


# ***Coaching in Ministry***

***An Overview***


# ***The 5-R Coaching Process***

- ▶ **RELATE:** *All significant ministry arises out of significant relationships.*
  - ▶ **REFLECT:** *What has happened in the recent past?*
  - ▶ **REFOCUS:** *What are the 3 or 4 big things that need to be accomplished this next month?*
  - ▶ **RESOURCE:** *What resources will you need to accomplish those goals for the upcoming month?*
  - ▶ **REVIEW:** *What have we committed to do before the next scheduled meeting?*
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# ***What is Coaching?***

- ▶ **Coaching:** Helping a person live out the gifts and skills that are already present in them by walking with them through a specific aspect of life or ministry development. It is largely drawing out what is in them already.
- ▶ **Mentoring:** Pouring my life into someone else. We tend to become more like our mentor in many aspects of my life.
- ▶ **Teaching and training** is the discipling part of the picture. I teach people the principles of the Word and skill in application and living. There are times when a coach must train the leader in some aspect of what they are doing.
- ▶ **Leading** is that which we are trying to develop in others by coaching them.
- ▶ ***These concepts overlap & sometimes blend together.***


# ***The Skills of Coaching-***

- ▶ Commit to the coaching relationship
  - ▶ Listen well
  - ▶ Ask good questions
  - ▶ Empower the individual's gifting for ministry
  - ▶ Stimulate creativity
  - ▶ Be a Collaborator / Facilitator
  - ▶ Create vision and allow flexibility
  - ▶ Be vulnerable about life lessons (appropriately)
  - ▶ Focus on the process for the goal of success
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# ***The Heart of Coaching-***

- ▶ Lifts / Supports
- ▶ Asks / Requests / Listens
- ▶ Engages in dialogue with people
- ▶ Facilitates by empowering
- ▶ Seeks the answer
- ▶ Stimulates creativity using purpose to inspire commitment
- ▶ Celebrates learning
- ▶ Collaborator / Facilitator
- ▶ Models accountability
- ▶ Creates vision and flexibility
- ▶ Does the right things
- ▶ Vulnerability creates power
- ▶ Focused on process that creates the bottom-line results

# ***The 5-R Coaching Process***

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# Relate

- ▶ *All significant ministry arises out of significant relationships.*
  - At the beginning of any coaching meeting we will discuss the personal life issues for both of us. We may find there are needs for prayer or for encouragement or coaching within this realm. This part of the process is indispensable.



# Reflect

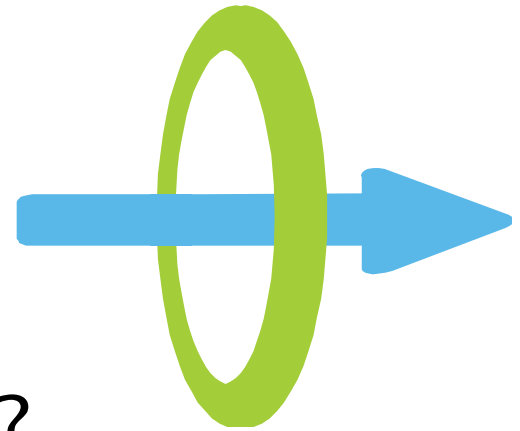
*What has happened in the recent past?*

- Last month, for example, the leader may have listed several major projects or goals that he needed to accomplish in order to move forward toward the ministry vision that God has given.
- How has that initiative gone?
- What has worked?
- What can we celebrate?
- What obstacles have you encountered?
- What needs discussion today?



# Refocus

- ▶ *What are the 3 or 4 big things that need to be accomplished this next month?*
  - How will you do these?
  - Who will be involved?
  - What are your specific plans?
  - How can you partner with other people to accomplish these things?



# ***Resource***

- ▶ Resources include people, finances, curricula, books, websites, etc.
- ▶ The coach may need to help the leader think through what resources are needed.
- ▶ The coach may need to help the leader find some of the resources that will be needed.



# Review



- ▶ *In this portion of the Coaching Meeting you will:*
  - Establish the **next appointment** time and place.
  - **Review the assignments** for the next appointment.
  - This part of the meeting is often skipped. It may not seem important, or time has gotten away from you. **But it is crucial to the ongoing coaching process!**

# ***The 5-R Coaching Process***

- ▶ RELATE – Listen & share
- ▶ REFLECT – Listen & ask
- ▶ REFOCUS – Listen & ask
- ▶ RESOURCE – Ask & offer
- ▶ REVIEW – Restate & schedule

*Is there one person that you  
can coach this coming year?*