



SGL Coach Job Description

The Goal of The Gathering:

We help high school students abide in Jesus, become fluent in the gospel, find their purpose in the Great Commission, and unleash them to make disciples as we continue to disciple them.

The Goal of The Coach:

We disciple whole small group by sharing the responsibility of ministry with the students, championing their core student small group leaders into being relational discipleship facilitators of the group discussion.

The Roles of a Coach:

- Master Listeners: Intentionally listen and take note of everyone in the group and discover where each student is on their faith journey.
- Tour Guides: Identify everyone's next step and help connect them to someone that can help.
- Catalyst Leader: Believe in the power of the Holy Spirit in them. Make disciple-makers who make disciple-makers and gladly let themselves be forgotten.
- Lifeguard: There is risk involved with entrusting students with leadership responsibilities, so protect gospel culture, doctrine, practice, and mission in the group. Sometimes the subject matter is heavier than what a teenager can carry; take the reins when necessary.

Time Commitment:

The Fall and Spring Semesters from 6:35 pm – 8:45 pm on Wednesdays.

A Coach wins when:

- You abide in Jesus and bear fruit by helping students teach other students how to abide in Jesus and bear more fruit.
- You replace yourself by replicating yourself into your core student leaders and teach them to do the same in the other students.
 - Vision-Carrying: you cause the whole small group to champion and live out the vision of abiding in Jesus and replicating yourself into others for the purpose of multiplication and branching.
 - Hospitality: your students successfully cultivate a community worth inviting others into and they welcome in new students into the small group as family.
 - Students feel commissioned to bring their friends to their group.
 - Before service, students ask interesting questions of new students.
 - Students live out gospel culture in front of the new student in group.
 - Students follow up by reaching out to the new student over text.

- Relational Discipleship: exemplify, guide, encourage, and correct what it looks like to be relational facilitator of a small group.
 - Don't speak a lot.
 - When you do speak, ask curious questions and/or exemplify vulnerability.
 - Regularly review the small group discussion guidelines.
 - After group, debrief with your leaders/facilitators, encouraging their growth, and navigating what steps your group still needs to take.
- Pass the Baton: make students feel like the owners of the group.
 - Help everyone take ownership of Serving Opportunities that contribute to the group and their individual development.
 - Different roles include: weekly Facilitators, weekly Storytellers Prayer Journaler, Communications (group chat setup), Connections (first time guest follow up), Media team, Music, Social Media, Setup + Teardown team, Fun Police (initiator of off-campus hangouts), Service Project Coordinator, etc.
 - Take a chance on people and call out their potential.
 - Teach everyone to pour into someone.
- Propagate: branch healthy groups that reach more and disciple more deeply.
 - Teach student leaders to raise up one or more students who could potentially become in their future co-leader in a branch.
 - Invite these potential student leaders to Fall/Winter Retreat, DSIs (August + Jan), and/or leadership bootcamps over the summer.
 - Ensure that gospel fluency and Providence DNA would flourish in both branches.
- You cover the administrative work so students can focus on students.
 - Take attendance on Planning Center email each week for your small group.
 - Add new attendees' names and contacts to Planning Center.
 - Help hungry students get connected with growing spiritual mentors.

FAQ

- Why do we emphasize branching?
- We passionately believe the next generation can be used mightily by God *right now*! Every disciple has the Holy Spirit dwelling in them, and every disciple can make a disciple. Branching gives the groups a compelling and attainable goal. Once a small group branches, they can do deeper, have the space to reach further, and push every to raise up in their leadership.
- Is there a quota for how often a small group is expected to branch?
- No. We never want to branch a group that is not yet ready. What we care about is that people are growing in the relationship with God and one another, that disciples are being trained and commissioned for ministry, and that love compels them to reach others. If those things are present, we believe God will produce branches in due season.

- When is a group ready to branch?
 - The most essential target for any group to be ready to branch is to have a strong leadership pipeline. Every group requires at least one (preferably 2+) coaches, a minimum of two student small group leaders, and enough regular attenders to make the group. As a coach, **your primary benchmark is to have two qualified new apprentice small group leaders**. Additionally, it is prudent to keep in clear communication with the student minister about the growth rate of your group so that he can help connect you with any leadership gaps you may have in coaches or student SGLs. Lastly, we need to consider the viability of both sides of the potential branch; do both groups have enough people, healthy gospel culture, and relational discipleship DNA?

- What qualities are necessary in a student before they can become a small group leader?
 - They need to exhibit three qualities:
 - **Skill:** have they practiced facilitating and story-telling? Have they received your feedback well? Have they implemented your feedback? Have they attended the DSI training?
 - As a coach, this you are the primary mentor in this specific area.
 - **Heart:** does someone know the good, the bad, and the ugly of this student's faith journey? Can someone vouch for them that they are truly following Jesus, receiving rebuke and accountability, experiencing victory over sin, and bearing the fruit of the Spirit?
 - This quality is to be cultivated by the student's spiritual mentor (D-group leader can count as this)
 - Coaches do not necessarily have to fulfill this role, but they can if their capacity allows.
 - **Alignment:** does this student agree with the purpose of branching?
 - If not, this student will become the ceiling for their group and will stop others from raising to their God-given potential.

- How do I best lead my student small group leaders?
 - Hold them accountable to the four key relationships. Your primary role is training them in the SKILL of facilitating relational discipleship. The other three key relationships are: their co-leader, their spiritual mentor, and a monthly student leader lunch at the student minister's house.
 - Think of being their bench-press spotter. You want them to push themselves, knowing that you'll cover them when it gets too heavy. But simultaneously, don't carry so much of the weight that they aren't being challenged. Get to know your leaders and identify their strengths and weaknesses. Don't do anything for them that they can manage to do for themselves. Give them enough opportunity to make mistakes, and carry it with them when it happens.