

Supporting Leaders in Running Healthy Groups

Your Role:

Support, train, and encourage each Growth Group Leader under your care to lead a healthy Growth Group in which every member is encouraged to grow toward maturity in Christ. Assist in identifying and developing new leaders, multiplying new groups, and providing pastoral care for people.

The Change from a GGL to a CL

- Growth Group leaders have a deep and narrow influence on the 8-15 people in their group. CLs have a broader influence in the lives of 50-70 people through ~5 Growth Group leaders.
- You can't have the same kind of influence on 8-15 people as you can on 50-70 people. The only way to maintain a deep influence on that many people would be to lead five Growth Groups a week! Instead of using the time you spent deeply influencing the one group, you now use that time to broadly influence the many groups.
- A fundamental change is going from being the one who leads the group, to leading the leader who leads the group. By focusing your attention on the leader of each group you can have a broader influence on the discipling of Christians at EV. (see more [here](#))
- A key practical change is that a GGL has a weekly external pressure that reinforces their role - they need to be ready for each meeting of GG. A CL needs to be more proactive. There is less external pressure, but it is equally important to take the initiative and plan your own visits and meetings with GGLs for the sake of long term health of groups.

It will take time to get used to this change. You might even struggle to see the value in the role for a time (especially with highly competent GG leaders), but persist. Overtime you'll see the Growth Groups under your care become healthier than they otherwise would be without you CLing.

Practical ways you develop the health of each group.

Support and develop the Growth Group Leader

[Meet](#) regularly, discuss their Christian life, group leadership, individual members, [team](#) development, coaching and [feedback](#) .

Know and understand the Growth Group

[Visit](#) regularly, know the members, observe the group's health, notice who is/isn't around, understand where extra support is needed.

Plan for growth and multiplication

Identify and train future leaders, strengthen [teams](#), bud/multiply/form new groups, anticipate future needs. See more in "[Growing / Planning for growth](#)"

Track pastoral care and follow-up

Maintain records so people don't fall through cracks and pastoral work can be coordinated. Use the "[Follow Up](#)" tab in your Network Spreadsheet

Work with your Network Leader

This is about accountability, support and strategic direction: meet regularly, report what is happening, identify priorities, and agree where the Community Leader should focus.

A Community Leader is being effective when:

- Growth Group Leaders feel supported, encouraged and sharpened.
- Groups are becoming healthier places of Bible-centred fellowship.
- Members are more engaged with the bible and with one another.
- Leaders are growing in confidence and capability.
- Pastoral needs are being noticed and followed up appropriately.
- More people are being helped towards maturity in Christ.
- Groups and leaders are multiplying