WATER OF LIFE

SMALL GROUP
COACH DESCRIPTION

Ministry Position: Small Group Coach
Ministry Focus: Provide support and encouragement to each small group host /leader assigned to you.
Ministry Hours: Approximately 1-2 hours/week
Responsible for: 1-8 Small Groups
Responsible to: WOL Small Group Ministry

Ministry Responsibilities:

Host/Leader Development:

- Connect to each new host or leader
    - Before and after their first meeting,
        - Provide prayer, support and encouragement
        - Make yourself available to answer questions and give guidance
    - 2-3 weeks after the first meeting
        - Identify apprentices
        - Determine and schedule check-ins based on the host or leader's need – no less than 1/month
    - Meet face to face (or by Zoom if necessary) for established check-ins
        - Discuss issues, challenges and wins happening within the group
        - Identify the needs and plan discipleship/leadership goals.
            - Also, prayerfully consider if next step in the small groups ministry is to become a small group coach or lead an additional traditional or specialty group.
- Identify no less than two new hosts and/or leaders annually and get them plugged into the application process. Connect with Amanda or have candidate click on the HOST button at wolgroups.com to apply.
- Identify a Coach(es) annually and contact us to follow-up with them. We would like to reach out to new coaches in June and July in preparation for the beginning of the small groups year in August.

Group Development:

- Visit each group 1/year at minimum
    - Encourage and invest in relationship.
    - Evaluate the health of each group
        - Graciously debrief with Host/Leader within 1-2 days; encourage, support, guide

Team Development/Group Coaching:

- Meet monthly or quarterly for meal and/or activity with all of your hosts/leaders in person (or by Zoom if necessary) for relationship, community, team building and fun
    - Discuss issues, challenges or wins happening within your groups
    - Provide opportunities for hosts/leaders to share ideas, thoughts and encouragement to one another

Attend Ministry Events: Meetings, trainings, conferences, gatherings, calling parties.

Ministry Qualifications:

- Has successfully led a small group
- Mature yet ever growing in their relationship with Christ
- Has a desire to grow in his or her own leadership skills
- Has a passion and desire to see healthy small groups
- Complete all class requirements of a Small Group Leader

WATER OF LIFE

SMALL GROUP
THE VALUE OF COACHING

The Great Commandment and Great Commission are two overarching commands that Jesus gave to His disciples. These two fundamental principles of the Christian faith – loving and making disciples – are best accomplished within the context of authentic, dynamic relationships. We love others and contribute to their spiritual growth through personal relationships with them. In fact, the Apostle Paul indicated that the entire church body grows spiritually as we engage in honest, dialogue with one another.

> ***Ephesians 4:15-16*** *- speaking the truth in love, we will in all things grow up into him who is the Head, that is, Christ.* [16]*From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work.*

In this verse, Paul helps us understand that the spiritual maturity of the entire church depends upon each of us investing in the lives of others. That's why we emphasize the importance of each person being part of a small group. Within the context of a small group of believers, individuals are nurtured and supported in their daily lives, and they are encouraged and equipped to develop their personal relationships with Christ. Whether the group is a traditional Bible study, or a ministry team working together to accomplish a given task, the leader accepts responsibility for facilitating interactions among group members toward the accomplishment of these goals. For the leader to maintain an effective ministry requires ongoing encouragement and support.

The New Testament contains over 50 "one another" commands that contribute to our understanding of how relationships with other believers should function. The following three verses are particularly relevant to the coaching relationship.

> **Colossians 3:16** - Let the word of Christ dwell in you richly as you teach and admonish one another with all wisdom.
>
> **1 Thessalonians 5:11** - Therefore encourage one another and build each other up, just as in fact you are doing.
>
> **Hebrews 10:24** - And let us consider how we may spur one another on toward love and good deeds.

David Owen has identified five important reasons for providing coaching for leaders:

1. Coaching keeps a leader's motivation strong. Consistent coaching can keep a leader inspired and motivated.
2. Coaching can improve a leader's ability to lead. Small differences in strategy make the difference between winning and losing.
3. Coaching can prevent disasters before they occur. Discouragement can be dealt with before it becomes deadly.
4. Coaching helps leaders work together as a team. Cooperation prevents unhealthy isolation and promotes unity.
5. Coaching can foster the discovery and development of new leaders. A group system grows when potential new leaders are discovered in existing healthy groups.