

# Role Overview

## HEY THERE!

We're so grateful for you, and are excited to see how God uses you in this new role!

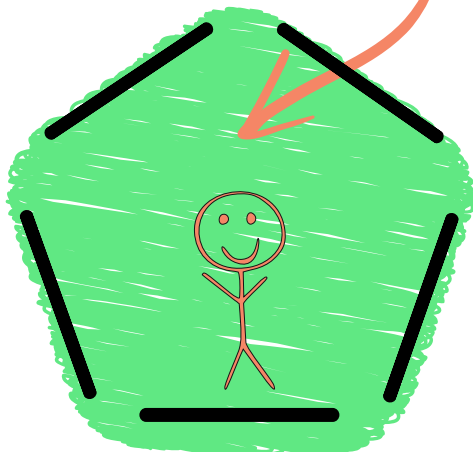
Our heart is to **empower** you to bring your unique, God-given flavour to this role and make it fruitful for God's kingdom – in the way that only you can!

## THE 5 FENCES

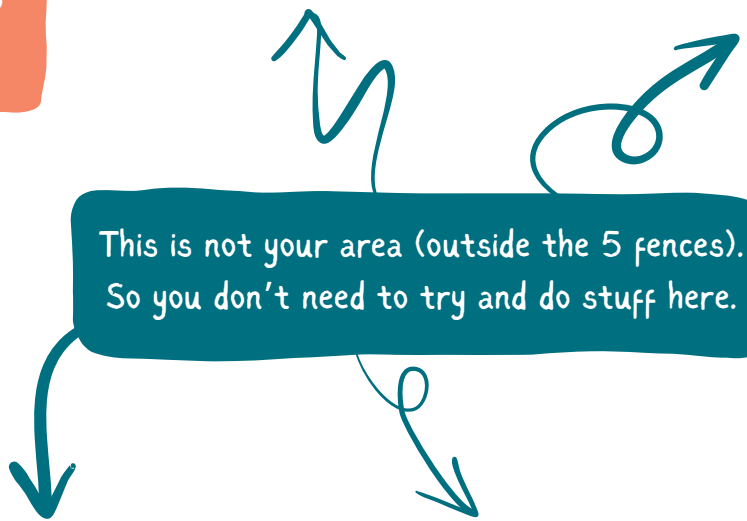
We believe that **clear boundaries breed creativity, freedom and fun!** So we want to clearly lay out where the “fences” of this role are (more on the next page).

Everything inside the fences is your area – so run! Be creative, have fun and find the best, most fruitful ways you can to fulfil this role.

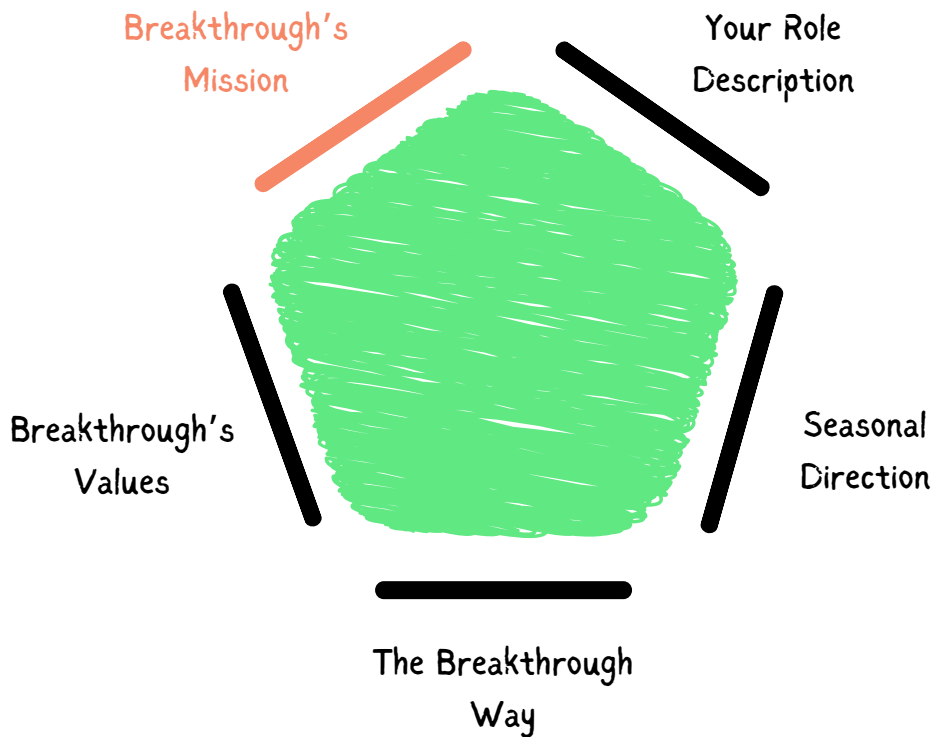
This is your area of authority (inside the 5 fences) so be empowered and go for it!



This is not your area (outside the 5 fences). So you don't need to try and do stuff here.



# THE 5 FENCES



## 1 – BREAKTHROUGH'S MISSION

Our mission at Breakthrough can be summed up in one word: **DISCIPLING**.

We like to say that “We are a **family, growing together** to be more like Jesus and **influencing our world** with His breakthrough love and power.”

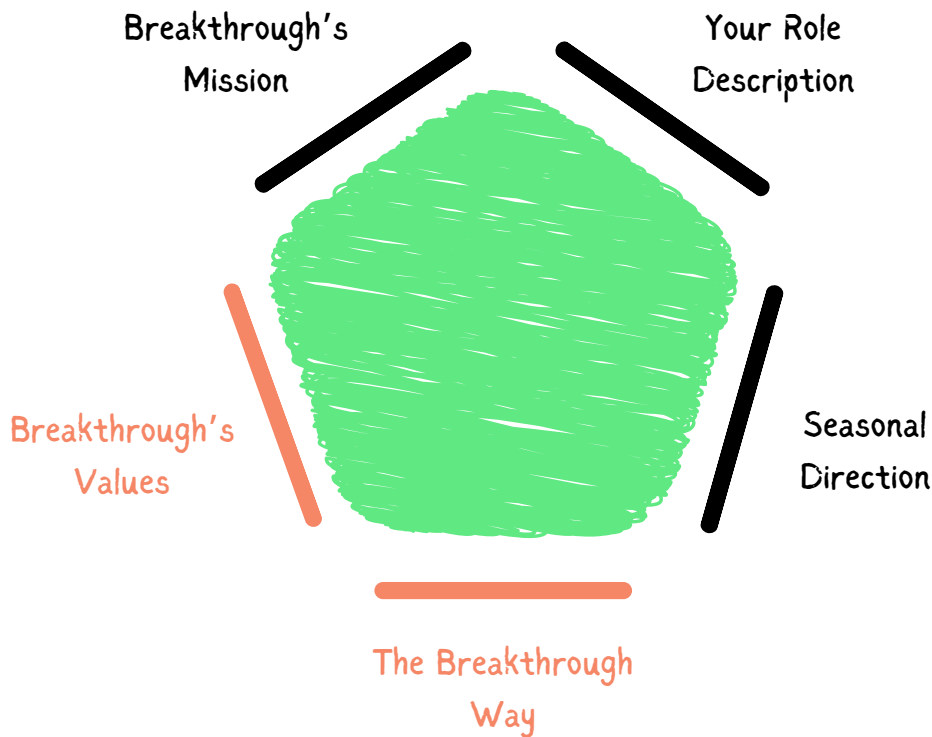
That statement encapsulates the three keys of discipling – growing more like Jesus, helping those around us grow, and influencing our world.

We have a particular focus to accomplish this mission in Bayswater and the eastern region of Melbourne (but also know that our discipling in this region should have a global impact).

Discipling is the heartbeat of Breakthrough, and your role should always be furthering this mission.

Check out a more thorough discussion of our mission at [breakthrough.org.au/our-mission](https://breakthrough.org.au/our-mission)

# THE 5 FENCES



## 2 – BREAKTHROUGH'S VALUES

Our values describe the **atmosphere at Breakthrough**. They define how we do everything we do. We have a list of 10 values called the **Breakthrough Code**, so everything you do in your role should be furthering and developing these values.

Check it out at [breakthrough.org.au/our-values](https://breakthrough.org.au/our-values)

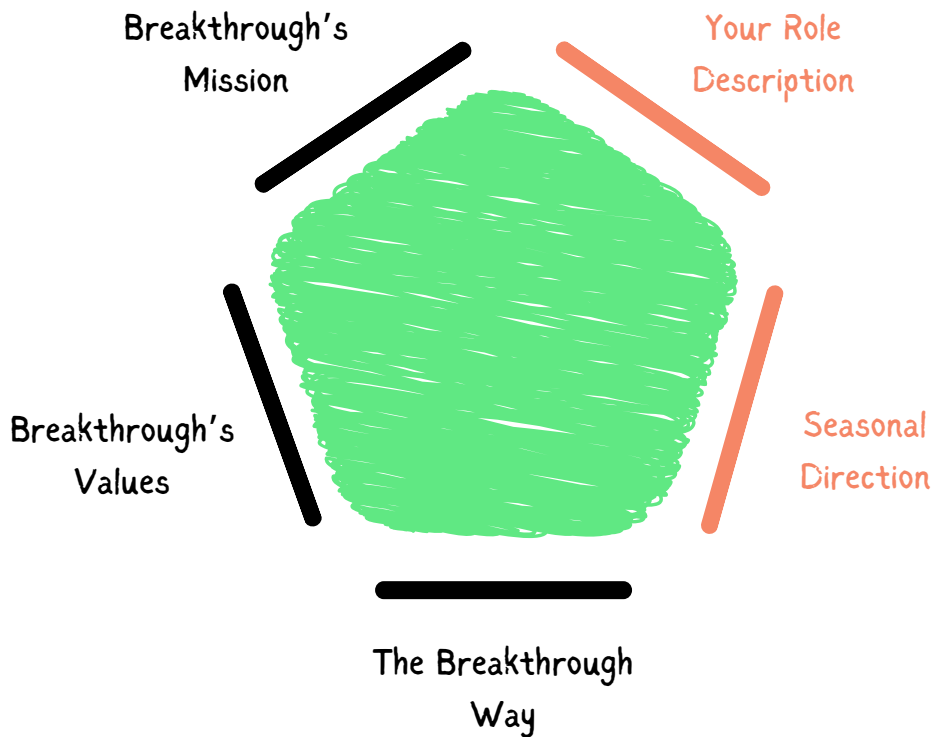
## 3 – THE BREAKTHROUGH WAY

This is our **method**. It's what we do in order to go about achieving our mission of discipling.

At Breakthrough our method is based around **3 central pillars: Sunday Church, Life Groups and Team Breakthrough**. We believe that together, these pillars enable us to effectively fulfil our mission within our cultural context.

Check our more about our method at [breakthrough.org.au/our-mission](https://breakthrough.org.au/our-mission)

# THE 5 FENCES



## 4 – SEASONAL DIRECTION

At Breakthrough, we will often have a **unified, seasonal focus**. This might come from a prophetic direction from God, a particular strategic focus, or a time of year.

It's important that all parts of the Breakthrough family are unified around this focus, and implementing it in their particular area.

Seasonal focuses will be **determined by the Pastoral Team** and **communicated with you via your HMG Pastor**.

## 5 – YOUR ROLE DESCRIPTION

The final fence is your unique role. On the following pages we will clearly lay out **exactly what your role is, what your goals and expectations are, and where you fit in the whole Breakthrough picture**. We'll also clarify some areas that are *not your role*.

# ROLE DESCRIPTION: GROW TEAM LEADER

## Goals

In this role, you have **three central goals** for the members of the Creative GT:

1. **Grow together as disciples,**
2. **Grow together in your crafts,**
3. **Together, use your crafts to bear fruit for God's Kingdom.**

As you meet regularly with your HMG Pastor, you will continually evaluate how effectively these three goals are being achieved.

## Responsibilities

This role involves the following responsibilities:

- **Oversee the weekly operation of your Grow Team** (including service rostering, equipment and space management, and online resources)
- **Lead the fortnightly Grow Team Touchpoints**
- **Be part of the Leadership Grow Team**

## Your Help-Me-Grow (HMG) Pathway

At Breakthrough, we're passionate about growing together, so as part of your role you will have a fortnightly catchup with your HMG Pastor, at which you will:

- **Evaluate together how effectively you're achieving your goals,**
- **Provide feedback (both ways) as to how we could be more fruitful,**
- **Receive direction and updates from the Pastoral team,**
- **Pray together.**

You can organise directly with your HMG Pastor when is the best time for these fortnightly catchups (virtually or in person).

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## Not your role

It can be helpful to clearly state what is **not your role**, to understand where the fences sit:

- **Do all the work**
  - Empower your team to do the “stuff”. We don’t want you doing it all yourself!
- **Teach all the skills**
  - We don’t expect you to be the most skilled or knowledgeable person on your team (in fact we hope you’re not). Just to create a space for them to grow together.
- **Be a counsellor**
  - If your team come with problems that go beyond your area, that’s fine! Reach out to your HMG Pastor – there are good pathways to get them help.
- **Set the direction**
  - You’re not expected to set the direction of the team – that’s already been done. You’re under the authority of the Pastors to outwork and establish that direction.

## Key People

There are a few people it will be important for you to connect well with to do this role well:

- **Sunday Meetings Leader**
  - Oversees Sunday Church meetings, and is a central point for coordinating all the GTs in a Sunday meeting.
- **HMG Pastor**
  - The voice of the Pastoral Team into your GT and your place for ongoing growth and evaluation.
- **All Other GT Leaders**
  - Don’t operate your GT as a “silo” but engage with your fellow GT Leaders. Many projects and events will require collaboration between multiple GTs for completion.

Check out the diagrams on the following pages to see where they fit alongside you in the Breakthrough Structure.

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## Resources

We want to ensure you're **well equipped with all the tools** you need for this job!

Check out **[breakthrough.org.au/resources](https://breakthrough.org.au/resources)** for a collection of resources, links and tools which are vital for you completing this role effectively.

## Where do you fit?

in order to work together effectively, it's important to understand how we all fit together in the **Breakthrough Structure**.

Check it out at **[breakthrough.org.au/resources](https://breakthrough.org.au/resources)**

Spend time ensuring you understand these diagrams (and chat to your HMG Pastor if you're unsure).