

COACHING GUIDE

A Field Guide for Disciplemaking

Missional Leadership: Owning the Neighborhood Vision

As you shepherd your leaders, loving and investing in them, you are also to help them guide their groups through the neighborhoods. This is accomplished by consistently casting and clarifying the vision for your community groups within your neighborhood. We are calling our groups to engage culture by participating in neighborhood events, serving their neighbors and inviting them into community where they can see the image of God and the transformation of Jesus in their lives.

The purpose of this coaching guide is to guide your coaching conversations with your leaders, building disciples of Jesus who in turn build more disciples.

Coaching Rhythms

One very practical way for you to shepherd your leaders is to maintain consistent contact with them. Connecting once a week is highly recommended, using a Sync-based weekly rhythm, alternating between personal conversations and strategic/tactical planning:

Monthly View

Week 1	Tactical - Health Dashboard & Action Items
Week 2	Personal - in person (if possible)
Week 3	Strategic - Sync & Neighborhood Plan
Week 4	Personal - phone conversation

This is a suggested rhythm, if the leader needs to exhibit more immediate growth in personal areas those should be addressed as a primary concern so that they may better shepherd the members of their group.

Additional tips and suggestions:

- Keep your meeting time consistent (build this time into your calendar as a reoccurring event)
- Use the phone
- Meet face to face once a month for a meal or over a cup of coffee

Conversation Focus

A regular, weekly conversation rhythm will allow you to touch upon the personal and tactical points to coaching. Use the chart below to inform your conversations and give you the traction to build a plan, focusing on your leader, their group and the neighborhood.

	PERSONAL	TACTICAL	STRATEGIC
FOCUS	Leader	Group	Neighborhood
PURPOSE	Relationship and Leader Health	Group Health	Group on Mission
CONNECTION	Coffee, phone call, email	In person, Skype/iChat	Sync
OUTCOME	Building relationship and supporting leader	Updating Health Dashboard, providing direction for group growth	Aligning to the neighborhood plan, being on mission in your neighborhood

Remember, your coaching role is to shepherd your leader, guide their group, and own the mission in your neighborhood. Nothing will be able to substitute consistent contact.

PERSONAL CONVERSATIONS:

Conducting a Personal Coaching Call

Focus: Leader

Purpose: Relationship and Leader Health

One of your primary objectives as a coach is to pour into and shepherd your leaders. As community group leaders are to shepherd those entrusted to them, you also are to disciple your leaders. The purpose of this conversation is for you to get to know your leaders personally, from their marriage to their job situation.

Connection:

Face to face personal conversations are the most effective mode of communication and it is recommended that you connect face to face once a month. However, a 10 minute phone conversation can work in a pinch; just remember to keep your contact with your leaders consistent.

Outcome:

Here is a list of areas in your leader's life that you should know how they are doing:

- **Faith:** Be sure your leaders are living out the gospel in their lives, getting time in the Word, prayer and times of renewal.
- **Marriage:** A marriage is a great barometer for a leader's understanding of the gospel and the ability to lead. Insure that marriage and family come before ministry.
- **Family:** Leaders must manage their household well. Are they leading their family well and how can you help?
- **Job:** Encourage leaders to work hard unto the Lord even if they don't enjoy their job. This will be an example for the whole group.
- **Health:** Watch for leader burn out and unhealthy responses to stress.
- **Purity/Character:** Leaders are entrusted to shepherd the people in their groups and therefore are given a measure of authority and trust from the elders. In light of this it is important to address sexual sin and temptation. You should never assume that your leaders are without sin in these areas, simply ask!
- **Giving:** Community Group Leaders should be leading the way; their understanding of giving as an act of worship. If our leaders are not faithful we cannot expect their people to be so make sure you have an open dialogue around giving.

TACTICAL CONVERSATIONS:

Conducting a Tactical Coaching Call

Focus: Group

Purpose: Group Health

Community group leaders are not only shepherds of those entrusted to them they are also the missional leaders for their group. The purpose of the strategic call is to focus in the shepherding of the group by the leader and the leader's ability to form and help drive a strategic missional approach to loving, serving and participating in their neighborhood.

Connection:

This tactical conversation may be face to face or you may connect online (Skype/iChat, etc., using a program that allows you to screen share is helpful). Many of the resources you will be using can be found under the 'Resources' Tab on the [North Church](#) webpage.

Outcome:

1. Help the leader build a group plan with their group.
2. Health Dashboard
 - a. Open Dashboard
 - b. Walk through areas of evaluation
 - c. Discuss action plans for areas of growth, complete notes in dashboard
 - d. Pray: give thanks for the areas of strength and pray for growth and shepherding
3. Discuss any lingering issues within group.
4. If you observe any additional areas of needed growth point your leader to the appropriate resources.