



FIND YOUR PLACE

Small Group

Implementation Guide



DISCIPLES
MADE



FOR THE SMALL GROUP DIRECTOR

Thanks for picking up the Small Group Implementation Guide for Find Your Place! We are excited to join you in this journey of helping people discover, develop, and deploy their personal calling.

The Find Your Place small group experience is most effective when used as an “all church” experience in conjunction with the weekend messages. This guide will walk you through all of the critical steps involved in preparing for a successful all-church experience.

Here are the steps we will cover:

1. Creating Excitement
2. Recruiting Small Group Leaders
3. Ordering & Distributing Books & Small Group Materials
4. Using the Small Group Material

CREATING EXCITEMENT

1. CREATING EXCITEMENT

For four weeks, your church's weekend services, small group studies, and reading assignments from the *Find Your Place* book will lead your entire church family to focus on one theme... discovering their personal calling!

Try to imagine what life would be like at your church if 100% of your members and attenders knew what their top spiritual gifts were and were using them to serve the body of Christ in an area of their passion. Can you imagine it? Imagine the impact your church could make in your community if that were the case!

Doing a weekend message series alone will not accomplish this lofty goal. Inviting people to join a *Find Your Place* small group experience, which will lead them to read the *Find Your Place* book and take the free online GPS Assessment, will go a long way in helping that goal become a reality.

To make the most of the message series and small group materials together, we encourage you to start early and intentionally to create a sense of urgency and excitement. To best do this, you need to clarify, own, and then communicate four things:

1. The problem
2. The solution to the problem
3. Your personal commitment to help people successfully implement the solution
4. The church's goals through this experience

CREATING EXCITEMENT

THE PROBLEM

There are many problems that abound due to the small number of people that are living out their personal calling. Below is a sample list of those problems you can choose from to communicate. Pick the one or two you want to use, then create a plan to talk about them in a way that makes sense in your context.

PROBLEMS

- In most churches, 20% of the people do 80% of the work.
- If we aren't pursuing our God-given passions, our ungodly passions will find us!
- So many are suffering from a general lack of significance.
- Jesus promised an abundant life, but the people I see are bored and unengaged!
- The government cannot meet the immense needs of society; the church must arise to do it!
- Many people end up in jobs in which they don't find fulfillment, but college debt keeps them there.
- Most personal calling books provide too much information and not enough practical guidance.
- Most personal calling tools are not integrated into a long-term disciple-making process.

Which of these problems creates the most urgency in you? Which one are you ready to own and make a personal commitment to overcome through your leadership through the *Find Your Place* experience?

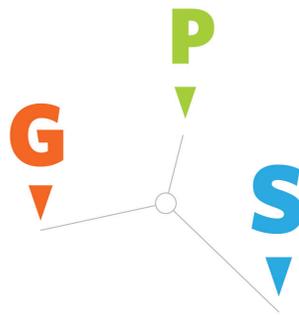
CREATING EXCITEMENT

THE SOLUTION TO THE PROBLEM

One proven solution to these and many other problems is the simple, yet effective, GPS soul technology - *GPS*. The *Find Your Place* book, along with the message series, small group series, and online GPS Assessment provide a very practical framework for helping people triangulate three discernible signals: their Gifts, Passions, and Story... or their GPS.

The GPS tools incorporate a “less is more” philosophy: providing less information from the survey’s results in order to encourage action over simple understanding.

The *Find Your Place* book, as well as the GPS soul technology, are fully integrated into the comprehensive disciple-making process of *Disciples Made*. *Disciples Made* focuses on two outcomes: character and calling. *Disciples Made* employs exclusive invitations, higher-bar involvement, and longer-term commitments that provide the context for meaningful peer feedback and calling development. For more information about *Disciples Made*, visit disciplesmade.com.



GIFTS
PASSION
STORY

CREATING EXCITEMENT

YOUR PERSONAL COMMITMENT TO HELP PEOPLE SUCCESSFULLY IMPLEMENT THE SOLUTION

Once you own the problem you are asking God to solve, and once you are convinced that the GPS process can help you solve that problem, it is time to determine how committed you are to helping people implement a solution! What is your commitment? Will you personally take the GPS Assessment and join a group? Will you personally read the *Find Your Place* book? Will you provide and be open to peer feedback about your own personal calling? How excited are you about that commitment? Write down in 15-20 words how you will commit to lead your church to help every member Find Their Place!

THE CHURCH'S GOALS THROUGH THIS EXPERIENCE.

What goals do you want to set for your church through the *Find Your Place* experience? What can you envision happening in your church if everyone experiences the power of discovering and taking a next step in their personal calling?

Some examples of church goals are:

- a certain percentage of adults and kids volunteering inside the church
- a certain percentage of adults and kids volunteering in the community
- a certain percentage of members actively pursuing their personal calling
- the ability to share regular stories of how a person's GPS has significantly made a difference

SUMMARY FOR CREATING EXCITEMENT

Once you have determined the answers to these questions, begin sharing these components a few weeks before you start recruiting leaders to join the campaign.

2. RECRUITING AND TRAINING SMALL GROUP LEADERS

HOW MANY GROUPS WILL YOU START?

One easy way to know how many groups your church could start is to take your average weekend adult attendance and divide it by 10. Subtract your current number of groups from this number, and that is the number of new groups you could start... just from adults currently attending your church.

HOW DO I RECRUIT AND TRAIN GROUP LEADERS?

There is an abundance of excellent material written about recruiting small group leaders for this type of all-church campaign. For best practices on recruiting and training new small group leaders and much more, visit blog.smallgroupnetwork.com and type "recruiting leaders" into the search box. Another great resource is markhowelllive.com. Search the word HOST on either site to learn how to recruit the most new leaders.

For specific training concerning this group experience, please see the *Using the Small Group Discussion Guide* section of this document.

BOOKS & MATERIALS

3. ORDERING & DISTRIBUTING BOOKS & SMALL GROUP MATERIALS

There are four components required for your group leaders and participants to make the most of the Find Your Place Small Group Experience:

- a copy of the *Find Your Place Small Group Discussion Guide*
- a copy of the *Find Your Place book*
- access to the free *online GPS Assessment*
- access to the *Find Your Place Small Group Videos*

THE DISCUSSION GUIDE

The *Find Your Place Small Group Discussion Guide* is available in a digital format online at giftpassionstory.com in your church's administration page. Simply download that resource and distribute it as you see fit. Here are a few of the most popular ways to distribute:

- Email the digital file to your group leaders and ask them to share with their group.
- Email it to everyone attending a group.
- Add it to a gated page on your church's website for people to download.*
- If you want to print the resource, you may print as many as your church needs.

*Please do not post this resource on a public forum.

BOOKS & MATERIALS

THE BOOK

The *Find Your Place* book can be ordered by individuals directly through a distributor such as Christian Books, Amazon, or Barnes & Noble. For bulk discounts, click to [ChurchSource.com](https://www.churchsource.com) where bulk pricing discounts are as follows:

Buy 10-49 at \$12.35 each and save 35%.

Buy 50-99 at \$11.40 each and save 40%.

Buy 100-249 at \$10.45 each and save 45%.

Buy 250+ at \$9.50 each and save 50%.

If you choose to order the books in bulk, be sure to begin distributing them to group leaders or individuals 2 weeks before the message series begins. Keep extras on hand to distribute after the series starts.

Access to the free online *GPS Assessment* is easily accessible at [giftpassionstory.com](https://www.giftpassionstory.com). If your church purchased the Gold level of the *Find Your Place kit*, you have the ability to send email invitations out to your church members from the site. Inviting your participants this way will ensure that you can view the results of everyone who has taken the *GPS Assessment* and match those results with current volunteer roles. If you did not purchase the Gold level, you can still purchase the administrative functionality of the *GPS Assessment* for an annual fee at [giftpassionstory.com](https://www.giftpassionstory.com).

Access to the *Find Your Place Small Group Videos* will be provided by the church's GPS Administrator. The church's GPS Administrator will grant access to individual group leaders digitally from the administrative portal of the [giftpassionstory.com](https://www.giftpassionstory.com) website.

DISCUSSION GUIDE

4. USING THE SMALL GROUP DISCUSSION GUIDE

The *Small Group Discussion Guide* includes all of the instructions a moderately prepared group leader will need to facilitate their group. There are no separate materials for the small group leaders themselves. There are a few reasons for this:

- This allows everyone in the group to help influence the health of the group.
- This format allows everyone to be fully prepared before coming to the group.
- This allows for the easy development of other leaders so that groups can multiply. Group members are subconsciously learning how to lead their own group!
- If your group starts to get too large, this format allows you to easily subgroup. Subgrouping is a method of keeping the group small enough so everyone has a chance to share.

The instructions included in the *Small Group Discussion Guide* are provided below in a *grey font*. Additional training elements that you can easily share with your group leaders are interspersed throughout the instructions in ***bold black italics***.

DISCUSSION GUIDE

Preparing for Your Group

Pray!

Before your first group huddle, take at least 10-15 minutes to pray for your upcoming group. Pray for your leaders, co-leaders, and hosts. Pray for those who may be coming to your small group for the first time. Pray for yourself!

This Find Your Place small group experience could be one of the most catalytic experiences of your life. If you do not already know that you are God's unique masterpiece, that you are incomprehensible... then BUCKLE UP! Pray for God to create excitement and provide focus and clarity to everyone as you seek to Find Your Place. The world needs you to Find Your Place and play your part. God has designed you for it. You will enjoy it.

Read!

Grab your copy of Find Your Place and read the Introduction and Chapter 1 before the first group huddle.

Group Leaders often find it helpful to read the entire book before the group kicks off. This gives them an extra measure of confidence in leading the group.

Take the Online GPS Assessment

Go to giftpassionstory.com and take the "G" and "P" sections of the free GPS Assessment. Invite a friend who knows you well to take the GPS Assessment as if s/he were you. The GPS Assessment will typically take no longer than 30 minutes to complete. Your church MAY have an account that will help them follow up with you, so ask your group leader if you have one or not.

DISCUSSION GUIDE

Group Leaders often find it helpful to complete the entire GPS Assessment before the group kicks off. This gives them an extra measure of confidence in leading the group. Reading the entire Find Your Place book will help your leaders make the most of taking the GPS Assessment.

Journal

There are several Bible verses in each of the chapters of the Find Your Place book. As you are reading, take note of the verses that are the most meaningful to you. As you come across a verse that sticks out this way, take the time to journal (write down in a notebook or your preferred digital way) the answer to two important questions:

- 1. What did this verse teach me?*
- 2. What does God want me to do about what I learned?*

Make sure to bring this journal to your group each week. You will be encouraged to share what God is teaching you through these verses with a few others in the group.

Group Leaders set the pace for journaling in their groups. It is difficult for a group leader who does not journal to lead others to journal. Conversely, it is quite easy for a group leader who does journal, and who shares the value they have experienced through journaling, to inspire and lead others to journal.

Expect and Trust!

As you continue to pray for your group, start to pray as if you expect God to help you, and the others in the group, Find Your Place. We are convinced God created a place for you. We are also convinced that He is not hiding it from you. Ask Him to show it to you, then expect Him to answer that prayer.

WEEKLY GROUP HUDDLE FORMAT

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Connect: (15–20 Minutes)

A time to eat snacks & catch up with each other. Please take advantage of the conversation starters each week to help develop relationships and prepare your heart for each lesson.

If possible, encourage group leaders to invite others in the group to bring snacks each week. Sign-up sheets or apps are helpful at scheduling snack duty.

Learn: (5–10 Minutes)

Tune in with Find Your Place authors, Rob Wegner and Brian Phipps, as they prepare your group for the weekly group experience through video. Your church will provide the links to the videos.

These videos have been designed to briefly “recap” what was taught in the weekend messages. This is especially helpful for those who were not able to attend that service or catch the video online before group. The videos also add a little extra personal flavor from the authors of Find Your Place and create a helpful context for the group experience.

Discuss: (35–40 Minutes)

Process through the ideas in the lesson by working through the questions we have provided.

Give freedom for leaders to go at their own pace. They don’t have to do the whole lesson every week. If they need to shorten the discussion, choose the questions most pertinent to the group.

Remember, the goal is not to get them through the lesson but to get the lesson through them.

WEEKLY GROUP HUDDLE FORMAT

Share: (10-20 Minutes)

Break into smaller groups of 3-4 people for peer feedback, encouragement, and support.

Since this portion of the group experience falls AFTER the discussion questions, it will be easy for group leaders to dismiss it. We highly encourage your group leaders to give at least 20 minutes for this experience. It is in this time that the most intimate and helpful support will be provided.

Pray: (5 Minutes)

Take time to pray for everyone to Find Their Place!

Encourage your group leaders to do more than simply pray or invite one person to pray to “wrap up” the session. Instead, encourage your leaders to invite everyone in the group to pray for at least one other person in the group that God brings to their heart or mind. It is uncomfortable for many, but the experience is extremely meaningful both for the person who prayed and for the person who was prayed for!