

Coaching FAQ

What is coaching for?

Coaching has three goals:

1. Cultivate leader and group health.
2. Train and develop leaders.
3. Build community amongst leaders.

We want to help ensure that you are healthy and growing both personally and in your leadership, and we want you to be a part of the leadership team of NCC. You are not “just” off on your own leading a small group. You are a critical part of the ministry at your campus and at NCC as a whole.

What is the coach’s job?

The small group coach role exists as a support for small group leaders as they disciple and care for NCCers. A coach is a leader of leaders, providing care, guidance, encouragement, and correction. The coach leads the leader huddles and meets with leaders individually as needed.

What are leader huddles?

Leader huddles are gatherings of 8-15 leaders that meet three times each semester. Leader huddles will generally include time to build community, share updates on what is happening in your small group, discuss a training topic selected by the coach, and receive news/updates about groups at NCC. Huddles will meet at a consistent time and place so that you know when they are and can plan for them.

Who are leader huddles for?

We’re asking all small group leaders to attend leader huddles. For inexperienced leaders, huddles are an opportunity to develop as leaders and learn how to lead well. For experienced leaders, huddles are an opportunity to share their experience and wisdom with others. One of the biggest advantages of group-based coaching is that the coach doesn’t have to have all of the answers; we’re all able to learn from one another.

How do leader huddle assignments work?

You can join any leader huddle that is associated with your campus and is not already full. We ask that you commit to a given huddle for the semester. In general, we'd encourage folks to stay in the same huddle from semester to semester, but if you want to change huddles between semesters, you're welcome to do that.

How do I become a coach?

Coaches are hand selected by the small group directors. In general, we're looking for people who have been leading for at least a couple of semesters and who we feel have the wisdom, experience, and spiritual maturity to lead other leaders.

You're always welcome to talk with your coach or director about whether they think you'd be a good fit to be a coach. However, just be aware there are a number of reasons that might not work right away. They may think you need more experience leading, you might have some growing to do either personally or spiritually, you may be better gifted at leading a group than being a coach, or we simply may have a bigger need for group leaders than coaches at the moment.

Do we really need another meeting?

No. No one hates meetings for meetings' sake more than us. Like many of you we have busy schedules and demanding jobs. NCC is not a church that is about trying to get you to do more church stuff.

We want you to have time to spend with friends and family, to get to know your neighbors and co-workers, to do your job with excellence. That's why we don't have a second service on Sunday nights or a third service on Wednesdays.

But that said, being in a leadership role is a weighty responsibility. We often say that our leaders are the front-line pastors of NCC. You're the ones providing spiritual care and discipleship to the congregation, and we want to make sure you're prepared well for that.

What if I'm just too busy to attend leader huddles?

The first thing we would encourage you to do is to make sure that you're not spreading yourself too thin. If you're leading a short-term mission, ministry team, small group, and Uprising... you should probably cut back on something. Not only are you likely to get burnt out, it's unlikely you're devoting enough time to do any of those things well.

The second thing you might try is handing leadership of your small group off to someone else the week your huddle meets. It could be good experience for a potential leader, and you get a couple hours of your week back. (And yes, we recognize that for those of you who lead a group at your house, it can be tough to skip group.)

If I take a break from leading, can I stay in my huddle? Do I need to stay in my huddle?

If you take a break from leading, you don't need to continue attending your huddle, although you are welcome to do so for one semester.

If I don't attend a leader huddle, can I still lead a small group?

We're not going to make a blanket rule that says that if you don't attend a huddle you can't lead a group, but again, we are asking that all leaders participate. And we do get concerned when someone says, "Oh, I just don't need that." The fact is that we all have areas where we need to learn and grow, and we all have areas where we can contribute and help others grow. None of us is so mature or so skilled that we don't have some growing to do.

As leaders, we're better together, and our church and our groups will be stronger if we are a team and not all off doing our own thing.

If you really feel like you can't participate in a leader huddle for some reason, please have a conversation with your director about it.