

# Growth & Multiplication



**GROWTH:** the act or process of development; gradual increase in size or stage of development. Development from a simpler to a more complex stage.

When we consider growth in your group this would include several aspects:

- Personal/Spiritual development for each group member
- Group numbers increasing
- Group depth increasing (maybe shifting from just gathering for an activity to starting to study together)
- Multiplication of groups- new leaders rising within the group to open a new group, providing space for more members

## Ingredients For Growth



### 1. RELATIONSHIPS

Groups help leaders build relationships with individual members, and also help members build relationships with each other. Sharing life inside and outside of the group time together – birthdays, work promotions, and life’s ups and downs- helps foster community. Texts, emails, calls during the week can go a long way in connecting with group members and helping them feel connected in community.

### 2. PARTICIPATION

Encourage everyone to participate in discussion and prayer. Every group will have a variety of personality types. As the conversation facilitator, you help create space for every member of the group to feel comfortable participating.

### 3. SERVING

Serving together is often a catalyst for spiritual growth as the group impacts their community with the love and message of Christ. Group members build relationships with each other and make memories as they serve together. Many times you will even see that conversation flows with just a bit more ease as you are working side by side.

## 4. CELEBRATION

Take time to assess and celebrate the growth happening in the life of your group members. Celebrate life events that happen within the church, like baptism or salvation, but also take time to celebrate for birthdays, anniversaries, or other special moments.

## 5. CARE

Life will happen. You, along with the other members of your group, will often be the first responders to a crisis. Hospital visits, meal support, prayer, and meeting tangible needs are ways to show how much you love and care for group members. If needs are greater than you feel your group can meet, bring your group coach or staff member into the conversation to see how we can best serve the members of your group. Care for virtual groups may look a little different than a local, in person group, but supporting and encouraging a virtual group member can be a powerful demonstration of the type of love Christ has for us.

## GROUP MULTIPLICATION

When you create an environment with these five essential ingredients, your group is sure to grow - an indication that discipleship is happening. If your numbers are increasing, and/or you see leadership growing in a member it might be time to multiply your group.

When you raise up another Group Leader and start a new group, you are multiplying the number of open spaces for new members to join in.

There are a couple of ways this could take place:

- The new leader could build a new group. A couple of current members move with the new leader to be a part of the new group to be a support and encouragement to them as they grow a group with new members.
- The current leader could transition leadership of the group to the new leader and start a new group.
- A few members of the group could continue on with each of the leaders, adding open spots for new members, but neither group would be starting from scratch as a “new” group.
- For class groups, a new leader can be brought up from that group and can lead a new group/table when that class starts again.
- Another option for a class group is to raise up a leader to continue with the group into an offsite group or a different class.

Because the current relationships are important, find ways to stay connected to all members of both groups by coming together every now and then with both groups, making time to connect on the weekends during or between services, continuing to connect through life events, or attending a special event together.





As a Group Leader, you can help create an encouraging environment that equips and inspires people to take a next step in their walk with Christ. This is discipleship, helping people to become a disciple (follower) of Jesus.

Here's a list of questions to consider in creating an environment that helps group members **KNOW, GROW, DISCOVER, and IMPACT**:

### **KNOW** God through a relationship with Jesus

- Does each member of my group have a personal relationship with Jesus as their Lord and Savior?
- Has each member shared their relationship with God through Baptism?
- Am I including God's Word and prayer in our group meeting and communications?
- Are most of my group members learning more about God and seeing God at work in their daily lives?
- Have they attended the Journey?

### **GROW** in their relationship with God and Others

- Are my group members growing in consistency in reading their Bible and praying?
- Do my group members feel that I care for them? Am I building relationships with each member?
- Are my group members building relationships with one another?
- As a group, are we growing closer to God as we grow closer to one another?

### **DISCOVER** their purpose

- Are the members of my group actively serving in a ministry at Christ Fellowship?
- Am I providing opportunities for my group members to serve within our group to help them discover their gifts and use them?

### **IMPACT** their world

- Are my group members seeing a connection between their spiritual growth and how they can share the love of Christ with people in their sphere of influence?
- Are we serving in the community together or planning a mission trip together?

