

The Questions of *Coaching*

Ministry teams that honor the Father's equipping value of **Coaching** necessarily prioritize "*putting more in than we take out*". The following is intended as an overview of the key elements to keep in mind as ministry plans are put into place to sustain ministry servants.

Investing

How will team leaders / ministry equippers "*put in more than they take out*"? What is the love language of each servant?

Have we asked younger or immature believers if they have someone who is personally looking after their heart discipleship needs? (Judgement call based on our perceptions.)

How long has it been since there was a "put in" activity for the whole team? Are their resources that would be helpful for all or most of the team?

Assessing

Has a culture of feedback (and excellence) been embedded in ministry servants from the outset? In other words, would anyone be surprised to get feedback or be a part of a debrief?

Do servants receive honest nose-to-nose feedback regarding their contribution? What is the process by which this feedback is provided? How will servants be assessed as to their current competencies and training needs? How often is this expected to happen?

How are ministry servants developed on an ongoing process? How are these needs assessed and tracked? Do servants have their own developmental plan that they understand and embrace?

Expanding

Is "succession planning" a mind-set of the servant's / team's / ministry's leadership? How are ministry leaders planning ahead to enable the ministry and its servants to grow? Are servants being referred to other relevant training events in and out of the church?

Given the scope of the ministry, how much time is needed to mentor someone to take on the various roles of the ministry? Who are currently capable of mentoring someone for an expanded role? How many of them have a "partner" who is in process?

Do the ministry mentors have a checklist or defined process for their role? How are emerging servants assessed in terms of their readiness for a new responsibility?

Which model(s) of development is most relevant for this ministry?