

A Vision for Coaching

And the things you have heard me say in the presence of many witnesses entrust to reliable men who will be qualified to teach each other. (2 Timothy 2:2 NIV)

Where there is no vision, the people perish. (Proverbs 29:18 KJV)

Every leader needs a person to speak into their lives, to know them, love them, and support them. When this happens, the Holy Spirit seems to stir and awaken the leader. The leader feels cared for and understood, motivated to speak truth and life into those in his or her group. Suddenly, ordinary people have become extraordinary instruments in the hands of God.

Effective coaching is coming alongside and empowering life group leaders in our church.

Coaches possess a heart and desire to help leaders develop into their full potential. Life group leaders need a coach to encourage them, support them, pray for them, and love them during their season of leadership.

The Essence of Your Role

He cared for them with a true heart and led them with skillful hands. (Psalm 78:72 NLT)

A coach's responsibility is to provide a spiritual covering for Life Group leaders at Victory Life Church.

Remember that we want to give ministry away by empowering our leaders to disciple group members, and develop new leaders and coaches who can join us in life group ministry.

Defining Your Win

What does the coach's "win" look like?

- Pray for your life group leaders and their group daily.
- Develop meaningful relationships with your life group leaders.
- Equip and encourage life group leaders in their personal walk with the Lord.
- Encourage life group leaders in identifying and recruiting new leaders.
- Visit your leaders' groups at least once during the semester.

Setting Expectations for the Relationship between Coach and Leader

What should leaders expect from coaches?

- Spiritual covering through prayer
- A healthy and open relationship
- Consistent support and care

What should coaches expect from leaders?

- A humble, teachable spirit
- An open and honest relationship
- Consistent communication

Building Relationships with Your Leaders

Be sure you know the condition of your flocks, give careful attention to your herds.
(Proverbs 27:23 NLT)

Good coaches ask intentional questions. As you build relationships with your life group leaders, ask deeper questions that will uncover thoughts, beliefs, and feelings.

- **Understand their spiritual journey.** How did they come to know Christ? Who has been an influence to them on this journey?
- **Understand their life history.** What is their family like? What were the major turning points in their life?
- **Understand their heart.** What brings them joy? What do they dream about?

Leading Leaders

- **Affirm their gifts and abilities.** Every leader will have strengths and weaknesses. Offer a balance of building into their strengths and encouraging them in their weaknesses.
- **Teach from experience.** Every experience – good and bad – provides an opportunity to learn. As leaders share with you, watch for specific examples that can serve as learning experiences for all your leaders.
- **Solve problems with them.** Problem-solving requires listening and understanding. Utilize your campus' pastoral care team when necessary.
- **Learn together.** You will not know the answer to every issue or problem your leaders will encounter. So when you don't know, admit it. Work with your leader to find the answer by including your coach or hub leader.
- **Celebrate wins together!**

Move One Step

So we have not stopped praying for you since we first heard about you... All the while, you will grow as you learn to know God better and better. (Colossians 1:9-10 NLT)

One of your roles as a Life Group coach is encouraging your leaders to understand the spiritual condition of their members and help them move at least one step in their walk with Christ. By emphasizing this importance, we are ensuring that every person attending a life group is growing spiritually.

Our win and the life group leader's main role, mission, and job is to know group members personally, know where they are in Christ, and help them to move one step.

Here are some examples of ways a life group leader may help a member move one step:

- If members of the group are not saved, share the Gospel message with them or invite them to a weekend service.
- If members are still living with past wounds and need freedom, help them get involved in a Life Group that will guide them to freedom. Direct them to the campus pastoral care team if personal ministry is needed.
- If members have not yet discovered their purpose and calling, help walk them through Next Steps.
- If members have discovered their purpose and calling but are not yet operating in these gifts, encourage them to serve on the Grow Team.
- If members lack spiritual discipline, such as Bible reading and prayer, challenge them with a plan and provide resources as needed.

Developing New Leaders

The harvest is great, but the workers are few. So pray to the Lord who is in charge of the harvest, ask him to send more workers into his fields. (Luke 10:2 NLT)

An important part of your role is to help leaders understand the importance of identifying and encouraging leadership potential in others. Leaders can invite members, who have the potential or desire to start a Life Group, to attend Life Group Leadership Training during Step Four of Next Steps.

Your role as a coach is to help identify potential coaches throughout the semester. When recognizing possible coaches, utilize these strategies:

- **Share ministry together.** Give prospective coaches one leader to encourage and watch the potential coach grow.
- **Include prospective coaches in leadership gatherings and life group visits.** When you communicate with your leaders or visit their groups, you have an opportunity to expose a prospective coach to what it is like to be a coach.

What to look for in a potential coach:

- Love for Christ and the church
- Genuine interest in people
- Life giving spirit and personality
- A passion for helping others become successful
- A teachable spirit

Semester Timeline

But be sure that everything is done properly and in order. (1 Corinthians 14:40 NLT)

Throughout the semester, remember to pray for your life group leaders daily. We believe this is an important role of being a life group coach. Below is a suggested timeline to care for your life group leaders:

Week One: Call your Life Group leaders to introduce yourself as their coach and give them your contact information. Discuss the Move One Step initiative with them and pray with them about the semester.

Week Three: Remind leaders to assess where members are spiritually so they can help them move one step.

Week Five: Visit your leaders' groups.

Week Nine: Continue to emphasize the Move One Step initiative. Encourage leaders to invite potential new leaders to Life Group Leadership Training that takes place during Step Four of Next Steps.

Week Eleven: Plan an end-of-the-semester recap and celebration with your leaders. Measure results for the Move One Step initiative. Invite potential leaders to Step Four of Next Steps for Life Group Leadership Training.

A Coach's Visit

Whenever you enter someone's home, first say, "May God's peace be on this house."
(Luke 10:5 NLT)

Ideally, a coach should visit their leaders' groups at least once during the semester. During those visits, here are some key things to do:

Contact the leader.

- Do this in advance to let them know you will be attending.

Arrive early.

- Confirm the role they would like you to play in the group meeting, but allow them to lead the group as usual.
- Pray together for them, for the people in the group, and for the meeting.
- Assure them that you are there to support them.
- Greet the group members as they arrive.

Observe the meeting.

- During the group time, observe the health and dynamics of the group.

Observations During a Group Visit

Leadership Skills

- Is the leader helping their members move one step in their walk with the Lord?
- Are new leaders being identified and encouraged to attend Life Group Leadership Training?
- Were the objectives of the meeting accomplished?
- Did the leader involve and listen to everyone?
- How is the relationship between the leader and the group members?
- Did the leader pray at the end of the group meeting?

Group Dynamics

- Did the leader stay on topic?
- Did the meeting start and end on time?
- Did the group maintain a life giving atmosphere?
- Was the prayer time meaningful? Did all participate?

Care

- Did the leader allow time for ministry?
- Did the leader emphasize the Move One Step initiative?
- Did the leader ask for prayer requests?

Effective Meetings

And let us not neglect our meeting together, as some people do, return is drawing near. (Hebrews 10:25 NLT)

During individual or group meetings with life group leaders, be encourager at all times!

Spiritual

- Is prayer an emphasis within the group?
- What do they feel God is teaching them?
- Is their relationship with Jesus growing?
- Are they experiencing any struggles?

Relational

- Are family and personal relationships strong?
- Are they getting to know those in their group?
- Have they helped members of their group move one step?
- How is their relationship with you?
- Are they identifying and encouraging prospective new group leaders to attend Life Group Leadership Training?

Personal

- Are there personal issues that need to be addressed?