

Coaches Training Lakewood Ranch Campus

Session 1

Welcome/Introductions

Overview of training schedule:

- Session 1 (today)
- Trained-up videos
- Coffee connect (1:1) with category lead or lead coach
- Session 2 {date} (panel)
- Global Commissioning (date, explain)

Prayer

Everything you put your hand and heart to as a coach will require **intentionality**.

Purpose Statement – Bayside Groups Coach

A coach is a leader of leaders who **intentionally** helps others **grow spiritually, build community and develop leaders**. They do this by **listening well, loving well and leading well**.

THE BIG THREE of Coaches Training are:
GROW SPIRITUALLY
BUILD COMMUNITY
DEVELOP LEADERS

A Bayside coach comes alongside their leaders for pastoral care and support and is the eyes and ears of Ps Randy in caring for the congregation.

Before we dive in to the details, here is an overview of Bayside's Groups Leadership Structure:

Lakewood Ranch Groups Leadership Structure

1. Member of a group (an ideal group is 3-15 members)
2. Co-Leader or Leader of a group
3. Coach (cares for 1-5 group leaders)
4. Lead Coach - Care for 3-5 Coaches (all Coaches are assigned a Lead Coach)
5. Groups Coordinator (David, Kaye, Isa, Paul)
6. Groups Director (Ps Julia)
7. CP/ACP

We believe in groups!

Ps Randy says, “Life change happens in the context of relationships”, scripture teaches us the same!

The phrase “one another” occurs 412 in the NIV.
Here are just a few examples:

Rom 12:10

Be devoted to **one another** in love. Honor **one another** above yourselves.

Rom 12:16

Live in harmony with **one another**. Do not be proud, but be willing to associate with people of low position. Do not be conceited.

Rom 13:8

Let no debt remain outstanding, except the continuing debt to love **one another**, for whoever loves others has fulfilled the law.

Rom 14:13

Therefore let us stop passing judgment on **one another**. Instead, make up your mind not to put any stumbling block or obstacle in the way of a brother or sister.

Rom 15:7

Accept **one another**, then, just as Christ accepted you, in order to bring praise to God.

Rom 15:14

I myself am convinced, my brothers and sisters, that you yourselves are full of goodness, filled with knowledge and competent to instruct **one another**.

Rom 16:16

Greet **one another** with a holy kiss. All the churches of Christ send greetings.

1Co 1:10

I appeal to you, brothers and sisters, in the name of our Lord Jesus Christ, that all of you agree with **one another** in what you say and that there be no divisions among you, but that you be perfectly united in mind and thought.

2Co 13:11

Finally, brothers and sisters, rejoice! Strive for full restoration, encourage **one another**, be of one mind, live in peace. And the God of love and peace will be with you.

**Let's take apart our purpose statement:
A Bayside coach is a leader of leaders who helps others:**

**GROW SPIRITUALLY
(listen well)**

**In order to help others GROW SPIRITUALLY, AND
Because spiritual growth happens in the context of relationships:
Be a disciple-maker**

Let's read 1 Peter 5:1-4 (listen with your spirit)

And now, a word to you who are elders in the churches. I, too, am an elder and a witness to the sufferings of Christ. And I, too, will share in His glory when He is revealed to the whole world. As a fellow elder, I appeal to you: Care for the flock that God has entrusted to you. Watch over it willingly, not grudgingly-not for what you will get out of it but because you are eager to serve God. Don't lord it over the people assigned to your care, but lead them by our own good example. And when the Great Shepherd appears, you will receive a crown of neverending glory and honor.

Did anything stand out to you from this verse? (take a few minutes to unpack this as a group)

How do we make disciples, how do we intentionally help others grow spiritually?

We spend time with them 1:1 and we listen:

3 good questions to ask during 1:1's:

What's your story? (story)

What are your biggest challenges/obstacles in your personal, spiritual growth? (pain)

What's God teaching you and who is pouring into you/who are you pouring into? (spiritual journey)

1. A coach listens well to someone's:

Story - how did they come to know the Lord, how/where did they grow up, how did they find Bayside . . . etc. etc.

Pain (normalize pain, crush shame, deliver hope) - everyone has pain points in their stories, ask them where they are struggling, where they are hurting . . .

Spiritual journey - encourage them in the spiritual disciplines (what are they?) and model it yourself! What is God teaching them? What are the habits, patterns and rhythms put in place to encounter God?

Loving through prayer and spiritual encouragement.
(holding one another accountable in their walk - another good place to
Ask them questions about their spiritual practices: What is your time with God like? What has God been speaking to you about?

The encouragement from scripture is this, “My dear brothers and sisters, take note of this: Everyone should be quick to listen, slow to speak and slow to become angry,”. (James 1:19, NIV) That’s how I want to be known!

What it means to listen well.

Here are some tips for listening well: (model each one with in the moment examples)

1. Turn off all technology.

The TV, the phones, the iPads, anything with a screen! It’s hard to be fully present in any conversation with those kinds of distractions. The best gift you can give someone is your full attention.

2. Maintain eye contact. Lean in. Open Posture.

It sounds simple and obvious but really, how many times has someone asked you a question and just as you were answering, they looked away at something or someone else? Listening involves looking. Listen not only to their words but their body language as well. Are they tense, relaxed, exhausted, fearful, anxious? These are all clues and cues to help you with number 3 - asking questions.

3. Ask questions.

Invite them to go deeper into their story, ask clarifying questions. Not sure where to begin? Instead of starting a question with “how’s (your job) . . .”, try, “tell me more about (your job) . . .” **Ask them questions about their spiritual practices: What is your time with God like? What has God been speaking to you about?**

4. Practice “active listening”.

Regardless of what you hear, **suspend judgment and refrain from making critical opinion statements**. Resist the urge to turn the conversation to yourself - even if you have a relatable anecdote. Be generous of spirit in the way you listen. Be vulnerable and willing to understand the story behind the words of the other. Listening without judgment does not mean you have to be in agreement with their statements - it simply means you are willing to let them be heard and respect their humanity.

5. Listen.

Just listen. Don't solve or fix. Listen to what they are saying and let that be enough. If your follow up response is, “you need to . . .”, stop yourself. Instead, respond to what you are hearing and the emotion behind it. Sometimes only 2 words are needed as a follow-up, “I'm sorry”.

1:1 tips:

- a. Take notes on your conversation
- b. ACE - affirm, coach, evaluate (always point out what they do well)
- c. Guide them in their next steps (**co-leading, MyLeadership, mentoring someone themselves**)

Any questions/comments/concerns around listening well?

A Bayside coach is a leader of leaders who helps others grow spiritually, build community . . .

BUILD COMMUNITY
(love well)

Read Acts 2:42-47

42 They devoted themselves to the apostles' teaching and to fellowship, to the breaking of bread and to prayer. 43 Everyone was filled with awe at the many wonders and signs performed by the apostles. 44 All the believers were together and had everything in common. 45 They sold property and possessions to give to anyone who had need. 46 Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts, 47 praising God and enjoying the favor of all the people. And the Lord added to their number daily those who were being saved.

The early church loved one another well. They modeled how to build community. BE COMMUNITY BUILDERS.

Unpack.

How do we practice biblical community?

(know each other's stories, pray together, do life together, accountability)

Building community is loving one another well.

What does that mean and what does that look like?

- Loving through care and connecting (weekly, socially, visiting group)
This is building community. GATHER WITH YOUR LEADERS.
- Clear communication is kind and loving and builds community.
- Loving through conflict resolution and having difficult conversations.

When it comes to difficult conversations, **delivery trumps issue.**

Always, always, always involve your lead coach before confronting a situation or having a difficult conversation.

If not done well, this is an area where it's easy to harm someone. We will always follow Matthew 18 and will always speak the truth in LOVE. (giving you a book)

Everything goes UP . . . problems, venting, complaints

Starter lines: Help me understand . . . I need to seek understanding on something . . .

Honor by asking permission . . . may I share with you what I'm observing?

Top 10 List for being a Successful Groups Coach: (the nuts and bolts)

1. Pray for your leaders!
2. Attend (new) leaders group 2x per semester (beginning and end).
3. Connect in person at least 1x per semester with the leader to build relationship. (coffee, meal, etc)
4. Connect regularly (establish a pattern - weekly?) through texting/emailing/calling) Remember their birthday!
5. Learn Church database (Planning Center Online) and help leaders **TAKE ATTENDANCE!!!!**
6. Celebrate wins and support through difficulties.
7. If the group leader goes to the hospital, please notify lead coach and visit them. (also if there is a death in the family)
8. Help to meet practical needs (acts of service, meal train, etc)
9. Commit to the role of a Coach for 1 year
10. Raise up new leaders!! (we will talk about this in our next session)

Before next session:

- **Complete Trained Up videos online**
- **Have an in person connect with your lead coach and/or Coordinator**
- Engage with these scriptures devotionally (use SOAP as a guide) **1 Tim 3:1-13, 1 Tim 4:12, Titus 1:5-9**

Close in Prayer

Session 2

Welcome/Prayer

- You are being trained to fulfill **Ephesians 4:12**, (speaking of the gifts Christ gave to the Church) . . . “Their responsibility is to equip the saints for the work of ministry, for building up the body of Christ.”
- **Review Purpose Statement from Session 1:**

A coach is a leader of leaders who **intentionally** helps others grow spiritually, build community and develop leaders. They do this by listening well, loving well and leading well.

- **A Bayside coach comes alongside their leaders for pastoral care and support and is the eyes and ears of Ps Randy in caring for the congregation.**

WHITE BOARD EXERCISE:

List the qualifications of a coach from:

1 Tim 3:1-13

Titus 1:5-9

2 Tim 2:1-2

Against the backdrop of that calling, **leaders go first.**

A Bayside Coach is a leader of leaders who helps others grow spiritually, build community and develop leaders.

DEVELOP LEADERS

- **This concept is two-fold: A coach intentionally develops self-leadership and raises up new leaders.**

Self-Leadership:

- Through personal integrity. (lifestyle, no alcohol/tobacco at Bayside events/groups, guard you social media)
- Through transparency and vulnerability. (authentic and honest)
- Through personal spiritual growth and development. (practicing spiritual disciplines, self-led)
- Through self-care. (body, soul, spirit)

Raising Up New Leaders:

- **Read 2 Timothy 2:1-2 and unpack.**

To help you raise up new leaders remember to **identify, invest and involve.**

Notes:

- When meeting with a group leader, ask who they have identified as a potential new leader.

- Potential leaders are people in a group who exhibit spiritual and relational maturity, someone who contributes in discussion time and feels comfortable praying.
- Provide leaders with action/next steps to grow, spiritual disciplines, ministry skills, help develop areas of competency (give examples/ask for examples) Your lead coach can help you with this!
- Help “train” them using this principle: I do, you watch/I do, you help/You do, I help/You do, I watch. (your Timothy and Titus)
- By leading from the Tree of Life (not the tree of the knowledge of good and evil): this means leaning into the life-giving nature of Jesus, grace forward, unconditional love, not punishment but transformative, not behavior modification but grace and growth. (Gen/Rev 22)
- Bayside has a leadership culture. These 5 qualities should be present in current and potential leaders: teachable, hungry, called, positive (in attitude), and others focused.

PANEL (30 min)

- **Q & A Lead Coach/Coaches Panel (11:30-12:00)**
- **Questions for panel:**
In your role as lead coach, what are your greatest blessings and what are your greatest challenges?
What do you expect from your coaches?
What do you really want them to know/do?
Any questions from the group to the leads?
- **Dismiss Lead Coaches**
- **Have new coaches read/sign Leader Honor Code and Covenant (12-12:15)**

Leader Honor Code and Covenant

As an extension of the Pastoral and Leadership care at Bayside Community Church it is an honor to serve. It is my responsibility to model a Godly lifestyle, living according to biblical standards. The way I present myself is of vital importance to the way others perceive a Christian who is emotionally mature and thus, spiritually mature. Leaders at Bayside honor the leadership they represent, as an extension of our Lead Pastor's care. Where there is honor, there is blessing. By providing an example in speech and action, I encourage others to grow in Christ. This is a way of life measured by the heart and

commitment of each person to have a kingdom mindset. It is a part of my development, not an imposition or restriction.

I am committed to the following:

Relationships/Unity

Building relationships with people creates community. Make connecting with your Coach/Lead Coach/Ministry Leader and those you lead a priority. Know their story. Commit to unity in your Group/Team. If offenses arise, handle them in a Matthew 18 manner, which starts with going to the person the offense is with, and with them only. Keep discussions life-giving and respectful when there are conflicting opinions.

Responsibility/Develop

Actively get involved in serving with passion and purpose, taking responsibility for the work of the Ministry. Be available to help others in times of need. I recognize that one of the goals of Leadership is to develop Co Leaders and new Leaders. This will allow others that join Bayside to experience true community through Groups and Teams. I will invite, invest and involve new leaders.

Authenticity/Confidentiality

The atmosphere of a Group/Team should encourage openness and transparency between the Members and Leaders (Leaders and Coaches, etc.). This is an environment where people should feel free to be themselves, living life together. For authenticity to occur, the Leader must be able to trust that issues discussed with a Leader/Coach are not going to be shared.

Respect/Honor

Leaders/Coaches should never say anything that will embarrass their spouse or other members in their group. Honor, love well and pray for each other daily. Allow everyone to participate by facilitating smoothly. Focus discussions on how to grow in God personally. Avoid negative conversations and gossip at all times.

Convictions/Called

As a steward of influence, I agree that alcohol, tobacco, addictive substances, self promotion businesses (MLM companies) at a Bayside function is prohibited. As a steward of influence, called to serve Bayside, I agree to purity and sexual morality.

Time/Communication

I recognize that true discipleship and personal mentoring takes time. I commit to serving and leading others to grow in love with Jesus and with loving others, developing the passion and purpose God has birthed in them. Honor Leadership by responding to their communications. I will respond to communications from Leadership in a timely manner. I will model an example of communication to those I lead.

I agree to be Faithful, Accessible and Teachable.

Hebrews 13:7 (NIV) "Remember your leaders, who spoke the word of God to you. Consider the outcome of their way of life and imitate their faith."

As a Leader, I commit to honor this covenant with Bayside, to lead in my declared ministry.

Print Name _____ Date _____

Email _____ Phone _____

Campus _____ Signature _____