

When you're young, when you don't get tired having fun, when life is full of emotion, fervor, and whim — **Get In.** When life is smooth like riverbeds' stones, when your days bleed from one to the next, when the gale force winds of difficulty

begin — **Get In.** When you're down in the dumps — or when your pockets are full of cash

SPRING 2011 GROWTH GROUP LEADERS' GUIDE

When everything is sound, when you prayerfully live, and when the spirit of God is flowing from within — **Get In.**

**Maybe you should—
Get In.**

Growth Groups

KICKOFF SCHEDULE

Main Session	9:00am — 9:45am	Auditorium
Breakouts	9:50am — 10:50am	See below for choices and locations
Break	10:50am — 11:05am	Refreshments available in the auditorium!
Main Session	11:05am — 12:00pm	Auditorium

BREAKOUT CHOICES

(Recordings are being made of all the breakouts for free download later.)

Use pages 26 - 29 for to take notes in the breakouts

New Leader's Breakout Karen Widmer and Penny Jones Room: 205

If you're a new leader you need to go to this breakout. You'll leave this breakout equipped & ready to go with your group!

How to Help Your Group Pray Ken Mullette Room: 206

Finding people in your group unwilling to pray? Has prayer become something you do for the group, rather than something they do for each other? In this breakout you'll learn how to help your group become comfortable with prayer, and keen approach our Father together.

When New People Join Your Group Shawn Luis Room 207

When you have an established group of people who are returning to your group, it can be a challenge as a leader to help new people to the group feel welcome and wanted. In this breakout we'll consider how to lead your group so that when new people join your group, they stay!

The Top Things I've Learned About Leadership Lee Honzell Room 208

Lee Honzell has been a leader for years. In this breakout you'll get the some of the best ideas he's learned in leadership—this breakout is a goldmine of wisdom!

Congratulations and Thank You!

Congratulations on stepping out to lead a group! This can be a very rewarding experience and a huge part of your spiritual journey. This booklet will provide you with pretty much everything you need to know!

We know that this ministry cannot happen without people like you taking this step of faith. We are thankful to God for you — for your courage and commitment to the people of Crossroads and our shared goal of “leading people to discovering Jesus and follow him fully!”

Pastor Ed and Coaches Lee, Penny, Ken, Karen and Bret

IMPORTANT DATES SRING 2010

January 31 – GG’s begin meeting this week

March 5 — **Synergy Small Group Conference!**

May 4 – Deadline to fill out the GG Registration Form to let us know you’re leading a group in the Summer trimester!

April 18 - GG’s end meeting this week

May 12 – Signups for GG’s begin online

May 15—First Sign-up Sunday for groups

May 22 – *GG Leader Kickoff* 9am-12pm

See www.fuelinglife.org for more dates, information and great ideas!

Psalm 136

The Role of a Growth Group Leader

It is important to understand your role as a Growth Group leader. Each of the roles and responsibilities are encouraged and expected of a Growth Group leader.

To be an instrument of the Holy Spirit- The role of a Growth Group Leader is to be used by the Holy Spirit to facilitate a discussion that will point people towards Christ.

To be a grace-giver and a truth-teller. If Jesus was described when he walked the Earth as being “full of grace and truth,” our goal is to be like him in our interactions with people. There will be times when you will be prompted by the Holy Spirit to respond graciously. At other times, truth needs to be spoken. The challenge of a Growth Group leader is to find the balance between these two.

To be an extension of the pastoral care for people. As a Growth Group leader you are an extension of the pastoral care of God’s people. It is impossible (and unbiblical) for our pastors to spiritually care for each person in our church.

To be more of a facilitator than a teacher. As a Growth Group Leader you may or may not have the spiritual gift of teaching. However, you can still be used greatly by God in your group if you use the gifts God has given to you to facilitate a discussion about God’s Word and Will.

To be a spiritual friend. To be a loving friend to those in your group and help them experience the power of meaningful relationships.

The Who, What and When of GG Signups

How will people hear about my group?

1. **You invite them!** Start inviting people to your group, whether in the neighborhood, at work, or in church on a Sunday morning...a personal invitation is the best! If they can't make it to your group, tell them about the many other groups that are starting!
2. **Sunday promotion:** The Growth Group brochure will be distributed during the four weeks of promotion to everyone who comes to one of our services. During the services we'll have creative promotion and information about how to sign up. Also, we'll have a table in the lobby for people to get their questions answered.
3. **Website and Emails:** Over the next few weeks, emails will be sent to everyone in the congregation encouraging them to check out the website and sign up for a group. Here they will be able to search for a group that meets their criteria. Remember if you led a growth group, your growth group members need to sign up again for your group!

How will I know who's signed up and when to contact them?

On each Tuesday of promotion month, you will receive an email from Debbie Honzell listing everyone who has signed up for your group and their contact details. (Note: If they sign up on our website, you will receive an automatic generated email detailing their signup).

It is important that you contact the people who signed up asap (so that they feel connected to the group already—this tends to prevent people signing up and not showing up). You can email them, but **ask for a reply** and if you don't receive a reply within 48 hours, call them— people often give us incorrect email addresses!

A couple of days before the first meeting, send an email reminding everyone in your group that you're about to start!

The Intentional Growth Group Design

What does my Growth Group do?

Growth Groups are intentionally designed for growth by doing four things together:

1. Meet together once a week.
2. Party together once a trimester.
3. Engage in an outreach project once a trimester.
4. Celebrate communion together once a trimester.

What does a Growth Group Leader do?

1. Pray for group members once a day.
2. Lead the group once a week.
3. Meet with Team Leader in a huddle once a trimester.
4. Form new groups from their current group once a trimester.

What does a Growth Group Coordinator do?

A coordinator prepares to become a Growth Group Leader by serving as an apprentice who supports and assists the Group Leader by:

1. Facilitates group discussion at least two times during the trimester
2. Each week sends 2 e-mails to the group:
 - *Record prayer requests and e-mail them to everyone in the group.*
 - *Send an attendance reminder e-mail to everyone in the group each week two days before the group is to meet (and before group events).*

What does a Team Leader do?

1. Pray for group leaders once a day.
2. Communicate with group leaders once a week.
3. Meet with group leaders in a huddle once a trimester.
4. Meet with group coaches and all team leaders once a month
5. Form groups to fill their team once a trimester.

Growth Group Values

What is the biblical foundation for Growth Groups?

*“Everyday they continued to meet together in the temple courts. They broke bread together in their homes and ate together with glad and sincere hearts, praising God and enjoying the favor of all people. And the Lord added to their number daily those who were being saved.” **Acts 2:42-47***

*“You know that I have not hesitated to preach anything that would be helpful to you but have taught you publicly and from house to house.” **Acts 20:20***

What are the values of Growth Groups?

1. The truth we learn about Jesus and what He did for us is designed to make a difference in our lives.
2. A Growth Group is one of the best places for life change to take place.
3. God’s people are given the privilege and permission to serve God by caring for one another according to their God given gifts and abilities.
4. Being teachable and realizing there is always more to learn about how to lead a group is the key to being an effective leader.
5. The key to effective ministry is a balance between celebration and teaching in large gatherings and sharing and caring in Growth Groups.

What is goal of our Growth Groups?

We want everyone who is in a Growth Group to experience Community and Spiritual Growth.

Community

Accountability
Belonging
Care
Celebrating

Spiritual Growth

Intimacy with God
Community with insiders
Influence with outsiders

Four F's of Leading a Growth Group

Check each one as you complete it!

1. Fill

- Secure a Coordinator for your group
- Invite friends, neighbors and co-workers to join your group!

2. Follow-Up

- Immediate Follow-Up
Email everyone who signs up for your group asking for a reply. If you do not receive a reply within 48 hours, call to make contact.
- Pre-Group Communication (at least one phone call and a reminder e-mail right before the first meeting)
- On-going Communication (minimum of 2 weekly e-mails)

3. Focus

- Pray for the individuals who sign up for your group
- Start preparing for your lessons
- Lead the group through the GG Covenant & Syllabus

4. Facilitate

- Resolve to begin and end on time, every time
- Resolve to facilitate in such a way as to encourage everyone to participate in discussion and not let one person ruin it for everyone else.
- Resolve to identify potential leaders from the group and give them the opportunity to serve/lead my group.

Growth Group Agreement

(Please note: If you have a "GG in a Box", there is a paper copy of this in the box. If not, this will be posted online for you to download and print before your group begins.)

Welcome to your Growth Group! We hope that you grow deeper in your relationship with God through this weekly study and the relationships that will begin in this Growth Group.

Together as a group, you are asked to agree to the following values:

Clear Purpose: To connect with God and each other for 12 weeks of spiritual challenge and encouragement.

Group Attendance: To give priority to the group meeting (call if you will be late or absent); to serve in an outreach project, celebrate communion, and party together with the group once during the trimester.

Safe Environment: To help create a safe place where people can be heard and feel loved (please, no quick answers, snap judgments, or simple fixes).

Confidentiality: To keep anything that is shared strictly confidential and within the group.

Shared Ownership: To participate (but not dominate!) in the group through discussions, meeting each others' needs and helping the group through using my gifts.

Next Steps: To explore, honestly, next steps for spiritual growth; which may include: regularly attending Crossroads services, contributing to the ministry of the church through my service, giving, or inviting of others.

Worship Together: We will do our best to see each other on Sundays.

Group Signatures:

Don't Fear!

Overcoming Common Fears Growth Group Leaders Face

What if no one shows up?

It never hurts to call everyone a few nights before the first meeting as a reminder. This simple personal touch may be enough to draw them in.

My house is ... (fill in the blank)! What will people think?

Remember, you are agreeing to open your home and they are agreeing to show up. As long as your house is relatively clean and everyone has a comfortable place to sit and feels welcome, you are in good shape.

I will never remember everyone's name!

Good news...they won't either! Invest in a package of nametags and have everyone agree that for the first couple of weeks there will be no pop quizzes on names! (And by the way, a great way to learn names is by continually repeating them.)

What if they ask biblical questions that I can't answer?

Be honest! It's normal not to have all the answers. Agree together to do some research to find out the answer and do feedback during the week or at the next meeting. Don't hesitate to call your team leader or coach for guidance if necessary.

Will God work in the group members' lives through me?

Your job is to show up prepared (pray for God's guidance and know your lesson). Then allow the Holy Spirit to do His job—trust Him to guide you through the meeting. You'll find that when you lean on Him, He works wonders through our weaknesses.

The Art of Asking Good Questions

- Ask questions that cannot be answered with a simple “yes” or “no.”
- Start with non-threatening questions.
- Ask a question and then wait for a response. **Don’t be afraid of silence**, it may mean that people are thinking about the question.
 - Tip: Count to ten after you ask the question. If people have not responded, rephrase the question. **DO NOT ASK A DIFFERENT QUESTION!!!**
- Watch for non-verbal clues, watch people’s body language; which could be saying they don’t understand the question. Also watch for signs that someone would like to answer the question but they don’t want to be first.
 - Tip: If you notice someone who may want to answer, perhaps you could say, “Jim, what do you think?”
- As a leader someone may ask you to be the expert and ask you a question. It’s not wrong to answer but it’s helpful to respond by saying “What do the rest of you think?”
- Make sure that the question is understandable.
- Having a friendly relationship with people makes it easier for people to answer questions.
- Affirm people when they give an answer to a question. Even if it’s a little off base, you can respond by saying, “thank you for asking” or “that’s interesting,” I wonder what the Bible has to say about that and direct them to the Word of God.
- Part of asking good questions is being a good listener.

The Importance of Being Prepared as a Growth Group Leader

The difference between a good leader and a great leader is what happens between their meetings. Being prepared is the most essential skill you can have as a Growth Group leader. Below are some ways that you can prepare yourself as a leader.

- Pray for you- that God would work in you and through you. Pray that the Holy Spirit would guide you and your meeting.
- Pray for those with your group. Pray for them by name.
- Read through the lesson quickly in one sitting.
- Try to get the big picture of the lesson and write it down.
- Answer the questions yourself.
- Rework any difficult questions that might be misunderstood.
- Develop some kind of plan of how your meeting should go.

How to Keep Your Growth Group from Losing Momentum

- Rally prayer support - ask people to be praying for you and your group.
- Be prepared as a leader.
- Keep in contact with group members outside of the meeting.
- Find reasons to celebrate as a group, i.e. birthdays, anniversaries, the completion of your study, etc.
- Affirm and encourage your group members. Let them know when you see progress being made.
- Make the party *fun*.
- Make the outreach project *meaningful*.
- Keep it interesting.
- Continue to sharpen your skills through reading and picking your team leaders' brain!

Leading Your Group In Communion

Communion can be done with your group during any of your meetings, and will probably take around 15 minutes (following the pattern below). You may choose to spend a whole evening around communion, perhaps sharing a meal beforehand.

Practical Tips in Serving Communion

1. Prepare the elements simply, sacredly, and symbolically.
2. Be sensitive to timing in your meeting.
3. If you have a “GG in a Box”, you already have communion elements. If not, break up pieces of cracker or soft bread on a small plate or tray. Don't use large servings of bread or grape juice. You should use grape juice—and not wine. If you would like, the church can supply you with disposable communion cups and a tray, if you give two weeks notice. Ask Erin Nickels for the cups (erin@crossroadsgrace.org).
4. Have all of the elements prepared beforehand, and just bring them into the room or to the table when you are ready.

A Sample Way to Lead a Growth Group Communion Time: You could lead your group through the following points:

The Meaning of Communion

Jesus never asked His disciples to remember His birth. But He did instruct them to remember His death and resurrection. He gave the church two visible symbols (called “ordinances”) as reminders of His death. These two ordinances are: Baptism and Communion or The Lord’s Supper is an object lesson that represents a great spiritual truth for believers.

What is Communion? (1 COR. 11:23-26)

1. IT IS A **SIMPLE ACT**

“The Lord Jesus, on the night He was betrayed, took bread...” (vs. 23)

2. IT IS A **REMINDER**

“...and when He had given thanks, He broke it and said, ‘This is my body, which is for you; eat it in remembrance of me.’” (vs. 24)

3. IT IS A **SYMBOL**

“In the same way, He took the cup, saying, ‘This cup is the new covenant in my blood; drink it to remember me.’” (vs. 25)

4. IT IS A **STATEMENT OF FAITH**

“For whenever you eat the bread and drink the cup, you proclaim the Lord’s death until He comes back.” (vs. 26)

WHO SHOULD TAKE THE LORD’S SUPPER?

Only those who are already **BELIEVERS**. (2 Cor 11:29) You may say something like: “If you have not taken that step, perhaps today is the day to hand your life over to Jesus and signify that by taking Communion. If you’re not ready to take that step, don’t worry, just let the bread and cup pass by.”

PREPARING TO TAKE COMMUNION

“Therefore whoever eats the bread or drinks the cup of the Lord in an unworthy manner will be guilty of sinning against the body and blood of the Lord. A person ought to examine himself before he eats of the bread and drinks of the cup.”
1 Cor. 11:27-28

By...**Self-Examination** (1 Cor. 11:27), **Confessing My Sins** (1 John 1:9), **Re-commitment** (Rom. 12:1) and **Restoring Relationships** (Matt. 5:23-24).

Allow the group to spend some time in prayer reflecting before handing around the elements to partake in communion and end the time in prayer together.

Leading Your Group In An Outreach Project

This may be one of your 12 meetings, or can be in addition to your 12 meetings.

Outreach is really quite simple, allowing the Lord to be seen naturally in your life ... and sometimes your lifestyle shares without words. We hope to sense the opportunities of open doors that we can share more specific words that explain the faith in our lives. It's about building trust with our community, which we pray will lead to opportunities to tell about Jesus.

You need to think about your outreach project within the first three weeks of the trimester, so that you can schedule and begin any necessary planning and preparation.

Think through the calendar to when your group could commit between 2-4 hours together, and then organize what you will do. This is an opportunity for someone else (besides yourself) to organize — this gives ownership and frees you to lead the group more.

2nd Saturday

This happens monthly on the 2nd Saturday of the month from 8am to noon. This is a great opportunity for a group to serve, and you don't have to organize anything! Register your group a couple weeks prior by contacting Liz Austin liz@crossroadsgrace.org 239-5566 ext. 127. Let Liz know the number of people that will be there. Visit www.crossroadsgrace.org/2ndSaturday.php for info.

Example of 2nd Saturday projects:

- Rest home ministry visiting the elderly and resting
- Tangerine harvesting for local food ministry
- Tidewater Bike Trail hedge work - beautifying a community corridor
- Picking up trash on Manteca streets
- Cleaning / Painting / Trash Collection / Yard work in Manteca parks, Schools, local non-profits, and homes.
- Food distribution to the homeless

Your Own Custom Project

Your group can brainstorm ideas of what you will do, here's some ideas beyond the previous page....

- Is there a neighbor who would appreciate help with their yard?
Perhaps a senior or a single mom?
- Is there an area of a neighborhood that needs some cleaning, trash collected or weeding?
- Contact an agency to find out if there is anything your group could do for them: Ray of Hope, Boys and Girls Club, Give Every Child A Chance, Haven of Peace battered women's shelter in French Camp, Love INC, Manteca Pregnancy Help Center, and Bread of Life.

Some factors to consider: What can you do together in the amount of time you will commit? What needs to be thought through beforehand? (prep work, equipment, supplies, costs, safety, participation opportunities for all, meeting time and ending time, permission, pictures, etc).

Leading Your Group In A Party

This may be the last week you meet, or could be in addition to the 12 meetings.

Ask someone in your group to organize it! This will give someone else ownership in the group, and give you freedom to do other group stuff.

Providing Care for the People in Your Group

What happens if someone in your group needs support from others? For example, they are having surgery, having a baby, experienced loss, are moving or have another practical need? What should you do as a group leader?

Galatians 6:2 “Carry each other's burdens, and in this way you will fulfill the law of Christ.” This verse makes clear it is the Christian thing (not just a growth group thing) to do to help others, especially other believers. So here's some tips as a group to help others in the group:

1. Involve everyone in the group in helping. This not only shares the load, but brings out the various spiritual gifts of everyone. Encourage people to pray!
2. Hospital Visits
This is a great way to show someone you care. Ask if you can visit before you go. The simple rule with hospital visits is just being there; don't worry about what to say. Ask questions about how things are going. Ask if you can pray for them before you leave.
3. Would providing meals be a help?
Ask! Also, ask someone else in the group to coordinate this. See instructions on the next page on providing meals.
4. Financial Situations
Ask your team leader for wisdom in this. Sometimes it can be the joy for the group to help someone out in a short-term need. There are also lots of support agencies that can help, like for example, Love, Inc. These are case-by-case situations and need to be handled with wisdom.
5. Crisis Situations
What if someone dies? Or there is spousal abuse? Or other serious crisis? Contact your team leader or coach and the church immediately. Remember, in most situations, your first point of contact should be your team leader.

An Instruction Guide To Providing Meals

If the opportunity does arise to meet a need through meals, ask someone in your group to organize it for the group. This will give someone else ownership in the group, and give you freedom to do other group stuff.

Ask some basic information from the family being cared for:

- Ask the family if anyone was arranging meals, and would this be something they would enjoy?
- Who is the person, couple or family under the roof? (and what are their ages?)
- How many days of meals could help? (several days, one week, 10 days?)
- Daily or every other day?
- Would they prefer something they could toss in the oven like a lasagna or prepared food item?
- What time would they prefer the meal to arrive (if possible)?
- Allergies? Likes or dislikes?
- Assume they will have plates, silverware and drink ware.
- Ideally, bring the meal in disposable containers like heavy-duty aluminum foil or dollar store dishware - and communicate they needn't return them.
- This would not be the right time to experiment on baking or cooking.
- Offer to pray for them.

Each participant should clarify what date they are bringing a meal, and ideally call the day before to remind the family of your estimated time (and check if the meal selection is fine or if they would prefer something else – they might have received that meal several times in a row).

The family should get a copy of the expected schedule with the contact information, as well as the delivering family (because sometimes in the past, mix-ups left the receiving family without a meal and it is quite awkward).

There are now websites that help you in setting up a schedule to providing meals. This can help a ton in communication for all parties involved! Check out these two websites: foodtidings.com or lotshelpinghands.com.

First Steps at Crossroads

Part of shepherding people is encouraging them in taking next steps in their life. Getting baptized, becoming a member of Crossroads are steps that take commitment—that's key to growth because you become what you commit to. Encourage your group and individuals of your group to go through these classes and groups at Crossroads! Here's some of the first steps for people to take at Crossroads:



Newcomers' Lunch

Every other month after second service

Enjoy lunch on us and hear from Pastor Mike what we're all about! Child-care is provided. January 16, March 13, May 22, July 10, August 28, October 30 and December 4. Registration opens online two weeks before the lunch.



Ignition Groups

Three times a year

These groups are specifically designed with people who are new to the church in mind! During the twelve sessions, you'll get the full experience of being in a Growth Group, as well as discovering what Crossroads is about and how you can become a vital part of the Crossroads' family. They are offered on Sunday mornings, as well as weeknights. See the growth group brochure during January, June and August for more information.



Voluntour

First Sunday of each month

During this tour you will explore the vital role volunteers play here at Crossroads, and take a behind the scenes look at volunteers in action. First Sunday of every month after each service. No registration required.



Baptism class

Three times a year

If you haven't been baptized as a believer, Jesus commands us to be! In this one-hour class you will learn what baptism means and prepare to be baptized here at Crossroads. March 28, August 1 and November 14. Registration opens online two weeks before the class.

Possible Itinerary for Your First Growth Group Meeting

The goal of week one is for people to get to know each other, to introduce the topic and sign the GG Covenant.

Allow people to arrive, talk, and snack – 15 min.

Pray – 1 min.

Introduce each other—10 min

Have everyone introduce themselves and share what they do, where they are from, and why they decided to join the group

Introductory game—10 min

Have everyone tell 3 things about themselves (2 being true and 1 being false). Have everyone else try to guess which one is false. Any other interactive, fun game.

Briefly introduce your topic. Answer any questions – 15 min

Hand out the Growth Group Covenant—5-15 min

Read through the Growth Group Covenant carefully with the group. Explain the points as you read each one. Answer any questions. If anyone tries to be difficult and disagreeable, offer to talk with them individually at the end of the meeting.

Sharing Ownership—5 min

Explain and ask for volunteers for the different roles within the group: Party Coordinator, Food Coordinator, Outreach Project Coordinator.

Share prayer requests and pray together – 10 min

Talk and eat – 15 min

GG Leader Quiz of the Decade!

(or maybe just Spring 2011)

1. How many years has Crossroads existed? _____
2. How long have we been running *Growth* Groups at Crossroads? _____
3. Which pastor is the tallest (not including Pastor Sean's high heels)? _____
4. What are the seven essential beliefs we hold to as a church?
5. We use the following phrase when we talk about beliefs at Crossroads:
In the essentials, we have _____; in the non-essentials we have _____; and in all things we show _____.
6. What is our purpose statement as a church?
7. What are the five words that make up Crossroads' Focus on Five (five words we use to describe being a disciple of Jesus)?
8. We focus on doing three main areas as a church. One is weekend services; what are the other two?
9. What subject did Pastor Ed (*try to*) teach before becoming a pastor? _____
10. What are the names of the three leadership teams that guide the direction of the church?
11. What were the two classes that have been replaced by the Ignition groups?
12. What are the two classes that remain the same this year?



13. How many feet is it from the back of the parking lot to the front row of the stage?

14. The first Sunday of promotion month, we gave away “Pastor Mike” themed prizes. What were the five prizes?

15. How many missionaries do we currently support as a church? _____

16. What is the fund called that you can designate giving to missions on an offering envelope or online?

17. For what cause did Pastor Mike shave his moustache last year?

18. What are the five things Team Leaders do?

19. What is the maximum percentage of the group discussion time that we recommend a leader should be speaking?

20. What do we call the person who helps you run your growth group (besides “slave” or “whipping boy”)?

21. What date is Synergy this year? _____

22. Who is the main speaker at Synergy? _____

Breakout Notes

Breakout Notes (cont.)

Breakout Notes (cont.)

Breakout Notes (cont.)

Spiritual Health Assessment

LOVE

	Doesn't describe me	2	3	4	5
How I live my life shows that God is my highest priority	1				
I am dependent on God for every aspect of my life	1				
There is nothing in my life that I have not surrendered to (kept back from) God	1				
I regularly meditate on God's Word and invite Him into my everyday activities	1				
I have a deep desire to spend time in God's presence	1				
I am the same person in public that I am in private	1				
I have an overwhelming sense of God's awesomeness even when I do not feel His presence	1				
Total					

BELONG

I am genuinely open and honest about who I am	1				
I regularly use my time and resources to care for the needs of others	1				
I have a deep and meaningful connection with others in the church	1				
I have an easy time receiving advice, encouragement, and correction from others	1				
I gather regularly with a group of Christians for fellowship and accountability	1				
There is nothing in my relationships that is currently unresolved	1				
There is nothing in the way I talk or act concerning others that I would not be willing to share with them in person	1				
Total					

GROW

I am quick to confess anything in my character that does not look like Christ	1				
A review of how I use my finances shows that I think more about God and others than I do about myself	1				
I allow God's Word to guide my thoughts and change my actions	1				
I am able to praise God during difficult times and see them as opportunities to grow	1				
I find I am making better choices to do what is right when I am tempted to do wrong	1				
I have found that prayer has changed how I view and interact with the world	1				
I am consistent in pursuing habits that are helping me model my life after Jesus	1				
Total					

SERVE

I regularly use my time to serve God	1				
I am currently serving God with the gifts and passions he has given me	1				
I regularly reflect on how my life can have an impact for the Kingdom of God	1				
I often think about ways to use my God-given gifts and abilities to please God	1				
I enjoy meeting the needs of others without expecting anything in return	1				
Those closest to me would say my life is a reflection of giving more than receiving	1				
I see my painful experiences as opportunities to minister to others	1				
Total					

REACH

I feel personal responsibility to share my faith with those who don't know Jesus	1				
I look for opportunities to build relationships with those who don't know Jesus	1				
I regularly pray for those who don't know Christ	1				
I am confident in my ability to share my faith	1				
My heart is full of passion to share the good news of the gospel with those who have never heard it	1				
I find that my relationship with Jesus comes up frequently in my conversations with those who don't know him	1				
I am open to going anywhere God calls me, in whatever capacity, to share my faith	1				
Total					

LEADER SELF ASSESSMENT

Search out your heart and your performance by considering these key issues.

Rate yourself from 1–5 in each of the following categories,
where 1 is “poor” and 5 is “excellent”.

Delegating

1 2 3 4 5

Preparing & Planning

1 2 3 4 5

Leading discussions

1 2 3 4 5

Tending to details

1 2 3 4 5

Making newcomers feel welcome

1 2 3 4 5

Evaluating

1 2 3 4 5

Shepherding

1 2 3 4 5

Showing compassion

1 2 3 4 5

Equipping others

1 2 3 4 5

Developing new leaders

1 2 3 4 5

Keeping the group on task

1 2 3 4 5

Creating a warm, safe atmosphere

1 2 3 4 5

Getting others involved

1 2 3 4 5

Listening

1 2 3 4 5

Getting people to open up

1 2 3 4 5

Hospitality

1 2 3 4 5

Discernment/wisdom

1 2 3 4 5

Leading in "fun"

1 2 3 4 5

Spiritual Gifts (at Crossroads)

Spiritual Gifts	Description	Suggestions for use at Crossroads
Administration Contribution: Efficiency	The divine enablement to understand what makes an organization function, and the special ability to plan and execute procedures that accomplish the goals of the ministry.	Office Admin (data entry, bulk mail, prepare crafts or booklets, write first-time visitor cards) Teacher's Assistant (children's ministry) The Loft 2 nd Saturday
Apostleship Contribution: New Ministries	The divine ability to start and oversee the development of new churches or ministry structures.	Growth Group Leader Class Volunteers (children's/student ministries) Class Teacher (children's/student ministries)
Craftsmanship Contribution: Skills	The divine enablement to creatively design and/or construct items to be used for ministry.	Stage Hands (assist flow of props on the stage) 2 nd Saturday Building Maintenance
Creative Communication Contribution: Artistic Expression	The divine enablement to communicate God's truth through a variety of art forms.	Drama (Children's or main stage) Music/Vocals Creative Arts Special Events - Promotion
Discernment Contribution: Clarity	The divine enablement to distinguish between truth and error. It is the ability to discern the spirits, differentiating between good and evil, right and wrong.	Prayer Team Missions Growth Group Leader Teacher
Encouragement Contribution: Affirmation	The divine enablement to present truth so as to strengthen, comfort or urge to action those who are discouraged or wavering in their faith.	Teacher (children's/student ministries) Growth Group leader Prayer Team Greeter, Usher & Guest Services
Evangelism Contribution: The Good News	The divine enablement to effectively communicate the gospel to unbelievers so they respond in faith and move toward discipleship.	Missions 2 nd Saturday Growth Group Leader Teacher (children's ministry) Greeter, Usher & Guest Services
Faith Contribution: Confidence	The divine enablement to act on God's promises with confidence and unwavering belief in God's ability to fulfill his purposes.	Prayer Team Teacher Growth Group Leader Missions
Giving Contribution: Resources	The divine enablement to contribute money and resources to the work of the Lord with cheerfulness and liberality.	Tithing Missions Donating
Healing Contribution: Wholeness	The divine enablement to be God's means for restoring people to wholeness.	Prayer Team 2 nd Saturday Missions Growth Group Leader

Helps Contribution: Support	The divine enablement to attach spiritual value to the accomplishment of practical and necessary tasks that free up, support and meet the needs of others.	Office Admin (data entry, bulk mail, prepare crafts or booklets, write first-time visitor cards) Teacher's Assistant (children's ministry) The Loft 2 nd Saturday
Hospitality Contribution: Acceptance	The divine enablement to care for people by providing fellowship, food and shelter.	Growth group/Missionary Host Home Greeter, Usher & Guest Services Growth Group leader Loft Kiosk Check-In Newcomer's Team
Intercession Contribution: Protection	The divine enablement to consistently pray on behalf of and for others, seeing frequent and specific results.	Prayer Team 2 nd Saturday Special Events
Interpretation Contribution: Understanding	The divine enablement to make known to the body of Christ the message of one who is speaking in tongues	Growth Group Leader Prayer Team Missions
Knowledge Contribution: Awareness	The divine enablement to bring truth to the body through a revelation or biblical insight.	Growth Group Leader Teaching (children's ministry) Prayer Team
Leadership Contribution: Direction	The divine enablement to cast vision and to motivate and influence people to harmoniously accomplish the purposes of God.	Growth Group Leader Special Events Team Guest Services/Greeter Teacher (children's/student ministry)
Mercy Contribution: Care	The divine enablement to cheerfully and practically help those who are suffering or are in need, having compassion that is moved to action.	Missions 2 nd Saturday Growth Group Leader Teacher (children's/student ministry) Greeter, Usher & Guest Services
Miracles Contribution: God's Power	The divine enablement to authenticate the ministry and message of God through supernatural interventions that glorify Him.	Prayer Team Events Team Missions
Prophecy Contribution: Conviction	The divine enablement to reveal truth and proclaim it in a timely and relevant manner for understanding, correction, repentance or edification.	Teacher (children's/student ministries) Growth Group Leader Missions Prayer Team
Shepherding Contribution: Nurture	The divine enablement to nurture, care for and guide people toward ongoing spiritual maturity and becoming like Christ.	Growth Group Leader Prayer Team Teacher/Teacher's Assistant Ministry Leader
Teaching Contribution: Application	The divine enablement to understand, clearly explain and apply the Word of God, causing greater Christ-likeness in the lives of listeners.	Growth Group Leader Teacher (children's ministry) Teaching Assistant Missions 2 nd Saturday
Tongues Contribution: A Message	The divine enablement to receive a spontaneous message from God in public worship and to speak it in an unknown language that is then made known to the church through the gift of interpretation.	Prayer Team Can fit in various teams/places with someone who has the gift of interpretation.
Wisdom Contribution: Guidance	The divine enablement to effectively apply spiritual truth to meet a need in a specific situation.	Teaching Growth Group Leader Special Events Outreach – 2 nd Saturday

Next Step Journal:

From the Spiritual Health Assessment:

From the Leadership Assessment:

From the Spiritual Gifts Table:

Growth Group Leader Covenant

Thank you for serving as a Growth Group Leader at Crossroads. As a Growth Group Leader you will be viewed by those in your group as a leader in the church. As a result, we ask that you enter into covenant with the other Growth Group Leaders by making the following commitments:

I will embody and reflect the values and principles of Crossroads and will follow the leadership of the Staff Team.

I will faithfully attend Crossroads on Sundays and:

- Intentionally identify and greet those in my Growth Group
- Participate in the church through my financial giving
- Lead my group in serving together once a trimester

I will make my Growth Group a priority by:

- Faithfully attending my Growth Group
- Preparing beforehand for my group each week
- Inviting/welcoming others to join my group

I understand that I am responsible for the care of my Growth Group.

As a result, I will:

- Pray for the individuals in my group
- Follow up with each person in my group
- Lead my group in providing care for one another

I will strive to create an environment of growth in my group by:

- Involving as many people as possible in group discussion
- Creating a safe, comfortable and welcoming environment
- Beginning and ending on time

Signed

Date



WWW.FUELINGLIFE.ORG

A website dedicated to the GG Leaders at Crossroads
Resources — Blog — Links — FAQs
A one-stop shop for GG Leaders!
www.FuelingLife.org

Adopt a Crossroads' Missionary!

Adopt a missionary as a GG to pray and encourage those on the frontline! Here's a fantastic opportunity to learn about missions, encourage a missionary, and get our eyes off ourselves!

We'll provide you with a artistic frame with all the info of your adopted

SYNERGY 2011

THE CENTRAL VALLEY SMALL GROUP CONFERENCE
Saturday March 5, 2011

A one-day conference equipping small group leaders.
It's everything small group. And it's local and live.



Main Speaker: James Bryan Smith— Author and Speaker, founder of Renovare together with Richard Foster and Dallas Willard

22 breakouts: covering almost every small group leadership challenge you could imagine

Cost: \$10 for Crossroadians—free for volunteers.

Hosted by: Crossroads Grace Community Church, Manteca

To register: *Get your check to Debbie Honzell*