

Growth Group Leader Role Description

What is the Growth Group Leader role to achieve?

Growth in maturity in the knowledge of God

That each person is deepening in their knowledge of God and relationship with Him, desiring more and more to serve and glorify Him with their life.

(Every area of church life contributes to a person's growth into full maturity. Growth groups help to fuel this by getting people into God's Word prayerfully together.)

How this will happen?

Bible, Prayer, Community.

Bible

The Growth Group Leader is to faithfully present and teach the Word, guiding the group members to a deeper understanding of God and a deeper obedience to Him.

Prayer

The Growth Group Leader is to facilitate member's response to God in prayer, enabling members to bring requests to God, with thanksgiving, particularly the desire to grow and change.

Community

The Growth Group Leader is to pay attention to the community life of the group, encouraging connection, and acts of love and service between members.

A further outcome of growth will be that each member will be involved in service of others (ministry), and in the sharing of bringing the gospel to the lives of others (mission).

As a Growth Group Leader you have seven tasks:

1. Preparation of the study and prayer
2. Bible Study Leading
3. Facilitating Prayer
4. Encouraging community connection
5. Reviewing , reflecting and planning with your Community Leader
6. Attending Growth Group Leaders Launches each term
7. Working to train new leaders for these task as they arise in your group

There are three key ways you will be supported as a Growth Group Leader.

1. Pastoral support from your community leader
2. Training and equipping from Growth Group leader launch nights
3. The Growth Group Leaders website (www.evchurch.info/growthgroups)

Seniors and Wow Growth Group Leaders also have weekly leaders meetings for preparation and discussion.

Note:

Leading a growth group (bible study group) is a skill that develops with training and experience. Leaders who are new to the role are not expected to be the same as leaders with many years of experience.

It is helpful to consider three levels of leader, and identify where you think you are now, and then in time, where you want to be:

Level One – Group Facilitator

Growth Group Leaders at this level are required to provide a context for people to gather around the Word prayerfully and facilitate looking at the word together.

They may not have many answers or even be very skilled at theology and group dynamics, but they have the minimum skill set of being passionate about God and his Word, faithful and reliable in the task of opening their house/hosting at a venue, and leading the group through the time together. They will also have some gifts in hospitality (so people enjoy being there), and are committed to growing in the task by submitting to being disciplined themselves by Community Leaders and Growth Group Leaders training nights, etc..

Level Two – Bible Leader

Growth Group Leaders at this level are achieving the competencies of the first level and now also providing instruction and some teaching on the passage being studied, and some encouragement in the disciplines of the Christian life.

Growth Group Leaders at this level must not only provide a context for people gathering but also have worked over the passage sufficiently that they can offer some instruction and lead a prepared Bible study - with discussion. They will be developing skills in helping members contribute to the discussion and helping members engage with the text.

The Growth Group Leader will still have the minimum skill set of being passionate about God, His Word, of wanting to deepen in their own relationship and knowledge and be about serving God with their life.

Level Three– Full Discipler

At this level growth groups become fuller discipleship events.

Members are not only taught and stirred through fellowship around the Word and prayer but they are led to think about the need for change and growth in every area of Christian life and thinking by a Growth Group Leader who is some steps ahead of them.

This Growth Group Leader commits to know the members of their group well and seeks to speak the word into their lives with gentleness and care, at times making time to meet outside of group time as well as speaking within.

Growth Group Leaders at this level must themselves be intentionally growing as disciples, working hard at every dimension of Christian life – able to model and encourage in the personal disciplines of Bible, prayer, evangelism, family leadership, church attendance priority, and modelling godly character such as servant-heartedness, humility and grace.

What are the tasks of a Growth Group leader?

1. Preparation of the Study and Prayer

- Spend time reading the passage, working to understand the text before the meeting each week.
- See Growth Groups web training course [“Basics of Interpreting the Bible”](#) for more info.

Written studies for the current teaching series are available on the Growth Group Leaders website (www.evchurch.info/growthgroups) with a video for each week to give further explanation. Feel free to use these to aid your preparation, but adjust them for your group, and over time have a go at writing your own.

One key purpose of your preparation is to come to a clear and accurate understanding of how the passage is to be applied into the lives of your group members. Make time in your preparation to think about the application into your life first, perhaps mull it over for a couple of days. This will sharpen your ability in this important part of the study.

2. Bible Study Leading

Your aim is to help people learn to read the Bible for themselves.

- You will do this by asking questions of the passage, encouraging investigation of the words and ideas in the text, coming to an understanding of what God, the author, is teaching us.
- The way you answer people’s questions, guide discussion, respond to both right and wrong answers, is to be shaped by your goal to have people read the text for themselves and see what is actually written.

Your aim is to help your group submit to the Word as God’s word.

- Your attitude to the Word and what is said needs to be one of respect, indicating your trust in the goodness of God.
- Your attitude is that this Word, understood in the way the author intended is to be our authority for all of life.

Your aim is to show the Bible is written with purpose.

- You show this by seeking to understand the author’s intent and main point each week, not content for members to decide on a meaning that works best for them, but to work at seeing what God is saying.

Your aim is to show the Bible, while many books, is one story, has many writers, but one author.

- You show this as you demonstrate that understanding the text comes by looking at its context and the bigger story that surrounds the parts.

Your aim is to show the Bible speaks to us today, a living, Spirit-filled word that challenges and changes us

- You show this by your confidence to apply the Word to people's lives in all their joys, troubles and concerns, through your encouragement for the group to be praying from the Word, by your example of speaking Bible truths into people's lives as you meet with them, and with gentleness and love.

3. Facilitating Prayer

Your aim is to help people respond to the passage in prayer, as well as bringing all requests to God.

- Be committed to having at least 20-30 minutes of prayer in your group most weeks. Growth groups are for Bible and prayer so give weight to your planning for the group prayer time.
- There are different purposes for the time of prayer. Plan which of the different purposes for the prayer time you will be focusing on each week.
 - Prayer for overseas missionaries in response to the news brought by the Mission Rep.
 - Prayer for friends and family who are not yet Christians.
 - Prayer for personal needs and concerns.
 - Prayer in response to the passage. This might be a prayer for change in response to the challenge presented by the passage or a need to change belief or behaviour. It might be a prayer of thanksgiving for the character and actions of God.
- Plan where the prayer time fits best in the time you have each week. Mix it up.
- Plan each week whether prayer points will be shared with the whole group or you break into smaller groups. Plan each week whether you talk before, or simply pray (the former builds community but also takes time from prayer).
- Understand how your group members feel about praying and find ways to gently grow confidence to pray.
- Find ways to make a smooth transition from group discussion time, to the time of prayer – so that prayer feels the natural step to take.

4. Encouraging community connection

Your aim, as you develop, is to create a growth group community where each person can feel they are known, where they are pastored and cared for spiritually, and where they are cared for in practical ways when the need arises.

Your Example:

- Learn to genuinely love the members of your group. Pray for this.
- Be curious and interested in their lives.
- Make time to get to know them outside the group context.

Provide opportunities for community life to happen within the group time, and outside.

- Have an inviting atmosphere for people to walk into.

- Organize 'get to know you' group activities (see book "Leading Better Bible Studies" for ideas).
- Set up your group study time so that people are engaging with each other in smaller community settings (e.g. answering a question in pairs etc, praying in smaller group settings.)
- Help group members with group dynamics to be respectful and loving in speaking and listening.
- Find ways to have fun.
- Do social things.
- Go away together!

Provide opportunities for members to serve each other.

- Invite certain group members to help you with the running and maintaining of group life.
- If a group gets beyond 12 members you might find it helpful to identify key leaders within your group and invite them to look after a small number of the group members.
- Practical Care: If a member is sick, had a new baby, or needing help in some way, the group have opportunity to show love as they help out practically. This both expresses and forms love within your growth group community.

At times a person's needs are beyond what a group can realistically help with. The Growth Group Leader needs to monitor when this is the case and take steps to pass on the concern, informing the Community Leader of the situation, who can engage the Pastoral Care team (email evcare@evchurch.info) for further support.

5. Reviewing, reflecting and planning with your Community Leader.

Review Form:

There is a review form to fill out at the end of each term. The questions encourage you to reflect and report on how well the aims of the growth group are being achieved for your group, and for each individual in your group.

The purpose of doing this is three-fold:

1. Filling in the form is a reminder to you of what is going well, and what isn't going well; where energy needs to be put, and where prayers for your work are being answered.
2. You will use the form to guide your discussion with your community leader, shaping your action plan.
3. The forms give feedback to maturity pastors to help them in the shaping of training and support to best help each individuals at EV Church to grow.

Meeting with your Community Leader

Here are some activities to cover when you meet with your community leader

- Think about each person in your group – what is the next best step for them in growing to maturity. How will you help facilitate that growth? Pray together for people and the issues identified.

- Together identify where you want improved leadership skills. What can the Community Leader do to help you in this?
- Identify potential leaders in your group and, after your Community Leader has checked that they are not involved in another ministry, plan steps to help them move towards that end (i.e. make action steps for their training – have a go, invite to leaders meetings, work through training modules etc).
- Identify the next step for the group as a whole (bud? Stay same?)

6. Attending Growth Group Leaders launches each term.

See below for more on Growth Group Leaders Launches.

7. Working to train new leaders for these task as they arise in your group

Your Community Leader will be working with you to both identify and train up new leaders for the future.

When you have a Leader-in-training in your group, they are an apprentice leader. They will learn to lead by watching you, having opportunities to lead while you observe and receiving your feedback so they can improve. This 'on-the-job' style training is crucial for raising up new leaders.

There are materials on the Growth Group Leaders website to assist you in training your Leader-in-training.

What support is there for you as a Growth Group Leader?

Here are ways we want to support and equip you in the important role of helping people mature in Christ.

There are five things you can expect from your Community Leader;

1. Pastoral support for you the leader.
2. On the job training and feedback.
3. Reminders about Launch nights, training nights and other relevant courses or events for your growth.
4. Primary point of contact about pastoral concerns, including when and how to pass on something beyond your ability to manage.
5. Lastly the Community Leader will be working with you to both identify and training up new leaders for the future.

There are four things to expect from Growth groups Launch nights;

1. An overview of the teaching series/book of the Bible will be given to help you understand the big picture aims for the term.
2. There will be time spent in being trained and equipped.
3. Time with your Community Leader and team of leaders.

4. Encouragement with all leaders present to remind one another of the fellowship we share together in bringing the Word.

Launch nights are held at the beginning of each term.

There are three ways the Growth Groups website will support you;

1. Bible studies for each week of term are written for you to borrow/steal ideas from, or use as is, with accompanying video providing further teaching to equip you.
2. Training courses are available on all aspects of growth group leading, helping you develop skills and knowledge for your role.
3. The [Resource](#) tab will point you to helpful information, articles and books to further equip you in your role. You can also link to the Hub, the Mission Partners page and the sermon archive from the website.