



EQUIPPER

The monthly e-zine from the U.S. Church Administration and Development (CAD) team of Grace Communion International.

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Dear pastors and ministry leaders:

Many of us have been blessed by coaches who profoundly impacted our life's journey. Perhaps the difference they made was due to their ability to inspire and motivate, or to give encouragement when there was little to be found elsewhere. Maybe it was how they challenged us to become more than we thought we could be. I've had several sports coaches like that. The best would first highlight what I was doing well (building up my confidence), then they would challenge me to move forward one or two steps at a time.



Coach Harry Sneider

Coach Harry Sneider was one of the best. I remember a softball class where a student took a hearty swing at the ball, yet missed badly. Harry called time-out, then with an encouraging tone of voice said to the student: "You have a strong swing!" He then stood beside him, first helping him square up to the plate, then helping him adjust his grip on the bat. Then Harry said to the student: "On the next pitch watch the ball as you make contact with the bat." Sure enough, the student hit the ball squarely. Lesson learned.

Coach Sneider's way of encouraging by coming alongside applies to sports coaching and ministry coaching (though ministry coaches encourage their coachees to keep their eyes on Jesus, rather than on the ball). In the book *Transformissional Coaching*, Steve Ogne defines ministry coaching as, "an incarnational relationship between one leader and another intended to empower his or her life and ministry." Here's another helpful definition: "Ministry coaching is a relationship with purpose, on purpose."

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In a ministry coaching session, the coachee sets the agenda by expressing what they desire to discuss. The coach then asks skillful questions to help the coachee think about the possibilities and opportunities within their ministry context. Whereas a mentor "pours into" the mentee's life, a coach "draws out of" the coachee's life—largely by asking good questions. Whereas a consultant tells a client what to do and how to do it, a coach helps the coachee draw their own conclusions and find their own solutions. A ministry coach does this by helping the coachee think deeply about the road ahead, asking "What are you up to, Lord?" thus helping them discern and follow the lead of the Holy Spirit.

It's my conviction, based on personal experience, that ministry coaching is a powerful, life-enhancing, relational tool. In GCI-USA we're working to develop a *culture of coaching*. Toward that end, we provide ministry coaches for the men and women in our Intern Program, for most of our first-time lead pastors, and for several of our established pastors who are leading their congregation through a process of renewal. If you'd like to learn more about ministry coaching, I encourage you to check out the resources highlighted by Anthony Mullins (our ministry coaching national coordinator) on page 2. I also encourage you to participate in the ministry coaching workshops we're planning to hold at our regional conferences in 2016.

In Christ's service,
Greg Williams, Director of GCI-USA Church Administration and Development

Equipping all kinds of churches for all kinds of people in all kinds of places.

Ministry coaching resources by Anthony Mullins

I'm privileged to serve as national coordinator for ministry coaching in GCI-USA. I'm deeply committed to coaching others and being coached myself. Below are three reasons why, and below that is a list of related resources (also see the videos at www.gci.org/coaching). I hope you find this material helpful on your journey in ministry with Jesus.

1. Coaching invites creative and strategic thinking

Coaching is predicated on insightful questions which lead to deeper thinking about ministry and mission which leads to creative ideas and solutions. The coaching relationship creates a space for seeing beyond the ministry minutiae to the bigger picture.

Open-ended questions are the single sure practice that invites critical thinking and effective learning. –Jane Vella, adult educator

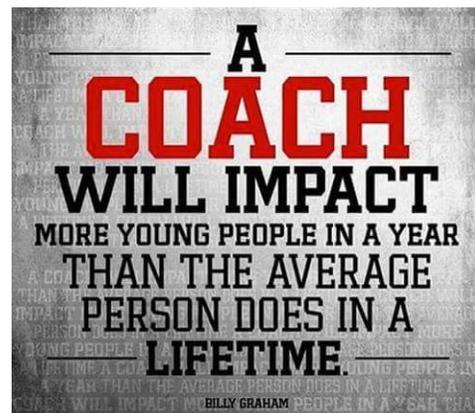
To receive a free copy of *50 Powerful Coaching Questions* from professional ministry coach, Dr. Keith Webb, email Anthony Mullins at anthony.mullins@gci.org.

2. Coaching is relationally invigorating

Helping others, through coaching, to more effectively engage in the ministry of Jesus Christ is a thrill and relational at its core. Coaching is always an active triad of coach, coachee and the mediation of our Lord Jesus through the Holy Spirit.

3. Coaching leads to action

Coaching celebrates small victories and seeks measurable and actionable steps for further growth and development in ministry. As in football, each coaching session is a huddle before executing the designed play.



Here are resources that helpfully address ministry coaching:

- Article: *Why We Need Both Mentors and Coaches* at <http://keithwebb.com/why-we-need-both-mentors-and-coaches/>. Representative quote: “We need both mentoring and coaching. Knowing the difference and being able to do each will expand your leadership effectiveness as you work with people in different ways according to their needs.”
- Book: *Transmissional Coaching: Empowering Leaders in a Changing Ministry World* by Steve Ogne and Tim Roehl. You can read excerpts of this very helpful book online at Google Books: <http://books.google.com/books?id=dMpvWNqPb7wC&printsec=frontcover#v=onepage&q&f=false>
- Book: *The COACH Model* by Keith Webb. Go to <http://keithwebb.com/coach-model/>. This book is the textbook currently being used in GCI’s ministry coach training.

Certified ministry coaches:

Here is a list (in alphabetical order) of the pastoral leaders who have completed GCI’s process to be certified as ministry coaches and, since then, have actively been coaching other ministers: Randy Bloom, Jeff Broadnax, Sam Butler, Becky Deuel, Dave Gilbert, David Howe, Ted Johnston, Anthony Mullins, Mark Queener, Mike Rasmussen, Karl Reinagel, Carrie Smith, Tom Smith, and Fred Stevens.