

## **Growth Group Leadership at Crossroads**

To be involved in leading God's people in the knowledge and love of Jesus is a wonderful and yet daunting privilege. Wonderful, because we are set apart to focus in on the gospel and to urge others to do the same. Daunting, because we are to be an example in love and faithfulness to those we care for. A privilege, because to be used by God to see his purposes enacted in the lives of others brings joy, blessing and glory for all eternity.

Worldly leadership is very different to Christian leadership. In essence the Christian leaders' task is to keep pointing people to the true leader with faithfulness and thanks. It is Jesus who is to lead our lives, our groups and our church. Jesus leads, the Holy Spirit is powerfully at work and our heavenly Father is glorified as the Scriptures are heard and lived out in our lives.

We are committed to smaller communities at Crossroads (our Growth Groups) where the Word of God teaches, protects and builds disciples. Leaders are key in this activity. They ensure this happens, and they exemplify the very things being taught.

The key spiritual response in view of the Lord Jesus is always repentance and faith. Leaders lead best with this humble attitude and churches flourish when believers love and serve one another with humility and thanks before our loving saviour.

Wonderful, daunting and a privilege. I am pleased that we have men and women keen and God-enabled to lead like this.

### **Expectations of Growth Group leaders at Crossroads**

The following lists many things you will already know and are joyfully embracing anyway. But it's important that we say the obvious (and not so obvious) so that our leadership honours our saviour.

#### **Stating the perhaps not so obvious (but really important)**

- Christ as revealed in his Word is your first priority. Therefore be in the Word!
  - Being soft hearted to the Word
  - Longing to please and love Jesus first
- Your godliness is more important than your giftedness. Therefore repentance and faith are seen in:
  - the desire to put off sin.
  - seeking to put on the character of Christ.
  - the bearing fruit 'at home', not just 'at church'.
  - honesty in your failures
  - thankfulness to God and not pride in self when it comes to progress
- Growth group leaders seek to ensure what we do in ministry is for God's glory, not for self.
- Growth group leaders pursue godly relationships with others.

- Growth group leaders at Crossroads seek to honour and submit to the overall leadership of our pastors and church council. (Heb.13:17)  
**Stating the all too obvious (but really important)**
- Be at your Growth Group!
- Be prepared for your Growth Group.
- Love and serve and get to know your Growth Group members.
- Seek to apply what is discussed, learnt and agreed upon in your growth groups.
- Be gentle and godly when disagreements occur in your Growth Group.
- Be at the Growth Group leaders meetings.
- Be at church! (Heb.10:19-25)
- Honour your co-leader  
Leading a Growth Group is hard work (there may be tears) Leading a Growth Group is great work (there will be joy)

#### **Some other important things to mention (because we care for you and others)**

The working assumption and commitment we expect from our leaders is that they:

- seek to affirm and embrace our church statement of beliefs.
- seek to affirm and embrace our vision for ministry at Crossroads.
- will ensure the authority and truth of Scripture is affirmed in their Growth Group.<sup>1</sup> This especially in relation to:
  - our church doctrinal statement
  - the correct expression of our sexuality<sup>2</sup>
- will be open to challenge, encouragement and if necessary, loving rebuke from other leaders.
- have to step down from being in leadership if they enter into a *romantic* relationship with a non-Christian.  
Leaders are stewards of the Gospel and we must aspire to and encourage each other to live out the Christian life truthfully and honourably. If it becomes clear, after loving encouragement and correction that a leader is consistently not seeking to live out the above expectations, (ie there is clear and ongoing unrepentance in belief and/or conduct) then they will be asked to step down from leadership of a Growth Group.

#### **Stating Grace**

We don't expect perfection from our leaders and all of us struggle in different areas of our lives. Trusting Jesus and being transformed to seek his will and live it out is hard. We seek to treat our leaders with grace and forgiveness knowing we are all damaged goods in need

of much mercy.

### **A word of encouragement**

If as leaders we seek to live out the above we will be regret free and joy-filled for all eternity. We will grow in our own faith, and also be used by God to see the same wonder happen in the lives of others. Please give yourself to honouring Jesus in the responsibility you have, it will bring unexpected blessings into your life, and will bring delight to your heavenly father who wishes to keep demonstrating His faithfulness to you.

### **For further reading:**

1 Corinthians 3-4 1 Timothy 3

2 Timothy

Titus

*Gospel Centred Leadership* - by Steve Timmis

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<sup>1</sup> This not to be done in a dictatorial way. If members in a group disagree on something of central importance (eg the centrality of the cross, the need for the atonement, the authority of the Scriptures, the deity and humanity of Christ, the Trinity, the depth of human sin etc) especially as it relates to our church statement of beliefs, then the leader should lovingly seek to 'hold the line'. This does not mean the issue has somehow been authoritatively solved, but it is important that group members hear the group leader/s respectfully articulate what they believe to be the true theological position. There will be issues of application that Christians can agree to disagree on respectfully and lovingly (eg mode of water baptism, millennial positions, days of creation). In all this it's important to appreciate that we are growing in love and knowledge as believers; being renewed by the Holy Spirit and having our understanding reformed.

<sup>2</sup> That is God has designed male and female to express and enjoy sex within the context of the marriage union. 2