

Dear West Ridge Church Coach,

We are so glad to have you as part of our groups coaching team!

You play an extremely important role in caring We are so glad to have you as part of our groups coaching team! You play an extremely important role in caring for, encouraging and leading our group leaders. Proverbs 27:17 says that “as iron sharpens iron, so one person sharpens another.” Your role as a coach is vitally important in the maintenance and creation of healthy groups.

It is our prayer that, as iron sharpens iron, both you and the leaders you coach will be spurred on to become more fully devoted followers of Jesus Christ. This Coaching Road Map is intended to provide you with vision, direction and practical application to use as you invest in the leaders under your care.

May you remain encouraged in your role as a coach knowing that your investment holds eternal significance.

Serving with you,

Pastor Steve Veale
Connections/Groups Pastor

WEST RIDGE GROUPS

PASTORS + DIRECTORS

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VISION FOR COACHING

“Where there is no prophetic vision the people cast off restraint.” Proverbs 29:18a

And Jesus came and said to them, “All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age.” Mathew 28: 18-20

WHY GROUPS?

We believe that life change happens best in group environments and that God has called the church to follow Jesus’ example by living in authentic community with one another, intentionally pursuing spiritual transformation and living our lives on mission.

At West Ridge Church, group involvement is the answer to discipleship and a connection that goes beyond a Sunday morning experience. Simply put, we don’t believe that being involved in a group is optional but rather *vital* for the health of our church body and our collective impact in the community, country, and world.

WHY COACHES?

Every leader needs someone to speak into their lives, to listen to their struggles and to encourage them toward a deeper relationship with Jesus Christ and spiritual maturity. This is what we call discipleship, and the Bible speaks volumes on the importance of this process between followers of God. While Jesus was (and is) the perfect disciple, it doesn’t take a perfect person to be a disciple or to “make disciples.” Otherwise, Jesus wouldn’t have left us with The Great Commission (Matthew 28:19-20).

As a coach, you are discipling disciples. Our small group leaders need a “go-to” person. Not a person who knows all the answers, but one who possesses the heart and desire to come alongside them, to pray for them, to support them, to help them find what works for them as a leader, and to help them develop to their full potential.

Coaches are game changers. Imagine a sports team without a coach. The players may still play the game, but they won’t play with the same focus and direction that they would have if their coach was watching. The same principle applies to groups and to leadership. Group leaders who have a coach in their life spurring them on toward greater vision and more intentional direction lead at a different level. That is iron sharpening iron and why coaches are so important to group health and growth.

DEFINING THE WIN

At West Ridge, we believe every group should be seeking to live out these 6 core values of biblical community.

- Devote Daily - a personal relationship with Jesus.
- Pursue Relationally - forming relationships with those in your group.
- Counsel Biblically - offering and receiving biblical counsel.
- Live Authentically - sharing my struggles with honesty.
- Admonish Faithfully - encourage group members toward maturity in Christ.
- Engage Missionally - intentionally engaging my community, country, and world to make disciples of Jesus.

As a coach, you play an important role in evaluating how your group leaders are leading in these areas. Encourage and help them to identify what it would look like within their group dynamic to dig into each one in a more intentional way. If the group will truly embrace the core values, their group experience will be healthier for it.

RELATIONAL COACHING

“Know well the condition of your flocks, and give attention to your herds.” Proverbs 27:23

The main expectation of you as a coach is to get to know the condition of the leaders under your span of care and to pay careful attention to what they are encountering on a personal and ministerial level. Good coaches ask intentional questions. As you cultivate relationships with your leaders, we believe the Holy Spirit will direct you to ask deeper questions, which will uncover thoughts, beliefs and feelings.

THE COMMITMENT

In order to build and foster trust in the coach/leader relationship, we ask you to connect with one leader per week. This could be a 5 minute phone call or a text message. The goal is that you have an actual conversation with your leaders *regularly*.

Get to know their story. What is their family like? What were there major turning points in their lives?

Dig into their spiritual journey. When did they come to know Christ? How is God speaking to them now? What are they learning?

Understand their heart. What do they love to do? What are their goals?

LEADING LEADERS

Leading leaders doesn't mean having all the answers or providing the right training. Often, encouragement, asking the right questions and acting as a sounding board is all it takes for a leader to uncover the answer that God is speaking to him or her. This is the role of a coach. As you lead leaders, seek to:

Affirm their gifts and abilities.

Every leader has strengths and weaknesses. It is important to offer a balance of building into a leader's strengths while encouraging growth in weaker areas.

Solve problems with them.

Problem solving requires listening and understanding. Work with your leaders to come up with ways that they can address issues that will work within their group dynamic. Ask questions like, "Do you have any thoughts on why this is occurring?" or "What would some potential solutions look like?"

Teach from experience.

Every experience – good and bad – provides learning opportunities. As leaders share with you, look for specific examples that can serve as learning tools for all of your leaders and facilitate positive conversation along these lines.

As a coach, you are not expected to take on the burden of your leaders' personal situations. If you find yourself being pulled into relational conflicts, financial hardships and crisis situations, it's time to bring your head coach and staff into the equation. Your role is to pour into your leaders through prayer, encouragement and discipleship. You are not a counselor or a crutch. If you become aware of concerns or issues within the groups or group leaders under your span of care, please widen the circle to let your head coach, area pastor or director know immediately.

