



## **JOB DESCRIPTION: ACCOUNTABILITY-ENCOURAGEMENT PARTNER**

***Freedom groups are struggle-specific small groups  
where individuals commit to investing a season of their life in  
overcoming a particular life-dominating struggle of sin or suffering.***

In Freedom Groups we expect accountability to be embraced and encouragement to be given by every member of the group. Accountability is not something you “have,” it is something you “seek.” You must make yourself accountable by being voluntarily honest, even when you struggle.

Each new member is paired with an A-E partner. As you have been in the group longer you will be paired with a second partner. The partnering process usually looks like this:

1. Early Stages – you are paired with someone who has experience in the group
2. Middle Stages – you keep your initial A-E partner and add a partner who is new to the group
3. Latter Stages – your initial partner graduates and keep your second partner until you graduate

In Freedom Groups accountability and encouragement is mutual. Both members of each A-E partnership are expected to disclose struggles, share victories, and spur one another on in God’s freedom (Gal 5:1). In that A-E partnership, the following things are expected of you:

- Actively engaged in your own personal growth and spiritual maturity
- Pray for your partner daily and regularly tell them you are praying for them
- Model a willingness to be held accountable marked by absolute honesty and transparency
- Have the courage to ask direct questions of your partner
- Contact your partner at least three times per week. In the middle stages (see above) you may only speak with each partner two times per week.
  - One conversation should be to discuss work done in the personal study and counseling objectives. This will likely be the longest A-E conversation.
  - At least one scheduled conversation per week about success in resisting area of struggle.
  - Each conversation should end with one person praying for the other (generally alternating).
  - Text and e-mails do not replace face-to-face or voice-to-voice contact, but are good forms of encouragement in moderation.
- Be available for your partner by phone or in person when their struggle intensifies.
- Contact the group leader if you feel like your partner is struggling beyond your ability to care for them or you suspect lying about their struggle. Confidentiality is outside the group, not within the group. The group leader reserves the right to consult with the Pastor of Counseling about caring for group members.