



Purpose of Role

To grow those entrusted to your care and oversight in being disciple making disciples.

Character Expectations

- The Growth Group Leader is an under-shepherd of the people in their group. As such, a Growth Group 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 Leaders will be men and women who are active members of their respective OEC congregation.
- Growth Group leaders will have a humble and teachable spirit, willing to listen to and learn from others.

Competency Expectations

The Growth Group 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 ability to delegate responsibility to others.

The Growth Group Leader

Orange Evangelical Church (OEC) has many volunteers who serve in a variety of ways. The Growth Group Leader is much more than just a facilitator of discussion when the group gets together. The Growth Group Leader is an under-shepherd 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 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 is to do all the ministry within their Growth



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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 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.

Many of our Growth Groups have co-leaders who must play a vital role in helping to pastor, care for and grow each member of the group. How this will work will be different depending on the personalities and different giftedness of the leader and the co-leader(s). Growth Group leaders and co-leaders will need to meet regularly (at least once a term) to pray and plan in order to help the group grow to continue to grow and serve and disciple one another.

Mixed gender growth groups are best led by a man and a woman working together as leader and co-leader to ensure that both the men and the women are well cared for and helped to grow and take an active role in the group. There may be some situations where there is just one male leader of a mixed group and no co-leader. It is vital in this situation for the leader to ensure that both men and women are cared for and encouraged. This could involve working with a female core member in the group.

For more information on the role of co-leaders in Growth Groups, including the role of female co-leaders in mixed (male and female) groups please read the Growth Group Co-Leader position description.

The role in practice

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

- Regularly lead the week to week gatherings of the Growth Group.
- Get together regularly (at least once a term) with their co-leaders in order to pray and plan together as outlines above.
- 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).
- Together with the co-leader teach, pastorally care for and disciple the members of the group and lead the group in caring for and discipling one another.
- Engage in the raising up and equipping of the next generation of Growth Group Leaders.



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- Lead the group in praying for the lost, for family and friends who do not as yet know the Lord Jesus.
- Lead the group in welcoming newcomers into the group.
- Work with Growth Group Team Leaders to help connect new people into Growth Groups.
- Maintain an up to date list of group members in Elvanto.
- Growth Group Leaders and Co-leaders will also be asked occasionally to assist in the communication of churchwide initiatives such as Serving 202X and Growth Group surveys.
- 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.

Appointment and Commitment

- Growth Group Leaders are appointed by the Congregational minister in consultation with 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 and/or Co-Leader. Appointments are typically for at least a 12 month period.
- New Growth Group Leaders will attend initial training run by the Minister overseeing Growth Group ministry at OEC.
- Growth Group leaders will be expected to consider partnership of OEC and will speak to their Congregational Minister about partnership before becoming a Growth Group leader or Co-Leader.
- 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 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 Leader Forums and through other means.
- Growth Group Leaders attend and participate in Growth Group Leader Forums that are held once per term.



Growth Group Leader Support

Growth Group 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 are also a source of encouragement, ideas and support for other Growth Group Leaders.

There will be times when pastoral needs of some in the group require outside support. Growth Group Leaders in these situations should share these needs with the Congregational Minister of the person / people involved.

Should there be difficulties within the group itself, such as division within the group or unhelpful dynamics occurring, or situations where false teaching is being championed by people in the group, the Growth Group Leader should inform and seek the advice and support of the Growth Group Team Leader and the Congregational Minister.