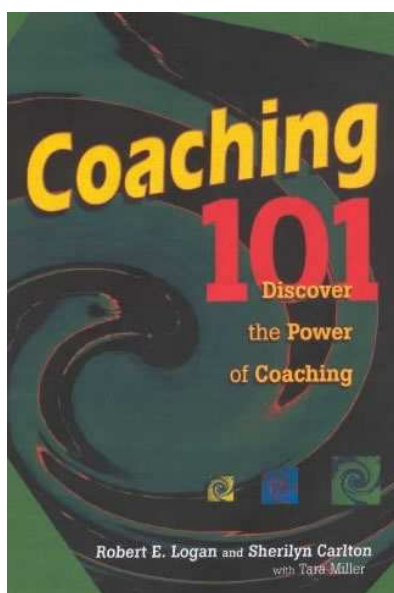




GC2 equipper

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Dear minister on mission with Jesus,

It's our privilege in Ministry Development (MinDev) to help equip ministers like you for Spirit-led participation with Jesus in his work to fulfill the Father's Great Commandment – Great Commission (GC2) mission in our world.

MinDev equipping for this *GC2 mission and ministry* addresses three goals:

- **Training & consulting** for understanding
- **Coaching** for implementation
- **Mentoring** for multiplication

MinDev has been addressing the second goal by equipping district pastoral leaders and others to serve as **ministry coaches**. As a result, a growing number of our pastors and ministry leaders have added ministry coaching to their ongoing journey with Jesus.

MinDev will continue to offer coach training to help build a **coaching culture** where most ministers are coached and, in turn, coach others. If you would like to learn more about coaching, I encourage you to read *Coaching 101* by Logan and Carlton (pictured left). Information about coaching is also posted on our Church Multiplication website (<http://cmm.wcg.org/>) - click on "coaching."

In this issue of *GC2 equipper*, we feature articles on the rationale and content of coaching, and on the formation of coaching triads. We have also included an important note concerning pastors who are employed by GCI-USA.

Now a couple of announcements of interest to many of you:

- **Sermon resource.** We've posted the GenMin 2009 camp teaching curriculum (<http://genmin.wcg.org/campministries.htm>, scroll down on left). You may wish to use it to give a youth-friendly sermon series (adults will love it too!). It's good to involve the kids in the planning and delivery.
- **CEU reading list.** In the *Pastor Resources* section of WCG.online, we've posted a new reading list for those who want to read and report on books to earn CEUs in track two of the *pastoral continuing education program*.

Partnering with you in the Master's ministry,
Dan Rogers, CAD director

Why ministry coaching?

Ever felt that you have received lots of ministry equipping but are not sure how to apply it? If so, **ministry coaching** may be what is needed. A skilled and caring ministry coach can help you understand God's will, gain perspective, tap into new motivation and increase your participation in Jesus' mission and ministry.

The CAD team is working to build within GCI-USA a **coaching culture**. Why? Because research indicates that coaching is a powerful tool for enhancing ministry productivity, skill development, morale and positive working relationships. Ministry coaches participate in the work that the Spirit is already doing in people's lives. They do so NOT by consulting, teaching or directing, but by "coming along beside" to assist and support the one being coached in following the Spirit's lead into ministry growth.

A coach uses two principal skills: **listening deeply** and **asking questions**. Through these, the one being coached is helped to discern God's will in their personal, family and ministry life; and to identify and use God-given gifts and experiences to participate more effectively in Jesus ongoing ministry. The coach helps the minister find solutions, clarify thinking, set goals, measure progress and receive God's affirmation.

The coaching process that we teach in GCI-USA involves coaching sessions that follow the **Five Rs** format (see below). Coaching sessions might include the coach and one minister, or two or three ministers who coach one another (several of our pastors are participating in "coaching triads," see the article on page 3). Coaching sessions can occur face-to-face, by phone or by video conference. Following is an outline of a typical coaching session utilizing the **Five Rs** format:

1. **RELATE** – establish the relationship and the coaching agenda
 - How are you doing?
 - Where are you now in your journey with Jesus?
 - How can I be praying for you?
 - What do you want to address?
 - How can we work together?
2. **REFLECT** – explore key issues
 - What can we celebrate?
 - What is most important?
 - What obstacles are you facing?
 - Where do you want to go?
 - How committed are you?
3. **REFOCUS** – decide priorities and action steps
 - What do you want to accomplish?
 - What are possible ways to get there?
 - Which path will you choose? What are your next steps?
 - What will you do (who, what, when, where, how?)
 - How will you measure your progress?
4. **RESOURCE** – brainstorm resources needed to accomplish goals
 - What resources will you need to accomplish your goals?
 - What resources do you already have?
 - What resources are missing?
 - Where will you find the resources you need?
 - What can I do to support you?
5. **REVIEW** – evaluate progress, confirm goals and action plans
 - What is working? What is not?
 - What are you learning?
 - What needs to change?
 - What else needs to be done?
 - What further training would be helpful?
 - What is next in our coaching relationship?
 - What would you like me to pray about for you?



District coaching triads By Larry Hinkle, district pastoral leader

Ministry coaching is becoming more prevalent in the body of Christ. In 2008, the GCI Ministry Development team began to promote **coaching triads** among District Pastoral Leaders and others.

After participating for some five to six months in a coaching triad and seeing the value for enhancing spiritual growth, effective ministry, and “connectedness” among pastors, I felt that this approach would be an effective tool in the district context as well.

Since I knew the personalities as well as ministry emphases and particular circumstances of the Florida GCI ministry, I felt it would be appropriate to recommend and promote specific triad groupings. Each individual was contacted and presented with the principles involved in coaching triads and asked if they would be interested in participating in a triad with others. I mentioned to them that *coaching* is done at different levels and in varying ways, but the triad concept involves three individuals gathering by phone once a month for coaching, mutual support, prayer and accountability. After they responded positively, I sent them guidelines (similar to those in the article on page 2).

Some mentioned that at first, they were a little uncertain of the value of the idea, but after participating and seeing the benefits, they were pleased and grateful for the opportunity to experience the blessing of being more “connected” with fellow ministers.

I told each triad member that I would serve as the facilitator for each group for several months in order to model how it works (not as an expert by any means since I was learning with the process myself), and then each member was to alternate in sharing the responsibility on a monthly basis.

In the Florida district, we now have five groups of three elders each. To date, all groups are actively participating and profiting from the coaching relationships. One triad consists of the three female elders. My prayer is that all participants will continue on a regular basis since this is a great way to keep us connected and growing as we, together, seek greater effectiveness in our participation in Jesus’ mission and ministry.



Note concerning pastors employed by GCI

It can be awkward for a pastor who is employed by the church to approach their congregation(s) concerning financial matters that involve their personal income. Therefore, some pastors quietly take unilateral action to resolve financial problems. Some take an outside part-time job to increase their personal income. Others forgo all or part of their expense reimbursement, or forgo a raise to reduce costs for the congregation. While the motives underlying such actions may be commendable, such strategies can bring hardship to the pastor’s family and may be a disservice to the congregation.

Therefore, it is vital that before taking any such actions, the pastor discuss the matter with their leadership team (including the finance committee) and with their district pastoral leader. If an increase or decrease in pay is contemplated, the issue should then be discussed with the CAD office to determine if a change in the pastor’s compensation is appropriate (given denominational salary guidelines) and affordable (given congregational income levels). If it is ultimately determined that the pastor needs to take on outside employment, the congregation should be made aware of the new arrangement so that expectations concerning the pastor’s availability are appropriately adjusted.