

Crossroads Fellowship  
 Ministry Planning Process for 2007

Jun-07

Church Wide Goal for 2007: Improve our Assimilation Effectiveness by doing 3 things:

			Result To Date	Status (G,Y,R,C)
1.	Significantly increase the participation by new and unconnected people in our Medium size venues such as Sunday School, Week night ministries, etc.	Increase small group participation from 1000 to 1300 by expanding mid-week, on-campus venue participation (+30%).	On target. Overall # of connected has grown from 1000 to ~1170.	G
2.	Follow-up 100% of all new people within week of initial contact, providing a reasonable assimilation opportunity for their needs and closing the loop with Kathy Meadows.	Provide a small group connection opportunity for every incoming small group request and follow-up within two weeks to confirm a connection has been made or to offer another option.	On target. Have leveraged Wed nights and Monday nights for group connections. GroupLink is planned for fall 2007 to start expanding off-campus offerings.	G
3.	Every Pastor/Minister and Key Leader is able to verbalize basic information about Key Ministry venues (Large, Medium, Small) at Crossroads.	Have every small group leader include on their growth plan the goal to practice walking through the Crossroads Vision Document and a current Crossroads Event Catalog to show how they would help someone get assimilated at Crossroads.	Not on target. Growth plan follow through has been lagging. Need consistent push through the fall to make this happen.	Y

Ministry Name: Small Groups Ministry

Pastor: John Frye

Category	#	Problem to Solve/Opportunity	Solution/Goal	Intended Result	Result To Date	Status (G,Y,R,C)
Vision	1	Need to get the real life stories of small group members out in front of the church so they can visualize what really can happen in their lives if they allow God to work in them within the context of community.	Consistently use at least one applicable real life story from small group life when communicating to the church body. (1) Do this on Sunday mornings at least once per month in the worship services (e.g. testimony, highlight a family, etc.... (2) Post a video story on the web site at least once per quarter. (3) Publish a story at least once per quarter in the church's newsletter.	People excited and willing to join the community of God to take steps to connect, grow, and serve in their walks with God.	Platform visuals on Sunday mornings, testimonies on the Web, and new video clips helping cast vision (e.g. GroupLink). Have not been able to post videos on Web due to copyright concerns.	G
	2	Increase Synergy and Ownership of SG Strategy	Document Vision pathway and re-cast vision	a - create clear people-flow vision pathway and communicate b - ownership and synergy from sharing resources and better placement	Elder/pastor presentation presented clear pathway visual to aid in understanding. Use this simple "one pager" to continually articulate simple pathway on/off campus into group life.	G
Outreach/ Service	3	Cast vision and community clear message of the value, importance, and effectiveness of outreach into our community.	Partner with Missions to pre-sign up small groups on Local Missions Sunday to go and visit key ministry partner sites to learn about and/or "do" a local outreach project.	People united in service and seeing God live out His will through them as the world looks on and sees God better because of it.	Goal implementation focus changed. Will have Missions Leaders work with Ministry Leaders to develop relationships and look for ministry partnerships "in the field".	G
	4	Need to foster excitement about God's work through small groups doing outreach in our community.	Hold a "Testimony Banquet" hosted by Missions with small group members attending and sharing their outreach stories. Recognize participants and glorify God through what He has done through small group's reaching out.	People excited and willing to join the community of God and partner together as a team in reaching out to serve others.	Had luncheon with 175 in attendance.. Hundreds of stories shared around tables over meals with Missions Leaders facilitating sharing time and Ministry Leaders feeling affirmed and glorifying God.	G
Prayer	5	Need to generate momentum through corporate prayer focus of all small groups.	Partner with Prayer Council to provide one monthly prayer focus for our church body, including small groups and have small groups spend time at least once monthly praying as a group with this focus.	People united in prayer and seeing God move so that He is glorified, others are blessed, and prayer participants are transformed more into Christ's image.	Monthly Prayer Card is being used by entire church body and small groups to lift up specific prayer requests corporately. This is allowing us to focus our prayers strategically.	G
Leadership Development	6	Leaders need a refreshing time to get re-energized, encouraged, and ready for the next annual ministry cycle.	Host a 24 hour retreat for small group leaders to provide a get away to stop, relax, reflect, and ensure proper focus and priorities in their ministries.	Healthier small group leaders not getting burned out and able to serve more effectively over the long term.	Cancelled. Determined not to do this. March conference was adequate for addressing this need.	NA
	7	Leaders need effective coaching tools to help them diagnose their risk areas and to then take action to address them.	Identify/develop a diagnostic tool to help small group leaders assess risks/warning areas in their lives and ministry so their coach can help them proactively address them.	Healthier small group leaders not getting burned out and able to serve more effectively over the long term.	No activity to date on this.	Y

Category	#	Problem to Solve/Opportunity	Solution/Goal	Intended Result	Result To Date	Status
	8	Need to develop bench strength in leadership so that as load grows there are more shoulders to help carry the load.	Develop 3 special leadership development small groups for apprentice directors, coaches, leaders so that potential leadership is maximized, drawn out, and expanded.	An increased leadership capacity to care for a growing constituency.	Leveraging existing leadership "Ministry Teams" to help leaders grow and move up in their responsibility. Wed night "Coach Huddle" with Dr. Garrett is an example. Two additional teams include: Chuck's leadership group & John's new leader recruiting pool (10 leaders currently - via one-on-one recruiting).	G
	9	Leadership Development	Create a special Leadership Development Program for intentionally building into few key future leaders. Intense focus on a few. Broader focus on many. Stamp of approval/value placed on the process by Senior Pastor.	Grow key, high-capacity future leaders. Chuck attend 2 gatherings.	Expansion of Church-wide Leadership Development Program in process including standard tracking form, standard conference format, list of expected courses to complete, and focus on Life Coach and Advanced Coach program development.	G
	10	Continuing Education for SG Leadership	Develop a system to allow better utilization of existing Small Group resources (i.e. Willow Creek Association material) by making them more accessible and known. Use web. Potential "google-like" search. Link to SG Map being considered.	Growth for leaders and effective stewardship of existing resources.	Map of groups posted along with text listing. Small group resources made available on main web site with better/more descriptive text links.	G
	11	Recognition and Value of SG Leadership	Commission/Recognize graduates from Coach training (and possibly Intermediate SGL training) during worship service. Consider commissioning of new Small Group leaders when new groups form or groups multiply. Link to story-telling.	Demonstrate value of our SG Coaches and Leaders to church membership. Chuck on Sunday am.	Recognized Leaders & Coaches on stage on Sunday am in spring. Had group leaders stand and be recognized and prayed over on Sunday am. Will recognize SG council in fall on stage on Sunday am.	G
	12	Increase Number of Small Group Leaders	Emphasize to SGL that not just leading a group but building people that many will become leaders	a - have each SGL develop at least 1 leader within 12 months	10 new/re-engaging leaders in the process of starting groups for fall 2007. GroupLink will be leveraged to do this.	G
				b- build expectation of leadership multiplication	Continuing to build this into new leaders. Have not had as much focus on past leaders who do not have this understanding. Need to address in fall 2007.	Y
				c - increased capacity for groups and therefore for more people connected	More groups forming and people getting connected.	G
Assimilation	13	Grow number of Small Groups	Identify geographic or social targets that need a small group and plant them by recruiting a leadership nucleus through prayer and helping them accomplish it.	New groups formed in various geographic and social targets.	Focus in North Raleigh/Wake Forest. Maintaining recruiting pool and leverage ice cream social and GroupLink methodologies to form new groups in this way.	G
	14	Grow number of people connected in small groups.	Turbo Groups-> Test new techniques for getting large numbers of people in Small Group in short period of time.	50% retention ratio of large number of people now connected in new groups.	GroupLink pilot in process. Hope to have 50 of 100 participants stick in groups after "8 Week Challenge".	G
	15	Increase Number of Small Groups	Map current SGs and present condition to leaders and pray and wave the flag to do something about it	a - 5 new off-campus small groups from this alone	GroupLink pilot in process. Hope to have 50 of 100 participants stick in groups after "8 Week Challenge" (~5 new groups).	G
				b - expectation to continue and increase this	GroupLink pilot in process. Hope to have 50 of 100 participants stick in groups after "8 Week Challenge" (~5 new groups).	G
				c - build momentum as progress is seen	GroupLink pilot in process. Hope to have 50 of 100 participants stick in groups after "8 Week Challenge" (~5 new groups).	G

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	16	Increase Number in Sg and Medium Venues	Sunday morning marketing campaign using practical stories (Chuck Sunday am)	a - more people involved in Wed. night	Marriage & Family Wed medium venue going to "next level" with leadership care. Hope to draw in more folks on Wed nights. Same for Monday nights with Men & Women's medium size venues.	G
				b - more people asking for SG placement	Marriage & Family Wed medium venue going to "next level" with leadership care. Hope to draw in more folks on Wed nights. Same for Monday nights with Men & Women's medium size venues.	G
				c - better understanding among attenders of SG vs Bible Study	Marriage & Family Wed medium venue going to "next level" with leadership care. Hope to draw in more folks on Wed nights. Same for Monday nights with Men & Women's medium size venues.	G