



Small Group Leader Coaching Guide

And he gave the apostles, the prophets, the evangelists, the shepherds and teachers, to equip the saints for the work of ministry, for building up the body of Christ. Ephesians 4:11-12

As a CP Groups Coach, you play an important role in coaching, guiding, mentoring and supporting your small group leaders. This one-page guide can aid you in supporting your leaders to help their group members find and follow Jesus.

Key Responsibilities of the Coach

1. Engage - Build trusting relationships with your group leaders. Gain awareness.
2. Equip - Coach, guide, and edify your leaders to effectively fulfill their role.
3. Encourage - Uplift and inspire your leaders; pray for their Kingdom impact.
4. Evaluate - Help your leaders assess their group health and effectiveness.

Communications with Group Leaders

Depending on their experience and comfort in leading small groups, leaders will have varying needs from you as their coach. Despite their level of confidence, it is important to establish regular communication rhythms with your leaders. Here are some suggestions:

- Set up regular (monthly or quarterly) check-ins with your leaders, based on need.
- Consider getting all your group leaders together periodically for interaction/connection.
- Provide information, articles, recommendations, etc. that might be helpful to them.
- Be responsive to their questions and needs.

Your Leader Check-in

When you hold your check-in with a group leader, consider these discussion items.

1. Engage
 - a. How are you doing... really? What's going on in your life?
 - b. During our last check-in on _____, you shared that _____. How is that going?
 - c. Tell me how your group is going. How is God moving in your group?
 - d. Describe your current study. What is your plan for subsequent studies?
2. Equip
 - a. Ask questions vs. just providing suggestions/solutions.
 - b. How are you engaging/onboarding new group members?
 - c. What challenges are you experiencing as the group leader?
 - d. Let's talk about how you can develop co-leaders in your group.
 - e. Where could you use additional support?
3. Encourage
 - a. Acknowledge the leader for something that came up during your conversation.
 - b. Help them understand the impact they are having on group members.
 - c. Offer a follow-up conversation on an issue you discussed.
 - d. Pray for the leader(s) and their group.
4. Evaluate
 - a. How would you assess your group regarding connecting relationally, growing spiritually and serving compassionately?
 - b. Redirect questions, decisions and concerns relating to overall group operations to the Adult Groups Director (Brent).
 - c. (Ongoing) Periodically provide your observations and suggestions to Brent.