



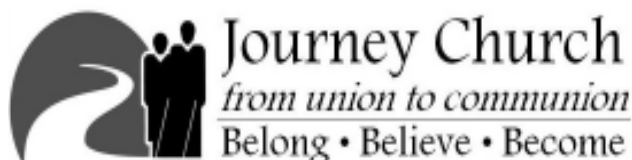
EQUIPPER

The monthly Ministry Development newsletter from
Grace Communion International in the United States

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Greetings minister of Jesus:

This issue concludes our series on ***The Disciplemaking Pathway***. We have been examining this topic from the perspective of a congregation known as *Journey Church*. They have a three-step pathway: ***Belong • Believe • Become***.



The first step (***belong***), involves Journey Church in what Jesus is doing to *seek the lost*. The goal is to help people who do not yet know Jesus *experience* the good news that in Jesus, God loves, wants, accepts and forgives them.

The second step (***believe***), involves the congregation in what Jesus is doing to *nurture believers*. The goal is to help believers understand and embrace the love and life of the Father, Son and Spirit. This nurturance is given through the church's worship (including baptism and communion), teaching of the Word, and loving fellowship and service.

We come now to the third and final step (***become***). This step involves Journey Church in what Jesus is doing to *equip workers* and *multiply leaders, ministries* and *churches*. The goal is to help people participate with Jesus as he fulfills the Father's mission.

The Holy Spirit calls and gifts believers for this participation. Effective churches respond by helping believers identify their divine calling and gifting; and then equipping them to use those gifts in the ministries of the church to the world. Effective equipping includes training classes and mentoring, coupled with "hands-on" experience.

Over time, it will be evident that some workers are called and gifted by the Holy Spirit to serve as ministry leaders, pastors of established churches, or planters of new ones. It is the church's responsibility to identify, equip, deploy, mentor and then coach these emerging leaders. See page two for the vital equipping tool of ***ministry coaching***.

Within the United States, Grace Communion International equips pastors through the ***Pastoral Continuing Education Program*** administered by Church Administration and Development (CAD). Pastors, please see page three for new information about this program.

-Ted Johnston
CAD communications and resources

For pictures and videos of GCI churches in the U.S. participating in ministry with Jesus, see **IT LOOKS LIKE THIS...** (<http://gci-usa.blogspot.com/>).

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Equipping pastors, ministry leaders and ministry workers for participation in ministry with Jesus.

Ministry Coaching *by Randy Bloom*

Research shows that productivity, skill development, morale, and work relationships improve when people are coached in their jobs. Coaching is particularly important for church pastors and planters. It also has great value for ministry leaders.

Dozens of GCI pastors in the US are now receiving ministry coaching. Many report significant benefits.

Leonard Banks, pastor of GCI's Abundant Grace Church in Rochester, New York, notes that his ministry coach has helped him stay focused "on the primary concerns of our church" and be "accountable to someone for developing and working out ministry goals."



What is Ministry Coaching?

Ministry coaching is a sustained relational process that helps ministers (pastors, church planters, ministry leaders, etc.) discover and use their gifts, experiences and resources to increase fruitfulness in ministry with Jesus.

A ministry coach helps their coachee develop goals, stay on target and maintain balance. In this way, the coach participates in what the Holy Spirit is doing in the coachee's life.

Coaches do not train or consult. They do not set expectations or determine agendas. Nor do they teach or direct. Instead, ministry coaches do two things:

- **They listen deeply**, seeking to understand God's will for the coachee within the context of personal, family and ministry life.
- **They ask questions**, helping the coachee discern God's will, set goals, find solutions to obstacles, and measure progress.

Through skilful listening and asking of questions, a ministry coach provides their coachee with affirmation, encouragement, focus and accountability.

Are you willing to serve as a ministry coach?

It is GCI's goal to provide a ministry coach for each new GCI church pastor and church planter in the United States. To reach this important goal, we need more male and female ministry coaches.

Please prayerfully consider serving as a ministry coach. Doing so entails receiving training leading to certification. CAD then places certified ministry coaches in a pool, ready to serve when a coaching need arises. Serving means giving about 1 ½ - 2 hours of time each month.

Though a coach need not be a pastor or ministry leader, they do need coaching ability, a close walk with God and a good understanding of church life.

Are you interested in becoming a GCI ministry coach? Do you know a man or woman who is? If so, please email Randy Bloom at Randy.Bloom@gci.org.

Update: Pastoral Continuing Education Program *by Randy Bloom*

GCI is committed to providing its churches with appropriately equipped pastoral leadership. As a requirement for licensing, all *senior pastors* and *co-pastors* participate in the **Pastoral Continuing Education Program**. Though not licensed, *pastoral care teams* participate by having one team member complete the assignments, or by sharing assignments among team members.

The program has two separate tracks:

- **Track One for pastors employed full-time by GCI.** They are required to attend district and regional GCI training meetings, and take for credit each year no less than one class toward completion of a preapproved master's degree in Christian studies or theology. Most pastors take these classes in **Grace Communion Seminary** (at <http://gcs.ambassador.edu/>). Some start with the diploma program offered by **Ambassador College of Christian Ministry** (at <http://www.ambascol.org/>).
- **Track Two for pastors not employed full-time by GCI.** They are required to attend district and regional GCI training meetings, and earn each year no less than eight **Continuing Education Units (CEUs)**. CEUs are earned in several ways, including attending and reporting on a GCI training meetings, reading and reporting on a pre-approved book, and taking a class for credit in GCS, ACCM or other pre-approved degree program in theology or Christian studies.

Note to Track Two participants. CEUs are awarded only after two things happen: First, you affirm completion of an assignment in your online record at www.wcg.org/online (see instructions below). Second, your DPL confirms in your online record that you have completed the assignment. Except in limited circumstances (see the manual online), your DPL will not give this confirmation until you submit a reflection paper, or participate in a reflection discussion. [Note to DPLs: See instructions in the manual for reviewing reflection papers and facilitating review discussions, and for confirming completion of pastors' Track Two CEU assignments.]

Pastors in Track Two: Here is how to affirm CEU assignment completion:

- Go to www.wcg.org/online and log in
- Choose one of your church assignments
- Click Continuing Education Completed in the Quick Links box
- Click on the line that says "Add a new academic item"
- Click the down arrow on the first box to choose the type of item you completed. For MDT training seminars and classes, that is "Class/Seminar"
- Click the down arrow on the second box and choose the item you completed. For MDT classes, this will usually be "District level training with a ministry developer"
- For those items that require further information (and MDT classes DO), enter a description of what you completed. Be specific. For example, "Church Planting with Randy Bloom on 7/15/09"
- Click the box next to "Completed" if you've already completed it—that is, you're not just planning to complete it or are in the process of completing it
- Click the Save button

A newly updated **Pastoral Continuing Education Program** manual is posted at [wgc.org/online](http://www.wcg.org/online) (click on "pastor resources" and look near the bottom of the page). To the list of pre-approved CEU assignments we have added *Prepare/Enrich* training and the *New Pastor Conference*.

Do you have questions about Pastoral Continuing Education? If so, email Randy Bloom at Randy.Bloom@gci.org.