



## **Roles In the Group Structure - Descriptions**

(Summary based on Wayshowers College Courses)

Participants, Referee, Group Shepherd, Facilitator, Journeyman, Group Manager, and National Groups Overseer

### **Participants/Group Members:**

Take turns refereeing various parts of the meeting.

Receive weekly communications through the Group Shepherd.

Once they are three weeks of Group Work experience ahead, they may become Facilitator of a new Group.

### **Group Referee:**

Heads the energy of a particular section of a meeting, as delegated by the Facilitator.

Builds better communication with Guidance and inner leadership through this role.

Follows a checklist and usually does not participate in the technique.

Prepares a Member to be a Group Facilitator or for other leadership opportunities.

### **Group Shepherd:**

Handles the registration before the meeting starts.

Participates in the group and takes referee opportunities along with everyone.

As pivot point and communicator for the group, is the most important role in the entire Program.

Shares the Group Shepherd Message at the start of the meetings and the Weekly Message For The Groups during the announcements portion at the end.

A gentle, compassionate vibration that works well one-on-one and is tuned in to the needs and concerns of each group member.

A few days before each meeting, reminds Members of meeting time and place, perhaps inquiring if they have questions.

Receives questions and concerns from Members who may be uncomfortable turning to the Facilitator.

For help in answering questions or concerns, he or she may turn to the Facilitator who may in turn go to the Group Manager or Journeyman or he or she may address these on the regular calls with the National Groups Overseer or their Assistant.

### **The Facilitator or Group Leader:**

- This is the person who leads the group meetings.
  - Stands outside the circle and does not participate in techniques unless the small size of the group requires his participation.
  - Delegates the refereeing of sections of the meeting, including of new techniques once he or she has refereed the first go-around.
- If the energy gets off at any point during the meeting, he doesn't take over but makes suggestions to the referee like whispering in their ear.
- Is trained in Group work techniques and expansion courses.
  - Empowers the group by detaching further each group meeting, only assisting when needed, so as to create a powerful self-reliant Group.
  - He or sh may step out of the meeting from time to time; and for a meeting where the Group knows all the techniques, may not attend, assigning the facilitating to the Group Shepherd.
  - Of the \$10 fee a participant pays for the meeting, he keeps \$6 and sends \$4 to the ALC office at P.O. Box 428, Osceola, IA 50213.

### **The Jouneyman/Journeyer:**

- This is the person who forms the group at the second-night program.
  - They consistently regroup with the Group Manager or the Group Facilitators if there's no Group Manager for any needs or Leadership training and solutions.
  - Maintains a big picture for expanding their area and finding their 20 Key Apprentices.
  - Coordinates with the National Promotion Director, the National
  - Coordinates with leadership around them for building leadership with the Groups and attract searchers.
  - Keeps in touch with Groups and people they attract.
  - Trained in the Milan Crash Course and profiles required during Group Work.
  - Gives opportunity to emerging leadership, having them participate in the first three Priorities of Lectures, Workshops and the promotion of these two and in Group work.
- They communicate with the Facilitator to keep the pulse on things and to back the group with information or suggestions. In some cases, they might fill holes in the Facilitator's training. They coordinate to instruct Group work courses or other courses such as Guidance courses, or recheck the Facilitator has shared aspects of the bigger Program picture, such as Summer Camp, other non-profit movements or the Subscription Program as the group gets further along its process. My role of National Groups Overseer supplements areas of the above.

**Group Manager:**

There is not always a Group Manager. Should the Journeyman not be from the region, this person would regroup with Facilitators to ensure the group's needs are met. This could include offering profiles and courses.

Does not attend meetings but may drop by from time to time to offer support and answer questions.

Ideally, he or she is trained in the Group work Structure and Milan Course and offers the Milan Crash Course where needed.

Has taken Technique Courses, is a consultant, and may be a touring leader.

Is trained in Course 500B: The Challenge of Group Leadership, course 532:

Dynamics of Successful Key and Resource Groups and Course 533: Expansion Into Group Management.

**National Groups Overseer and their Assistants:**

Overview: The vibration of the National Group Director is an energy of "one-to-one" and concern with the effectiveness of Group work in people's growth.

-This person has patience and true concern to recheck the feeling vibration of the groups through the Group Shepherd and Facilitator. ---Their goal is to see that the heart and soul of program is intact, working with an "implementer" energy; that is, one who loves to help find solutions.

-Makes sure the needs of each group, their Group Shepherd and Facilitator such as training, information on the bigger picture of Program, suggestions, tools, documents, are met when and where needed.

-Supports the Searcher, the Journeyman who attracts groups and the System.

-Communicates simple, consistent and inspiring messages up and down.

-Regroups with the Group Shepherds weekly or with their Assistants who do so.