the learning process by asking them prompting questions, rather than overtly discussing each section.



### Low control, high accountability

As mentioned previously, low control, high accountability is the foundation for huddle operating in a productive and stable manner. Leaders should be released into fruitful living as a disciple, as well as taking the responsibility and ownership for their walk with Jesus and the kingdom call on their life. Accountability is about personal responsibility for what God is saying and how you are going to act on it, but it is also allowing others into that process so that they can walk with you. This can only happen under the principle of grace - huddle is not a place to convict one another, or 'audit' one another's lives, but instead to allow God's grace, truth and love to shine a light on the areas of weakness, fatigue and failure in our lives.