

## **Gospel Community Co-Leader Development**

Redeemer's Gospel Communities are each led by servant leaders who have a genuine love for Christ and for their gospel-centered family at Redeemer Round Rock.

We want our leaders to be healthy and to help in developing other leaders, therefore we encourage each Gospel Community to have co-leaders. These are couples who desire to lead or help lead a Gospel Community and who are growing in the marks and skills of a Gospel Community Leader. Co-Leader structures vary by Gospel Community, with some helping occasionally, and others helping more frequently.

Leaders and Co-Leaders should be regularly meeting together to discuss the growth and development of the co-leaders. We suggest a monthly meeting at minimum and we ask that the Co-Leader Development Meeting Guide be utilized, though certainly more elements can be added or adjusted as needed.

### **Identifying Co-Leaders**

As you prayerfully evaluate whether anyone in your Gospel Community might be led to help co-lead, ask! Keep the discussion of group growth, multiplication, and maturity, in the forefront of the group's minds. Talk about it often at Family Meetings and remind the group that as the group grows, multiplication and more leaders will be necessary. Then, ask if anyone is interested in learning more about co-leading. Don't be afraid to ask frequently, and if you feel the Spirit leading you towards certain people, don't be afraid to ask them one-on-one.

People who might make good co-leaders should be showing signs of the same marks and skills listed on the "Marks and Skills of a Gospel Community Leader" document. Most importantly, they should be putting Christ first in their lives and have a deep and genuine love for other people in the Gospel Community.

Be patient. Sometimes it takes a little time for these qualities to become clear in a potential co-leader.

### **Developing Co-Leaders**

Once you've identified a co-leader, had a conversation, and they are willing to consider it, there are some easy next steps to take.

- First, **model Gospel Community** leadership and ask them for feedback. Spend several meetings talking with them afterwards. Ask the potential co-leaders to pay close attention to how you're leading, and come to you with any questions after. Ask them if there is anything they might do differently. Invite over a family or two from the Gospel Community and also the co-leader, share a meal and model what it looks like to build a relationship with others.
- Second, **hand over some responsibility**. Find one or two simple elements of the Gospel Community that you could give to the co-leaders to run with. They might be able to lead prayer time, organize the weekly meetings, or host for a month. Handing over some of the simple elements can be a gauge of a co-leaders ability to lead and what marks and skills they already possess, and what they might need to grow in.
- Next, **let them lead** once or twice. Once you've spent time learning how they'd like to lead and have had discussions around that, and also handed over smaller responsibilities to them, it's time to let them lead. Share with the group you're going to be letting someone else lead occasionally, and give the co-leader freedom to lead an entire Gospel Community meeting. Meet with them afterwards to discuss it. Use the provided guide to help.
- Finally, **allow the co-leader to lead in your group as best fits the need**. Whether you need them to just lead occasionally, or you are stepping down for a season, let them lead for several meetings in a row. Continue to meet with them to discuss after each meeting.

## Meeting with Co-Leaders

After GC Meetings - *a simple outline to run through a co-leader with after they lead a meeting*

- How did the co-leader feel about their time leading? Anything they'd want to improve on? Anything they feel they did really well on?
- How well were the elements of a meeting lead? (organization, pre-meeting communication, time management, hosting, welcoming, transitions)
- How well was the discussion guide followed? Or if you have agreed on adjusting portions of it - was that done faithfully and as agreed upon?
- Was the discussion facilitated well? Did there tend to be enough drawing out of questions and discussion? Was there more teaching than facilitation?

Monthly Meetings - *a simple outline of questions to discuss with a co-leader as they are learning to lead*

- How do you feel God has been growing you as a son or daughter, to more rightly know him and yourself?
- Are there any areas of your life where sin is gaining a stronghold?
- Are you loving and leading your family in a healthy way?
- Who in the GC has the Lord put on your heart? Who in the GC are you focusing on building a deeper relationship with? Are you struggling with building relationships in any way?
- Out of the typical areas of GC leadership: administration, facilitation, organization, care, prayer, responsibility, shared leadership:
  - What areas do you feel you need to grow in?
  - What areas do you feel you're maturing in?
  - What areas are difficult for you or do you need my help in?
- GC Leaders should take time to share with co-leaders their observations of their leadership in the areas listed above and also of the marks and skills of a GC Leader.
- How am I doing in helping you grow as a leader?

## Caring for Co-Leaders

A few ideas on how to care well for co-leaders

- Build a strong relationship. Share meals. Share lives. Be open and honest..
- Read a book on leadership together. A couple of suggestions to begin with are *The Heart of a Servant Leader* - C. John Miller and *Wisdom in Leadership* - Craig Hamilton.
- Don't be afraid to call out areas where growth is needed. Do it gently, humbly, and graciously.
- Bring them alongside you as much as possible as you lead the Gospel Community.
- Pray for them often and let them know it.