

End Well

As one of the eight Leader Essentials, End Well is always important. Even in the earliest stages of your group. If you feel a sense of urgency about ending well, you're probably thinking about it too late. You don't want to wait until it's time to end before you think about ending well.

The goal of all of our groups is to someday make space for others to enter in the community by ending their group well. A group that is aware of this carries that vision across the entire life cycle of the group. It changes the entire group experience because knowing you're going to end one day can give everything a group does more meaning. And when it does come time to end, it prepares you to help every group member transition from this group into their next group experience.

So it is a good idea to regularly ask yourself; **How am I planning today for a successful end to my current group?** All groups end. The ideal end is for your group to multiply into two or more groups with one of those groups lead by an apprentice you invested in. Each new group adds new members creating opportunities for more people to experience life changing community.

But this isn't a cookie cutter process. There isn't a one size fits all approach in group multiplication. That's why it is important throughout your group to meet regularly with a group's director who can help develop a plan to end well. You want to end your group intentionally while it still has energy and momentum that can be carried into the new groups you and your members create. This will serve you and your group members well and it also serves the people who aren't currently in community but will join one of these new groups.

Here are **four things** you can do to **end well**:

1. Begin with the end in mind. Groups end well when they plan for it. It usually takes time for group members to buy into the idea of multiplication. It also takes time to do what's necessary to successfully multiply. Last minute multiplication rarely ever works. So take some time early in your groups life to determine what steps will set you up for multiplication.

2. Cast a vision for multiplication. Talk about multiplication regularly throughout the life of your group. This reinforces the idea that your group's goal is to multiply. For example, when you select new curriculum as a group reflect on how this can keep you on track for what you want to learn between now and the time your group will end. And you can also talk about how delegating tasks or promoting participation helps find someone who can lead the group next. And get creative about demonstrating that you value multiplication.

3. Identify and develop an apprentice. Having an apprentice communicates to your group members that you are actively replacing yourself. That you value multiplication. It also gives you someone to help encourage group members as you prepare to multiply.

4. Anticipate resistance and use it to recast vision. Groups aren't always excited about ending and multiplying. It can be challenging on an emotional level. Remind group members that a group that does this well increases its influence exponentially. Both through the continued growth of its members and by inviting others in the life changing community.

Ending well can be full of challenges and surprises. No matter how carefully you plan, everything probably won't go according to that plan. Your circumstance may not be ideal. Maybe no one in your group is ready to apprentice or maybe group members move out of the area and you barely have enough members left to make a single group, let alone multiplying into two. Or maybe you have group members who are hesitant to continue in a new group. Even if group multiplication isn't possible, ending well is. Work with your groups director to come up with a plan to end well. Regardless of the circumstances under which your group is ending,

celebrate the life change you have seen and encourage each person in your group to continue in a new group so that they can keep growing spiritually.