

# GROUP LEADER RESOURCES

## Developing Co-leaders

Do you ever feel like you're carrying the weight of the group on your shoulders? That the livelihood of the group, the number of members, the connectedness and spiritual growth depends on you? Believe me, others feel the same burden. Take these steps to develop co-leaders in your group who can take on some of the leadership responsibilities.

- **God is your real leader.** You are not alone in your leadership! Rely on the Holy Spirit to guide your planning and thinking. Ask God for wisdom and direction for the group. Pray specifically for your group discussions and for each group member. Ask Him to reveal potential co-leaders to you.
- **Check yourself.** Are you trying to do too much? Are you spending hours researching the study, planning food, tracking prayer requests, communicating with the group and arranging your next social time? STOP IT! In a former coach role, I would tell leaders, "Stop doing and start leading." Refer to the August 7th Group Leader Update to help you distribute responsibilities.
- **Observe for potential leaders.** As you observe your group, who is naturally taking the lead? (No, not the person who dominates the conversation!) Look for those who show up regularly, volunteer first, add richness to the discussion, are interested in others, and ask good questions. Then...
- **Ask for their help.** Let them know you need others to help carry the load. Discuss your role with them and tell them specifically where you need help. Instead of initially asking them to co-lead, see if they can help with specific duties or tasks.
- **Take small steps.** To grow their leadership capability, give them specific assignments. For example, ask if they can observe what went well and what could be improved in your group meetings. Or engage them in a conversation about selecting the next study. Finally, ask them to facilitate part or all the discussion around the study questions.
- **Split the group.** As this person exhibits more comfort and capability, pick a group meeting to split up into two groups (by gender or just split the group). Have the guest leader lead the other group. Then come back together as one group to debrief. After the meeting, have an individual conversation with this leader to discuss how it went, and provide coaching if needed.
- **Develop the leader.** Continue working with this leader to develop their skills and confidence. Take turns facilitating the group discussion. Have them preview the lesson and write up discussion questions. Discuss scripture related to the lessons. Share leadership tools and resources with them. The more they feel supported, the faster they'll grow as a leader.
- **Recruit a potential leader.** Okay, so no one in your group will step up to be a co-leader? Don't despair. Think about other people you know - neighbors, coworkers, fellow church-goers - who have leadership capability. If it makes sense, invite them into your group and start developing them as described above.

Having a good co-leader will help you AND the group. Just think of what it could be like sharing your responsibilities! (Please keep in mind that group leaders must be members of Center Pointe. If you're developing a co-leader who is not yet a member, please encourage them to attend the Next Steps classes to become one.)