



DISCIPLE GROUPS

Coach

HANDBOOK

WELCOME TO THE ELEVEN22 DISCIPLE GROUPS COACH TEAM!

“This is my commandment, that you love one another as I have loved you.” –John 15:12

Thank you for your willingness to love and serve people, specifically people who have committed to love and serve the people in their groups! We are excited and humbled that after leading a group, you want to continue to make disciple-making disciples by coaching disciple group leaders.

Disciple group coaches encourage, pray for and communicate with our leaders. Coaches create a personal touchpoint to let leaders know how much we value them.

We are looking forward to the continued multiplication of disciple groups which is a result of life transformations that God continues to author and direct. Thank you for your role in advancing the kingdom as we join with the Holy Spirit to create a place for all people to discover and deepen a relationship with Jesus Christ.

Table of Contents

DISCIPLESHIP JOURNEY	3
WHAT IS A DISCIPLE GROUPS COACH?	5
THE “WHY” OF COACHING	7
COACH & LEADER RELATIONSHIP	9
THE “HOW” OF COACHING	11
COMMUNICATION WITH YOUR LEADERS	16
COMMUNICATION WITH THE CHURCH	19
COACHING SUMMARY	23

²² And Jesus answered them, “Have faith in God”
– *Mark 11:22*

Vision

The Church of Eleven22 is a movement for all people to discover and deepen a relationship with Jesus Christ.

.....

Mission

We are a community that seeks to glorify God by surrendering to Jesus, making disciple-making disciples and transforming communities.

“Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you. And behold, I am with you always, to the end of the age.” - *Matthew 28:19-20*

.....

Core Values

Biblical Integrity: knowing right and wrong according to God’s Word

Spirit-led Courage: the willingness and ability to do what’s right

Christ-like Character: a lifetime of integrity and courage

Sacrificial Love: love God and love people

.....

Discipleship Journey

At The Church of Eleven22, we are called to be disciple-making disciples and have created a discipleship journey tool to help us in this process.

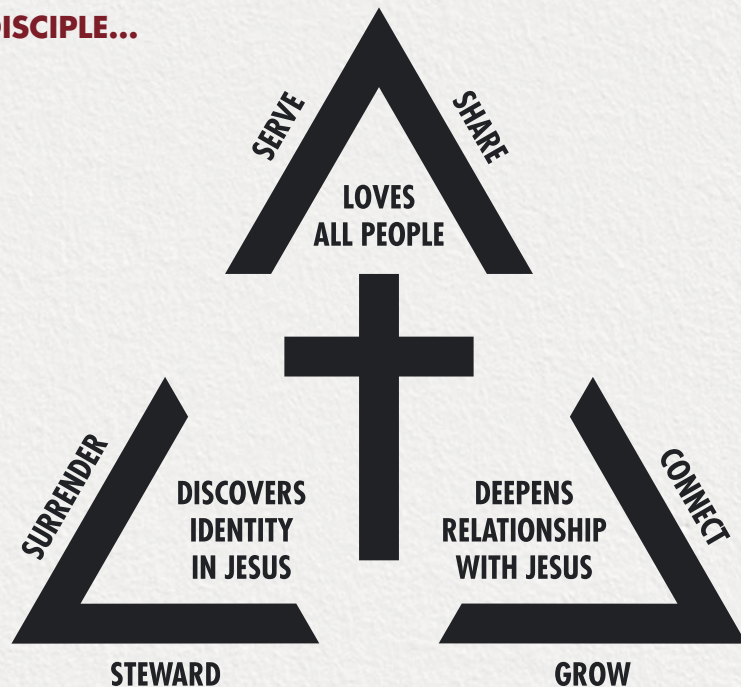
DISCIPLESHIP JOURNEY

A disciple is a follower of Jesus Christ.

From the moment we surrender our life to the lordship of Jesus Christ, we begin our discipleship journey, seeking to live like Him, trust in Him and learn from Him. Because our identity as a disciple of Jesus is rooted in our believing in His life, death and resurrection, our activity will look and be different. Over time, through the power of the Holy Spirit, our lives will start to look more and more like Jesus's. This is our discipleship journey.

We pray this tool equips you to be a disciple-making disciple on your own journey and as you walk alongside others on theirs.

A DISCIPLE...



DISCIPLESHIP QUESTIONS TO ASK YOURSELF AND OTHERS

LOVES ALL PEOPLE

SERVING OTHERS

Where are you serving?

How is God stretching and challenging you through serving there?

What is holding you back from serving?

SHARING THE GOSPEL

Who is the #ONEMORE person you are praying for to meet Jesus?

How have you shared your story with them?

Have you shared the gospel with them?

If not, what's keeping you from sharing the gospel?

Where has God sent you to share the gospel?

DISCOVERS IDENTITY IN JESUS

SURRENDERING TO CHRIST ALONE

Have you surrendered your life to Jesus?

What part(s) of your life are you still trying to control?

STEWARDSHIP WELL WHAT GOD HAS GIVEN

How has God blessed you with talents, spiritual gifts and resources?

How are you using what God has given you to point people to Jesus?

How are you loving God with all of your heart, soul, mind and strength?

DEEPENS RELATIONSHIP WITH JESUS

GROWING IN FAITH

How do you stir your affections for Jesus?

What is God revealing to you in your personal time with Him?

How do you prioritize prayer and time in the Word?

CONNECTING TO THE FAITH FAMILY

Are you surrounding yourself with people who point you to Jesus?

Who's in your world that you are vulnerable and honest with?

Who are you helping to be more like Jesus?

USE THIS TOOL WITH OTHERS TO BE A DISCIPLE-MAKING DISCIPLE

FOR MORE DISCIPLESHIP TOOLS VISIT COE22.COM/RESOURCES

THE "WHY" OF COACHING

- To encourage, pray for and communicate with our leaders so they can make disciples who make disciples
- To provide each leader with a first contact for all things Disciple Groups
- To help the leader with any issues in his group
- To provide the leaders a personal connection to the Disciple Groups ministry and show they are highly valued

The WHY of coaching begins with the WHY of Eleven22, **"We are a movement** for all people to discover and deepen a relationship with Jesus Christ."

And it ties in with our mission, **"We are a community** that glorifies God by surrendering to Jesus, making disciple-making disciples and transforming communities."

Community is family, fueled by life together.

"And let us consider how to stir up one another to love and good works, not neglecting to meet together, as is the habit of some, but encouraging one another, and all the more as you see the Day drawing near." - Hebrews 10:24-25

- Community is for now: "all the more as you see the Day drawing near" – don't wait to find community or to draw others into community, for Christ's return is drawing near.

- Community stirs discipleship: "encouraging one another" – literally "provoking each other" to love and good deeds.
- Community is intended to be consistent: "not neglecting to meet together, as is the habit of some."

God created us for community. We are not saved by our community, but we are saved into community.

.....

CONSISTENT COMMUNITY IS ESSENTIAL FOR THE DISCIPLESHIP OF ALL BELIEVERS. A COACH HELPS HIS OR HER LEADERS CREATE GOSPEL-CENTERED AND MISSION FOCUSED COMMUNITY.

.....

COACHING IS BIBLICAL

Paul was Timothy's coach and even when Paul was in prison and near death, he was still pouring into Timothy to encourage him, equip him and reach one more generation.

As Pastor Joby says, "The gospel doesn't happen to us, but through us."

Coaching is one way we disciple people, raising them up to be sent out to do likewise.

THE "HOW" OF COACHING

“Love one another with brotherly affection. Outdo one another in showing honor.” - *Romans 12:10*

Your effectiveness as a coach is greatly tied to the quality of the relationship between you and your leaders. People don't care how much you know until they know how much you care.

- Text your leaders at least once a month and call once a trimester to encourage, pray for and help with anything going on in their group
- Follow up on every major communication from the Disciple Groups ministry and/or the campus Discipleship Minister
- Follow up with your leaders on pending members, attendance and Rock issues (if the Discipleship Minister asks for that help)
- In your texts and calls, encourage your leaders to:
 - Prepare for group
 - Meet regularly
 - Take attendance
 - Communicate with their group
 - Hold at least one Connect, Serve, and Deepen meeting per trimester

“And so, from the day we heard, we have not ceased to pray for you, asking that you may be filled with the knowledge of his will in all spiritual wisdom and understanding, so as to walk in a manner worthy of the Lord, fully pleasing to him....”

- *Colossians 1:9-10*

PRAY FOR YOUR LEADERS

- Pray specifically into their lives, families and groups
- Ask the Lord to give you insight and encouragement for them
- Pray as an act of love
- It's important to say with integrity, "I'm praying for you." When possible, pray with them right then.
- Make a prayer list and keep a rhythm/schedule
- Pray intentionally

PRAY WITH YOUR LEADERS

(AT ONE-TO-ONE OR GROUP SETTING)

Pray the Holy Spirit will use you as a coach in walking out Ephesians 4:12 "...to equip the saints for the work of ministry, for building up the body of Christ..."

Coaches teach and model what they want their leaders to do.

“All Scripture is breathed out by God and profitable for teaching, for reproof, for correction, and for training in righteousness, that the man of God may be complete, equipped for every good work.” - *2 Timothy 3:16-17*

COACHES MODEL

- Prayer
- Hospitality & gratitude
- Sharing from the Bible
- Navigating hard conversations
- Use of technology: the Rock, Group Text, Zoom, etc. (If you have any technology questions, ask your campus lead or your Discipleship Minister.)

COMMUNICATION WITH YOUR LEADERS

WHEN YOU TALK WITH YOUR LEADERS, BE AN ACTIVE LISTENER

- Put all distractions away - cell phones, laptops, etc. (This lets your leaders know that they are important enough to have your undivided attention)
- If you need to take notes, tell them that's why you are typing or writing so they don't feel ignored
- Create good eye contact
- Give verbal and nonverbal cues to let them know you're tracking with them (head nods, uh huh, mmm, etc.)
- Be curious
- Ask open ended questions
- Focus on what they are saying, not what you're going to say next
- Trust the Holy Spirit will give you the words to say if you get stuck
- Paraphrase back what your leaders say to make sure you understand and they feel heard

WHAT TO TALK ABOUT WITH YOUR LEADERS

Make your coaching conversations about your leaders and their groups, not about you. Talk about yourself less and them more.

¹¹ And he gave the apostles, the prophets, the evangelists, the shepherds and teachers,
¹² to equip the saints for the work of ministry, for building up the body of Christ, ¹³ until we all attain to the unity of the faith and of the knowledge of the Son of God, to mature manhood, to the measure of the stature of the fullness of Christ. – *Ephesians 4:11-13*

GOOD THINGS TO SHARE IN TEXTS AND EMAILS

- Timely Bible verses
- Prayers
- Devotions
- Disciple groups announcements, upcoming events, changes, website updates, etc.
- Links to group leader videos on RightNow Media
- The great new book you're reading

Ask:

- If they have any questions about the communications from the church and their Discipleship Minister
- How you can pray for them
- How you can help them

If a leader has an issue in their group, use the seven questions from *The Coaching Habit* to go deeper:

- What's on your mind?
- And what else?
- What's the real challenge here for you?
- What do you want?
- How can I help?
- If you're saying yes to this, what are you saying no to?
- What was most useful for you?

Or, if you have questions, contact your Discipleship Minister right away. They want to help.

OTHER POSSIBLE TOPICS OF DISCUSSION AND COMMUNICATION PRACTICES

GROUP DYNAMICS/HEALTH

- Who and what are you celebrating in your group?
- Who are you discipling and raising up? How are you equipping and developing them?
- What challenges are you facing?
- What are your ideas to overcome those challenges? (Allow the leader to express the challenge and possible solutions on their own before offering any help. Refer to *The Coaching Habit* for details.)
- What is the size of your group? Is it stuck at 8? (stagnant) Has it grown to 20? (needs to multiply)
- How are you using the curriculum each week?
- How is your group caring for each other?

GROUP RHYTHMS

- When is your group doing your next Connect night, Sent event, and Deepen night?
- Does your group value those opportunities?
- Does your group stay in contact throughout the week: Group Text, GroupMe, What's App?

WHAT TO DO IF YOUR LEADER DOESN'T RESPOND TO MULTIPLE COMMUNICATIONS

We have put together a document with steps to take to engage a leader who hasn't been responding. It includes email templates and call scripts you can customize for your voice and your people. You can find it at www.coe22.com/leaderresources. If you still don't receive a reply, talk with your campus Discipleship Minister.

COMMUNICATION WITH THE CHURCH

You are the main point of contact for all church communication with your leaders. Please be on the lookout for emails and texts from your discipleship ministers and campus leads so you can act on any communication as needed.

COMMUNICATION TO EXPECT FROM YOUR CAMPUS DISCIPLESHIP MINISTER

- Information for you to pass on to your leaders
- Attendance and pending member issues
- Group management (group settings may need adjusting): meeting method, group capacity, etc.

RESOLVING ISSUES OR CONFLICTS THAT MAY ARISE WITHIN A GROUP

“If your brother sins against you, go and tell him his fault, between you and him alone. If he listens to you, you have gained your brother. But if he does not listen, take one or two others along with you, that every charge may be established by the evidence of two or three witnesses. If he refuses to listen to them, tell it to the church. And if he refuses to listen even to the church, let him be to you as a Gentile and a tax collector.” - *Matthew 18:15-17*

Ask your leader if the people involved in the conflict talked to each other about it. If yes, is it time for the leader to get involved? If that still doesn't help, is it time to bring in the coach?

Use the seven questions from “The Coaching Habit” to help your leader come up with a solution instead of giving advice and trying to fix it yourself. If you're unsure what to do next, talk with your campus Discipleship Minister.

HOW TO HELP YOUR LEADER MANAGE THEIR GROUP IN THE ROCK

You can find videos and documents on how to manage groups in the Rock by going to coe22.com/leaderresources and clicking on the “Manage Your Group” icon.

DEEPEN YOUR RELATIONSHIP WITH JESUS – GROW AS A COACH

We recommend several books to develop your coaching and leadership skills and competencies.

THE COACHING HABIT: SAY LESS, ASK MORE & CHANGE THE WAY YOU LEAD FOREVER

This book is our gift to you. It will help you facilitate great coaching conversations that will help your leaders think more clearly and develop their own solutions to any challenges their group may face.

LEADING LEADERS - DEVELOPING THE CHARACTER AND COMPETENCY TO LEAD LEADERS

Author Mac Lake uses his thirty years' experience coaching church and organizational leaders to outline six key areas essential for effective leadership.

