



## Developing Your Co-Leader

A common mistake among Small Group Leaders is thinking they must do it all. However, this can be overwhelming and quickly lead to burnout. Having a good co-leader to help carry the load can enable you to be an even more effective leader as well as benefits the group. Also, and maybe most importantly, one of the characteristics of a good leader is that they multiply, developing other leaders. As with all things, Jesus is our standard bearer, and we can look to him as an example of how to purposefully develop leaders to serve alongside us. In Luke 6:12-13 scripture states, *“One of those days Jesus went out to a mountainside to pray and spent the night praying to God. When morning came, he called his disciples to him and chose twelve of them, whom he also designated apostles.”* Here we see Jesus prayed for guidance, connected with those God showed Him and then He designated them for a specific role.

After praying over who should be your co-leader and reaching out to them, conversations should take place outlining your vision and goals for the group. Once you and your co-lead are on the same page regarding vision and goals, discuss individual roles and expectations. As a leader, you should be equipping and developing your co-lead to lead in following semesters and ultimately develop other leaders.

Below are some tips on how you can develop your co-leader:

- Assigning tasks – You can start off with smaller tasks and then gradually build to leading/hosting if they are new to leading. As the goal is to develop them, you want to avoid simply delegating tasks, but rather ensure they are

equipped for the task and are set up to succeed. Consider following this model:

- I Do, You Watch
  - I Do, You Help
  - You Do, I Help
  - You Do, I Watch
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- Encourage them often – This is especially important at the beginning of your group. As your relationship grows, and they are receptive, you can begin to address areas where they need to develop. Make sure any constructive criticism is preceded by positive feedback and the conversation ends with what they are doing well.
  - Communication – Plan regular times to debrief and plan future meetings. Allow time for them to ask questions. Also make time to connect with them on a personal level outside of the group. This could be encouraging texts, or a quick check-in by phone. Your co-leader should know you care about them and what is important to them.
  - Resources – Share any resources that may be helpful to them that you may have found useful. Introduce them to other leaders they may be able to glean from.
  - Prayer – Make time for you to pray with one another. Ideal times for prayer would be before group sessions and during debriefing. Ask how you can agree with them in prayer and include your co-leader in your prayers during your personal prayer time.

*“I thank my God every time I remember you. In all my prayers for all of you, I always pray with joy because of your partnership in the gospel from the first day until now, being confident of this, that he who began a good work in you will carry it on to completion until the day of Christ Jesus.”*