

Mars Hill Community Groups

Community Group Coach

COMMUNITY GROUPS OVERVIEW

The purpose of a community group is to connect and grow authentic relationships with God, our brothers and sisters, and our neighbors.

Our community groups exist to:

- 1) Develop a deep, authentic and relevant faith walk with Jesus
- 2) Learn how to love and live in authentic community with a few other brothers and sisters in Christ
- 3) Get encouragement, partnership and ideas on how to build relational bridges to other pre-Christians God has put in our lives where we work, live, study and recreate.

The church is not a building; it's a people. Community Groups serve as the foundation and architecture for the ongoing health and growth of Mars Hill.

COACHING OVERVIEW

A Coach's responsibilities fall generally within the following categories, requiring both proactivity and responsiveness. Being proactive means actively pursuing the growth of leaders and the health of their groups, not just waiting to hear when problems arise. "No news" is not "good news." Being responsive means demonstrating a willingness to be engaged with the leader and his/her group by replying in a timely and appropriate fashion when called upon for help.

- 1) *Development* opportunities for the personal and leadership growth of group leaders
- 2) *Support* for leaders, ensuring that every leader has someone to call for help
- 3) *Connection* for a network of leaders, ensuring that no leader leads in isolation
- 4) *Accountability* for leaders, assuring that groups are spiritual healthy and on mission with Mars Hill, and that conflicts or matters requiring church discipline within groups are appropriately handled

ROLE DESCRIPTION

- Know each Community Group Leader in one's care well enough to articulate a vision for his/her spiritual growth, citing specifics about how his/her spiritual growth is nurtured by the coaching relationship, the leadership experience, or other factors and relationships in his/her life
- Coach up to six leaders or groups (all co-leaders and apprentice leaders for a given group count as one)
- Faithfully attend The Sync, a monthly gathering of all Community Group Pastors, Leaders, and Coaches.
 - Provide leadership for your "huddle" of leaders each month at The Sync
 - Plan for a replacement facilitator when absence from The Sync is unavoidable

- Visit each group once every six weeks
- Meet one-on-one with each leader or co-leading pair once every six weeks
- Interview group leader candidates that emerge within one's span of care
- Intervene as appropriate in counseling or conflict matters that require higher level attention beyond a given leader's capacity
- Provide practical guidance to leaders about managing groups, developing leaders, and shepherding group members
- Serve as a key communication link between members and Mars Hill pastors/leadership
- Approve new group plants by Apprentice leaders after attentive consideration of the leader's and group's readiness to plant

PERSONAL ATTRIBUTES REQUIRED:

- Mature and growing personal walk with Jesus, and well grounded in scripture
- Member of Mars Hill Church
- Committed to the purpose and reflects the values of Mars Hill Church as outlined in the Member Covenant
- Sees leadership development, coaching, and mentorship as a personal calling
- Demonstrates understanding of group dynamics, group life cycle, and how individuals' social roles and giftings contribute to a group
- Models life lived in Community, usually through continued participation in a Community Group.
- Ability to both challenge and encourage others in their walk with the Lord
- Humble demeanor and teachable spirit; consistent and reliable
- Good verbal skills and possesses the ability to communicate in such a way that is clear and understandable
- Solid reputation (above reproach) inside and outside the church
- Willing to be judged with greater strictness as a leader in the church (James 3:1)
- Genuine love for people with demonstrated relational skills
- Able to communicate with warmth, empathy, and graciousness
- Willing to disclose and discuss any past sins or issues that would disqualify or discredit one's ability to lead (this would include church discipline or criminal charges)

ESTIMATED TIME COMMITMENT AS A COMMUNITY GROUP COACH:

This role is a commitment to serve in a ministry leadership role with Mars Hill Church. Our intent is that the time you spend shepherding group leaders will be a blessing to you, to the leaders you coach, and to the members of their groups, as well as fun and energizing for you. In addition, Mars Hill will also invest considerable training and personal development time to strengthen your personal spiritual walk and your leadership skills.

Since this role is marked by a sense of passion and life calling to leadership development, it is a long term commitment. *Two years is a minimum commitment.*

- Weekly estimated time¹ (4.5 hrs/week total²)
 - Group Visits: rotating through each group once per six weeks (3 hrs/wk)
 - One-on-One with each Leader once per six weeks (1.5 hrs/wk)

- Regular Leadership Training and Meetings
 - Monthly Leadership Meeting—The Sync (3 hours/month)
 - One-on-One with your Regional Pastor once per six weeks (1.5 hrs/ea)
 - Basic and Advanced Training (8 hrs total: 2 sessions of 4 hours, offered quarterly)
 - Annual weekend Leadership Intensive (Retreat)

- Occasional / As needed
 - Resolving group conflicts (in partnership with the Group Leader and/or Regional Pastor)
 - Personal shepherding of group members, potentially involving time outside of group meetings, as appropriate
 - Interviewing leader candidates (90 minutes each)

¹ These time estimates are based on a coach having a full load of six leaders. Actual time requirements will vary based on the number of leaders being coached.

² Note that some weeks will involve multiple activities, such as when The Sync occurs during a week that you also have a Group Visit scheduled, or when you are scheduled to interview a leader candidate. Thus, some weeks may require up to ten hours.

AS A COMMUNITY GROUP COACH, I COMMIT TO...

- Perform Role Duties and maintain Personal Attributes as outlined above
- Will properly prioritize my time and manage my priorities to enable me to fulfill the Time Commitment as outline above
- Willing to be accountable and open to Biblical character standards in regards to: sexual purity, healthy relationships, personal relationship and walk with Jesus, financial responsibility, and positive reputation inside and outside of Mars Hill. (We all are sinners and have struggles; so we don't expect perfection. We simply ask that you commit to walking in the light together with us.)
- Agree to participate in an interview regarding my sexual purity
- Gladly submit to the leadership of my Regional Pastor, and uphold the vision and values of the church
- Inform my Regional Pastor of any major problems or difficulties I or anyone in my group is facing
- Provide relevant references from Mars Hill members and/or from previous leadership/service roles outside of the church
- Consent to run a public records background check (to be authorized by a separate form)

After praying about this and discussing the commitment with my family, I commit to fulfilling the role of Community Group Coach for the next calendar year

Name

Date

AS YOUR COMMUNITY GROUP REGIONAL PASTOR, I COMMIT TO...

- Model Personal Attributes as outlined above
- Provide regular coaching/mentoring time every 4-6 weeks for development and leadership growth
- Be available and responsive to deal with any group, relational, or spiritual questions so you have someone to call for help or ideas
- Provide accountability to help in your personal growth and in the shepherding of your leaders
- Serve as a communication link with Community Group Pastors and other Mars Hill leaders to ensure clear communication, alignment and healthy support among leaders

Name

Date

[Role Description Version: 10/4/2006]