

Coaching Guide

As you coach leaders in your church through one of the following frameworks, remember to embrace a posture of *drawing out* rather than *directing*. Coaching is distinct from a mentoring relationship, so seek to spend about 70% of your time asking questions and 30% of your time providing guidance.

Framework 1:

- **Catch Up**
 - Example Question: How are you doing personally?
- **Look Back**
 - Example Question: How is your ministry going?
- **Look Ahead**
 - Example Question: What is the next big step in your ministry?
- **Move Forward**
 - Example Question: What resources, training, or people do you need to accomplish your next step?

Framework 2 (adapted from *Gospel Coach* by Scott Thomas):

1. **Connect**
2. **Review**
 1. In addition to celebrating evidences of God's grace, the review phase explores the issues the disciple is facing in their personal, spiritual, or missional life. If past assignments were given, review the progress. Review any unfulfilled accountability agreements as well."
3. **Objectives**
 1. Identify a major objective for the coaching session
 2. "What are the most important objectives you need to work on this month? Why do you see them as the most important? Have you looked at the mission lately? What aspect of your mission demands the highest priority now? Why? How will addressing this priority help you implement the mission God has called you to? How is your community playing a part in your goals? What potential obstacles are blocking the way to accomplishing one or all of the goals?"
4. **Strategies**
 1. Identify where they are
 2. Develop SMART steps to objective.
 1. Brainstorming is a useful here
5. **Supplication & Spirit**
 1. Pray Together