

Accountability

Introduce a **Red** – **Yellow** – **Green** light system as a way for leaders to evaluate their performance. This system provides clarity on whether the leader is meeting expectations or needs to make changes.

If the leader is doing well and seems to know their role, you give them a **“green light.”** If a leader is green, you can encourage them and spur them on. On the other hand, if the leader is doing okay but you don't know if they are maximizing their potential and are fully aligned with your vision, you give them a **“yellow light.”** You give them a **“red light”** when what you are saying is not translating into what they are doing.

When you meet with the leader, you have the opportunity to explain why they are receiving their color. Ask them, “Am I right in this?” Give them a chance to explain. You can also give them the opportunity to give themselves a light.

What Categories Do You Address?

Ultimately, that is up to you to decide as a leader. What are the things you are expecting from your volunteers? Ministry leader Justin Knowles evaluates his leaders on these four things:

1. **Faith conversation**
2. **Follow-up**
3. **Family connection**
4. **Fellowship**

If your leaders are leading their small groups well in these four areas, your student ministry will be in a healthy place. Encourage your leaders to use these four categories to measure their impact. Clarity is kind, and this clarifies expectations. The **Red** – **Yellow** – **Green** system enables you to hold your leaders accountable.

Pastoral conversations

Remember, you are not using this system as a supervisor or school teacher. You are using it pastorally. This system will foster pastoral conversations between you and your volunteers. If you do this rightly, it will create immense shepherding opportunities for you. When you do this with compassion, you can gain great trust with your leaders. It's a collaborative effort where leaders receive guidance so they can develop.