

# BEING A COACH

## VISION

### WHAT IS A COACH?

A coach is someone who leads and cares for other leaders. The leadership model at ACF is about more than leadership. It's about growing personally and growing others. A Disciple is a "learner." While each Coach might be involved with a certain ministry, our goal is to build disciples as people serve.

Our leadership flow for all Serve Teams is as follows:  
**Directors-Coaches-Team Captains-Volunteers.**

## VALUES

### WHAT NEEDS TO HAPPEN TO ACCOMPLISH THE VISION?

**"We care more about the person, than what they can do for us."**

**Every Coach should know:**

1. Who is caring for you.
2. Who you are caring for.
3. Where your community is.
4. What your next step is.
5. The way you're making a difference.

As a coach, you will be receiving COVER™ (Care, Oversight, Vision, Encouragement, Resources) from your Director and providing COVER™ to Team Captains.

(GIVE EXAMPLES OF EACH FOR YOUR MINISTRY)

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# WHAT IS COVER™?

## INVESTING IN THE PEOPLE WHO BUILD THE MISSION OF ACF CHURCH.

COVER™ meetings happen weekly with every individual on our teams. It should take 15 minutes or less to give COVER™. Spend some time on each letter when you meet. As you listen, you may hear of one letter that needs special attention. If so, focus your discussion on the most relevant needs for the week without neglecting the other letters over the course of a month.

Remember, you will naturally gravitate toward the letter that motivates you the most. But keep in mind the unique needs of the person you are meeting with.

### *C - CARE*

We don't use people to build the mission. We use the mission to build people. We care for the individual. Ask about their families. Find out about hardships. Look for what their unique passions and skills are. People need to know that they matter more to us than what they can do for us.

### *O - OVERSIGHT*

This is where we make our expectations clear. Many times frustration builds when we don't define the "win" for the people we lead. What is their role? Remind them of responsibilities they may be overlooking. Talk about how they are succeeding in practical ways. Ask for where there may be confusion.

### *V - VISION*

We always want to help the people see beyond their own personal success. Our vision is what we are working to accomplish together. Remind them of our vision statement. This is a good chance to ask how they are most excited about where we are headed. Ask if there are any questions about our vision.

### *E - ENCOURAGEMENT*

It's time to tell a story. People need to see how their influence is making a greater impact. Who's life is being changed by their influence? In what way is it being changed? Discuss how we have made progress toward our vision because of them. Help them see that every person is essential to our team. Talk about how they are uniquely wired to do what they do.

### *R - RESOURCES*

No one likes to be assigned a job without the tools to succeed. Ask what resources have been most helpful so far. In what ways do they feel under resourced? This is a good chance to talk about coaching or mentorship opportunities that may be available to help them grow. Ask "If there was one tool I could give you to help you succeed, what would it be?"

# STANDARDS

## WHAT DO I NEED TO KEEP IN MIND?

1. Live a life worth imitating.
2. Create excellent environments.
3. Know the “WHY” behind everything you do.
4. Lead through relationships.
5. Celebrate what you want to see.

# COMMIT

## WHAT AM I GETTING MYSELF INTO?

I AM COMMITTING TO A \_\_\_\_\_ TERM OF COACHING.

\_\_\_\_\_ IS THE LEADER PROVIDING COVER FOR ME WHILE I  
PROVIDE COVER TO \_\_\_\_\_.