**Coaching Tree and Pastoral Care**

Pastoral Care in the church usually is run one or two ways. Pastor(s) of a small church does all the pastoral care and this can become the main focus along with preaching on a Sunday. Pastor(s) of larger churches are unable to do all the pastoral care so they either completely neglect it or they passively respond to the most needy and vocal.

Our desire is to pastor people well. It is our responsibility.

**Acts 20:28**

**Col 1: 28**

**Heb 13:17**

**I Peter 5: 1-4**

We cannot and do not assume most people are fine. In fact, it seems like many people are just about one step from crazy. Sin and suffering abounds and we want to walk deeply with people through it. “The church is a messy place…”

In Exodus 18, Moses was overwhelmed with the issues of the Israelites and unable to attend to all of their needs. His current structure for pastoral care was insufficient because it relied on one person, all the pastoral care issues consumed his time and took away from overall leadership, and he was not developing new leaders. His father-in-law saw his problem and instructed him “to entrust the oversight of the tribes to trustworthy men who had the capacity to oversee ten, hundreds, and thousands. This is known as the Jethro principle to appoint qualified men and women to lead and shepherd the flock.

Our coaching tree (we got this from the book Community) is being established to offer the best pastoral care for members, an optimal way to train up new leaders and to provide the best resources for our LifeGroup leaders.

We want to train and equip leaders to handle the majority of pastoral care, then coaches, then pastors. This makes groups the primary means for care in the church. We still will provide Recovery, pastoral counseling and even professional counseling as needed.

**Very important:** When issues arise, contact your life group leader first, then involve the coach if necessary. It is essential to follow the chain of command in order to train leaders and build a healthy, effective system.

