

Compass Christian Church

A Brief Vision for Compass Groups

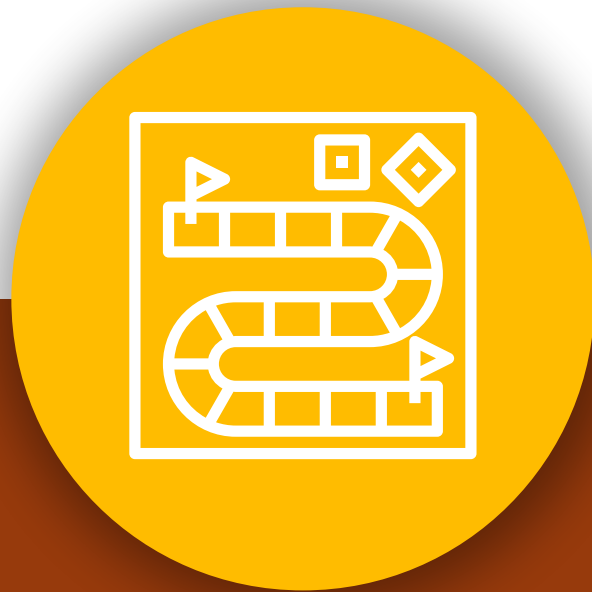


How Compass Groups See the One

- Overextended in life
- Ruled by work and the need to produce
- Unable to form life-changing relationships
- Ruled by anxiety and depression
- Restless, unable to stop moving



Three Types of Compass Groups



COMMUNITY

Centered around a common activity with a purpose to connect to other believers

EXAMPLES

Pickleball
Board Game Night
Young Professionals
Legacy



LIFE

Traditional Life Groups who go through sermon-based discussion studies together.

WHAT'S DIFFERENT?

A renewed Compass Group DNA, an emphasis on the Four Cores of Compass Groups.



CARE

Currently meet on Monday nights in order to provide comfort and care.

EXAMPLES

GriefShare
Celebrate Recovery
Boundaries
Financial Peace University

Purpose for Community Groups



Our Staff Definition

In order to take steps to fulfill the Compass Vision to “multiply disciples in relational environments,” we will begin a campaign to institute groups built around common interests - Community Groups. In this way, we will widen the on-ramp for people to develop life-changing relationships and enter the Discipleship Pathway.



Our Message to the Compass

These days, it's almost impossible to keep the friendships that define and enrich your life while also getting the rest you need to face the daily grind. That's why Compass is starting a new initiative called Community Groups, which are designed to help people grow in their faith while connecting to others and recharging by having fun.

Compass Group Network



A Team of Staff and Church Leaders

Together, this team will be the catalyst to drive Compass Christian Church to become a “church of groups” and connect people to community.



Trained to Lead the Church in a Group Setting

The Groups Team will train all Group Leaders to lead an effective Group by using the Four Cores, by which they themselves can also grow spiritually.



Connecting People to Compass Groups

God calls every Christian to make disciples who make disciples. That's why we want our Group Leaders and Group members to be the first to invite others to join their group or use the Group Finder.



Empowering Ownership of Community

Compass Staff will empower Group Leaders through training. Group Leaders will empower Group members to take ownership of their Groups. And so, Compass will build a culture of spiritual empowerment.



Maintaining the Cores of a Group Experience

Group Leaders will know deeply the Four Cores of the Group Experience and will be able to identify what they look like in different kinds of Groups.

Steps Toward a Church of Groups

In order to invest well in Life-Changing Relationships and to foster a “church of groups” at Compass, we recommend the following:



Celebrating Groups During Host Moments

We replicate what we celebrate! At Compass, we’ve seen that celebrating baptisms and generosity has had a multiplying effect. Select two Sundays a month to celebrate stories the life-changing relationships within Groups.



Promotions to Start Semesters

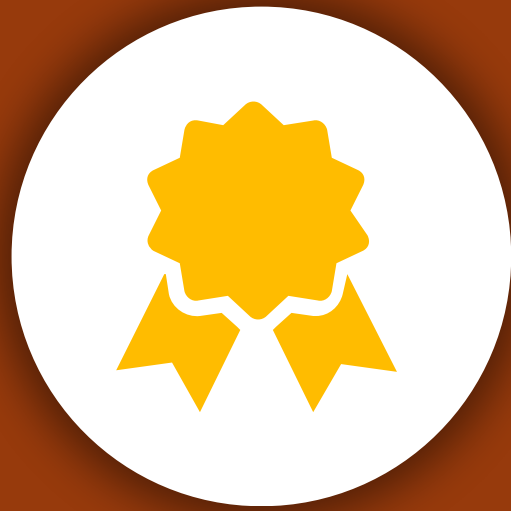
Holding 3-week long promotions at the beginning of each Group Semester in order to capture attention and to provide as many on-ramps as possible to join a Group throughout the church year.



Annual Group Summit

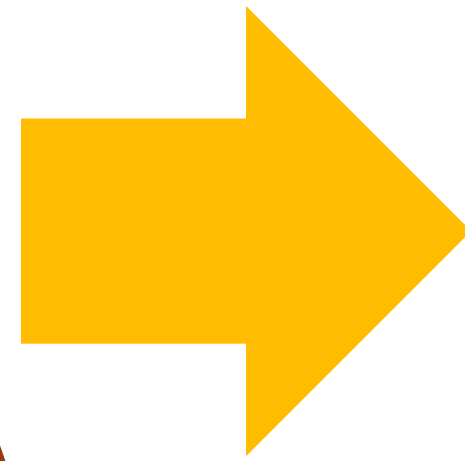
In August 2024, after communicating the new Compass Groups DNA to Staff and church leaders, the Groups team would seek to hold a Group Summit as a launching point for Community Groups within Compass Christian Church. This Group Summit would meet annually to reinforce Groups culture within Compass.

Building New Kinds of Group Leaders



Achievement Mindset

The One is overextended because their value is in what they produce and what they accomplish. This mindset leads them to exhaustion and to disengage when they can no longer achieve.



Empowerment Mindset

The Bible teaches that our value is in our identity, in our imago Dei. We empower people to take ownership of their faith, not to find personal value but instead to find God, who leads us to a life of rest and fulfillment.

The Impact of Empowerment



A Church that Connects to Each Other

When we empower believers, they connect to each other without the necessity of opportunities or spaces for that to occur.

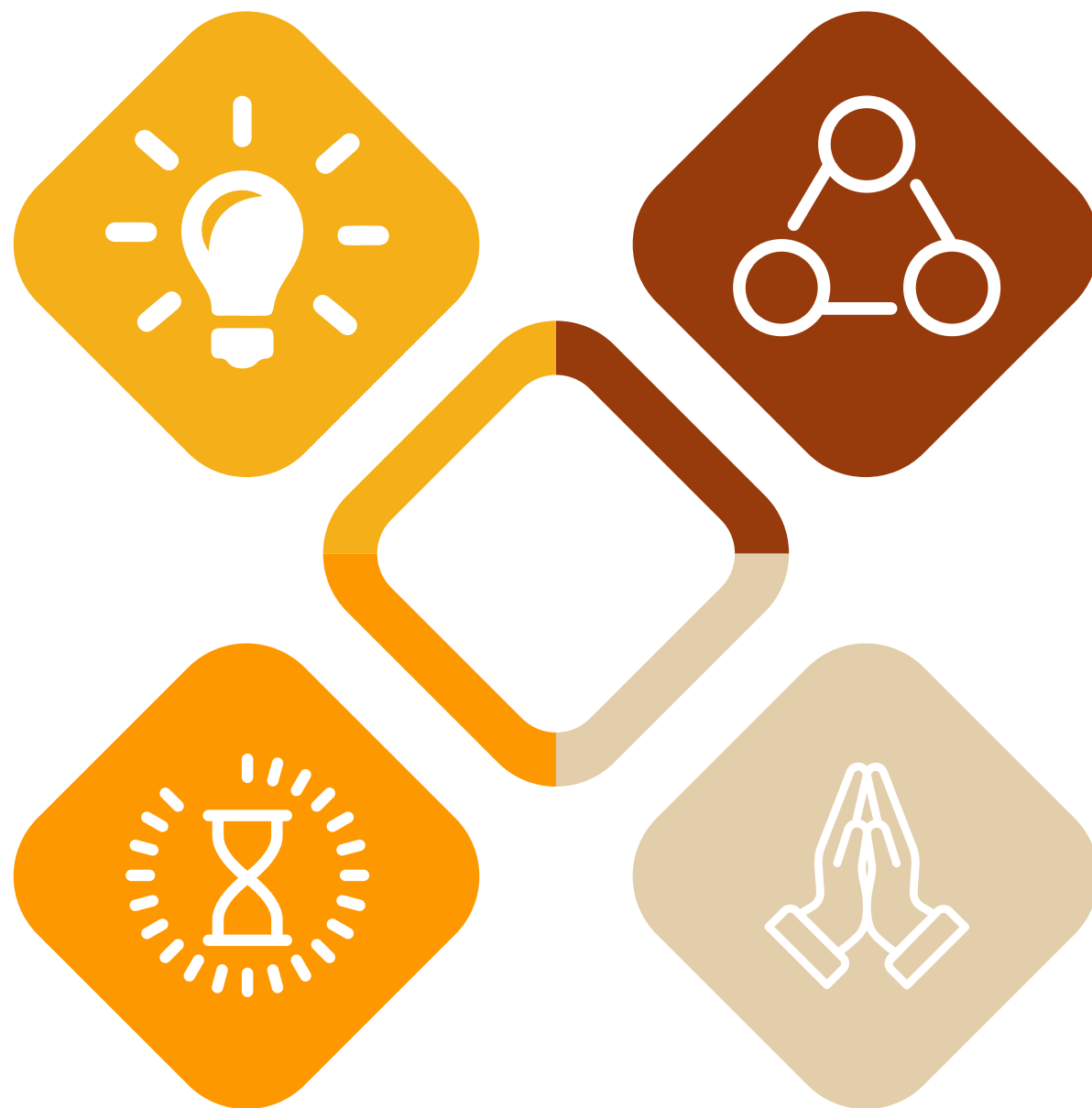
Believers who Grow on Their Own

When we empower believers and equip them with the tools to build their own faith, they will develop far beyond curriculums and classes.

Christians who Discover Purpose

When we empower believers, they discover the unique purpose for which the Lord has called them.

Four Cores of a Compass Group Experience

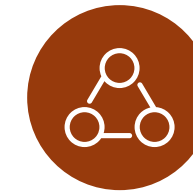


Derived from Acts 2:42, the Four Cores of a Compass Group Experience are the vital elements that will ensure that the Groups are a space to build life-changing relationships and to grow in Christ.



Actionable Truth

Groups must provide an opportunity for people to talk about how the truth they are realizing in Christ directs them to live.



Common Ownership

Groups must be a place where everyone takes a stake in the good of others within the Group and the good of the Group itself.



Time Together

Groups must be a place to spend quality time together with other believers as the body of Christ.



Steady Prayer

Groups must be a place to discover the astounding benefits of a consistent prayer life over time.

Focuses & Cores



GROUP FOCUS

Each Group has the freedom to determine their own “Group Focus,” whether it’s a traditional Life Group, a night of board games, a support group like Grief Share, or a crew that gets together to play Pickleball once a week. The “Group Focus” is determined by what the members of the group need and/or enjoy.

PURPOSE OF THE FOUR CORES

By investing in leaders basic practices in order to “be the church” during the week, we will invest in a culture of empowerment at Compass which in turn will lead more and more people onto the Discipleship Pathway and to more examples of spiritual formation within our church.

The Intentional Question



The Aim

We will train our Community Group Leaders to help Group members apply the truth they hear from God's Word.

The Method

Through the Intentional Question, we will provide Community Group Leaders with a simple and trustworthy tool to generate conversation about the questions and problems we all face and how God's truth can provide answers and solutions.

Example: When you see people offer "Thoughts and Prayers" for someone going through a tough time, do you think that does anything? Have you ever sent Thoughts and Prayers to someone?

How to Use the Intentional Question



1

Start with the Intentional Question

By only needing to focus on one question during a Community Group meeting, the Leader has far more freedom to start a conversation or inject a question in whatever way works best for them.

2

Ask the Follow-Up Question(s)

The Leader will employ active listening, picking up on something in the response to the Intentional Question and using that to ask a follow-up question.

3

Find the Common Ground

The Leader will continue to ask follow-up questions until they find a place of “Common Ground,” where they can connect to something the person said and start a conversation.

4

Identify the Impact of God’s Truth

After discovering a place of Common Ground, the Leader can then see more clearly how to insert God’s truth into the conversation, finding a way to connect what they are learning as a Leader.

5

Invitation to More

The conversation can serve as a point to follow up on the conversation next time and as a way to deepen the relationship. Perhaps that conversation functions as a way to invite someone to church or to join a study with them.

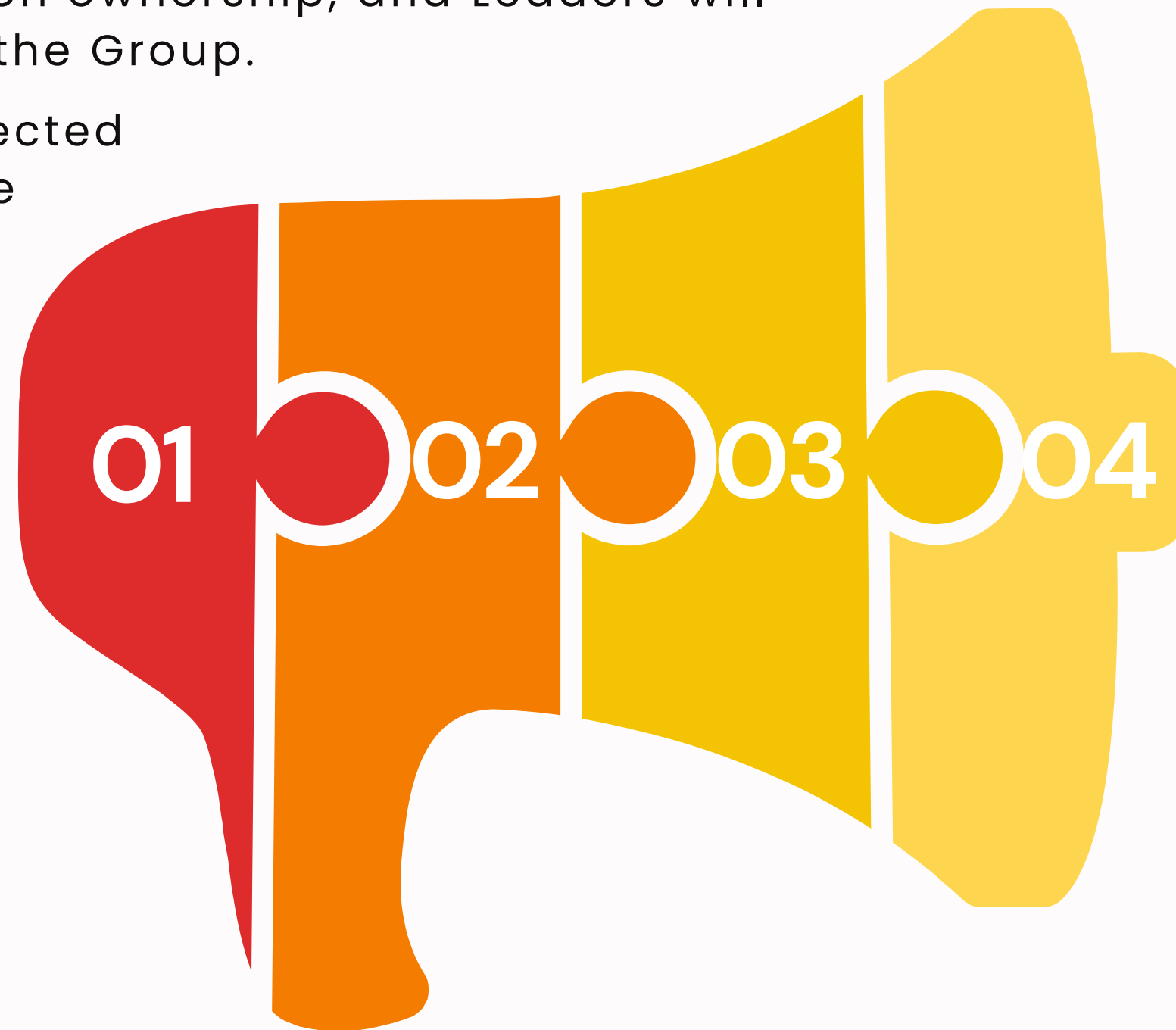
The Intentional Call



Every month, Leaders are expected to hand off one of their responsibilities to someone else in the Group. As a result, the Group will begin to enjoy a sense of common ownership, and Leaders will be free to do more and more within the Group.

Each Group member will also be expected to hand off their responsibilities in the future to new members.

- 01** Charge someone with leading the prayer
- 02** Assign the task of figuring out childcare
- 03** Ask one member to select Group questions
- 04** Ask one member to step up as Host



The Intentional Moment



To develop Time Together, each Group needs something that distinguishes them from any other Group. Every Group Leader will be trained to create what we're calling "The Intentional Moment," a consistent practice that signifies the unity and the uniqueness of each Group. It can be as simple as calling out a chant before closing a Group or as elaborate as creating a wall mosaic together or a weekly potluck. Regardless, it needs to serve as a moment for each individual in the Group to focus on the present moment as a collective team.



The Intentional Prayer



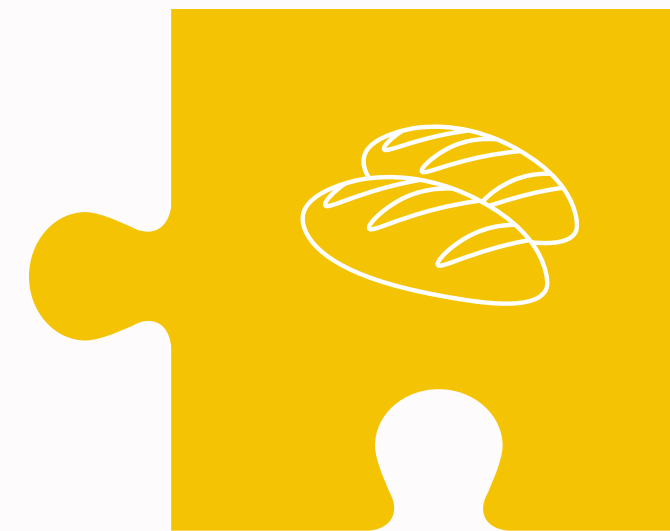
Leaders will be trained to help Group members understand and utilize the different pieces of the Lord's Prayer as a foundation upon which to develop their spiritual lives.



Our Father
Honoring the Lord



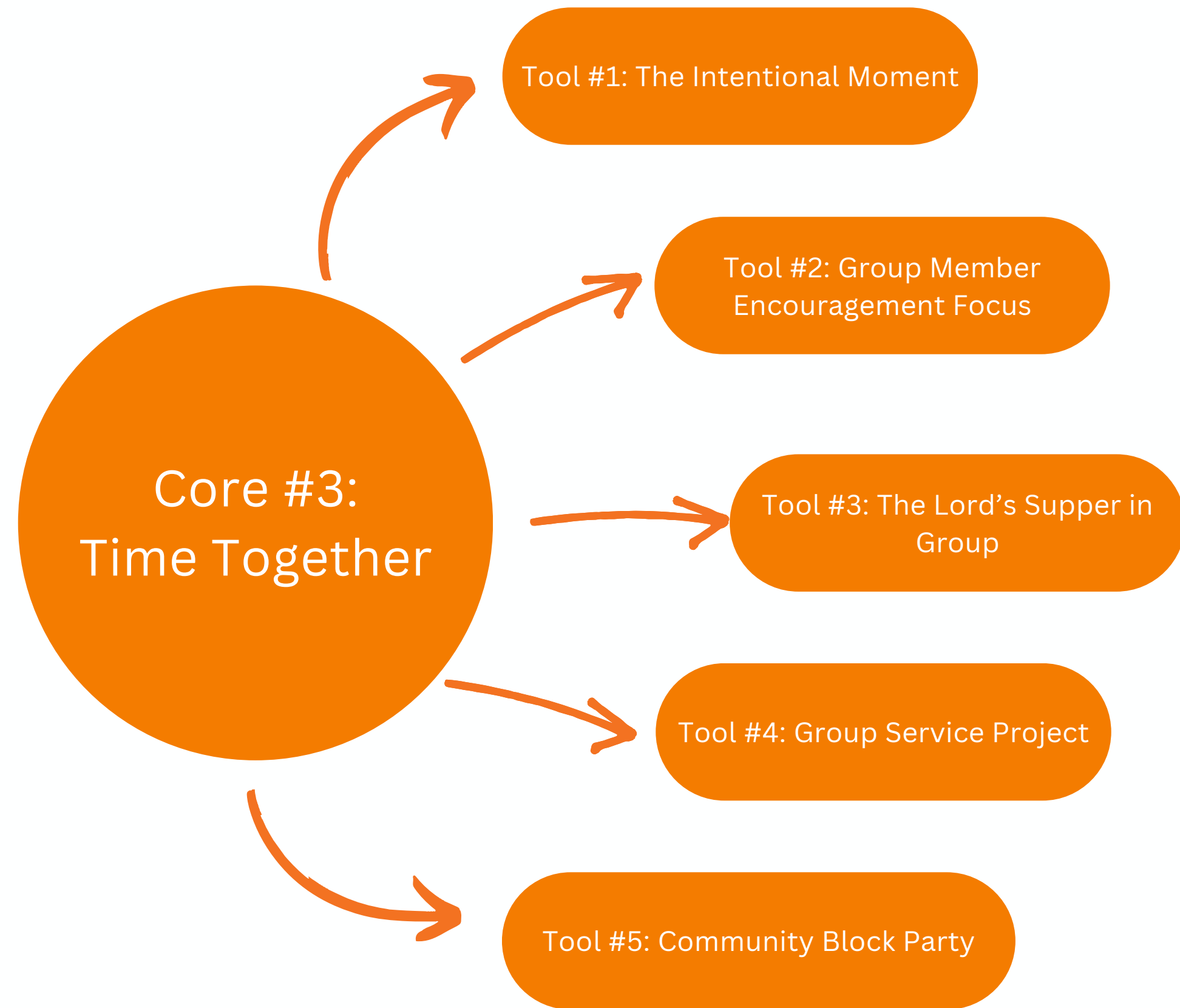
Your Will Be Done
Aligning Our Hearts to God



Daily Bread
Prayer for Need

How Cores Grow

Each of the Four Cores is meant to build upon itself. Over time and over continual training, we will show Group Leaders and Group members how to develop those Cores within their spiritual and personal lives.



ACTIONABLE TRUTH

Group Leaders will be curious about seeking the truth and courageous to act on it.

The following will show how we can lead leaders to develop this practice in our church.



Leading with Questions

Learning how to listen to others and ask a question that leads to courageous action.

Celebrate Faithfulness

Identifying moments when people were faithful to God and celebrating them as a Group.

Bible as Mirror

Using the Bible not simply for information, but as an assessment tool to identify how we can grow.

Next Step Game Plan

Helping people see the next scary step of faith they must take and holding them accountable to take it.

COMMON OWNERSHIP

Group Leaders will seek to give responsibility for and ownership of the Group to the members who comprise it.

The following will show how Group Leaders can develop this practice in our church.



The Hand-Off

Intentionally and steadily giving away responsibility to members of the Group.

ICNU Conversation

Learning how to identify potential in Group members and telling them, "I see in you..."

The State of the Group Address

Invite Group members to speak up about the current state of the Group and identify ways in which it can be improved.

Apprenticeship

Selecting and training a Group member to eventually step up into leadership of the Group.

TIME TOGETHER

Group Leaders will create moments of quality time together for the members of their Group.

The following will show how Group Leaders can develop this practice in our church.



The Change-Up

Changing routine once a quarter in order to create memorable moments.

Group Encouragement

Using Group time to select one member to receive encouragement from the rest of the Group.

The Lord's Supper

Taking communion together and using the time to create bonds.

Group Service Project

Tackling a service project together as a team in order to create memories and purpose.

STEADY PRAYER

Group Leaders will maintain a steady and consistent practice of dependence upon God through prayer within the Group.

The following will show how Group Leaders can develop this practice in our church.



The Verse Prayer

Locate a verse of Scripture and use that as a quick springboard for a simple prayer.

The Listening Prayer

Learning how to ask God a question and listen to Him in silence.

The Reading Prayer

Using a simple version of lectio divina, using the Bible as a basis for prayer.

The Vision Prayer

Asking God to expand our vision for the potential of our Group.

THE FOLLOW-UP QUESTION

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