



## Growth Group Discussion Guide

Passage: Ephesians 4:11-16

**Introduction:** What do people think pastors and elders do during the week?

**Overview:** In this passage the Apostle Paul explores the nature and purpose of church leadership. Leaders are first and foremost gifts from Christ to his people given for their health, unity, and maturity. Ultimately, this passage encourages us to view church leadership properly so that we might grow as the body of Christ.



### Into the Word

In verse 11 Paul describes church leaders as “shepherd-teachers”. How do shepherds care for their sheep? How is church leadership like shepherding?

Compare: 1 Peter 5:1-4

**Resource: The Gift of Officers**

In verses 12 Paul describes the role of church leaders and church members. What role has Jesus given to church leaders? What role has Jesus given to church members? How do these roles relate to one another?

Note: The word “equip” means to have what one needs to do their work well.

Verses 13-16 describe maturity in the church. What does Paul say are signs of maturity? What are signs of immaturity?



### Into the Heart

What expectations do people or churches tend to have of pastors that keep them from growing as Christians? Do you have any of these expectations?

**Resource: Without Christian Maturity We'll Remain Spiritual Adolescents**

How will seeing church leadership as a gift shape how you respond to leadership?

How will seeing leadership as from Christ shape how leaders lead?

Compare: 1 Peter 5:1-4; Hebrews 13:17



### Into the World

How would church life change if leaders focused on equipping and members focused on ministry? What growing pains might you expect from this shift?

**Resource: Ministry Belongs to the Members**

In verse 16 Paul says that maturity flows from members “speaking the truth in love”. What might this look like in our group? How can we be better equipped to do this?