

small**groups**

— COACH GUIDE —



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All Scripture is from the New International Version (NIV) unless otherwise noted.

SMALL GROUPS COACH GUIDE

God's process for us to grow in our faith begins with having the right people in our lives. He designed us for community, and connecting in Small Groups is how we help people find life-changing relationships at Seacoast.

Your role as a Small Groups Coach is a vital part of successful Small Groups at Seacoast. Just as Small Group Leaders care for their groups, as a Coach, you care for the leaders. By covering leaders in prayer, developing a relationship with them, and serving as a resource, you are helping strengthen leaders and the powerful ministry of Small Groups.

The need for coaching support is based on a principle we see modeled in the Bible by Jethro, the father-in-law of Moses.

Moses' father-in-law replied, "What you are doing is not good. You and these people who come to you will only wear yourselves out. The work is too heavy for you; you cannot handle it alone. Listen now to me and I will give you some advice, and may God be with you...select capable men from all the people—men who fear God, trustworthy men who hate dishonest gain—and appoint them as officials over thousands, hundreds, fifties and tens...If you do this and God so commands, you will be able to stand the strain, and all these people will go home satisfied." —EXODUS 18:17-23

SUGGESTED COACHING MODEL



THREE AREAS OF FOCUS FOR COACHING

1 PROTECT

Pray for your leaders.

The most impactful thing you can do is pray for your leaders. As you agree in prayer with your leaders, God promises to move.

Again, I assure you: if two of you on earth agree about any matter that you pray for, it will be done for you by my Father in Heaven. For where two or three gather in my name, there am I with them.

—MATTHEW 18:19-20

Leading Small Groups at Seacoast isn't something any of us are asked to do alone. Your role as a Coach gives leaders support as you carry the responsibility to care for people together.

2 CONNECT

Cultivate a personal relationship with your leaders.

Take time to learn your leaders' stories, and what motivates them to lead a Small Group. Knowing them on a personal level will not only help you serve them well, but aligns with Scriptures telling us to care for the people he has allowed us to influence.

Be sure you know the condition of your flocks, give careful attention to your herds.

—PROVERBS 27:23 (NLT)

Communicate helpful information.

You are the Small Group Leader's direct line of communication. Throughout the semester, regularly communicate information that will help them lead well. For example, remind them to pray for their group, encourage them to help people take their next step in faith, or help them decide where to hold their Small Group.

Don't know the answer to a question? This is why you have support, too. Reach out to your Ministry Leader to help you support your leaders as needed.

If you encounter a difficult question or situation with your Small Group Leaders, the Ministry team is here to support you. In times of crisis, you can provide prayer, encouragement, and support with patience as well as compassion. If you are unsure of next steps, do not hesitate to ask your Ministry Leader or Campus Pastor for help.

3

GROW

We are called to identify and develop 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)

Help your leaders move one step forward.

You have the opportunity to invest in your leaders by helping them grow and move forward in their leadership journey. By praying for them, asking the Holy Spirit for guidance, and connecting with them personally, you will be able to help them develop.

Questions to ask:

- What is one area you hope to grow in this semester?
- How can I pray for you?
- What is an area of leadership that is challenging for you?
- What do you feel God is calling you to do through Small Group leadership?

Help your leaders develop new leaders.

By developing your leaders, you are modeling how they can identify and develop leaders.

Here are some ways to do this:

- Ask your leaders to identify Small Group Champions to assist with their leadership this semester.
 - Small Group Champions:
 - Serve Champion
 - Support Champion
 - Prayer Champion
 - Social Champion
 - Hospitality Champion
- Help leaders determine what to look for in potential leaders, such as consistent participation, a willingness to help, spiritual growth, and a connection to the life-giving culture of Small Groups.
- Remind them to invite potential leaders to Leadership Training

PRACTICAL COACHING IDEAS

Here are some practical ways you can help protect, connect, and grow your leaders.

MAKE A CONNECTION AT THE BEGINNING OF THE SEMESTER.

- Introduce yourself and exchange contact information.
- Share more about your role as a Coach and how you will support them throughout the semester:
 - Pray for them.
 - Process their questions with them.
 - Help them develop as a leader.
 - Help them identify potential leaders in their group.
 - Be available to help and support them.
- Provide ideas for inviting people to attend their group, such as:
 - Think of people in their sphere of influence like co-workers, friends, and neighbors.
 - Be aware of people visiting the church, new believers, or those interested in getting involved.
 - Look for people who have leadership potential.
 - Ask God to send the right people to your group.
- Visit your leaders' groups during the semester, especially first-time leaders.
 - Provide advance notice of your upcoming visit.
 - Reiterate the purpose of your visit is to support them and invest in their ministry as Small Group Leaders.

EFFECTIVE SMALL GROUP MEETINGS

Here are some guidelines on what to look for when you visit a group, and areas to help the leader grow as needed.

LEADERSHIP SKILLS

- The leader is helping members move one step forward in their faith.
- New leaders are being identified and encouraged to attend Small Group leadership training.
- The objectives of the meeting are accomplished.
- The leader stays involved and listens to everyone.
- The relationship between the leader and the group members feels healthy.
- The leader or others pray during the group.
- The leader stays on topic.
- The meeting starts and ends on time.

GROUP DYNAMICS

- The group maintains a life-giving environment.
- Everyone participates in prayer time.
- Members participate in discussion and are engaged.

CARE

- The leader allows time for ministry to happen within the group.
- The leader responds well to ministry moments during the group.
- The leader asks for prayer requests.

BEING A PART OF THE SMALL GROUP TEAM

As a Coach, you are an important part of the Small Groups Team. Not only can you help your leaders grow, but you can also help strengthen the Small Groups ministry as a whole in the following ways:

- In addition to praying for you leaders and their groups daily, also pray for God's favor and direction over the entire Small Groups Ministry as we help people find freedom.
- Participate in Small Group leadership trainings each semester.
- Participate in the recruitment of new leaders at your campus, as directed by your Ministry Leader.

HELPFUL SCRIPTURE REFERENCES

As we help people find freedom in Small Groups, ministering to them through the Word of God is one of the most powerful ways to care for them.

We encourage you to memorize Scriptures. It will equip you to help walk someone through a tough situation and will give you strength throughout the semester. As you pray over a Small Group Leader, insert that leader's name in the Scripture to make it more personalized.

Here is a list of powerful Scriptures to apply to any situation:

WORRY

Philippians 4:6-8; 1 Peter 5:7; John 14:1

PEACE

Isaiah 26:3; Colossians 3:15; Psalm 4:8

FEAR

Psalm 27:1-14; 2 Timothy 1:7; Romans 8:15-16; 1 John 4:18

CONFESSION AND FORGIVENESS

1 John 1:9-10; James 5:16

CONTENTMENT

Philippians 4:11-13; Hebrews 13:5

CONFIDENCE

Philippians 1:6; Jude 1:24-25

TRUST

Proverbs 3:5-6; Romans 8:28-31

FAITH

Hebrews 11:1, 6

CONFLICT

Hebrews 12:14; Ephesians 4:1-3