

GROUPS

Coach Training

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On Mission

The DreamTeam is a group of incredible people on mission to show every guest they matter by living out their God-given purpose to make an eternal difference.

MISSION STATEMENT:

We exist to introduce people to Jesus and the life-changing adventure with him.

Dreaming Together

We are a team of people working and dreaming about the mission God has for us. Every single weekend, the DreamTeam understands that we are in the business of introducing people to Jesus and the life-changing adventure with him. That's what it means to make an eternal difference. It's all about God - what he is doing around and through all of us to reach those who are far from him, and to draw each of us toward loving others the way Christ loved us.

No Matter the Role

We understand that seemingly insignificant acts in the hands of an all-powerful God create eternal moments that change people's lives.

Privileged to Serve

We view the opportunity to serve our guests on the weekend as a "Get To" experience and not a "Have To" experience. We understand that we're here to accomplish something bigger than ourselves and it's a privilege to serve on this team. We're honored and thankful to God for choosing us.

On a Journey and Helping Others

The ultimate role of the DreamTeam is to love others the way Christ loved us, helping them to take a next step in their spiritual journey.

To help someone else **KNOW GOD**

To help someone else **FIND FREEDOM**

To help someone else **DISCOVER PURPOSE**

To help someone else **MAKE A DIFFERENCE**

Becoming a Part of the DreamTeam

...is an honor because we get to serve God in the mission he has for our church and the communities we serve.

To equip every member of the team, we require DreamTeam members to take these steps before serving:

- Complete GrowthTrack
- Complete application
- Participate in interview
- Complete Confidentiality Agreement

We gather to dream & celebrate:

DreamTeam Launch

At the beginning of each ministry year, we gather for a night filled with vision, inspiration, and worship. As a DreamTeam member, we ask that you join us to prayerfully and humbly trust God to accomplish great things in the upcoming ministry year.

DreamTeam Celebration

Once a year, just before spring, we throw a party for our amazing DreamTeam. It is a night filled with celebration as we honor our team members for the ways they are making a difference by living out their purpose.

Our Values

- G** **GOD'S HEART**
We want every guest to know that they matter to God and they matter to us.

- U** **UPBEAT**
We create a fun and positive environment to make an amazing first impression and for the team to serve.

- E** **EXCELLENCE**
We pay attention to details because it shows our guests we care.

- S** **SEIZE WOW OPPORTUNITIES**
We are always looking for ways to make every guest's experience something they can't wait to share with others.

- T** **TAKE THE NEXT STEPS**
We want every interaction to point guests to their next step on the spiritual journey.
 - Know God
 - Find Freedom
 - Discover Purpose
 - Make a Difference

Groups Coach's Guide

God's process for people to find freedom begins with having the right people in their lives. He designed us for community, and connecting in Groups is how we help people find life-changing relationships at CedarCreek.

Your role as a Groups Coach is a vital part of successful Groups at CedarCreek. Just as Group leaders care for their Groups, as a coach, you care for the leaders. By praying for leaders, developing a relationship with them, and serving as a resource, you are helping strengthen leaders and the powerful ministry of Groups.

The model for leadership in Groups is based on a principle we see modeled in the Bible by Jethro, the father-in-law of Moses.

Moses' father-in-law replied, "What you are doing is not good. You and these people who come to you will only wear yourselves out. The work is too heavy for you; you cannot handle it alone. Listen now to me and I will give you some advice, and may God be with you.... Select capable men from all the people—men who fear God, trustworthy men who hate dishonest gain—and appoint them as officials over thousands, hundreds, fifties and tens.... If you do this and God so commands, you will be able to stand the strain, and all these people will go home satisfied." EXODUS 18:17-23

Three Areas of Focus for Coaching

1

PRAYER

PRAY FOR YOUR LEADERS.

The most impactful thing you can do is pray for your leaders. As you agree in prayer with your leaders, God promises to move.

“Again, I assure you: If two of you on earth agree about any matter that you pray for, it will be done for you by My Father in heaven. For where two or three are gathered in My name, I am there among them.” MATTHEW 18:19-20 HCSB

Leading Groups at CedarCreek isn't something any of us are asked to do alone. Your role as a coach gives leaders support as you carry the responsibility to care for people together.

2

CONNECTION AND COMMUNICATION

CULTIVATE A PERSONAL RELATIONSHIP WITH YOUR LEADERS.

Take time to get to know your Group leaders. Learn about their story, spiritual journey, and what motivates them to lead a Group. Knowing them on a personal level not only will help you serve them well, but it is also in line with how God tells us to care for the people he has allowed us to influence.

Be sure you know the condition of your flocks, give careful attention to your herds. PROVERBS 27:23 NIV

COMMUNICATE HELPFUL INFORMATION.

You are the Group leaders' direct line of communication. Throughout the semester, you will receive regular communication as a coach that will help you lead well but also needs to be communicated to your Group leaders. This can look like reminding them to be praying for their Group, encouraging them to help people move one step, directing them to the Next Steps Survey, or helping them decide where to host their Group or how to invite people to attend.

Don't know the answer to a question? This is why you have support too. Reach out to your Hub Leader or NextSteps Director to help you support your leaders as needed.

If you encounter a difficult situation with your Group leaders, the team is here to support you. If one of your leaders is going through a crisis, you can provide prayer, encouragement, and support. Use wisdom and be sensitive to the situation. If you are unsure of what to do, don't hesitate to ask your Hub Leader or NextSteps Director.

3

Growth

We are called to identify and develop leaders. Jesus himself said:

“The harvest is great, but the workers are few. So pray to the Lord who is in charge of the harvest; ask him to send more workers into his fields.” LUKE 10:2 NLT

HELP YOUR LEADERS MOVE ONE STEP.

You have the opportunity to invest in your leaders by helping them grow and move one step in their leadership. By praying for them, asking the Holy Spirit for guidance, and connecting with them personally, you will be able to help them take next steps.

Questions to ask:

- What is one area you hope to grow in this semester?
- How can I pray for you?
- What is an area of leadership that is challenging for you?
- What do you feel God is calling you to do through Group leadership?

HELP YOUR LEADERS DEVELOP NEW LEADERS.

By developing your leaders, you are modeling how they can develop leaders in their Group. You can also help them identify potential leaders.

Here are a few ways to do this:

- Ask about potential leaders they have identified in their Group.
- Help them know what to look for in potential leaders who are faithful, available, and teachable. Characteristics such as participation, a willingness to help, spiritual growth, and a connection to the life-giving culture of Groups can be key indicators.
- Remind them to invite potential leaders to Group Leadership Training every 4th weekend of the month.

Practical Coaching Ideas

Throughout the semester, as you pray for, connect with, and grow your leaders, here are some practical ways you can care for them:

- Make a connection at the beginning of the semester.
- Introduce yourself and exchange contact information.
- Share more about your role as a coach and how you will support them throughout the semester—you will:
 - Pray for them.
 - Answer questions.
 - Remind them of important steps like the Next Steps Survey and helping Group members move one step. This is most often communicated in a weekly email coaches are provided to make their own and send on to their Group leaders.
 - Help them develop as leaders.
 - Help them identify potential leaders in their Group.

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- Be available to help and support them, including visiting the Group once during the semester (see below for more details).
 - Give ideas for inviting people to attend their Group, such as:
 - Thinking of people in their sphere of influence like coworkers, friends, and neighbors
 - Being aware of people new to the church, new believers, or people who have shown interest in getting involved
 - Looking for people who have leadership potential
 - Asking God to send the right people to your Group

Visit your leader's Group during the semester, especially if they are a first-time leader.

- Communicate when you'll be visiting the Group in advance.
- Remind the leader that the purpose of your visit is to support them and invest in the ministry they are personally doing through Groups.
- Be on time and participate. You are not there just to look over their shoulder!
- Ask the leader to introduce you to the Group so that everyone feels comfortable.
- Evaluate if the Group has the life-giving culture that we hope and pray for around Groups.
- Make notes on feedback or ideas that will help the leader continue to strengthen the Group and grow their personal leadership.
- Encourage the leader and celebrate the wins. Do you see things like genuine relationships being formed, people engaging in conversation, and Group members openly sharing prayer needs? These are signs of a healthy Group and should be celebrated! If you don't see these things, guide the leader on ways to cultivate

these Group dynamics throughout the rest of the semester.

- Help the leader identify potential leaders in their Group.
- Remind the leader how they can help people in their Group move one step.

Maintain a relationship with your leader.

- Create opportunities to connect with leaders over coffee or lunch, or in between services during the weekend.
- Send email and text updates to leaders, reminding them about upcoming opportunities at church like baptisms, training, GrowthTrack, the Leadership Summit, etc.
- Help them accomplish important goals like completing Group rosters and attendance, completing the Next Steps Survey with their Group, and helping members move one step.
- Host an end-of-the-semester celebration with your leaders.

Effective Group Meetings

Here are some guidelines on what to look for when you visit a Group and areas to help the leader grow as needed:

Leadership Skills

- The leader is helping members move one step in their spiritual journey.
- New leaders are being identified and encouraged to attend Group Leadership Training.
- The objectives of the meeting are accomplished.
- The leader stays involved and listens to everyone.
- The relationship between the leader and the Group members feels healthy.
- The leader prays during the Group.

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- The leader stays on topic.
 - The meeting starts and ends on time.

Group Dynamics

- The Group maintains a life-giving environment.
- Everyone participates in prayer time.
- Members participate in discussion and are engaged.
- Everyone is included, and no one overwhelms the conversation or is completely left out.

Care

- The leader allows time for ministry to happen within the Group.
- The leader emphasizes the Next Steps Survey.
- The leader asks for prayer requests.

Next Steps

One of the best resources you can direct your Group leaders to is their handbook, where there are examples of next steps, including questions to ask. The goal for every Group is to help each person move one step forward in their faith. As a coach, you can help leaders keep this a priority and help them implement practical ways to help people move one step.

Next Steps Survey

Coaches play an important role in the Next Steps Survey. The Next Steps Survey helps us measure the health of Groups and how our church is growing spiritually. There is a survey for both Group leaders and Group members. A link to the Next Steps Survey is sent out to Group leaders near the end of the semester, and part of your role is to help ensure leaders, co-leaders, and their group members complete the survey.

Being Part of the Groups Team

As a coach, you are an important part of the Groups Team. Not only can you help your leaders grow, but you can also help strengthen the Groups ministry as a whole in the following ways:

- In addition to praying for your leaders and their Groups daily, also pray for God's favor and direction over the entire Groups Ministry as we help people find freedom.
- Take part in Hub meetings and gatherings, retreats and Hub events that are offered along with the Groups Kick-off. All of us have one step to move each semester as coaches too, and these types of gatherings are designed to help you continue to move and grow as a leader, and as a vital part of the Groups Ministry.
- Help complete Group Leadership Training Interviews with new Group leaders during the training, held every 4th weekend of the month and for three weekends at the beginning of each semester.
- Participate in the recruitment of new leaders at your campus as directed by your Hub Leader and/or NextSteps Director.
- Ensure your leaders and their Groups complete the following:
 - Group rosters in the Groups database
 - Attendance
 - Next Steps Survey at the end of the semester

Scripture Reference

As we help people find freedom in Groups, ministering to them, Scripture is one of the most powerful ways to care for them.

We encourage you to memorize scriptures, which will equip you when you are walking someone through a tough situation, as well as give you strength throughout the semester. Also, as you pray over a Group leader, try inserting that leader's name in the scripture to make it more personalized.

Here is a list of powerful scriptures that you can apply to any situation:

“And you shall love the Lord your God with all your heart, with all your soul, with all your mind, and with all your strength.’ This is the first commandment. And the second, like it, is this: ‘You shall love your neighbor as yourself.’ There is no other commandment greater than these.” MARK 12:30-31 NKJV

I can do all things through Christ who strengthens me.

PHILIPPIANS 4:13 NKJV

Trust in the LORD with all your heart and lean not on your own understanding; in all your ways submit to him, and he will make your paths straight. PROVERBS 3:5-6 NIV

“My thoughts are nothing like your thoughts,” says the LORD. “And my ways are far beyond anything you could imagine. For just as the heavens are higher than the earth, so my ways are higher than your ways and my thoughts higher than your thoughts.” ISAIAH 55:8-9 NLT

This is the confidence we have in approaching God: that if we ask anything according to his will, he hears us. And if we know that he hears us—whatever we ask—we know that we have what we asked of him. 1 JOHN 5:14-15

“No weapon formed against you shall prosper, and every tongue which rises against you in judgment you shall condemn. This is the heritage of the servants of the Lord, and their righteousness is from Me,” says the Lord. ISAIAH 54:17 NKJV

Finally, be strong in the Lord and in his mighty power. Put on the full armor of God, so that you can take your stand against the devil’s schemes. For our struggle is not against flesh and blood, but against the rulers, against the authorities, against the powers of this dark world and against the spiritual forces of evil in the heavenly realms. Therefore put on the full armor of God, so that when the day of evil comes, you may be able to stand your ground, and after you have done everything, to stand. Stand firm then, with the belt of truth buckled around your waist, with the breastplate of righteousness in place, and with your feet fitted with the readiness that comes from the gospel of peace. In addition to all this, take up the shield of faith, with which you can extinguish all the flaming arrows of the evil one. Take the helmet of salvation and the sword of the Spirit, which is the word of God. And pray in the Spirit on all occasions with all kinds of prayers and requests.

With this in mind, be alert and always keep on praying for all the Lord's people. EPHESIANS 6:10-28 NIV

And we know that for those who love God all things work together for good, for those who are called according to his purpose. ROMANS 8:28 ESV

For we are God's masterpiece. He has created us anew in Christ Jesus, so we can do the good things he planned for us long ago.

EPHESIANS 2:10 NLT

"For I know the plans I have for you," declares the LORD, "plans to prosper you and not to harm you, plans to give you hope and a future."

JEREMIAH 29:11 NIV

You are the light of the world—like a city on a hilltop that cannot be hidden. No one lights a lamp and then puts it under a basket. Instead, a lamp is placed on a stand, where it gives light to everyone in the house. In the same way, let your good deeds shine out for all to see, so that everyone will praise your heavenly Father. MATTHEW 5:14-16 NLT

No power in the sky above or in the earth below—indeed, nothing in all creation will ever be able to separate us from the love of God that is revealed in Christ Jesus our Lord. ROMANS 8:39 NLT

Stay away from the love of money; be satisfied with what you have. For God has said, "I will never, never fail you nor forsake you." That is why we can say without any doubt or fear, "The Lord is my Helper, and I am not afraid of anything that mere man can do to me." HEBREWS 13:5-6 TLB

Don't be afraid, for I am with you. Don't be discouraged, for I am your God. I will strengthen you and help you. I will hold you up with my victorious right hand. ISAIAH 41:10 NLT

Do not be anxious about anything, but in every situation, by prayer and petition, with thanksgiving, present your requests to God. And the peace of God, which transcends all understanding, will guard your hearts and your minds in Christ Jesus. PHILIPPIANS 4:6-7 NIV

Consider it pure joy, my brothers and sisters, whenever you face trials of many kinds, because you know that the testing of your faith produces perseverance. Let perseverance finish its work so that you may be mature and complete, not lacking anything. JAMES 1:2-4 NIV

Love is patient, love is kind. It does not envy, it does not boast, it is not proud. It does not dishonor others, it is not self-seeking, it is not easily angered, it keeps no record of wrongs. Love does not delight in evil but rejoices with the truth. It always protects, always trusts, always hopes, always perseveres. 1 CORINTHIANS 13:4-7 NIV

So faith comes from hearing, and hearing through the word of Christ. ROMANS 10:17 ESV

One day the apostles said to the Lord, "We need more faith; tell us how to get it." "If your faith were only the size of a mustard seed," Jesus answered, "it would be large enough to uproot that mulberry tree over there and send it hurtling into the sea! Your command would bring immediate results!" LUKE 17:5-6 TLB

Now faith is confidence in what we hope for and assurance about what we do not see. HEBREWS 11:1 NIV

If any of you lacks wisdom, you should ask God, who gives generously to all without finding fault, and it will be given to you. JAMES 1:5 NIV

Where there is no guidance, a people falls, but in an abundance of counselors there is safety. PROVERBS 11:14 ESV

So now there is no condemnation for those who belong to Christ Jesus. And because you belong to him, the power of the life-giving Spirit has freed you from the power of sin that leads to death. ROMANS 8:1-2 NLT

"Come now, let us settle the matter," says the Lord. "Though your sins are like scarlet, they shall be as white as snow; though they are red as crimson, they shall be like wool. ISAIAH 1:18 NIV

Brothers and sisters, we do not want you to be uninformed about those who sleep in death, so that you do not grieve like the rest of mankind, who have no hope. For we believe that Jesus died and rose again, and so we believe that God will bring with Jesus those who have fallen asleep in him. 1 THESSALONIANS 4:13-14 NIV



Groups: Coach's Visit Checklist

Goal: to support Group leaders and invest in the ministry God has given them personally through their Group.

Prep for Visit:

- Schedule it ahead of time with the Group leader—typically within weeks 4-9 of the semester.
- Discuss any potential leaders to keep an eye out for during your visit.
- As part of your prep with your Group leader, let them know you'd like them to introduce you and give you a few minutes to share a little with the Group during your visit.
 - We have found this works best at the start of Group, but determine what will work best for the Group with the Group leader.

During the Visit:

- Be on time and participate.
- Ask the leader to introduce you to the Group so that everyone feels comfortable.
- When given the time to share, here are some things to consider sharing:
 - Thank the Group & leader for having you.
 - Share the why behind Groups—to connect with one another and take steps on the life-changing adventure with Jesus, especially in finding freedom. Why? Groups are where relationships help us take off the game face, be honest, and grow in both knowing God (trusting him) and finding freedom in our everyday life.

This is based in what we see throughout Scripture and specifically in JAMES 5:16 - "Confess your sins to each other and pray for each other so that you may be healed. The earnest prayer of a righteous person has great power and produces wonderful results."

- Affirm the Group leader and thank him/her for leading.
- Encourage them to continue to make meeting together a priority.
- Share how all of us have a step to move each semester.
- Let them know you are praying for them too. (You may pray for the Group in a short, encouraging prayer.)

As you participate in the rest of the Group:

- Evaluate if the Group has the life-giving culture that we hope and pray for around Groups.
- Make notes of feedback or ideas that will help the leader continue to strengthen the Group and grow their personal leadership.
- Encourage the leader and celebrate the wins.
 - Do you see things like genuine relationships being formed, people engaging in conversation, and Group members openly sharing prayer needs? These are signs of a healthy Group and should be celebrated!
 - If you don't see these things, guide the leader on ways to cultivate these Group dynamics throughout the rest of the semester.
- Help the leader identify potential leaders in their Group.

After the Visit

Set up a time to debrief or talk about the visit—celebrate what you saw going well, share any insights on Group members or discussions you had, offer them any ways to keep growing as a leader that you experienced, etc.

- Discuss leading again and if it would be the same Group, a new Group, etc.
- Remind the leader how they can help people in their Group move one step each semester.

Groups: Coaching Checklist

Throughout the semester, as you pray for, connect with, and grow your leaders, here are some practical ways this can look week by week:

Overall

Attend Hub meetings with your Hub leader (typically monthly).

The goal of Hub meetings is to bring the leaders together for Men's, Women's, etc. to dream, talk about what you're seeing, share and brainstorm ideas, get updates, etc.

Before the Semester Starts or Week 1

- 1 When you receive the list of Group leaders you'll be coaching:
 - Reach out personally through email, text, or phone call (whichever works best for them and you) and welcome them to leading.
 - If one way doesn't work, try another.
 - Set up a time to connect for 10-15 minutes in the next week or so (see what to cover below).
- 2 Attend Groups Kick-Off
 - Invite your Group leaders to attend and sit together—this can be a great time to start relationships as a coaching Group!
- 3 When connecting personally:
 - Thank the Group leader for saying yes to God to lead a Group.
 - Share the goals of your role as their coach, including:
 - Praying for them
 - Answering any questions
 - Reminding them of important steps they can offer, like those captured on the Next Steps Survey and helping Group members move one step this semester
 - Helping them develop as a leader
 - Helping them identify potential leaders in their group
 - Being available to encourage, help, and support them, including doing a Group visit (share vision/why Group visit)
 - Get to know them personally.
 - Why did they say yes to leading?
 - What are they most looking forward to?
Most concerned about?
 - Prayer requests of any kind
 - End by letting them know you'll be providing a weekly email with all sorts of updates, and make plans to touch base again in 2-3 weeks to set up Group visit.
 - If you are coaching a new leader, we recommend touching base weekly for the first 4 weeks at least, to ensure they feel supported and encouraged as a new leader.

- 4 Start sending the weekly email or text the content provided to you by your Hub leader—please make every effort to send these weekly. Once you get behind, Group leaders miss out on important updates.

Weeks 2-3

- 1 Check in personally with leaders you are coaching about their Group members.
 - Confirm the Group got underway; if so:
 - What are they experiencing?
 - Have them tell you about their Group members.
 - How can you be praying specifically for any Group members?
 - Use the rosters in Rock for each of your Groups as they share about their Group members—it helps to put stories with names.
 - Ensure Group leaders are taking attendance; if they aren't, share the why behind it again.
 - If the Group didn't get started:
 - What were the challenges? Help them identify the potential barriers from meeting this semester.
 - Encourage them about leading again—sometimes it's just the time of day didn't work, etc.
 - Encourage them to join another Group for the semester.
- 2 Set up a Group visit for sometime during weeks 4-8 of the semester. (It's key to start these and get them scheduled—the semester goes quick!)
- 3 Continue to send the weekly email.
- 4 Consider hosting Group leaders on a call, at your home, or in between services in the lobby for a quick catch-up and prayer if you weren't able to connect as a coaching Group at Groups Kick-Off.
 - These could be just 15-30 minutes long in the lobby, as a way for you to pray for all of them, ensure things are going well in the Group, and reiterate the purpose of a Group visit.

Weeks 4-5

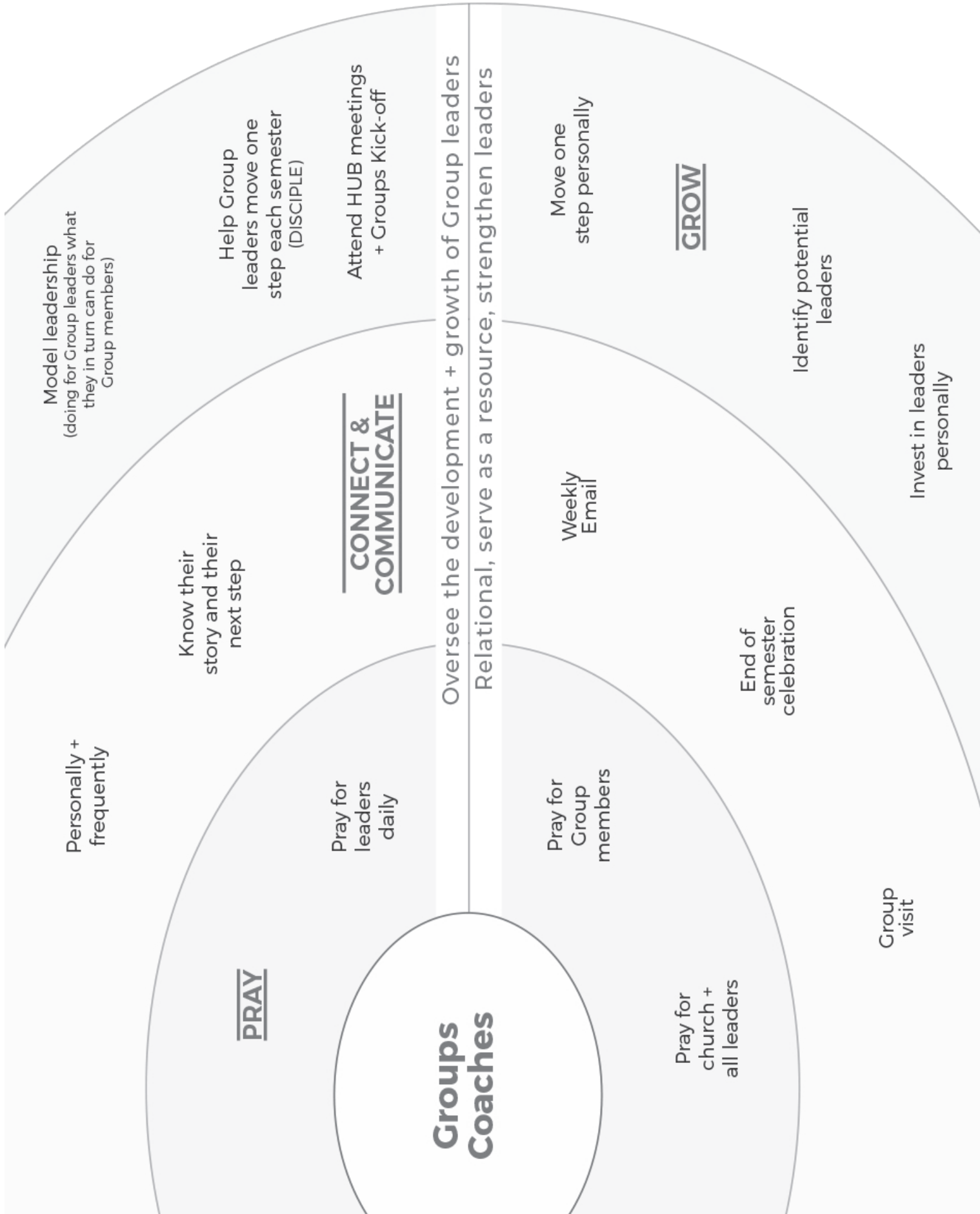
- 1 Continue sending the weekly email.
- 2 Start Group visits.
- 3 Follow up with the Group leader after the visit to encourage them with what went well, offer insights on Group members, and debrief about overall visit (see Group leader visit portion of the handbook and Group Visit checklist).
 - Text after your visit and thank them for the visit.
 - Schedule a debrief time (15-20 min).

Weeks 6-9

- 1 Continue sending the weekly email.
- 2 Continue Group visits and follow-up with leaders after the visit.
- 3 Continue attending Hub meetings with Hub leader.
- 4 Text or call Group leaders asking for any prayer requests, offering encouraging scripture, or sharing a Groups story you heard from one of your other leaders or at the Hub meeting to help keep the why in front of your leaders.
- 5 Share about the Next Steps Survey and why it's so important.
 - Alongside it, share the Next Steps Resource—this is the best resource we have for identifying the most common steps on the spiritual journey. Mature believers helping someone else take a step is key toward continued growth.
- 6 Consider attending Prayer Night or a DreamTeam event together or meeting up in some way as a coaching Group
- 7 Plan how you will mark the end of the semester with your Group leaders, such as:
 - Get-together at a coffee shop
 - Small encouragement of some kind—this could be a small gift or even a handwritten note from you
 - Online gathering to share a story and celebrate all God has done
 - Attending Prayer Night together

Weeks 10-13

- 1 Continue sending the weekly email.
- 2 Continue encouraging them.
- 3 Reach out personally again to confirm if they will be leading again next semester.
 - If it's a no, be sure you know why.
 - Have they identified who can lead the existing Group?
- 4 Follow up personally with any potential Group leaders and/or coaches you met during your Group visit.
 - Share names of those you are reaching out to with your Hub leader.
- 5 Host an end-of-semester celebration and wrap-up as a coaching Group, if you're not doing something as a Hub.



Groups Coaches

PRAY

Personally + frequently

Know their story and their next step

Pray for leaders daily

Pray for church + all leaders

CONNECT & COMMUNICATE

Model leadership (doing for Group leaders what they in turn can do for Group members)

Help Group leaders move one step each semester (DISCIPLE)

Attend HUB meetings + Groups Kick-off

Oversee the development + growth of Group leaders
Relational, serve as a resource, strengthen leaders

Weekly Email

GROW

Move one step personally

Identify potential leaders

Invest in leaders personally

End of semester celebration

Group visit