

# Grow Group Leader Handbook

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WINTER 2024

Wallenpaupack Church

[WWW.WALLYCHURCH.ORG/GROWGROUPS](http://WWW.WALLYCHURCH.ORG/GROWGROUPS)

# GROW GROUP LEADER HANDBOOK

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## BACKGROUND

### **Biblical Basis for Grow Groups Explained**

These were some of the most formative verses for our church's Grow Group ministry. Collectively, they provide the foundation and framework for how we do Grow Groups at Wallenpaupack Church.

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#### **EXODUS 18:13-26**

Affirms the need for organizational structure to spread responsibility. Each leader in the ministry focuses on a few (i.e., those in our group and up to 5-6 leaders if a mentor), and there is a powerful desire to raise more leaders.

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#### **1 PETER 5:10 AND 1 COR. 11:1**

Convicts ministry leadership to do a heart check. Are motives to lead pure and out of a servant's heart? With these verses we are invited to contemplate on how leaders might imitate Jesus. Examples include pouring into group members, protecting the bride of Christ (i.e., the church) by setting a positive attitude against gossip, pluralistic ideas, etc. When leading, Christ is always the prime example as he humbled himself vertically and horizontally (to God and to others).

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#### **ROMANS 12:3-8**

Encourages leaders to not only use their gifts, but to foster others in the group using their gifts as well. The Body of Christ works best and as intended when everyone uses their God-given gifts to advance the kingdom for his glory! Delegation is the norm; as an individual is empowered to use their gifts (or discover their gift, through trial and error), the group is further empowered. As the individuals and groups of the church are empowered, the local church is mobilized! As the local church is mobilized, more can come to know the saving love and grace of Jesus and be transformed by that Truth.

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#### **ACTS 2:42-47**

Establishes the stage for the framework in which Grow Groups operate. Grow Groups are inwardly, outwardly, and upwardly focused. Each group should find a balance between the three to avoid becoming an inward facing clique, outward facing servants who fail to get filled spiritually, or upwardly facing followers who fail to use their gifts for the kingdom. While there need not be a balance each week, there should be an overall balance across the span of each semester.

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## **PSALM 46:10 AND MATTHEW 11:28-30**

Gives permission to rest! Leaders should be able to serve from the overflow of the Holy Spirit at work in their lives, not in a deficit. Regular sabbath rest is always encouraged. Leaders are expected to have regular time with God outside of Sunday service and group meeting time. Beyond regular rhythms of rest, the group calendar is created so that there are no official "study" times during the summer. This is a time for leaders to replenish and everyone to self-feed. Groups are always encouraged to meet for fellowship or service whenever they want so that does not change during the summer; just the formality and commitment to be present is lifted while school is out of session. The church offers other forms of enrichment during the summer for attenders to take part in, if desired.

### **Grow Group Ministry Overview**

**Grow Groups exist to foster healthy spiritual lives centered around the study of God's Word.**

Grow Groups focus their attention in three ways:

1. inward: toward each other
2. outward: toward others/the community
3. upward: toward God

Grow Groups are groups of up to 12 people who meet for 6-12 weeks at a time (depending on semester length) throughout the school year. New groups/vacancies open each semester (Sept, February, and April). Group members are encouraged to stay in the same group each semester but have an opportunity to switch between semesters to find the group that best meets their needs.

Each group is expected to produce leaders-in-training who will go on to launch their own group. Once a group is "full", the hope is for that group to continue to grow in their relationship with God and one another and that they then form two groups the next semester, although leaders-in-training may launch new groups before their current group fills up. To best steward the resources God has blessed the church with, Wallenpaupack Church is passionate about not just creating Grow Groups, but creating groups that create groups!

Although Grow Groups will always have a "study" to focus on, groups will also pray, worship, serve and spend informal time with one another over the course of a semester.

The pastoral staff prayerfully chooses the topics/studies offered. Leaders are supported by the Pastor of Discipleship and/or their mentor leaders.

## **Inwardly, Outwardly & Upwardly Focused**

**This is the framework we use for groups and discipleship in general.**

Healthy groups are inwardly focused on caring for members, upwardly focused on nurture and worship of God, and outwardly focused on service and evangelism. These are also the components of a healthy disciple: nurturing relationships with believers, God, and others.

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### **INWARD FOCUS: GROUP CARE**

- **Discovering Gifts:** Small groups allow people to explore their gifts in a loving community, be affirmed in using them, and stimulate each other to build up the body. This develops lay leadership.
- **Leadership Development:** Leaders observe members more closely in groups, identify leadership potential, and provide opportunities to develop that potential through apprenticeship and training. This raises leaders from within the body to expand ministry impact.
- **Congregational Care:** Groups meet intimate needs often unseen in large gatherings. Trusted relationships and shared burdens lighten loads too heavy for one person or family. Groups provide support in tangible ways and through prayer.

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### **UPWARD FOCUS: NURTURE & WORSHIP**

- **Nurture:** Studies of Scripture and resources foster deeper knowledge of God. Regular application grows confidence in His character and trustworthiness.
- **Worship:** Groups experience God's love in community, mercy through confession, and presence through song. Shared answers to prayer cultivate lifestyles of responding to and glorifying God.

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### **OUTWARD FOCUS: SERVICE & EVANGELISM**

- **Evangelism:** Groups befriend seekers in low-pressure settings. Stories are shared and questions answered. Resistance decreases and many come to faith.

- Multiplication: Healthy groups often multiply to become two groups, then four, and so on- spreading the Gospel further through natural networks.

In summary, groups that reach inward, upward, and outward provide balanced experiences leading to spiritual and numerical growth in a church body.

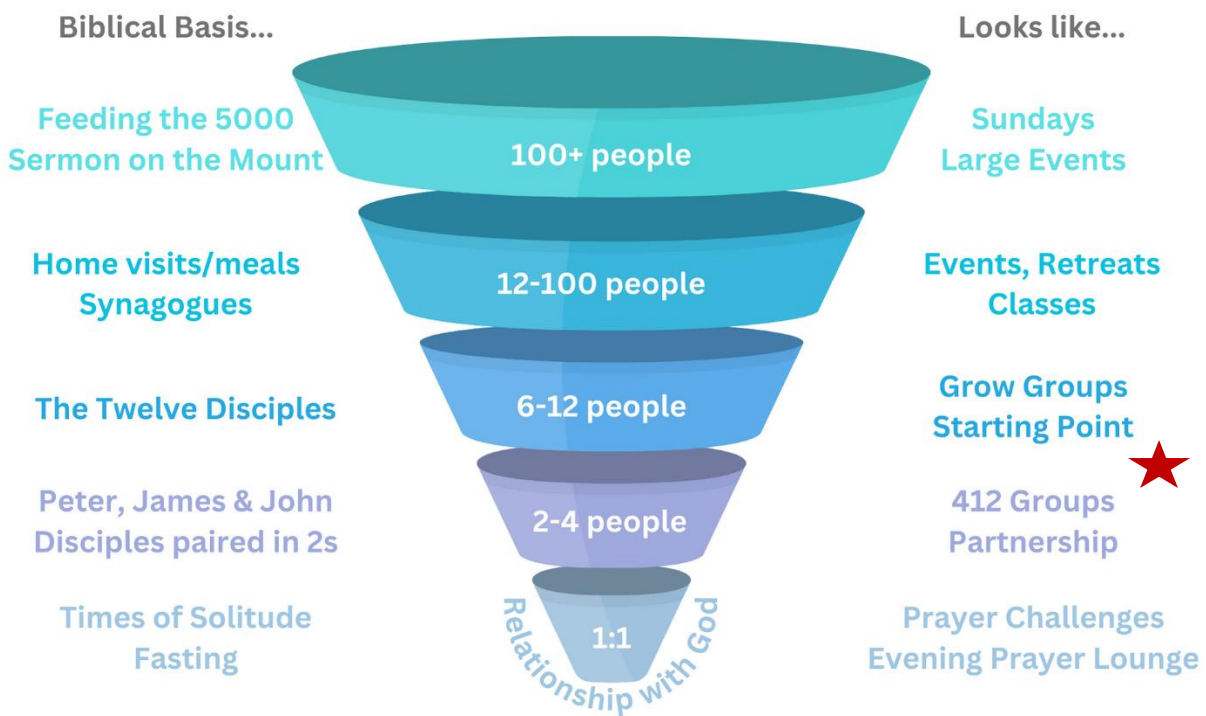
### Where Grow Groups Fit into Our Church's Discipleship Plan

As one gets deeper into the funnel (next page), the level of commitment increases. Studies show that most transformation happens nearer to the bottom of the funnel than the top. For that reason, Wallenpaupack Church's greatest priority is creating experiences and spaces at the Grow Group level and below.

Groups nearing 12 people are considered pregnant and should pray about developing a second group so that more people can be served.

If group members want a more intimate setting than what a Grow Group can provide, they should pray about forming a 412 group, either with members of the Grow Group, others, or a mix of the two.

#### DISCIPLESHIP FUNNEL ORGANIZATIONAL FRAMEWORK



## **Encouragement**

We fail only when we disobey God by not sharing our faith. Anytime we step out, despite doubts or fears, we succeed in God's eyes. We are not responsible for causing a hardened heart to turn to Christ—that is God's work. But we miss blessings when we miss opportunities to share freely what He has done for us.

Do not measure success by visible "results." Measure it by faithful obedience in the moment. Keep lovingly sowing seeds through word and deed. Leave responses up to God, for He alone changes hearts. One cannot fail when following His lead in showing love. What counts is your availability to be used by Him however He wills.

It is important to be aware of common fears when sharing one's faith so that can be brought to the Lord in prayer, both for the leader and for members.

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### **FEAR OF REJECTION**

Rejection hurts but remember evangelism success is faithfully sharing Christ - the response is up to God. If rejected, they are rejecting Jesus, not you. Keep lovingly sowing seeds; God alone changes hearts.

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### **FEAR OF FRIENDS' OPINIONS**

Jesus promised persecution for living out our faith. We are blessed when persecuted for righteousness. Do not stay silent and love friends into hell. Many wait for explanations from Christian friends. Lovingly share the gospel.

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### **FEAR OF NOT KNOWING ENOUGH**

Simple faith and obedience make the biggest impact. Jesus uses willing hearts over intellectual prowess. Admit what you do not know. The goal is faithfulness in sharing truth, not having all knowledge.

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### **FEAR OF LOSING RELATIONSHIPS**

Following Christ above all may cost earthly relationships. This is hard but necessary. Some families divide over the Gospel. We must be willing to risk rejection to share the truth in love.

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### **FEAR OF NOT KNOWING HOW**

With some basic training, anyone can learn an uncomplicated way to share the Gospel that is faithful and fruitful. Equipped with a method, fear of "not knowing



how" disappears. Ask God to overcome your fears with boldness to share Christ out of love for others. What matters most is a willing, obedient heart.

## COMMUNICATIONS

### Church Center

**Website Version:** <https://wallychurch.churchcenter.com/home>

**App Version:** <http://www.wallychurch.org/app.html>

Church Center is the main HUB for church life: event calendars, registrations, etc. All leaders are expected to know how to navigate it, what is on it, etc.

The main form of Grow Group communication is the Church Center app and website. Both are the same so if someone does not have the app, they can still access the information on their web browser, although the app is more user friendly for alerts.

Each Grow Group will have their own Group on Church Center. This group can be found by:

1. Selecting "Groups" from the menu and then selecting Grow Groups **OR**
2. Selecting "Me" from the menu and then scrolling down to groups enrolled in

There is also a Leadership Development Group which will mostly be used for resource sharing across all leaders.

### Mentors

Each leader is paired with a mentor. Mentors will establish their own means of communication with each leader which could include text, Church Center, or some other mutually agreed upon platform. Mentors and leaders will check-in at least monthly with one another. The primary way leaders stay informed about group life and share their own feedback is via the leader:mentor relationship. Mentors then communicate directly with the Pastor of Discipleship and vice versa.

### Wallenpaupack Church Website

Although Church Center often re-directs back to this website, leaders should be aware of what is on both Church Center and the original website.

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## WEBSITE

<http://www.wallychurch.org>

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## LANDING PAGE FOR LEADERS

<http://www.wallychurch.org/leaders.html>

This site is used primarily before each semester starts to communicate semester logistics, study options, selection deadlines, etc. Leaders will be informed whenever updated information is available there.

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## LANDING PAGE FOR GROUPS (PUBLIC FACING)

<http://www.wallychurch.org/growgroups.html>

This is what the congregation sees. It explains more about Grow Groups and lays out the timeline for current and future semesters (up to a year out).

## POLICIES

### Grow Group Leadership Roles and Responsibilities

The most recent version of these can be found on the church website [here](#).

### Grow Group Gathering Guidelines

The most recent version of these can be found on the church website [here](#).

## LEADING WELL

### Pre-Semester Checklist

- Personally invite potential members
- Welcome call or email to each member
  - Double check the meeting time and location with them
  - Ask that they have the app downloaded & offer to assist if needed
  - Ensure they have access to any needed materials ahead of first session
  - Prayer requests
- Study materials are uploaded "resources" in Church Center

- Group sessions are scheduled as "events" in Church Center (mentor may have done this for leaders)
- Review this resource document in full, including linked resources
- Watch the Discipleship 101 recorded training:  
<http://www.wallychurch.org/discipleship.html>
- Print enough Group Guidelines for everyone
- Pray and prepare

## 1<sup>st</sup> Night Checklist

- Opening prayer
- Icebreaker/Introductions (suggest nametags)
- Review House Rules/Building Usage Guidelines, depending on location
- Review and sign Group Guidelines
- Ensure everyone has Church Center, their profile information is current, and pic is uploaded
- Point out other key aspects of Church Center (calendar, "Me" tab, registrations, etc.)
- Review Biblical Basis of Grow Groups and Ministry Overview sections of this document with the group
- Begin to delegate
- Study content (if done on first night)
- Closing prayer
- Leave space in the condition it was before the group started, if not better

## Overview of Leading Well

While some groups thrive and multiply, others languish. Beyond gifts and personality, healthy leaders are expected to:

1. Dream - Envision healthy growth and multiplication
2. Pray - Daily intercession for group members
3. Invite - Give personal asks to new members
4. Contact - Regular caring connections
5. Prepare - Solid agendas bathed in prayer
6. Share - Delegate group responsibilities
7. Mentor - Raise up leaders-in-training
8. Manage - Minister to difficult people/personalities
9. Commit - To personal spiritual growth

Leaders of all personality types and gifts saw fruit when living by these habits. They built healthy, growing groups that multiplied leaders to reach more people.

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## **DREAM: ENVISION HEALTHY GROWTH AND MULTIPLICATION**

Having a God-given vision and dream for your small group is key to realizing its potential impact. Two couples were trained as leaders, but only one possessed their own dream for ministry. Though both started small, the couple with vision saw their group grow, multiply groups, and make a lasting difference over time. Without vision, the other couple lost heart and quit.

Most groups are "sleeping giants" whose potential goes untapped. Catching a dream awakes them to reach more people and have greater Kingdom impact as a spiritual hospital, equipping center, evangelism team, and leadership pipeline.

With vision, even mundane tasks gain meaning and contribute toward the dream. Effective leaders raise other leaders to multiply groups that can truly transform lives and communities.

The key is not just leading a group, but facilitating life change through community that reproduces leaders and groups to reach more people. Capture the dream, and your group can wake up to make a big Kingdom difference!

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## **PRAY: DAILY INTERCESSION FOR GROUP MEMBERS**

Prayer is a leader's most vital activity. Research shows those praying over 90 daily minutes multiplied groups twice as often as those praying less than 30 minutes. Prayer is simple yet indispensable.

Prayer saves time by inviting God to work beyond human limits. He meets needs you cannot, goes where you cannot, does the impossible. Do not say "too busy to pray" - without prayer you will be too busy and ineffective.

Prayer brings no regrets, only gratitude for God's movement. It is the greatest spiritual weapon against attacks seeking to derail leaders and groups. Not praying is failing altogether.

The weapon that pushes back the enemy and bears lasting fruit is prayer. On our knees we discover the power to take new ground.

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## **INVITE: GIVE PERSONAL ASKS TO NEW MEMBERS**

This is CRUCIAL. While some people may join a group because the time works or the topic is of interest, most groups gain members by leaders personally inviting them to join their group at the start of each new semester. Many times, the

members continue with the same group from semester to semester, but it starts with the personal ask.

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## **CONTACT: REGULAR, CARING CONNECTIONS**

Regular contacting of group members is a key growth principle. If someone does not come, ensure that you, as leader, or someone else in the group reaches out within two days to check in and let them know they were missed.

Benefits of regular contacting include:

- Connecting with visitors to assimilate them
- Increasing average attendance through friendly accountability
- Enabling the leader to know the flock's needs
- Communicating care and concern for members

Practical suggestions:

- Pray for needs openly shared or sensed
- Listen well without dominating conversation
- Use suggested questions to spur discussion
- Get contact info handy to enable quick connections

The goal is to listen, not just talk. Regular contacts grow relationships that Grow Groups. People will share burdens with a leader who shows they care through investing time. Contacting helps identify needs for the shepherding leader to meet.

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## **PREPARE: SOLID AGENDAS BATHED IN PRAYER**

Failing to prepare leads to failure. Leaders who do not prioritize preparation often have declining attendance and dissatisfied group members. In contrast, leaders who regularly pray and plan see their groups thrive. Wise preparation opens the door for God to work.

**Effective leaders devote at least as much time preparing as the group meeting itself.** This communicates value to members. Preparation builds leader confidence and keeps the focus on Christ, not logistics. Members can sense if a leader values the group by the time they invest.

**Three key areas of preparation:**

- 1. Personal - Through prayer, fasting, etc., be in right relationship with God and others. This is most crucial.**
- 2. Logistics - Even if not the host, ensure the meeting place is ready to facilitate discussion.**

### 3. Agenda - Bathe the plan in prayer. Planning with apprentices allows you to delegate components of the meeting.

Consistent, strategic preparation is indispensable for groups that transform lives. God uses leaders who lay this groundwork to bear lasting fruit.

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#### SHARE: DELEGATE GROUP RESPONSIBILITIES

**Every Grow Group member should be delegated *something*.** As people in your group begin serving, they will also begin to discover & use their spiritual gift in His body. As they use the gifts that He has given to them, the body will be strengthened & will become healthier as more of the parts begin to function.

There are a lot of ways to get involved, but it is up to us to help others discover and use their gifts. As gifts are discovered & practiced, people become intrinsically motivated as they experience Christ working in & through them!

As a leader, do not feel compelled to do it all! Graciously delegate tasks so that members can discover their gifts, put them to use & glorify God with them! Here are some tips:

- Not all roles will apply to all groups. Use what you can & leave the rest.
- Be proactive in identifying potential leaders as "apprentices." Tasks like leading prayer or discussion could be great practice & experience for them. Create spaces for people to practice.
- Be intentional about asking people to fill a role a week ahead of time so they can prepare & they know you put thought into the request.
- Try a mix of asking people to cover specific tasks, based on what you know would be a good fit & opening roles up to the group to see who wants to take on what.
- Roles can be covered on a one-time basis or for the duration of the quarter.
- Once roles are delegated, check in on the volunteers every so often to see how it is going.

Here are some suggestions to involve people in serving within Grow Groups:

- Leading the icebreaker portion of the group
- Planning the worship segment of group life
- Planning the group's refreshment schedule
- Planning the group's fun activities
- Planning the group's outreach efforts and activities
- Hosting the group
- Leading the group discussion

- Leading the group's prayer time
- Recording and keeping track of the group's prayer requests and communicating those requests to group members
- Becoming a leader-in-training with an eye to starting a new group in a future semester
- Following up with cards or calls to absentees

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## **MENTOR: RAISE UP LEADERS-IN-TRAINING**

Once a group has 10-12 people in it, that group can be considered "pregnant" with another group. Within a semester or two, that group should give life to another group. Therefore, all leaders are expected to identify someone whom they can train to eventually lead their own group. If a leader needs to step down for a season, they should plan to identify a leader ahead of time so the group may remain together.

Training a small group leader is best done through close mentorship, following the examples in Scripture of discipleship through life-on-life relationships (Phil 4:9, 1 Cor 11:1, Phil 3:17). Leadership is more caught than taught.

Here is the process for finding and training a leader-in-training:

1. Pray for God to reveal a potential leader-in-training. Look for someone eager to serve, friendly, with strong character, teachability, and a heart for God.
2. Give them small leadership responsibilities to assess their willingness and capability.
3. Consult mentor on inviting them into formal shadowing. Explain the process and goals.
4. Meet regularly for prayer, planning, and evaluation. Have them start leading parts of the study.
5. Include them in leader meetings and training. Evaluate progress with mentor.
6. Help them start their own group, ensuring proper supporting roles are in place. Continue relationship through prayer and support.

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## **MANAGE: MINISTER TO DIFFICULT PEOPLE/PERSONALITIES**

"Challenging people" can hijack groups, dominating discussion and time. With prayer and wisdom, leaders can guide them to allow others to contribute too. Here are some suggestions:

- Redirect questions to quieter members
- Verbally note tangents but draw discussion back to the main topic
- Respond to inaccurate views by soliciting other perspectives
- Allow silence rather than filling space, giving time for thought

- Admit "I don't know" to avoid seeming like a know-it-all
- Proactively pray for difficult people, asking God for wisdom and love. Remind them privately that groups thrive when all can contribute. With patience and care, leaders can guide challenging individuals to grow
- Reaching out, visiting, or meeting needs of a group member who is ill or needs extra support

The goal is gracious redirection into healthy patterns so all can benefit.

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## COMMIT: PERSONAL SPIRITUAL GROWTH

Following is a basic overview of what a leader should be aware of and practicing in terms of spiritual growth.

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### CATALYSTS FOR SPIRITUAL GROWTH

The journey towards godliness involves three primary catalysts: people, circumstances, and spiritual disciplines.

1. **People:** Proverbs 27:17 states, "Iron sharpens iron," emphasizing the role of relationships in shaping character. Friends and enemies, family, and colleagues—God uses these individuals to mold and refine us.
2. **Circumstances:** Romans 8:28 highlights God's ability to use all circumstances for good. Financial pressures, health conditions, and even weather become tools in Divine Providence, propelling believers toward holiness.
3. **Spiritual Disciplines:** Unlike the external influence of people and circumstances, spiritual disciplines work primarily from the inside out. They offer believers a greater measure of choice in their involvement. While self-discipline alone will not make one holy, growth in holiness remains a gift from God.

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### UNDERSTANDING CHRISTIAN SPIRITUAL DISCIPLINES

Christian spiritual disciplines have been a cornerstone of godly living from biblical times to the present day. Examining the lives of historical figures such as Augustine, Martin Luther, and others, it becomes evident that their reputation for godliness did not stem from a unique anointing but from a commitment to spiritual disciplines.

- There are personal disciplines (practiced alone) and interpersonal disciplines (practiced together). Both are important for growth.
- Disciplines are activities, not attitudes. They are practices like Bible reading, prayer, fasting, etc. The goal is being like Christ (i.e., godliness). We can practice disciplines and not be godly if *they* are the end, not the means.



- Disciplines should be biblical, not just things we decide are helpful. Our discussion on spiritual disciplines is limited to those explicitly taught or modeled in the Bible. Practices like Bible intake, prayer, worship, evangelism, and others form the core of these disciplines.

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#### THE PURPOSE OF SPIRITUAL DISCIPLINES

- God uses Spiritual Disciplines to transform us into Christlikeness. Disciplines are means to become like Christ, not ends in themselves. Without this goal, practicing them is in vain.
- Spiritual disciplines are paths ordained by God for believers to encounter His grace actively. These disciplines, both personal and interpersonal, serve as intentional ways to position oneself before God, anticipating His transformative presence.
- God uses people, circumstances, and Spiritual Disciplines to change us, but we have the most control over the disciplines.

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#### REQUIREMENTS OF DISCIPLESHIP

- To be a disciple of Jesus requires learning and following Him with discipline.
- Many Christians are undisciplined spiritually despite being disciplined in other areas. People practice a craft, knowing it takes discipline, but give up with spiritual disciplines, as though being like Jesus would not take much effort.
- Christians can be faithful to the church, demonstrate enthusiasm for their faith, etc., but they could be spiritually wide and an inch deep. They have dabbled in everything but disciplined in nothing.
- Spiritual gifts do not guarantee fruitfulness without developing them with discipline. Neglecting spiritual disciplines hampers the development of spiritual gifts, leading to a lack of spiritual fruitfulness. The joyous nature of spiritual disciplines, when practiced with the goal of godliness, contrasts with the potential drudgery when seen as mere obligations.

## ASSESSMENTS

Below are a variety of assessments which may be of interest to leaders and/or Grow Group members.

### Semester-End Assessments

An anonymous survey will be conducted at the end of each semester as a formal way to solicit feedback. Mentors will share the link with leaders once it is available, and leaders are expected to encourage all group members to complete.

### Leader's Self-Evaluation<sup>1</sup>

React as honestly as you can to the following self-evaluation. For each character quality you will circle a number, from 1–5, based on your perception of yourself.

1 = "weak" and 5 = "strong."

| Relationship With God (up)          |   |   |   |   |   |
|-------------------------------------|---|---|---|---|---|
| Desire for God's Will               | 1 | 2 | 3 | 4 | 5 |
| Willingness to let God have control | 1 | 2 | 3 | 4 | 5 |
| Humility                            | 1 | 2 | 3 | 4 | 5 |

| Relationship With Self (in)       |   |   |   |   |   |
|-----------------------------------|---|---|---|---|---|
| Self-confident                    | 1 | 2 | 3 | 4 | 5 |
| Aware of strengths and weaknesses | 1 | 2 | 3 | 4 | 5 |
| Risk-taking                       | 1 | 2 | 3 | 4 | 5 |
| Ethical                           | 1 | 2 | 3 | 4 | 5 |

| Relationship With Others (out)  |   |   |   |   |   |
|---------------------------------|---|---|---|---|---|
| Nurturing                       | 1 | 2 | 3 | 4 | 5 |
| Sensitive in listening          | 1 | 2 | 3 | 4 | 5 |
| Vulnerable                      | 1 | 2 | 3 | 4 | 5 |
| Willing to give leadership away | 1 | 2 | 3 | 4 | 5 |
| Time and energy                 | 1 | 2 | 3 | 4 | 5 |

### Personal Spiritual Growth Assessment<sup>2</sup>

<sup>1</sup> Dempsey, Rod; Earley, Dave. *Spiritual Formation Is...: How to Grow in Jesus with Passion and Confidence* (Kindle Locations 4542-4580). B&H Publishing Group. Kindle Edition.

<sup>2</sup> Dempsey, Rod; Earley, Dave. *Spiritual Formation Is...: How to Grow in Jesus with Passion and Confidence* (Kindle Locations 4542-4580). B&H Publishing Group.

| Love for God (upward)   | 1 to 10 (low to high) |
|---|-----------------------|
| I am daily reading God's Word.  |                       |
| I am systematically memorizing God's Word.  |                       |
| I am writing out key passages and meditating on God's Word for application.                   |                       |
| I have a daily prayer time and plan.  |                       |
| I have a dated prayer request list for people and requests.                                   |                       |
| I pray daily to be filled with the Holy Spirit.   |                       |
| I keep a journal and record how the Lord is at work in my life and around me.                 |                       |
| I regularly practice fasting from food and other areas for my spiritual development.          |                       |
| I regularly disconnect from the world (including all media) and in solitude connect to Jesus. |                       |
| I try daily to listen and follow the still small voice of Jesus.                              |                       |
| <b>Add up the section _____ and divide by 10 = _____</b>                                      |                       |

| Love for One Another (Inward)  | 1 to 10 (low to high) |
|--|-----------------------|
| I meet weekly in a small group with other believers.                         |                       |
| I have discovered my spiritual gift.   |                       |
| I am using my spiritual gift to build up others in the body of Christ.       |                       |
| I am daily praying for other believers.                                      |                       |
| I am guarding against the lust of the flesh and eyes, and the pride of life. |                       |
| I am confessing my faults, sins, and shortcomings to other believers.        |                       |
| I am not involved in gossip against other believers.                         |                       |
| I am not holding a grudge or offense toward any person.                      |                       |
| I regularly clear up/ resolve hurts and offenses toward other believers.     |                       |
| I am daily praying with my family or for my family.                          |                       |
| <b>Add up the section _____ and divide by 10 = _____</b>                     |                       |

| Love for our Neighbors (outward)                        | 1 to 10 (low to high) |
|---|-----------------------|
| I have a prayer list for people who do not know Christ. |                       |
| I am praying specific requests for their salvation.     |                       |

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|--|
| I am seeking friendships and relationships with people who do not know Christ.                 |
| I am listening first to what they have to say.   |
| I am planning for opportunities to eat with people who do not know Christ.                     |
| I am seeking to use my spiritual gift to serve others outside the body of Christ.              |
| I am praying for opportunities to show and share the good news of the gospel.                  |
| I have prepared a simple explanation of the gospel to share with others as God opens the door. |
| I am seeking to become a blessing and serve the poor and under- resourced in my community.     |
| I am seeking to build bridges with people who have hurt me and to love them like Christ.       |
| <b>Add up the section _____ and divide by 10 = _____</b>                                       |

**Sum of three sections: \_\_\_\_\_ Divide by 3: \_\_\_\_\_ = overall score**

## SHAPE Spiritual Gift Assessment

**Website access:** <http://www.wallychurch.org/shape.html>

Once Jesus is accepted as someone's Lord and Savior, the Holy Spirit will bestow at least one spiritual gift on that person. This gift is to be used specifically to advance the Kingdom of God for His glory. The Bible reveals several types of spiritual gifts; these are different than talents like singing or building. One of the best ways to identify a spiritual gift is through trial and error: try serving in some part of church life and see if it clicks. If not, try something else. To help guide this gift identification process, one might also take an assessment geared toward such a discovery. At Wallenpaupack Church, the SHAPE test is the assessment of choice. The results are not necessarily set in stone, but they may point the assessment taker in the right direction.

All leaders should take this test and feel welcome to discuss the results with their mentors. Group members can also be encouraged to take and then serve in their giftedness.