

Coach Position Description

The vision of McLean Bible Church is to make an impact on secular Washington with the message of Jesus Christ. To that end, we believe that the church's role is to equip those who call us their church home to become fully devoted followers of Jesus Christ—to **grow** in their relationship with Jesus Christ and **connect** in Biblical community so that they may be encouraged and strengthened to **serve** in their God-given ministry and **share** the Gospel Message with those who do not yet know Jesus Christ as their personal Lord and Savior.



SMALL GROUP COACH

Impacting secular Washington with the message of Jesus Christ is at the heart of our purpose, and it permeates our teaching, our structure, and our culture. This vision is also at the heart of the mission of Small Groups—to inspire group members to become fully devoted followers of Christ. Small group coaches are the critical component of the implementation of our vision and mission across small groups and the critical link between the church and small group leaders.

Qualifications

Small group coaches play a critical role in the life of McLean Bible Church and have far-reaching influence not only in the lives of small group leaders but also their group members. We expect our coaches to exhibit the following qualities:

- All of the qualifications of a **Small Group Leader**: Faithful, Available and Committed, Initiative—Intentionally Inspiring Discipleship, Teachable, Honest and Authentic.
- **Experience** in group life as a leader or active group member for at least 18 months.
- **Commitment** to the coaching ministry as the highest ministry priority.
- **Agreement** to be bound by the Coaching Covenant of Expectations while serving in the coaching ministry.

Responsibilities

Small Group coaches are one of the most important roles in the spiritual health and vitality of the McLean Bible Church community. Therefore, the qualifications for becoming a small group coach are continuing in nature; a coach must continue to exhibit the qualifications during the course of his time in leadership. The responsibilities of a small group coach can be divided into three categories: (1) Discipleship, (2) Communication of Vision, and (3) Authority. In general, small group coaches:

- **Grow.** A coach encourages and helps leaders cultivate the disciplines of Bible study, prayer, and accountability to increase understanding of the Word and a vital relationship with God. A coach is committed to the principles of Small Groups discipleship. A coach consistently and creatively casts vision and instills in group leaders the core values of McLean Bible Church and Frontline. A coach commits himself or herself to continuous growth in leadership skills by attending leadership trainings and required leadership meetings.
- **Connect.** Through a monthly meeting and connection one-on-one or in groups, a coach invests in three or four group leaders to inspire them to become fully devoted small group leaders. A coach occasionally visits groups to cast vision, encourage leaders and members, and provide feedback to leaders. A coach maintains connection with, responsiveness to, and accountability with a senior coach or staff person.
- **Serve.** A coach aids group members in discovering, developing, and employing their spiritual gifts. A coach may interview and approve potential apprentices in the group. A coach is the primary “problem solver” for issues arising in the group. A coach equips one or more group leaders to step into small group coaching.
- **Share.** A coach equips and challenges group leaders to be able to share their testimony and the Gospel Message with others. A coach cultivates in group leaders a heart for unbelievers.
- **Expand the Ministry.** A coach is committed to expand the ministry by recruiting an apprentice coach and training future coaches. A coach is committed to finishing well by phasing out of coaching and recruiting a replacement.