

Grow Course Coach Specification 2026

The Grow Course is designed to help churches grow in health, depth, and impact. Delivered through self-guided learning, learning communities, and coaching for church leaders, each cohort has teams from each church that come together at learning communities every two-to-three months. There are five learning communities, and the course lasts approximately eight months.

Many churches that come on the Grow Course are small and have limited resources. Many do not have staff teams, and some have multiple churches within their parish or benefice.

The Grow Course Coach role is about supporting the church leader to effectively implement an action plan that leads to healthy, growing churches. This will take place in the context of the Church Growth Courses offered by the Gregory Centre for Church Multiplication and will be a key part of supporting churches from a range of theological backgrounds and sizes to develop effective mission that leads to growth. Coaches will provide up to eight sessions for each church leader.

As a self-employed coach, you will invoice for a total* of £120 per coaching session, including preparation and follow-up time. *This sum must include (i.e. be inclusive of) VAT where applicable.

Areas of responsibility

- Offer clear contracting with the church leader at the beginning of the coaching process, explaining the scope and purpose of coaching, confidentiality, and your policy on rescheduling or cancelling sessions. CCX will have explained coaching, but most church leaders will be unfamiliar with it.
- Provide one-to-one or group coaching for the church leader to support them in achieving their mission and growth aims. The Grow Course offers a framework of topics to help with this, although coaching sessions can cover other presenting matters.
- Be familiar with the Grow Course, its topics, and resources, so you can share them with the coachee when relevant.
- Attend training and feedback sessions twice a year to stay up to date on the Grow Course's development. This is normally a 90-minute Zoom call twice a year.
- Maintain positive and open relationships with clergy and leaders in churches being coached

Coach Specification

- Be accredited by a relevant coaching body, such as ICF, EMCC, or AC.
- Confirm you have appropriate insurance in place.
- We recommend that you have sufficient supervision in place (either 1-2-1 or group supervision).
- Be committed to your own continued professional development.
- Provide feedback to the Creative Growth team on any learning points from the course delivery

Coaching is likely to address some of the following:

- Change Management
- Managing Stakeholders (Diocese, Network, Congregation, Deanery, PCC, Team)
- Personal resilience/wellbeing
- Leading others and developing leaders

Your point of contact will be the Programme Manager. We will invite you to two coaching updates, normally held online each May and November.

Coaching may be carried out in person or online. Office space is not provided. Any travel or subsistence costs associated with a coaching session are borne by the coach. You will also need to be aware of and work within CCX's Safeguarding, data protection, and EDI policies.