

# SGBI Church Report

## Introduction to Your *Small Groups, Big Impact* Report

The *Small Groups, Big Impact* Assessment is designed to measure and help you improve the health and growth of your small group system.

The extensive research behind the SGBI Assessment probed hundreds of different items to discover the elements needed for a healthy small group system. Using careful statistical analysis involving data from thousands of small groups in hundreds of churches, ten factors in three categories emerged as the keys to a healthy, growing system.

This report provides an overall read of your small group system by looking at how your church is doing in the factors in each category: Church Factors, Small Group Health Factors, and Growth Outcomes.

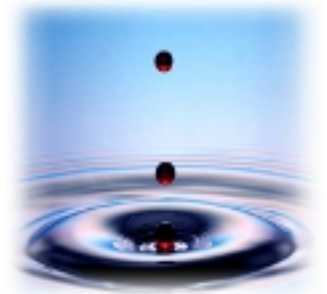
Each category begins with a graph of its factors. The scales for these factors show how your church's small group system is doing in comparison to other churches' systems. If your score is 50 on a given scale, you are average. If your score is above 50, you are doing better than average. If your score is below 50, you are weaker than others on that particular factor.

Following each graph is an explanation of the factors to help you interpret your strengths and weaknesses.

Near the end of the report you'll find diagrams illustrating the interrelationship of your church's factors. The report then concludes with suggestions for how to respond to your results and make plans to continue to improve the health and growth of your small group system.

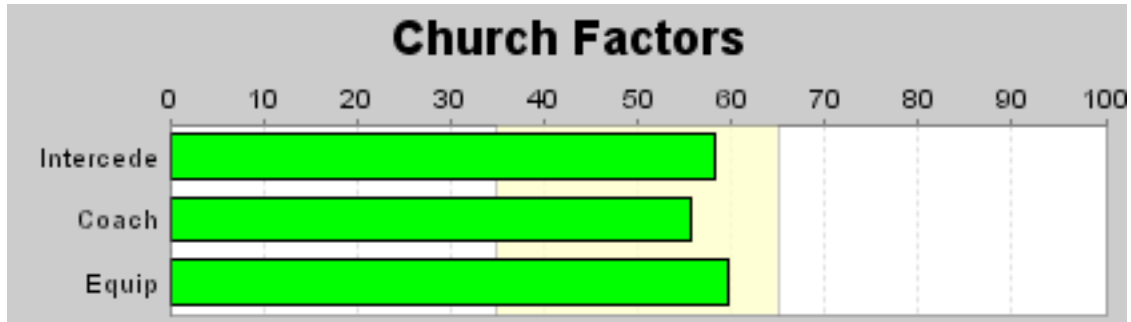
For a deeper understanding of the research behind this assessment and its practical implications, read the book by Jim Egli and Dwight Marable:

**Small Groups, Big Impact**



# Your SGBI Assessment Results

## Church Factors



### Understand the Three Church Factors

#### Intercede

This factor measures how thoroughly prayer permeates your church life. People intercede more when they are challenged to live a life of prayer - through the pastor's example and also through leaders who emphasize prayer and fasting as a way to draw near to God. Intercession also increases when people are being miraculously healed when prayed for and testimonies of answered prayer are shared in the weekend worship services. Offering special prayer meetings and preaching on prayer also help the church to grow in intercession.

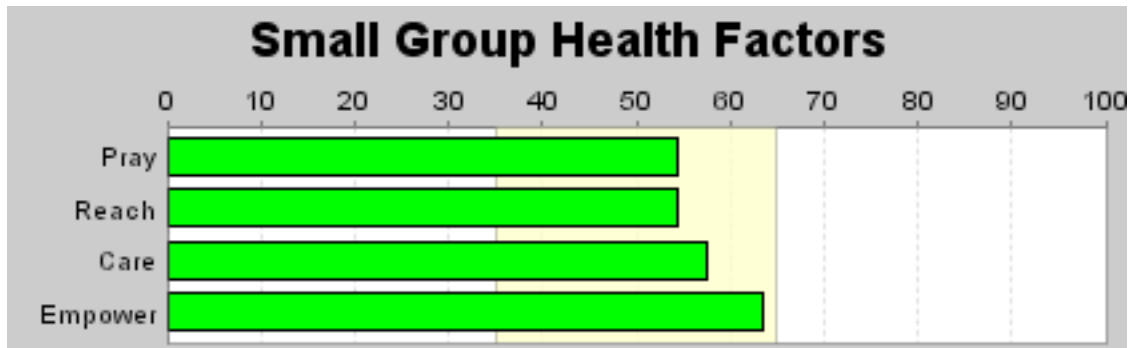
#### Coach

This factor measures how well your church supports and encourages your small group leaders through leadership coaching. Of the three church factors coaching is the most important. The research revealed that it is particularly important for a coach or pastor to meet with each leader to personally encourage them. When small group leaders are personally encouraged, groups tend to be healthier in all four of the small group health measures - their leaders pray more and identify more leaders, the groups have a stronger outward focus and experience more body life. It's important that coaches are aware of their small group leaders' needs and consistently praying for them. Also, the coaches who regularly meet with their team of small group leaders and occasionally visit their small groups have healthier small groups.

#### Equip

This factor measures the culture of multiplication within your church. It hinges on how intentionally you are discipling new Christians and raising up new leaders. Churches that help new Christians to grow through mentoring and that offer a clear system of training or teaching do well in equipping. To equip new leaders, it is critical for small group leaders to identify potential leaders within their groups. When leadership multiplication is emphasized in the small group system and leaders are encouraged to send the group members that they have identified as potential leaders to training events, equipping increases.

## Small Group Health Factors



### Understand the Four Small Group Health Factors and What Influences Them

#### Pray

This factor measures the prayer and devotional life of your church's small group leaders. The research reveals that leaders with a strong prayer life see considerably more people visit their group and more people brought to Christ through the influence of their group. Churches strong in intercession and coaching develop praying leaders.

#### Reach

This factor measures how well your groups are reaching out to unbelievers. Groups high in outreach see eight times as many people come to Christ through the influence of their group and its members than groups weak in outreach. Groups scores trend higher in reaching out when their church is strong in intercession and coaching.

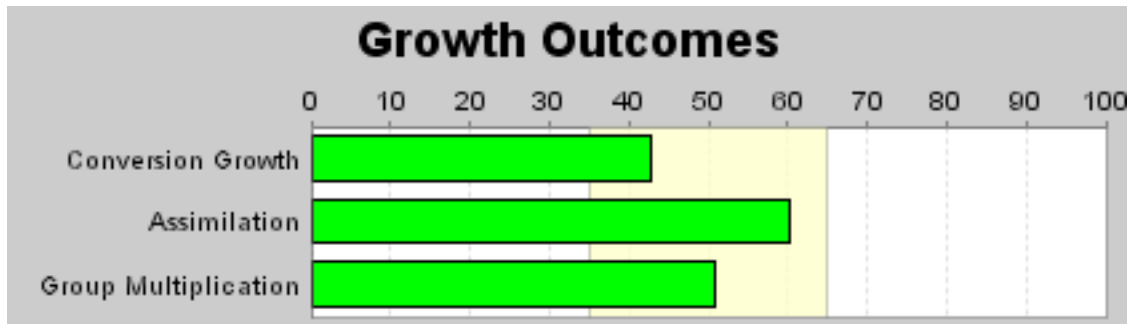
#### Care

This factor measures how close and caring relationships are within your church's small groups. Groups high in this factor see considerably more people join their group. The small groups' ability to care is positively impacted by how well their leaders are coached.

#### Empower

This factor measures the extent to which your church's small group leaders are looking for and encouraging the leadership potential of others in their groups. Groups with empowering leaders see more new leaders and new groups emerge from their groups than groups weak in this factor. How well a church functions in coaching and equipping has a strong impact on leaders' success in empowering others.

## Growth Outcomes



### Understand the Three Growth Outcomes

#### Conversion Growth

This factor measures how many guests are visiting your small groups and how many unbelievers are coming to Christ through the influence of your group members. Conversion growth flourishes when small group leaders have an active prayer life (see the Small Group Health Factor *Pray*) and groups are intentionally reaching out (see the Small Group Health Factor *Reach*). How regularly small groups are multiplying also directly impacts conversion growth.

#### Assimilation

This factor measures how many people are getting connected within your small groups. More people choose to connect to small groups when loving relationships within the groups are strong (see the Small Group Health Factor *Care*) and the group leaders are mobilizing others in ministry and leadership (see the Small Group Health Factor *Empower*).

#### Group Multiplication

This factor measures how frequently your small groups are raising up new leaders and forming new groups. Groups multiply new leaders and groups more regularly when small groups leaders are empowering their members to become leaders (see the Small Group Health Factor *Empower*) and where there is a culture of multiplication within the church (see the Church Factor *Equip*).

## Understand the Interrelationship of the Ten Factors And Your Church's Scores

### Fruit

- Conversion Growth
- Assimilation
- Group Multiplication

### Small Group Factors

Pray

Reach

Empower

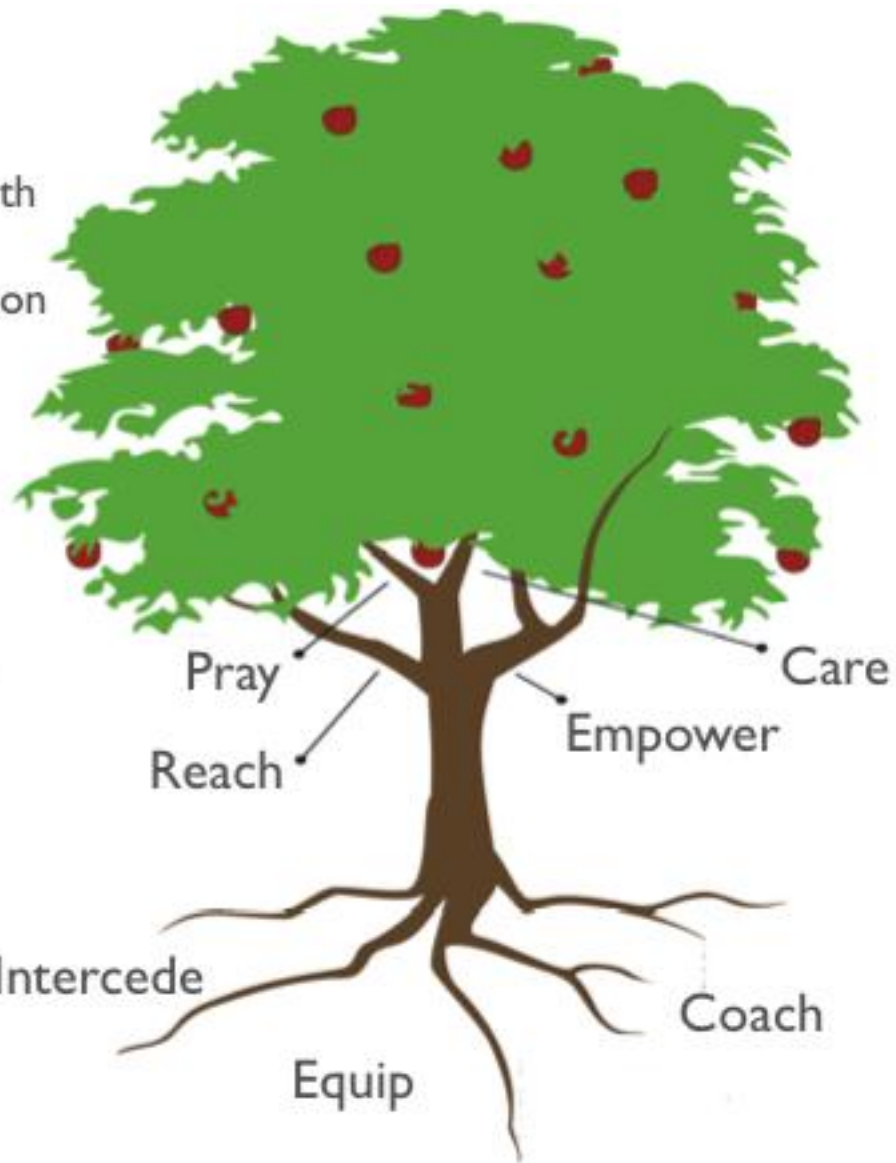
Care

### Church Factors

Intercede

Equip

Coach



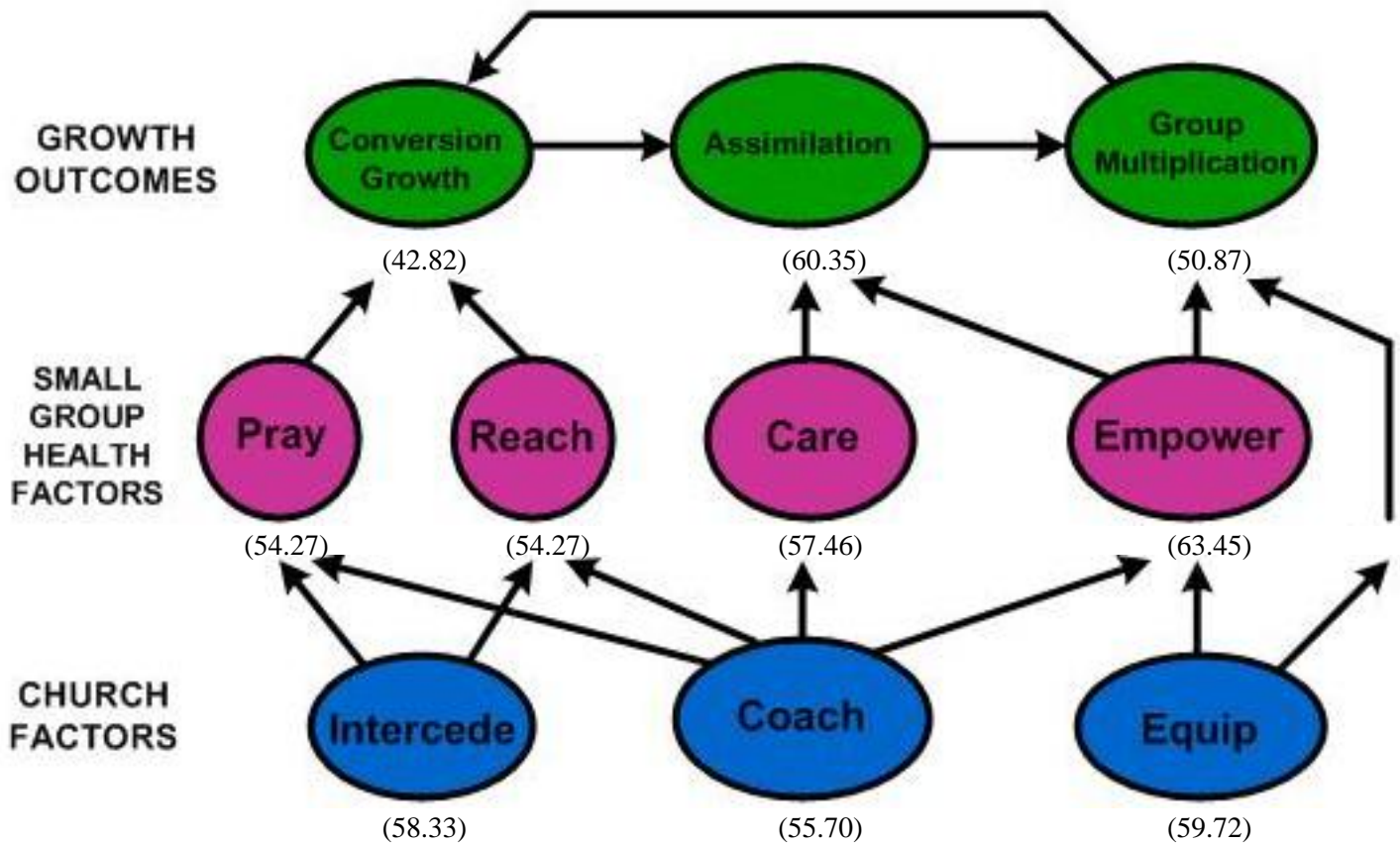
### Producing fruit takes time and effort

Growing your church's small group ministry can be compared to growing a fruit tree. In either case, fruit will be produced only if the structure that supports it is healthy. You must pay careful attention to cultivate the three church factors (the roots) so that your small groups can thrive. And you must work to nourish the four small group health factors (the trunk and branches) so that your church's growth outcomes flourish.

## Consider the Interrelationship of Factors in Your Small Group Ministry

The following diagram shows the scores for each of the ten factors in your church. It may be that the interconnection of your scores and how they are impacting one another is readily apparent. It is also possible that other factors in your church or its environment are moving certain scores higher or lower.

Your response to your scores and your resulting plans for improving your small group ministry should be a result of prayerful thought, meaningful interaction, and listening to God's Spirit. Below we will offer suggestions for processing your results and developing a plan for the future.



## **Developing Plans to Improve the Health and Growth of Your Small Group Ministry**

The section below is designed to help you evaluate and improve the health of your small groups and the growth of your overall small group ministry. It begins by giving you questions to reflect on with a team of key leaders and thinkers. Then it offers personalized suggestions and specific questions based on your church's scores. Along the way it also recommends resources that you might consider to address your specific needs.

### **Respond to Your Church's Small Group Ministry Report**

This section is designed to help you reflect on your church's SGBI Assessment results. Perhaps your report simply reinforces what you were already sensing about where your groups and group ministry are strong and the areas where they need to grow. Or, maybe you found some surprises. Either way, we hope you have new clarity as you pray, discuss and discern the next steps to creating and supporting a more vibrant small group ministry.

We encourage you to prayerful and thoughtfully reflect on where your group ministry is and where God would like it to go. The questions below are starting points for you to consider as seek God's best for the health and growth of your small groups.

Who are the key players who can help you respond to this report and shape a plan for the future? Write their names below. (Although it might be helpful to get feedback from a broader base at some point, we suggest a team of three to seven people to process these results in a more intentional way.)

When could you possibly set up a meeting with these people? (Before the meeting send them a copy of this report and ask them to respond to the questions immediately below in preparation for your time together. Be sure to involve your senior pastor or a member of your church's senior leadership team.)

Realize that depending on the size of your small group ministry and its relative health, this team might need to meet over an extended period of time to process things, gather more information and ideas, and then craft and implement a course of action.

### **Reflection Questions:**

1. Based on your own experience in our church's small group ministry what do you think are one or two of its greatest strengths? Based on your own experiences and perceptions, what do you think are one or two of its biggest weaknesses?
2. Judging from this small group ministry assessment based on the actual responses of our church's group leaders, what appear to be some of our small group ministry's greatest strengths and weaknesses?
3. How do the results of this small group ministry assessment align with your own experiences and perceptions? Does this report confirm some of your own hunches? What were one or two new insights or surprises?
4. Which of the suggestions offered in the section immediately following these questions seem to make the most sense to you? Why?

5. What resources mentioned below do you think we should consider?
  
6. What do you think should be done to improve our small group ministry in the immediate future?
  
7. What steps do you think should be taken to improve our church's small group ministry in the years ahead?
  
8. What improvements can be made with little effort? Which ones will take more time and determination?

**Reflection Questions:**

After discussing the questions above, respond to the questions below as a small group leadership team.

9. Considering our conclusions and discussions as a team, what are the very next steps that this team and our church should take in improving our church's small group ministry?
  
  
  
  
  
  
  
  
  
  
10. Outline your overall plans on a timeline to map out your path to an improved small group ministry.

## Our Suggestions for Your Church

### Low Coach Suggestions

The lowest of your three church factors was Coach. This should be the first area that you consider improving as you make plans for a healthier small group ministry. Our research revealed that when a church's coaching of its leaders improves, it positively impacts all of the small group health factors - Pray, Reach, Care, and Empower.

Improving the coaching of your leaders takes time because you are infusing a new culture, new values, and new behaviors into your small group ministry. It involves having an adequate number of small group coaches, properly training those coaches, and then actively coaching these coaches.

Questions that you should ask to begin identifying your next steps forward are:

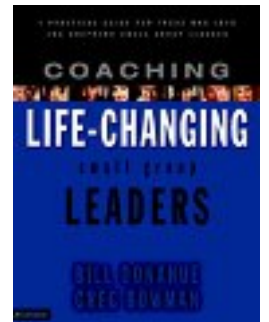
- o Do we have an adequate number of coaches for the number of small groups we currently have? Do we have enough to provide for continued growth of our small group ministry?
- o Have our coaches been trained to proactively coach their small group leaders?
- o Do we have regular, quality leadership team meetings of all our leaders that include ample time for the coaches to meet with and pray for their leaders?
- o Are our coaches being actively coached?
- o Do we have some current coaches who should be let go because the role does not fit their gifts and passions?

Identifying, recruiting, training, and supporting your coaches takes considerable effort, but it offers high pay off and dramatically improves the health of your groups, their ability to grow and multiply. When your group leaders are actively coached it also reduces small group leader burnout.

The people who you want as coaches are people who have been great small group leaders and who are enthusiastically committed to the Lord and your church's vision. Most of these people are already actively serving in one or several ministries of your church, and you may need to ask them to step down from one or two other commitments so that they can effectively serve as coaches - as leaders of leaders in your church. Depending on their season of life, their other life commitments, and the number of groups they are being asked to coach, some small group coaches are able to both lead a small group and coach other small group leaders at the same time. Others are not.

A helpful tool for training and resourcing your small group coaches is the manual by Greg Bowman and Bill Donahue:

### Coaching Life-Changing Small Group Leaders



You will find this book at <http://www.willowcreek.com/grouplife/prod.asp?invtid=PR28172>.

## Low Pray Suggestions

The lowest of your church's four small group health factors was Pray. This factor measures the depth of your small group leaders' prayer life - how consistently they take time for prayer and personal Bible reading, on average how much devotional time they spend with God, and how consistently they pray for their friends that need God, their small group members and their small group meetings.

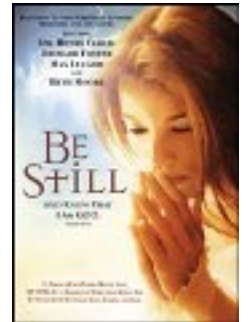
Leaders with a strong prayer life have healthier small groups on the other three health measures. They see significantly more people visit their group and come to Christ through the influence of their group.

Questions to process as you seek to deepen your leaders' and their groups' walk with God are:

- o How could we improve our small group leader training so that we better emphasize the importance and the practical how-to's of prayer?
- o What ongoing encouragement and training should we offer our leaders to help them deepen their walk with the Lord?
- o How can we better equip all of our members in prayer and the spiritual disciplines in order to accelerate their spiritual growth?
- o Is there a spiritual growth campaign or curriculum that we should do as a church or small group ministry to deepen our experience of prayer and listening to God?

Two excellent resources on prayer for you to consider for your small group ministry are:

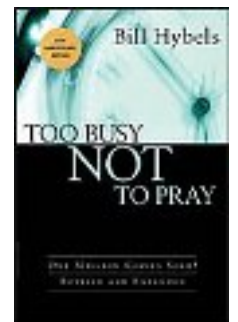
### Be Still



See at <http://www.willowcreek.com/grouplife/prod.asp?invtid=PR30639>.

and:

### Too Busy Not to Pray



See at <http://www.willowcreek.com/grouplife/prod.asp?invtid=PR32010>.