

Community Group Coach

Job Description

Mission

The mission of a Community Group Coach is to be a catalyst for spiritual health and development of Community Group Leaders and their groups.

Qualifications

- Mature and growing disciple of Jesus
- Partner of Crossroads Church, committed to its purposes and values
- Experienced at successfully leading Community Groups within Crossroads' Groups Ministry, with a track record of starting, launching, and/or multiplying new Groups
- Genuine love for people along with demonstrated relational and shepherding skills
- Demonstrate Up, In, Out, Connect, Serve, and Give in their personal walk
- A personal desire to lead, affirmed by church and others
- Demonstrates clear direction (not perfect) and growth in biblical character
- Humble demeanor and teachable spirit, consistent and reliable
- Desire to walk with and support the Discipleship Pastor, Director of Community Groups, and other coaches with the church's vision for Community Groups
- Capacity to lead 2-3 Community Group Leaders; oversee 30-50 Community Group members

Responsibilities

Lead: Provide direction and discernment for personal life and group leadership

- Encourage and challenge leaders to grow holistically as leaders of groups and other areas of life
- Provide vision and direction for leader/group to grow deeper in discipleship and wider on mission
- Help leaders develop apprentices, and help promote group-wide ownership
- Assist your Community Group leaders with identify and establish apprentices
- Lead and encourage Community Group leaders to own discipleship within their Community Group

Feed: Provide spiritual nourishment and truth

- Regularly feed leaders with gospel nourishment through Scripture and encouragement

- Equip leaders for the task of group leadership through resources, wisdom, and experience
- Encourage and challenge leaders to grow holistically as disciples of Jesus in every area of life

Know: Develop personal relationships

- Establish relationships with leaders, utilizing both quantity and quality of time together
- Know where each leader is personally, spiritually, and missionally in order to help them grow
- Ask probing questions to better understand leaders' hearts (quick to listen, slow to speak)
- Protect: Provide defense against sinful behaviors and bad doctrine, and regularly point them back to the gospel
- Foster an environment of trust, vulnerability, and transparency within each group
- Lead by example and teach leaders to speak truth in love and care for others
- Provide leaders with accountability for their personal lives and for group leadership

Commitments and Expectations

- Regularly attend and serve at Sunday worship services (Model for your leaders)
- Be generous with your time, talent, and treasure (Model for your leaders)
- Pray weekly for leaders and their Community Groups
- Make a commitment to the health of your Community Group leaders
- Regularly communicate with Discipleship Pastor and Director of Community Groups
- Regularly communicate with your leaders collectively and/or individually through text / calls / emails
- Meaningfully connect with your Community Group Leaders at least once a month
- Attend Community Group Leaders meeting and help develop leadership content (Attend All-Coaches meetings)