



# CROSSCHURCH

## LEADERSHIP PIPELINE DEVELOPMENT

### Vision for Coaching

Ephesians 4:11–12 “And he gave the apostles, the prophets, the evangelists, the shepherds and teachers, to equip the saints for the work of ministry, for building up the body of Christ.”

Proverbs 20:5 The purpose in a man’s heart is like deep water, but a man of understanding will draw it out.”

- Coaching draws out what God has placed in someone.
  - Coaching a tool for personal and spiritual development.
  - A coach’s job isn’t to solve everything, but to develop problem-solvers by asking great questions.
  - It’s for your leaders—to help them grow into the leader God’s called them to be.
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### Implementation

- Campus Pastors will be asking you to submit pipeline plans
  - Goal of Fall – Start running with this pipeline plan
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### Coach Expectations

- A staff member meets with their coaches monthly for 1 hour in a group setting.
  - Coaches meet with their leaders monthly for 1 hour in a group setting.
  - Weekly check-ins (text/call) are expected between formal meetings.
  - Every DT Leader/SG Leader will be coached for each area they lead in.
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## Coaching Meeting Outline (60 Mins)

Purpose: To invest in, equip, and develop leaders through intentional care, communication, and coaching.

### 1. Care – Building Trust & Connection (25 Minutes)

Strengthen relationships by checking in personally and spiritually.

- Opening & Welcome (2 minutes)
- Personal & Spiritual Check-In (20 minutes)
- Encouragement & Vision Casting (3 minutes)

### 2. Communication – Keeping Informed, Focused & Organized (5 Minutes)

Ensure clarity on ministry updates, expectations, and messaging.

- Key Ministry Updates & Talking Points (2 minutes)
- Organizational Tasks Review (2 minutes)
- Planning Ahead & Creating a Calendar (1 minute)

### 3. Coaching – Developing & Empowering Leaders (25 Minutes)

To reflect and surface wins and challenges, and set intentional growth steps for the next 30 days.

- Where Are You Winning? (5 Minutes)  
Start with celebration. Affirm where God is working through their leadership.
- Where Are You Struggling? (10 Minutes)  
Help leaders name their challenges and begin to process a path forward.
- How Have You Grown as a Leader? (5 Minutes)  
Reflect on internal growth, skill development, and spiritual maturity.
- How Are You Growing Next? (5 Minutes)  
Help the leader set direction and commit to one actionable next step.

### Final Encouragement & Meeting Wrap-Up (5 Minutes)

- Ask: "What's one way I can best support you this month?"
- Confirm next meeting date & follow-ups.
- Remind them to check in with their teams and relay key communication points.

Coaches should fill out  
the "Coaching Meeting Snapshot"  
and send to their ministry staff after  
each meeting



Coach Max  
Ministry the SOCIAL  
Date of Meeting 5/12/25

What important personal things are going on with your leaders? | Who was there?

Fred - girlfriend just broke up with him  
Bob - Mom has major surgery next Friday  
George - just got a huge promotion!

Where are your leaders winning?

- all their small groups have new people and they are excited!  
- George's group just had a guy baptized at SPR on Sunday!

Where are your leaders struggling?

Bob is having trouble getting people to be vulnerable.

How can I help you?

- Suggestion on a better meeting place

"Reaching Northwest Arkansas, America, and the World for Jesus Christ."

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