



Introduction to Man to Man

Foundational Reading: <https://crosscity.church/mantoman>

Before reading the below Man to Man Leader Guide, please review the information on the Man-to-Man page. It serves as a foundation for this leader guide, gives an overview of the groups, shares the general structure, and introduces the leadership role.

The information below helps you know best practices and how to lead a group. The Conversation guide [link] serves as a companion to this and gives directions for how to lead your group through the key conversations that lead to growth.

Man to Man Purpose

Groups are designed to encourage and support men to go deeper in their walk with the Lord. These groups are not a Bible study, nor are they meant to replace connection groups. Instead, these groups of 2-4 men are a place to have conversations that could not happen in a larger group. They are designed to foster a deeper connection with other men in the church and with the Lord.

Man to Man Format

The meeting should begin with a brief time of prayer asking God to direct their time together. Groups will then talk through the conversations provided by the church. As each person shares, other members are encouraged to respond with words of encouragement, scripture passage, or Godly advice. With every conversation, grace should be extended. After covering the conversation, the group should close by spending some time talking about life application of the conversations and praying for each other.

Conversations will be sent to the group in its completed format. Groups can walk through the conversations in the order they are written or if the group would benefit from jumping to conversation 7, you can work through those and then return to conversation 1, etc. The main point being that men are having conversations that are beneficial to the group and over time you work through all 12 conversations.

Forming a group

Groups can be formed by anyone reaching out to men who are in their circles or someone the Lord lays on their heart. Create a regular meeting schedule and let the church staff know. This insures you will receive regular updates from pastor's office. This is the best option in forming a group. Ideally groups would not be larger than 4 men. A second option is for men to submit their names to the church via the Man-To-Man website for pairing. The staff will work to pair men based on personality and interests, as best we can.

When do you meet?

Each group is responsible for coordinating their meeting time and location. The church does ask that a record be kept of who was at each meeting and what conversation was discussed. A weekly attendance email will be sent to the group leader each Sunday at 4 PM. Leaders can then enter the previous week's attendance and subjects discussed. If you did not meet that week, you can click the did not meet button.

First Meeting

The first group meeting should be a time for members to get to know each other. The success of the group is dependent on mutual trust and respect with every member. Each man should share his testimony/story, and the group should talk about expectations. Groups should commit to confidentiality, "what's said here stays here unless someone is unsafe." Gathering regularly is an important component to a successful group. Members should commit that they will make each meeting a priority. We strongly encourage meetings to be at least twice a month.

Initial commitment

The hope is that men will be part of these groups for 12-18 months. However, that is a tough ask for many. An initial commitment of 6 meetings (on average 3 months if meeting twice monthly) is something that most men will give.

Fostering Authenticity and Trust

To help build and deepen trust, the group can only move as quickly as the slowest member. Encouraging honesty is good but not forcing it when someone is not prepared. Groups should be okay with more surface level conversations at the beginning of the first meetings, knowing that depth of conversation will come once trust is established and built. Leaders using questions/phrases like "tell me more about that," "how long have you been feeling that way?" etc. can help people with honest conversation. It's also important to celebrate honesty. When someone does open up, thank them, affirm the courage it took, don't dwell on it, move the conversation on naturally.

Other resources

In addition to utilizing the conversations provided by the church, the group may want to use supplemental material. For example, a group comprised of people new to the faith may benefit from walking through Rooted to establish a foundation of Christianity. 1 to 1 mentoring material may be used if it is applicable. Another group that has potential leaders may walk through a leadership book in addition to the conversations. The main point of these groups is for men to establish connections with one another, but also to be built up in their relationship with the Lord.

Email alex.farr@crosscity.church for additional resources.

Discussion Guide

Use these topics and questions to guide your Man to Man group discussion.

1. YOUR SPIRITUAL FOUNDATION

- (For a beginning conversation)
- Let's talk about your spiritual awareness growing up
- When did you come to realize exactly who Jesus was?
- At what point, or moment, did you decide to follow Jesus and trust Him?
- Tell me about your baptism experience and what it meant?
- What role in your spiritual formation did others play? Parents? Friends? Mentor? Coach?
- What has been the most confusing thing about your spiritual life?
- What has been the most encouraging?

2. CHECKPOINTS FOR SPIRITUAL GROWTH

- What are you learning in Scripture right now?
- How is your prayer life? How can it grow?
- What sin or struggle are you battling right now?
- Are you guarding your heart, mind, and habits?
- Where do you need to trust God more deeply?

3. SPIRITUAL DEPTH & GROWTH

- How are you encountering God right now—in the Word, prayer, or silence?
- What's the last thing God convicted you of—and how did you respond?
- Are you obeying what you already know God has said?
- What spiritual disciplines are life-giving to you right now?
- What area of your life feels spiritually dry?

4. EMOTIONAL & RELATIONAL HEALTH

- What emotions are hardest for you to express or name?
- What fears drive you—success, failure, rejection?
- How do you respond when you're criticized or misunderstood?
- What relationship needs the most attention in your life right now?
- How well do you receive love—and show it?

5. MARRIAGE & FAMILY

- What do you pray over your wife and/or children?
- How do you show spiritual leadership at home?
- What are your biggest challenges as a husband or father?
- Are there unresolved hurts in your marriage?
- What would your wife/kids say is the biggest thing God is doing in you?

6. PURPOSE, WORK & CALLING

- Where do you sense God's pleasure in your work?
- How does your current job align with your calling?
- What would you pursue if fear or money weren't barriers?
- Are you living for results or obedience?
- How does your faith influence your leadership or decision-making?

7. INTEGRITY & ACCOUNTABILITY

- What are you hiding right now that needs to be brought into the light?
- Where are you most tempted to compromise?
- What does your media or internet intake look like?
- Are you living like someone else's walk with God depends on you?
- Who is asking you hard questions regularly?

8. WHO IS GOD AND WHAT IS TRUTH?

- What is your view of God—Father, Son, and Holy Spirit?
- What does the Bible say about God's character, and how does that shape your life?
- Do you believe God's Word is absolute truth? How does that affect your decisions?
- How do you discern God's voice amid cultural noise?
- What lies about God have you believed in the past?

9. WHO WERE YOU CREATED TO BE?

- What does it mean to you to be made in the image of God?
- Are you living from a sense of sonship or striving for approval?
- What core lies or wounds from your past still shape how you see yourself?
- How are you growing in Christlikeness?
- In what ways do you resist God's shaping of your character?

10. REVIEWING YOUR RELATIONSHIPS

- What kind of husband/father/friend do you want to be?
- What did you learn about relationships from your parents or early life?
- How do you handle conflict—with God, others, or yourself?
- Are you accountable to anyone in your spiritual walk?
- What does love look like practically in your relationships?

11. WHO DO YOU SURROUND YOURSELF WITH?

- Who knows the real you—and still walks with you?
- Do you have men in your life who speak truth to you?
- Are you planted in a local church and investing in others?
- Who are you discipling—or who is discipling you?
- Are you actively encouraging and being encouraged?

12. ANSWERING THE “WHY” QUESTION

- What are your gifts, and how are you using them for God's kingdom?

- Are you more focused on success or faithfulness?
- Where is your “mission field” right now (home, work, community)?
- Are you living in such a way that others would want to follow your faith?
- Are you building a life others will want to imitate?
- What are you doing now that echoes into eternity?
- What story do you want your grandchildren to tell about your faith?
- If today were your last day, what would be unfinished?

Check-in Conversation Starters (ongoing sessions)

- What's your current battle—and what weapons are you using?
- What's a win from this week you need to celebrate?
- What part of God's Word challenged you recently?
- What do you need more of right now—truth, grace, or courage?
- How can I pray for you this week?