

THE POSTURE OF A COACH

The effectiveness of a coach is rooted more in their **posture** than in their expertise. Great coaches model the kind of leadership we hope to see in group leaders—not by having all the answers, but by how they show up.

A great coach is:

- **Humble:** “I’m walking alongside leaders, not above them. I’m not here to fix, but to support.”
- **Teachable:** “I’m continually learning—about people, leadership, and how God is moving in our church.”
- **Curious:** “I want to understand what’s really going on in my leaders’ groups and in their lives.”
- **Intentional:** “How can I help each leader take their next faithful step? What does encouragement look like right now?”

Vulnerability

Many group leaders begin with a sincere desire to lead well and make a meaningful impact. But when things don’t go as planned—when attendance is low, discussions fall flat, or group dynamics feel off—they can easily begin to doubt themselves. This sense of underperformance often leads to a few common, yet unhelpful responses:

- Hesitating to reach out for support
- Questioning whether they should have signed up to lead in the first place
- Pulling away from their coach by ignoring texts, calls, or emails

That’s why it’s so important for coaches to lead with authenticity and vulnerability. When a group leader hears that their coach has also faced leadership challenges or experienced seasons of discouragement, it breaks down barriers and creates space for honesty. Vulnerability from a coach normalizes struggle and invites the leader to share openly—not just about the group, but about life.

Over time, this builds a foundation of trust. As the relationship grows beyond task-oriented check-ins, conversations become more meaningful and mutual. The group leader no longer sees the coach as someone who is simply monitoring progress, but as a genuine ally who cares about their growth and well-being. And that shift makes all the difference.

Check out [this video](#) for more insight into the posture of a leader.

