



Purpose of Role

To assist the Growth Group Leader to grow those entrusted to your care and oversight in being disciple making disciples.

Character Expectations

- The Growth Group Co-Leader is an under-shepherd of the people in their group. As such, a Growth Group Co-Leader must be one who exhibits the qualities of a leader of God's people as outlined in passages such as 1 Timothy 3:2-7, Titus 1:7-9 and 1 Peter 5:1-4.
- Growth Group Co-Leaders will be men and women who are active members of their respective OEC congregation.
- Growth Group Co-Leaders will have a humble and teachable spirit, willing to listen and to learn from others.

Competency Expectations

The Growth Group Co-Leader will have:

- genuine love for people with demonstrated relational skills.
- the ability to appreciate and understand the text of the Bible so as to communicate it with others.
- the ability to both challenge and encourage others in their walk with the Lord.
- the ability to clearly, truthfully and relevantly articulate the Gospel.
- good verbal skills and possesses the ability to communicate in such a way that is clear and understandable with warmth and graciousness.

The Growth Group Co-Leader

Orange Evangelical Church (OEC) has many volunteers who serve in a variety of ways. The role of the Growth Group Co-Leader is to work together with the Growth Group Leader to help pastor, care for and disciple each member of the group. It would be instructive for the Growth Group Co-Leader to read the Growth Group Leader PD in conjunction with this document.



The Growth Group Leader and Co-Leader are much more than just facilitators of discussion when the group gets together. Growth Group Leaders and Co-Leaders are under-shepherds of the people in their group. They are under-shepherds under the oversight of their Congregational Minister and the minister that oversees the Growth Group ministry of OEC.

The role of the Growth Group Leader and Co-Leader is to prayerfully pastor the flock under their care, through the powerful and effective word of God. While this is something they are to lead in, this does not mean that the Growth Group Leader and Co-Leaders are to do all the ministry within their Growth Group. This will simply overwhelm the leader and hamstring the growth of those in the group. Rather, in line with Ephesians 4:7-16, the leader, with their co-leader, is encourage the whole group to be involved in the ministry of loving one another and particularly in the work of speaking the truth in love one to another.

The role in practice

The role of the Growth Group Co-Leader in each group will differ depending on the personalities and different giftedness of the leader and the co-leader(s). It may mean the co-leader takes on a particular responsibility within the group – such as coordinating prayer or mission connections for the group or social aspects of the group. It may mean leading on a regular or semi-regular basis. These more practical aspects of the week to week running of the group will need to be discussed between the leader and the co-leader(s).

Growth Group ministry is about people. So a Growth Group Co-Leader will:

- Together with the Leader, teach, pastorally care for and disciple the members of the group. They will also lead the group in caring for and discipling one another.
- Meet together regularly with their Leaders (at least once a term) to discuss how the group is functioning and how to help the member of the group to grow, serve and disciple one another.
- Pray for each member of the group and play a key role in ensuring that each member is firmly rooted in Christ and being built up in Christ, equipped for good works (Ephesians 4:11-16).
- Engage in the raising up and equipping of the next generation of Growth Group Leaders.



Growth Group Co-Leader

- Be an example in the group in praying for the lost, for family and friends who do not as yet know the Lord Jesus.
- Be an example in welcoming newcomers into the group.
- Work with Growth Group Team Leaders to help connect new people into Growth Groups.
- Growth Group Leaders and Co-leaders will also be asked occasionally to assist in the communication of churchwide initiatives such as Serving and Growth Group surveys.
- Co-leaders of Women's Growth Groups at CrossOver, will have the added responsibility of supporting the broader gathering of groups and the Play – Pals ministry to work well.

The Growth Group Co-Leader may also have significant roles in:

- Regularly leading and teaching the Bible in the group discussion.
- Oversee different aspects of group life, such as group prayer, pastoral care, mission support or administration.

Female Co-Leaders in Mixed Groups

OEC has a number of groups made up of both men and women. It is extremely helpful for a mixed group to have a female co-leader and for them to be involved in the leadership of the group, particularly focusing on the pastoral care and growth and equipping of the women in the group. They should be involved in discussions with the Growth Group Leader as to how the group is going, how people might be helped to grow and be cared for, and how to continue to grow a culture of one another ministry in the group. They may also be in a position to prepare the study together with their Leader.

Where there are female co-leaders in mixed groups it is important that the biblical patterns of male and female roles is reflected in the leadership of the group. 1 Timothy 2:12 states: "I do not permit a woman to teach or have authority over a man." Given the pastoral leadership involved in being a Growth Group Leader this pattern of headship should be reflected in our Growth Groups. As such the Growth Group Leader of a mixed group should be male.



While the teaching that happens in Growth Groups does not carry the same authority as preaching in a congregation, those who lead the discussion in Growth Groups are teaching through the questions they ask and the answers they give. As such, the general pattern should be that in mixed groups men lead the discussion. However, given the different dynamics of smaller groups it is appropriate that the female co-leader lead the discussion should they feel comfortable in doing so. This might happen, for example, when the male Growth Group Leader is away.

Appointment and Commitment

- Growth Group Co-Leaders are appointed by the Congregational Minister in consultation with the Growth Group Leader, the Growth Group Team Leaders and the minister overseeing the Growth Groups ministry. This is often after the recommendation of their present Growth Group Leader. Appointments are typically for at least a 12 month period.
- New Growth Group Co-Leaders will attend initial training run by the minister overseeing Growth Group ministry at OEC.
- Growth Group ministry involves pastoral care and responsibility over people who may be vulnerable. They are also required to abide by the code of conduct for people volunteering in ministry among adults. Growth Group Co-Leaders are required to do safe ministry training provided by the church.
- Growth Group leaders take part in ongoing training and development which will be conducted periodically. These will take place in Growth Group Leaders' meeting and through other means.
- Growth Group Co-Leaders attend and participate in Growth Group Leaders' meetings that are held once per term.

Growth Group Co-Leader Support

Growth Group Co-Leaders are cared for and supported by Growth Group Team Leaders from their congregation, their Congregational Minister and the minister responsible for Growth Groups across the church. Growth Group Leaders and Co-Leaders are also a source of encouragement, ideas and support for other Growth Group Leaders and Co-Leaders.