



MINISTRY IS MULTIPLIED THROUGH RELATIONSHIPS

SMALL GROUP COACH DESCRIPTION

Understanding the Role of a Coach

Coaching is our key strategy for on-going small group leader training. Coaches invest in 1-4 leaders so that the leaders grow personally, spiritually and in leadership skills. Coaches invest in leaders through one-on-one meetings, huddles (small groups), and group visits. Coaching allows our ministry to remain decentralized and relational at the same time.

TIME COMMITMENT: Varies with no. of SGLs—approx. 20 hours per small group semester

MINIMUM LENGTH OF COMMITMENT: One year as coach (while simultaneously leading or co-leading a small group one semester)

REPORTING RELATIONSHIP: Small Groups Coordinator

SPIRITUAL GIFTS: Any Combination: Leadership (Acts 13:1-3; 15), Teaching (John 21:15-17; 1 Tim. 4:6, 11; 6:17), Exhortation (Acts 9:26-30), Administration (Acts 15)

EXPECTATIONS

- ✓ *A coach is not someone in the stands watching or on the sidelines waiting.*
- ✓ *A coach is a partner providing support to and equipping Small Group Leaders.*
- ✓ *A coach is someone who models Christian maturity, who builds intentional relationships, equips leaders and ministers as part of a team.*

Build Intentional Relationships With Leaders, Coaches and Staff

1. Make your leaders and team a priority so that you can be available when needed.
2. Proactively pursue your leaders: meeting with them one-on-one on a regular basis—every 4 to 6 weeks.
3. Huddle with your leaders at leadership meetings.
4. Visit their small groups on a regular basis for encouragement and development—every 6 to 8 weeks.
5. Build community among your leaders.
6. Actively participate in Coaches meetings, Coaches small groups and one-on-one appointments with staff.

Equip Leaders

1. Work with leaders to develop and/or enhance necessary skills for leadership.
2. Help leaders develop in all areas of life.
3. Equip leaders to resolve conflict within groups.
4. Set and evaluate goals with your leaders on a regular basis.
5. Assist in recruiting and training leaders for new small groups and assist in the branching of new groups.
6. Screen and approve potential apprentices for your groups.

Be a Team Player

1. Embrace Small Group Ministry Mission and cast the vision to your leaders and their groups.
2. Foster a positive attitude toward change so that you and your leaders can accept change with grace and excitement.
3. Multiply your ministry by training an apprentice coach.
4. Model servant leadership.
5. Demonstrate an attitude of encouragement and support towards all RED Team and all RED Church members.



SMALL GROUP COACH AGREEMENT

As a Coach there are expectations and responsibilities that go beyond those of a Small Group Leader. As such, you will be viewed as one of the key leaders of RED Church's Small Groups. As a Small Group Coach you are asked to enter into an agreement with the other leaders to make this ministry area a priority.

WHAT DOES A SG COACH "WIN" LOOK LIKE?

- ✓ When their assigned SG Leaders are pursuing growth in three major relationships (God, Christians, Outsiders)
- ✓ When their assigned SG Leaders shepherd leaders growth in these three areas
- ✓ When they equip their assigned SG Leaders to create a consistent small-group environment by successfully executing the six leader essentials
- ✓ When they equip their assigned SG Leaders to shepherd group members in the three major relationships.

AS SMALL GROUP COACH, I JOIN WITH RED CHURCH IN THESE COMMITMENTS TO USE MY GIFTINGS:

1. I will lead my Small Group Leaders to pursue growth in three major relationships: God, Christians, and Outsiders.
2. I will embody and reflect the values and principles of RED Church and will follow the RED Church leadership. This includes:
 - a. Striving to live a godly life
 - b. Attending Sunday services regularly
 - c. Giving of my time, finances and giftings in a God-honoring way
3. I will be responsible for care of the Small Group Leaders who are assigned to me and I will:
 - a. Pray for each of them daily
 - b. Personally contact each leader weekly
 - c. Visit each group monthly
 - d. Huddle together with my SGL team (all groups) at LITE meetings and as needed during the semester
4. I will make attending all SG Leader meetings a priority.
5. Each semester I will assist my pastor in recruiting new SG Leaders and in setting up new Small Groups.
6. I will assist with Small Groups preparation, promotion, and programs when possible (ex. SG Leaders Training, Sunday sign up, etc.)

Signature

Date