

Annual Home Group Evaluation

This document is used in the home group department to allow home group leaders to assess their groups. Home group consultants review the findings with the leaders.

Home Group: _____ Date: _____

Consultant: _____

In Watchman Nee's book, *Spiritual Leadership* he states that revelation is the key requirement for leadership. We are able to lead when our direction is consistent with God's direction. We gain revelation by prayerfully considering the tasks God has set before us with the resolve to proceed as he directs us. The following questions could help provide revelation. We encourage your prayerful attention to this as a leadership team. We recommend completing the evaluation as a team. When complete, we will arrange a time to meet and review the conclusions.

Home Group Data:

1. Review attendance chart and compare this year's attendance to last year. Is the church growing? How much? How would you assess your progress?
2. New cell group members in last 12 months:
3. Loss from group and reasons for losses:
4. Members taking classes and/or attending conferences:
5. Members involved in ministry (including home group ministries). Note those who have taken on a ministry role for the first time this year:
6. Servant Team members. Note those new in the last year:
7. FST members. Note those new in the last year:
8. What changes, if any, do you want to see with prayer ministry?

Evangelistic Efforts

1. Who are the gifted evangelists in your group? Are they able to be involved in evangelism, or are they busy with other things?
2. List home group members with the non-Christian who they have been reaching out to. (Feel free to attach a copy of your decision continuum or follow-up worksheet instead.)
3. What outreach-oriented activities have you done this year? (Include home group events as well as smaller events that have been successful, and why.) Who planned and administered the events?
4. Who is currently engaged in following up on new people?

Evangelism Plan:

1. How we will mobilize and motivate our gifted evangelists?
2. Home group activities to support evangelism (i.e. Indicate the event and month it was conducted):
3. Who will we focus our follow-up efforts on in evangelism? Which people seem the most interested and are moving toward spiritual things?

Discipleship

1. Update your monthly profile report sheet to accurately reflect the discipleship relationships in the group. Answer in response to the following criteria:
 - a. regular time is spent with the disciple i.e. at least every other week).
 - b. the time spent routinely involves at least two of four activities (e.g. discussing personal sanctification, ministry, study of the word and/or prayer).
2. Who is a candidate for Servant Team in your group?

This chart lists various ST requirements and will help in reviewing ST candidates:

NAME	FST	MIN.	ROLE	CLASSES	LEAD	SHEP.	COMMENTS	DATE
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Discipleship Plan:

1. Who will each leader try to disciple this year?
2. How will each leader motivate continued spiritual growth in their current disciples (classes, relational issues, ministry involvement, etc.)?

Leadership

1. What challenges did your home group or leadership team face in the past year?
2. What are the major areas of weakness and strength in your leadership team?
3. How can your group benefit the most from your strengths? How can you maximize the effects of your strengths with your group?
4. How will you deal with the weaknesses?
5. What ministries could you delegate to others? Who would be gifted for that ministry?
6. How would you rate the unity within your leadership (1-10)? Why? What could be done to enhance unity?
7. As leaders, what have you done to promote your own spiritual growth? Do you read, study the word and read regularly (how often)?

Plant Plan

1. Who are your future leaders? Do these potential leaders know they are viewed this way? Do they have a vision for themselves leading their own group?
2. How long will it take for your future leaders to lead their own group? Why this timing? What are the key limiting factors?

SUMMARY

1. Rank each of the following growth-limiting factors from 1 (i.e. this factor has the greatest limiting effect on our growth) to 5 (i.e. this factor has no effect on our growth).

- a. disunity among members
- b. disunity among leaders
- c. ineffective outreach
- d. small work force
- e. lack of good teaching
- f. lack of good discipleship
- g. member distraction with family/career
- h. poorly attended CG
- i. poorly attended HC
- j. poorly attended CT
- k. dull or predicable HG meetings
- l. failure to provide a relationally warm environment for new people
- m. lack of good follow-up
- n. lack of delegating responsibilities to members
- o. members do not feel their gifting matches their ministry
- p. lack of zeal for the Lord
- q. relationships between members are largely limited to meeting times
- r. lack of space to grow.

2. Based on your responses to this survey, identify the most important area(s) of focus for your home group this year. How do you intend to address the issue(s)?

Most Important Areas of Focus for our Home Group this year: