



Glowing in Grace

Accountability Group

Created by Cynthia Young

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Biannual Report

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Mission: “Our mission is to help you do what you said you would do.”

About Glowing in Grace Accountability Group

Glowing in Grace began with a vision. I, Cynthia Young celebrated my 37th birthday, Sunday December 30th, 2018 on my birthday by hosting a vision board party for a few of my family and friends. At this vision board party which was themed “Stepping into My Season”, I established some genuine connections with some ladies who I had never met before and some who were already connected to one another in some way. This was the birth of a movement and a ministry. The Facebook group had already been created however there wasn’t much content posted to the group before the vision board event. Soon after the event, I knew without a doubt God was calling me to empower and connect with women on a deeper level. Then Glowing in Grace was birthed!

Why an Accountability Group

Goals take time, hard work, perseverance and commitment to achieve. Results often do not come as quickly as you hope. You can easily lose the motivation in the process and give up. But everything changes when you leverage an accountability system. To “be accountable,” all you need is a clear goal and a willingness to let others help you achieve it.

According to research, the two factors that effectively help people achieve the behavior change they desire are incentives and accountability.

Achieving anything in life takes practice. Writing every day, working out, eating healthy, loving God & people, etc. are practices that get better with time. Whether you want to change your habits, health, body, relationship or your finances, identifying the right commitment system can make it easy for you to reach your goals. When you are accountable to someone or a group of people for doing what you said you would do, you can easily get stuff done because you engage the power of social expectations.

When you tell yourself—and no one else—that you will quit smoking, start a new gym routine, write a book, launch a meaningful project or quit your “just okay” job to pursue your life’s work, you are less likely to do it. It’s easy to choose something else more comfortable and make excuses.

What Makes Glowing in Grace Unique

The Facebook group is unique and quite different from other groups I have the pleasure of being a member of. We meet monthly online and offline for accountability sessions. One glow girl of the month is selected each month for active participation and awarded a certificate of participation along with an amazon gift card. One Most Accomplished glow girl is selected each month and awarded an amazon gift card along with a certificate of accomplishment. We do monthly challenges and prize giveaways. New YouTube videos and Blog Posts are posted in the group weekly. Motivational emails are sent out weekly and I do Facebook Live Videos in the group regularly. All this is in addition to the daily postings and teachings posted in the group to challenge members.

What Makes the Group Special

The Facebook group is special because it's not a large group like many groups I'm a member of and this is done intentionally. Once a person is accepted to join the group, if they wish to become an official member of the group they will need to complete an assessment via email and send back to me. Everyone in the group are not official members and therefore are not eligible for all the benefits the group has to offer. I strive to connect on a personal level with the members. I'm very transparent about what I'm doing, and I ask a lot of questions therefore I can relate oftentimes to what the members have going on. I publish a monthly newsletter sharing all the great things we've been doing for that month. I acknowledge everyone's posts or comments in the group, unlike other Facebook groups where the community is so large, the administrator does not keep track of everyone in the group. I strategically track and monitor who I invite to the group and who actually join and become members so I'm not sending the same people a request to join group repeatedly which I see happens in other Facebook groups often.

I intentionally make it a priority that I get to know all the official members of the community and connect with them on a deeper level. Therefore, all who are in the group are not official members because not everyone wants to be held accountable. The first step in becoming an official member is sending your email address to complete assessment. If you are not willing to complete and send back an assessment in a timely manner, then you're probably not ready to be held accountable. The official form of communication for the official members is through the Group me app. Some information shared in the Group me app is not always shared and made available to everyone in the Facebook group.

Founding Members

Sharita Spears	Myesia Vorise
Brittany Rogers	Jessica George
Danielle Gordon	Kendra Rushing
Wyletta Leopold	Starsky Clark
Darlene Mitchell	Adrian Smith

Glow Girl of the Month

Dec-2018	Jan-2019	Feb-2019	Mar-2019	Apr-2019	May-2019	Jun-2019
Myesia Vorise	Jessica Jones-George	Adrian Smith	Rebecca McKinley	Kendra Rushing	Brittany Rogers	Rebecca Johnson

Most Accomplished Glow Girl

Dec-2018	Jan-2019	Feb-2019	Mar-2019	Apr-2019	May-2019	Jun-2019
			Brittany Rogers	Sharita Spears	Adrian Smith	Darlene Wilkins-Mitchell

Challenges & Prize Giveaways

Share Love Challenge	Kecia	Benita	Brittany	Adrian	Myesia		
Level Up Challenge: March 11th-16th 2019	Brittany	Rebecca	Lacey				
Member Survey							
100th Facebook Group Member	Yolanda						
March Zoom Meeting Door Prize	Joyce						
No Prizes for Survey							
Share Your Business	Sharita						
Mother's Day Basket	Adrian	Sharon	Brittany	Sharita	Kristy	Darlene	Myesia
April Meeting Door Prizes	Adrian						
Essay Writing Contest	Darlene 1st	Myesia 2nd	Adrian 3rd				
May Meeting Door Prize	Latoya McCray						
June Meeting Door Prize	Rebecca McKinley						
Father's Day Challenge	Adrian Smith						
Write My Personal Bio Challenge	Adrian Smith						

**** \$600.00 Value in Prize Giveaways**

Group Membership

There are 31 official group members who have completed and returned assessment since December. The most members joined in a single month was in January. The month of May was the month the least number of members joined.

Member Participation

Eighteen members qualified for Glow Girl of the month all months she was a member of the group. One member has never qualified for Glow Girl of the Month. To qualify for Glow Girl of the Month, you must be an official member and comment or post at least 5 times in the group that month. Participation has declined although membership has increased. 40% of members attend monthly meetings online and in person. 40 % of members actively engage in the Facebook Group. Although most members are not engaging in the community consistently, that does not mean members are not getting any value from group.

There are times when I may be the only one posting in the group, but this happens in every group no matter how small or how large the Facebook group is. There can be a number of reasons why people may not actively participate in the group. Just as there are introverts and extroverts in any real world gathering, there are active and less vocal folks online too and I'm completely aware of this. Some members want to comment on everything. Then there are those who may read or observe an ongoing discussion without participating, and only commenting sometimes or none of the time. This lack of participation has not and will not discourage me from fulfilling the mission of this group. Polls and the Question of the day receive the most engagement whereas videos and bible content receive less engagement.

Conclusion

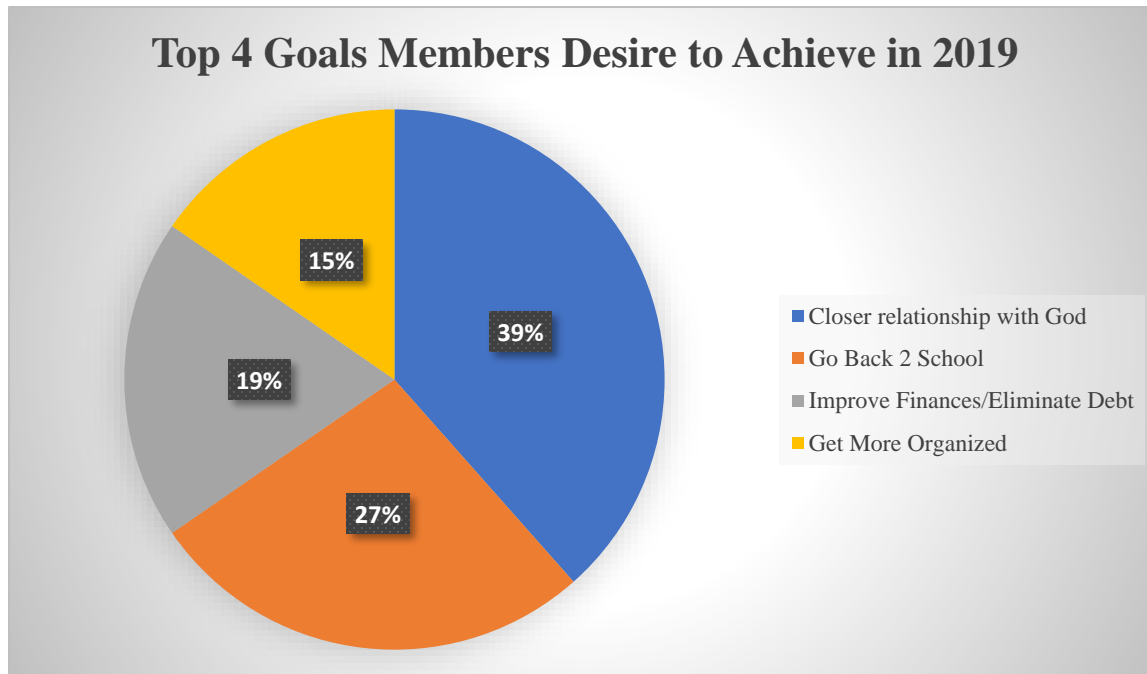
This biannual report was prepared to share with group members how well the group is doing. This newly created group is only 6 months into its inception and I believe it is important to share with the benefactors of the group the ins and outs of the group and how you the members of the group play a major part in keeping the group active & alive. As I mentioned earlier in the report, participation and group engagement has been on the decline but that doesn't mean the members are not observing and gaining valuable information. There are some people who are committed whereas some are just interested, and I've learned to distinguish between the two. However, the lack of commitment from a select few will not hinder me from fulfilling the mission of this assignment. The lack of commitment I see in others and particularly some members of the group is the very reason I was led to start this group in the first place.

But for you the Glow Girl who is committed and serious about achieving your goals and receiving all that is in store for you, you just have to walk into the unlocked doors of opportunity and claim what's already been declared yours. I truly appreciate all of you who has contributed to this community and I'm looking forward to the next half of the year with you Glowing and Growing into all God has called us to be. God Bless You & keep pressing on toward the goal for the prize of the upward call of God in Christ Jesus.

Philippians 3:14

Give Someone Permission to Hold You Accountable!

When you go public with your goal, you allow others to rally around and encourage you. With the right support and help, you can do better and achieve your goals this year. The likelihood of getting new habits to stick, or reaching your goals is remarkably higher when you set a time to report back to someone on your progress.



** The top goal that members desire to achieve when completing their assessments was to grow in the word of God and grow a closer relationship with God. 70% of the content I share in the Facebook group is centered around God and the Bible and this is done simply because most of the members desire to grow in the things of God.