

Community Group Coach

Vision

Coaches are an integral part of Village Church's discipleship ministry and are one way to fulfill Village Church's vision - to see people transformed into fully devoted followers of Jesus.

A biblical leadership model embraces that we are all works in progress, that we all need to be cared for and tended to, including those who lead (Romans 3:22,23, Phil.1:4-6). Coaches are experienced Leaders who have training and experience in developing and caring for Leaders. They provide encouragement, support, insight, accountability, and guidance to Community Group (CG) Leaders / Facilitators on a consistent and ongoing basis.

Coaches pour into the Leader's personal, spiritual, and missional lives. A coaching relationship focuses on intentional discipleship and constantly pointing things back to God's promises and Gospel truths. There is also an aspect of ongoing training and development that is incorporated into the time spent together. The Coaching structure allows for the time and create space for a Lead Pastor to continue training and developing the skills of the Leaders.

"So I exhort the elders among you, as a fellow elder and a witness of the sufferings of Christ, as well as a partaker in the glory that is going to be revealed: shepherd the flock of God that is among you, exercising oversight, not under compulsion, but willingly, as God would have you; not for shameful gain, but eagerly; not domineering over those in your charge, but being examples to the flock." 1 PETER 5:1-3

"Keep watch over yourselves and all the flock of which the Holy Spirit has made you overseers. Be shepherds of the church of God, which he bought with his own blood."
ACTS 20:28

All Leaders are a part of a Coaching Cohort that consists of a Coach and a maximum of 6 Leaders. Having group meetings will encourage peer-based learning, site vision and mission casting, and a discipleship strategy to develop future Coaches.

THERE ARE FOUR MAIN OUTCOMES OF THE COACH-LEADER RELATIONSHIP:

Make Disciples who make Disciples.

- It is a model that encourages multiplication and growth (2 Timothy 2:2).
- Healthy Leaders have healthy groups. Leaders need to be growing and disciplined themselves (2 Timothy 4:2-5).

Leaders are cared for and supported.

- The Coach's responsibility is to encourage, love and share the truth in love (1 Thessalonians 2:10-12).
- Coaches guide and ask good questions; they don't teach/lecture (Proverbs 11:14).
- Modelling a Paul and Timothy type of relationship (2 Timothy).

Leaders who glorify God and point people to him.

- A Coach doesn't need to have all the answers or give solutions but point everything back to Jesus and biblical, gospel and theological truths (2 Timothy 3:14-17).
- They are led by the Holy Spirit, who guides and equips us (John 16:13, 14:15-17).

Develop and equip Leaders in their roles.

- The Coach drives the relationship and is overseen by the Lead Pastor or Site Staff. The Lead Pastor intentionally develops, trains and supports the Coaches. They are, in essence, the Coach to the Coaches.

OUTCOMES ARE REACHED BY FOCUSING ON:

ADAPTED FROM GOSPEL COACH BY SCOTT THOMAS

Knowing | A shepherd knows their sheep

- To have a positive impact on someone, they need to know and love this person.
- The Leader is known beyond their role in their group. They are known as a whole person in all spheres of their life.
- Coaches help to identify and grow in Leaders' unique strengths. There is not one set of leadership qualities. Instead, it is leaning into and leading out of one's strengths.

Feeding | Guides to nourishment

- Point and guide them to where they find nourishment, back to God.
- Nourish with the Word. Scripture is the transformational bread for health and life.
- Communicate and share endlessly who God is and what he has done!

Leading | Direction and Discernment

- The focus is not only to give direction but support step by step. A Coach doesn't need to be an expert; they facilitate and guide by asking good questions. They do this by:
 - ☐ Knowing, observing, and evaluating their strengths and weaknesses.
 - ☐ Then, establish what is needed to navigate barriers or reach a goal. Strategize and brainstorm what further abilities, resources, or people are needed. The Coach doesn't provide the solution but helps the leader find and create a plan.
 - ☐ Finally, create small action steps with the Leader and highlight the skills they need. The Coach helps the leader find:
 - Resources
 - Training
 - Support/Personnel
- Coaches by meeting the basic needs of a follower: trust, compassion, stability & hope (GALLUP, 2017)

Protecting | Accountability and Exhortation

- Accountability
 - ☐ They follow up with their Leaders regularly about ongoing concerns or challenges they may be facing.
 - ☐ They create a plan to implement personal and also group-focused goals.
 - ☐ Communicate with the Lead Pastor on any high-level pastoral concerns.
 - ☐ Provide a safe and confidential environment for Leaders to share.
- Exhortation
 - ☐ Speaks into a Leader's life if there are areas to grow in or live in unrepented sin.
 - ☐ Willing to speak the truth in love if there are areas of concern regarding their group leadership.

WHO IS A VILLAGE CHURCH CG COACH?

- A member who faithfully attends Village Church and is vetted and known by their Lead Pastor.
- Is spiritually mature and has the maturity to lead other Christians.
- Fulfills character qualifications as highlighted in 1 Timothy and Titus.
- Fulfills the duties required of Village Church members as outlined in the “This is Village Church” course.
- Pursues a deeper relationship with Christ and greater spiritual growth through prayer, the Gospel, and community. They are a disciple.
- Has a passion and understanding for community and discipleship at Village Church.
- Currently leading or has experience leading a Community Group at Village Church.
- Is equipped to shepherd others and assist Leaders in their development.
- Takes the initiative and is intentional in their relationships.
- Has accountability in their own life.

WHAT ARE THE RESPONSIBILITIES OF A COACH

(~5-6HRS/MONTH)

- **Monthly Group Coaching Meetings.** Attends the monthly meeting and facilitates small group breakouts with their cohort. Each cohort has a maximum of 6 Leaders per group. There is a minimum of 8 meetings per year and may vary depending on the site they attend. The outcome of these meetings is to:
 - ☐ Trains/equip, cast vision, reinforce mission and purpose of the ministry.
 - ☐ Help the Leader navigate difficult situations and bring any issues, questions or concerns to Church Leadership (i.e. Lead pastor).
 - ☐ Provide opportunities to celebrate wins and for Leaders to connect and collaborate with their cohort.
 - ☐ Help Leaders with any difficulties by connecting them with appropriate resources or directing them to their Lead Pastor.

- **Leader Check-ups.** Meet quarterly one-one with each Leader,
 - ☐ A planned meeting with each Leader to review their goals, group dynamics, and health as well as personal goals.
 - ☐ Establish new goals and create an action plan for them to meet these goals.
 - ☐ Share points of celebration and where the Leader and group have seen health and growth.
 - ☐ Help Leaders grow in their own relationship with God. The Coach helps the Leader discern areas in the Leader's life that God is calling them to take that next step of obedience (growing in the 8 characters of a disciple).

- **Ongoing support for Leaders.**

- ☐ This will vary from Coach to Coach, but Coaches are encouraged to be accessible to the Leaders throughout the month. This could look like additional planned meetings or phone calls.
- ☐ This could look like group chats/texts with the cohort. Touchpoints between meetings are strongly encouraged.
- ☐ Prayer

- **Coach Check-ups.** Coaches meet with their Lead Pastor monthly or Site Staff at least once a quarter.

- ☐ The outcome of these meetings is for the Lead Pastor to support, care for and encourage the Coach.
- ☐ Communicate with them any issues that need to be addressed. Review how the Coaching Cohort is doing, discuss wins and barriers that may have come up.
- ☐ Enables the Lead Pastor to understand the groups at their site and how they can lead and disciple their people best.

