

## **Expectations & Responsibilities of City Church Group Coaches**

Investing in the lives of our group leaders is one of the most strategic uses of your time and effort in our church. These leaders directly impact the lives of a handful of people for Jesus. We have the opportunity to affect the lives of hundreds of people, marriages, and families for generations to come through these group leaders! What a ministry!

The more strengthened, supported, encouraged and cared for they are, the better our leaders will be empowered to invest themselves in making disciples of others. Sometimes support and care looks like an encouraging text, a listening ear or a recommended book while other times it is speaking hard truth into someone's life, gently correcting doctrine or challenging them to grow where they are struggling. Bottom line: it is helping them to grow more like Jesus so they can better make disciples themselves.

Below are the minimal expectations and responsibilities for the coaches of our City Church groups.

1. Commit to pray for them regularly.
2. Meet and disciple\* leaders in person 2x per semester (individually or as a group)
3. Contact leaders on a bi-weekly basis
4. Attend leader's group 1x per semester (with follow up on strengths/ identifying growth areas).
5. Attend coach trainings and meet with Community Groups Director/ Connections Pastor for prayer and discipleship\* as needed.

\*See How to Disciple Leaders Through Coaching

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### How to Disciple Leaders Through Coaching

by Joel Comiskey Group

Effective coaches hone in on the specific needs of the players. What is the leader lacking? What particular needs does the leader have? There are specific disciplines that effective coaches practice in the process of discipling the leaders under their care.

#### *Discipling Through Prayer*

Coaches go to battle on behalf of the leaders under their care and provide spiritual protection against Satan's onslaughts. Effective coaches cover the leaders with a prayer shield and then when they talk personally, there is a unity that has already been developed through prayer.

#### *Discipling Through Listening*

The coach needs to recognize that his or her agenda is secondary to the leader's agenda. A great coach knows when to shut up and let the other person speak. The human mind processes ideas and thoughts far faster than a person can speak them (by five to one), so it's easy to drift or daydream when someone is talking. The coach must concentrate to effectively listen, and it's not easy.

### *Discipling Through Encouragement*

Why is encouragement so important? Because small group team leaders often don't feel they are doing a great job. They compare themselves with others, feel like failures and Satan has a way of reinforcing these thoughts. Effective coaches use every opportunity to encourage the leader. "Jim, you show up for every cell group. Great job. That takes a lot of effort because I know you are busy."

### *Discipling Through Caring*

The pastor cares for the coach and the coach cares for the leaders. The leader in turn cares for the members. Everyone needs to be coached and cared for. Coaching helps the system to flow together—just like the early church.

### *Discipling Through Developing*

Become a resource person, and you will improve yourself and the leaders under your care. A coach can contact the leaders online, sending them articles, quotes and encouragement through email. Communicating with your leaders online is a fast, quick, and effective way to provide resources.

### *Discipling Through Strategic Planning*

Coaches can help group leaders tremendously through the birth/multiplication process. They help the leader envision future disciple-makers by encouraging the leader to develop strategic planning to get everyone participating in the group, raising up an apprentice and casting vision for multiplication. The coach might say, "Tony, have you noticed Jill in your group?" "Why don't you consider her as a future leader?"

### *Discipling Through Challenging*

Paul, in his message to the Ephesian house church, said, "Instead, speaking the truth in love, we will in all things grow up into him who is the head, that is, Christ" (Ephesians 4:15). Great coaches seek to model this challenge for action by honest interaction and asking the hard questions. The leader should know that the coach will give a straight answer and not beat around the bush.