

## **Alternatives to Leaders Meetings in a Covenant Group Program**

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In the summer of 2012, Diana Dorroh, a driving force in the implementation and administration of the small group ministry program at our church, decided to step down from the coordinator position she had held since 1999. My husband Ray Boudreaux and I happily agreed to continue her efforts by becoming co-coordinators of the program.

While the groups were definitely thriving and individual members were ministering to each other, it seemed as though the facilitators themselves might be in need of some attention. Because attendance at our facilitator meetings had declined, our assistant minister, Rev. Nathan Ryan, and Ray and I decided to try something new. The three of us scheduled time to meet with the two leaders of each Branches group for an hour or so to simply listen to them talk about themselves and their groups. We asked them how their group was doing as a collective and as individuals. We asked them to tell us the story of their group. We asked how they, as leaders, were doing and if/when they hoped to step down.

For us, these meetings turned out to be surprisingly productive and fun -- and even more than that, the facilitators seem to have enjoyed them just as much. We found that in many cases, the two facilitators never actually have an opportunity to take an in-depth look at their groups, and this confidential meeting with us provided them the space and time to do that.

As an added benefit, we were able to identify and place about ten new group facilitators, as this venue allowed for discovery of potential leaders in each group and the church as a whole.