

Coach Focus

March 26, 2024

Main Idea

The definition of a coach is to prompt and urge with instruction. As coaches, we do not simply tell them the play to run. We relationally connect and allow them the freedom to accomplish the goal of groups by encouraging their gifts and giving them permission to shepherd their flock. This is built through a series of conversations and questions.

Proverbs 27:23

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

Know the state of your flocks, and put your heart into caring for your herds (NLT).

Top Three Responsibilities of a Coach

Relational Communication

Coaches will sometimes need to help cascade information about Hope City events, mission projects, and Group details, but that can typically be done through email, Telegram, and text messages. However, passing along information and sending reminders is not relation-building. Relational communication is done primarily through face-to-face conversations. A secondary option is over Zoom, Google Meet, or on a phone call.

We ask that coaches have at least one face-to-face conversation and one video or phone call each month. If the leader being coached is new to leading, the frequency would need to be higher. As you get to know your leader, you will get a better idea of the frequency needed. As the relationship grows, it will influence the next ministry responsibility of relational support.

Relational Support

Relational support comes in many forms and with varying functions. It includes praying for them during the week, and praying over them when you are together. Support is also offered by celebrating their wins and encouragement in their struggles. You can also show your support by helping them set and attain their goals, providing resources, and at times, guiding them through a tension or issue that their group is experiencing.

We provide the coaches with several tools to accomplish this.

1. [Group Leader Toolkit](#) (walk them through this until completed)
2. [Hope City Resource](#)
3. [Coaching R.E.P.S.](#) form
4. [Coaching conversation questions](#)

Relational Accountability

Hope City requires various trainings at every level of volunteering and leadership. Group Leaders complete the HC Group Leader Training (GLT) and those who want to become Coaches go through additional training. At every level there is a measure of responsibility that the individual is then accountable for. Typically, the higher one goes in position, the more responsibility they hold which also increases their level of accountability. Accountability is not a method of control or micromanaging. It is a means of maintaining standards, meeting expectations, and accomplishing goals.

In GLT, group leaders are taught about SOPs (standard operating procedures) which are included in the guide they receive. Logistically, relational accountability involves registrations, various data points, attendance, and forms. Leaders need to be accountable for completing those logistical requirements so that we can then track effectiveness and work on methods of improvement. It also gives the leader the necessary information in order to start building relationships with their participants and maintain the status of their group.

The ultimate goal of the coach-to-leader relationship is to: build healthy disciples who will be disciple-makers, that make disciple-makers. Healthy leaders create healthy groups with a focus on discipleship, and we have found that those groups will then stay together longer and multiply more.

CALL TO ACTION

1. 1. Pull out your calendar and schedule your Coaching conversations (at least one face-to-face and at least one phone call monthly).
2. 2. Walk your leader(s) through the Group Leader Toolkit and have them complete it.
3. Work at becoming familiar with all the resources we provide for our Hope City family, especially for group leaders. Save the web links for the tools we've provided so that you can easily access them.
4. Include those you are coaching in your prayer routine.

Coach Commitment

Thank you for choosing to be an HC Groups Coach at Hope City. By choosing to enter into a leadership role, you are accepting a position of responsibility. Those you lead will watch you closely and take what you say seriously. Leaders should be role models and are called to a higher standard. Please refer back to the Hope City Honor Code as well as the Qualifications and Expectations of a group leader as outlined in the Group Leadership workbook.

As a Coach at Hope City, I will...

1. 1. Submit and adhere to the Hope City honor code and expectations of leadership. 2. Build a relationship with my Hub Coordinator and Campus Group Director that includes honor, respect, and submission.
2. 3. Attend monthly coach's meetings and 1:1s with my team.
3. 4. Build a discipling relationship with those I am coaching through regularly scheduled 1:1 coaching conversations (REPS questions). I understand that this includes a minimum of one face-to-face conversation and one phone/video call.

4. 5. Support the leaders I am coaching by praying for them daily, celebrating their wins, encouraging them through their struggles, and resourcing them with tools to succeed.
5. 6. Complete the monthly coaching report for each group I oversee, which includes holding leaders accountable for attendance and maintaining their rosters. 7. Attend the ongoing continued education opportunities provided by my campus and the central group's team.
6. 8. Supporting our campus team during launch events. This can include helping with the Group Leader Training, conducting interviews with new leaders, or being available at a Group table to help someone join a group.
7. 9. Help to build a culture of discipleship and next steps which include recruiting new leaders and replicating yourself.

(Print your full name)

(Sign) (Date)