



CROSSROADS
SMALL
GROUPS

Small Group

Development
Guide

crossroads.org/smallgroups



Acknowledgments

This ***Small Group Development Guide*** has been inspired by many passionate spiritual leaders and their works, including *The Purpose Driven Life* and *The Purpose Driven Church* by Rick Warren and *Leading Small Groups With Purpose* by Steve Gladen. Our hope is that this tool helps empower you, the Small Group Leader, to identify the spiritual needs of your group and lead your group members along a journey of discovery and development - and ultimately into a greater likeness of Jesus Christ.

Introduction

This tool has been designed specifically with you, the Small Group Leader, in our minds and hearts. The ***Small Group Development Guide*** can be used as both an initial planning tool for your group as well as an ongoing guide as your group continues to grow in the 'Five Behaviors of Discipleship' as outlined in our Decade of Destiny vision and inspired by the Early Church as recorded in the book of Acts. Specifically, these five behaviors are:

Connect

Grow

Serve

Pray

Give

This assessment is NOT a tool to see how you and your group measure up against other people; nor is it intended as a measuring stick against perfection. None of us will achieve perfection this side of heaven, and therefore perfection is not our goal. Rather, this assessment tool will help you evaluate your spiritual health, and guide you in developing a game plan to bring the five behaviors into balance in your life - ultimately glorifying God and drawing those who are spiritually undecided into relationship with Him.

Using This Assessment

The ***Development Guide*** is divided into three sections to help your group identify their current state of health and develop a plan of Next Steps in their spiritual journey. To get the most out of this tool, we suggest you follow these guidelines:

1. Use this tool after your group has initially met once for fellowship and icebreakers. Introduce this tool as a way for your group to identify their personal spiritual needs, assess the highest needs as a group and create a 'road map' for future group studies and activities. Be sure to express the need for each member to complete their own personal assessment ANONYMOUSLY.
2. For best results, print this assessment and give it to your group to complete during a group meeting. The entire Individual Member Survey should take less than 30 minutes to complete, although certain personalities may feel rushed. Emphasize to the group that it is important to record their initial, "gut feel" response. Collect the results ANONYMOUSLY and promise to have them summarized by your next meeting.



Using This Assessment (cont.)

3. Enter each member's subtotal from the 'Individual Assessment' form into each of the 5 categories on this page. Total each column to determine your small group's cumulative score for each of the five behavioral categories. Total each row to determine each group member's overall spiritual health score.
4. Gauge your small group's spiritual health RANGE by comparing the lowest and highest 'Member Totals' from the rows. Consider this range and overall average when planning each 'Next Step' for your group. For instance, your group average can range from a score of 35 to a score of 175. While your average group score may be 105, you may have a range from 45 to 150, indicating your group has some members that need to begin with small, easy steps. It's important to plan your steps according to the lowest value in the range, so that all group members can move forward together. It's always a good idea for healthier members to be reminded of the basics, but setting complicated or difficult steps for less healthy members could negatively impact both the individual and the group.
5. With prayer consideration, and maybe a consultation with your Coach, develop a "draft" road map for your group for the next 3-6 months by using the "Next Steps Group Planner" tool. Present your "Group Summary" results along with your proposed road map, and discuss as a group. Keep in mind that unanimous agreement is not essential to moving forward along your road map, but rather seek a "general consensus" from the group.
6. As you progress in your group's spiritual journey, be sure to empower group members to take ownership over specific areas, activities or events. This helps group members develop and strengthen their gifts as they become more spiritually healthy.
7. Complete this assessment periodically as your group grows spiritually. We suggest six month intervals, but feel free to adjust as needed. If you need any assistance, be sure to reach out to your Coach or Pastor for help and guidance.

Step 1: Individual Member Survey (Anonymous)

	Doesn't Describe Me	Partially Describes Me			Generally Describes Me
<u>Connect: God created us to live in community with others as part of the Body of Christ</u>					
I am genuinely open and honest about who I am	1	2	3	4	5
I regularly use my time and resources to care for the needs of others	1	2	3	4	5
My number of friendships in my school, workplace and community is increasing	1	2	3	4	5
I have an easy time receiving advice, encouragement, and correction from others	1	2	3	4	5
I gather regularly with a group of Christians for fellowship and accountability	1	2	3	4	5
There is nothing in my relationships that is currently unresolved	1	2	3	4	5
There's nothing in the way I speak/act about others that I wouldn't share with them in person . . .	1	2	3	4	5
Connect Total:					<hr/>
<u>Grow: God desires for us to grow in wisdom, stature and favor - Just as Christ modeled</u>					
I have a deep desire to spend time in God's presence	1	2	3	4	5
I allow God's Word to guide my thoughts and change my actions	1	2	3	4	5
I follow a regular plan for work, rest, fun and fellowship and plan margin in my calendar	1	2	3	4	5
I am confident that I hear from God on a daily basis	1	2	3	4	5
I am involved in a coaching/mentoring relationship	1	2	3	4	5
I am confident in God's loving kindness for me and am comfortable approaching Him in prayer . .	1	2	3	4	5
I am quicker to show grace and forgiveness to others than I am to criticize or judge them	1	2	3	4	5
Grow Total:					<hr/>
<u>Serve: God desires for us to actively love others in the same way we love ourselves</u>					
I have discovered and understand my unique spiritual gifts, values and personality traits	1	2	3	4	5
I am currently serving God with the gifts and passions he has given me	1	2	3	4	5
I regularly reflect on how my life can have an impact for the Kingdom of God	1	2	3	4	5
I have recently served in a missional way in my community, nation or globally	1	2	3	4	5
I enjoy meeting the needs of others without expecting anything in return	1	2	3	4	5
I actively experience God's grace flowing through me into the lives of others when I volunteer . . .	1	2	3	4	5
I look for opportunities to build relationships with those who don't know Jesus	1	2	3	4	5
Serve Total:					<hr/>
<u>Pray: God desires for us to rely completely upon Him in all areas of our lives</u>					
I am comfortable in praying to God about needs I have or perceive in the lives of others	1	2	3	4	5
I spend time daily praying and seeking God's guidance in my daily life	1	2	3	4	5
I am confident that when I pray, God hears my prayers	1	2	3	4	5
I believe that it is God's character to provide good and loving answers to my prayers	1	2	3	4	5
I regularly pray for those in leadership in my school, business, church, community and nation . . .	1	2	3	4	5
I spend time each week prayer walking in my community	1	2	3	4	5
I have found that prayer has changed how I view and interact with the world	1	2	3	4	5
Pray Total:					<hr/>
<u>Give: We have been created and instructed to multiply God's grace into our world</u>					
A review of my finances shows that I think more about God and others than I do about myself. . .	1	2	3	4	5
Those closest to me would say my life is a reflection of giving more than receiving	1	2	3	4	5
I regularly participate in group giving activities, such as food drives, shoebox gifts, etc.	1	2	3	4	5
I am debt free / I am working a solid plan to become debt free by a specific, accountable date . . .	1	2	3	4	5
I am confident that as I share my faith with others they see God's generosity living through me . .	1	2	3	4	5
I am passionate about sharing the good news of the gospel with those who have not heard it . . .	1	2	3	4	5
I am regularly tithing / giving to my church and other organizations that spread Christ's love . . .	1	2	3	4	5
Give Total:					<hr/>



Step 3: *Next Steps* Suggestions

CONNECT

	<i>Beginner</i>	<i>Intermediate</i>	<i>Advanced</i>
<i>Relational</i>	Plan a group "game day" and have members bring a "secret" prize.	Plan a group outing to a community event and meet for a meal before the event.	Each group member writes his/her personal testimony and shares in group discussions.
<i>Devotional</i>	Engage in a group study selected from the "Beginner, Intermediate or Advanced" options of the "Connect" section in the Crossroads "Suggested Small Group Studies".		
<i>Missional</i>	Members complete an online Spiritual Gifts Assessment and share the results in group discussions.	Members volunteer to serve in leadership roles within the group for hosting, praying, organizing food, childcare, etc.	Members share personal needs for home projects or similar, and the group schedules "serve days" to help fill those needs.

GROW

	<i>Beginner</i>	<i>Intermediate</i>	<i>Advanced</i>
<i>Relational</i>	Take an online personality assessment and share the results in group discussions.	Attend a conference together as a group and review your takeaways at your next group meeting.	Establish "accountability" partnerships within your group to assist each other in walking out God's plans in their lives.
<i>Devotional</i>	Engage in a group study selected from the "Beginner, Intermediate or Advanced" options of the "Grow" section in the Crossroads "Suggested Small Group Studies".		
<i>Missional</i>	Have a group discussion about "What do I need God to accomplish?" Record the answers in a journal and pray over them weekly.	Serve together as a group at church one weekend per month. Pick a different department/area every six months.	Each group member prepares a group devotion and discussion. Rotate through each member's turn.

SERVE

	<i>Beginner</i>	<i>Intermediate</i>	<i>Advanced</i>
<i>Relational</i>	Serve together as a group for a church or community event.	Volunteer with Crossroads' "Helping Hands" ministry to help others within our church.	Volunteer with Crossroads' CCRT team to provide meals for members in need during times of crisis.
<i>Devotional</i>	Engage in a group study selected from the "Beginner, Intermediate or Advanced" options of the "Serve" section in the Crossroads "Suggested Small Group Studies".		
<i>Missional</i>	Participate as a group in Crossroads' annual 'Serve Week'.	Serve as a group at one of Crossroads' Community Partners. More info at crossroads.org/serve-locally	Plan a group missions trip within our state, our nation or globally.



Step 3: *Next Steps* Suggestions

PRAY

	<i>Beginner</i>	<i>Intermediate</i>	<i>Advanced</i>
<i>Relational</i>	End each meeting with a prayer time, and ask each member to pray over a different member's request.	Engage in group prayer walks in each member's neighborhood.	Engage in a group fast while praying daily for specific people to come to know Christ.
<i>Devotional</i>	Engage in a group study selected from the "Beginner, Intermediate or Advanced" options of the "Pray" section in the Crossroads "Suggested Small Group Studies".		
<i>Missional</i>	Create a group prayer list for each member to pray over daily. Include family, workplaces and government leaders.	"Adopt" a missionary by praying for them and sending them encouraging letters.	Join the Crossroads Prayer Team and volunteer for one service monthly.

GIVE

	<i>Beginner</i>	<i>Intermediate</i>	<i>Advanced</i>
<i>Relational</i>	Attend a "Financial Freedom Workshop" at church together.	Hold a group "debt-free challenge" for 90 days and celebrate the total debt reduction with a group party.	Sponsor one of Crossroads' Community Chaplains in their ministries through financial gifts or by engaging in service projects.
<i>Devotional</i>	Engage in a group study selected from the "Beginner, Intermediate or Advanced" options of the "Give" section in the Crossroads "Suggested Small Group Studies".		
<i>Missional</i>	Participate in a Christmas "adoption" such as "Operation Christmas Child" or the church "Giving Tree".	Hold a "Neighborhood Food Drive" in each member's community and donate the food to a local pantry.	Adopt a local community center (library, retirement center, pre-school, school, fire station) through serve projects and care packages.



Step 4: *Next Steps* Group Planner

Using your own thoughts, ideas from your group and suggestions from "Step 3", complete this planner by identifying your next steps for each of the five believer behavioral categories, prioritized by your group's greatest needs.

Five Behaviors: Connect, Grow, Serve Pray & Give

	Relational Next Step	Devotional Next Step	Missional Next Step
<p>"CONNECT"</p> <p>Group Score: _____</p>			
<p>"GROW"</p> <p>Group Score: _____</p>			
<p>"SERVE"</p> <p>Group Score: _____</p>			
<p>"PRAY"</p> <p>Group Score: _____</p>			
<p>"GIVE"</p> <p>Group Score: _____</p>			