



Coaching for Church Leaders

A Powerful Tool for Developing

- ◆ Committed
- ◆ Motivated
- ◆ Joyful
- ◆ Lifelong
- ◆ Growing

Disciples of Jesus

What We'll Cover

- ▶ A few core principles of (discipleship) coaching
- ▶ Some real-life examples on the diocesan and parish level
- ▶ A basic coaching approach you can use right now
- ▶ Questions generated by the talk

Backed Up By Experience

- ▶ Seven years developing a coaching culture in the Diocese of New Jersey
- ▶ 40+ coaches, clergy and lay, trained in the approach you'll learn today
- ▶ Dozens now being coached regularly
- ▶ Real-life clergy and congregations transformed

Coaching Focused on One Purpose

The primary purpose of the Church is to develop committed, lifelong followers of Jesus - people who are committed to living and loving like Jesus and helping others to do the same. **Coaching does this directly.**

One Purpose Worldwide

“The best decision anyone can ever make, at any point in life, in any circumstances, whoever they are, wherever they are, whatever they are, is to become a disciple of Jesus Christ. There is no better decision for a human being in this life, any human being.”



Discipleship Coaches

- ▶ **Are not** mentors, consultants, therapists or spiritual directors - coaching is different
- ▶ Come alongside as a companion, like **Barnabas**
- ▶ Affirm the **creativity, resourcefulness** and **wholeness** of those they coach: coachees can and must build their own answers and actions
- ▶ Commit themselves to the development of those they coach **as disciples of Jesus**

Discipleship Coaching

- ▶ Responds to **opportunity** and **felt need** - has a broad application
- ▶ Demands **accountability** and has an **action focus** - so people can see their **progress**.
- ▶ Demands highly developed **listening skills**
- ▶ Creates a congregational culture where everything is focused on **formation**.

Four Lessons from Real Life: Trinity Moorestown, NJ

Lesson One Coaching creates a culture where people see the work of God in their daily lives, and are supported in actively responding to the work and call of God.

Four Lessons from Real Life: Trinity Moorestown, NJ

Lesson Two Coaching creates and strengthens confidence in the presence of Jesus and the work of the Spirit because we *assume* that as a starting point

Four Lessons from Real Life: Trinity Moorestown, NJ

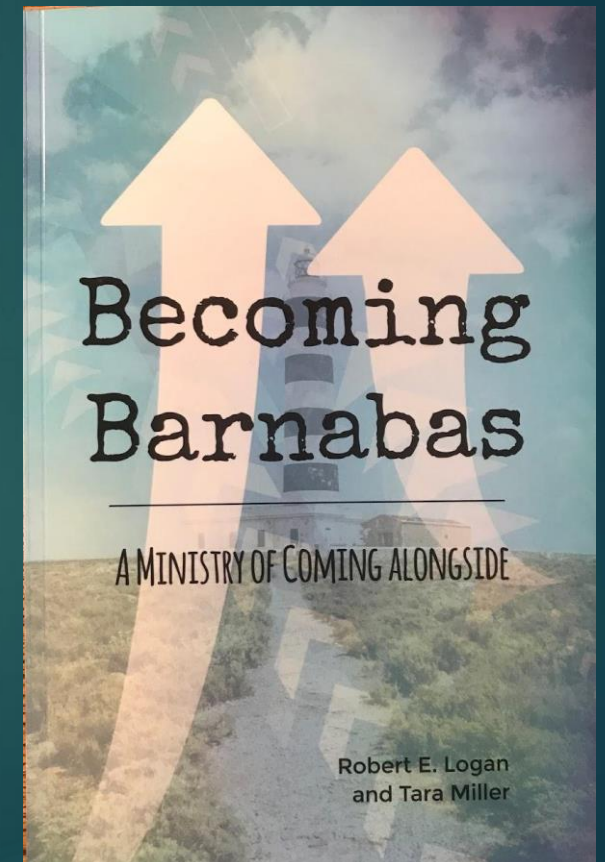
Lesson Three Coaching builds richer community life in which people really begin to understand themselves as committed followers of Jesus.

Four Lessons from Real Life: Trinity Moorestown, NJ

Lesson Four Coaching keeps the main thing the main thing: A focus on mission and purpose, and developing people and communities with discipleship at the center.

The Barnabas Questions

1. How are you?
2. What do you have to celebrate today?
3. What challenge are you facing?
4. What do you want to do about it?
5. Who can I help you?
6. How can I pray for you?





Reflection on the Experience





Appendix Information

7 Reasons to Coach as a Church Leader

1. It helps your people to grow in their Christian faith,
2. Every ministry in the church is energized by a personal experience of transformation in Christ. It provides needed nourishment to service.
3. It provides support, accountability, and a feeling of progress.
4. It naturally includes the action-reflection approach – one of the most powerful sources of Christian growth.
5. It creates a space for Jesus to liberate people.
6. People can see their progress and celebrate it.
7. We grow personally when we help others grow, making us (clergy, that is, more authentic, grateful and effective).

Useful Links on Coaching for Discipleship

- ▶ Logan Leadership, Pasadena, California [Link](#)
- ▶ Holmes Coaching Group, Maryland [Link](#)
- ▶ Gold standard coaching certification (secular but very useful): International Coaching Federation [Link](#)
- ▶ Diocese of New Jersey Website (coaching in the diocesan setting) [Link](#)

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CHANGE WILL MAKE YOU A REALLY
SPECIAL PERSON OVER THE COURSE OF
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