



The House of Jesus

Video #7 Slides

EQUIPPING VALUES

DESIGN
BUILD

With new team members onboarded, **coaching** is the next step



4 Life-giving Coaching

Putting more into servants than we take out

Investing:

Esteeming servants with relevant encouragement, communication and affirmation

Assessing:

Instructing and guiding servants so they can succeed and thrive in their role

Expanding:

Propelling servants toward their full, kingdom potential through skilled mentoring and hands-on experience

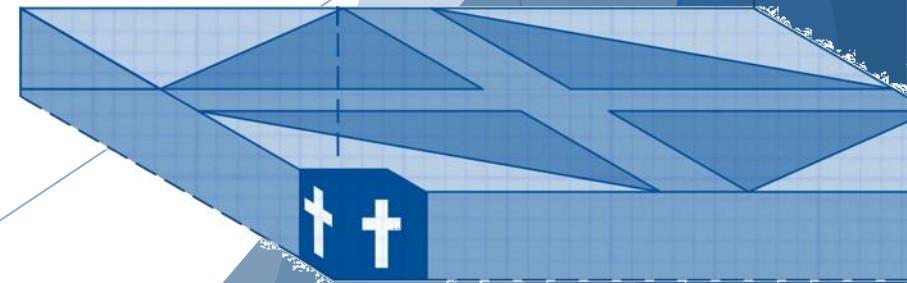
RELATIONAL VALUES

What is Coaching?

Onboarding new servants is just the first stage of equipping. **Coaching** represents *the ongoing encouragement and development of a servant especially as it relates to new areas of contribution that they take on once start-up assignments are mastered.*

“After six days Jesus took with him Peter, James and John the brother of James, and led them up a high mountain by themselves.”

Mt 17:1



Life-giving Coaching

....“Putting more into servants than we take out”

- ▶ Jethro equips Moses (Ex 18:19ff)
- ▶ The Father pours into Jesus (John 14:10)
- ▶ Jesus equips 70+ via teaching and experience (Lk 10-11)
- ▶ *“Holy Spirit will teach you all things”* (John 14:25-26)
- ▶ *“It was (Christ) who gave some as to **equip** the saints for the work of ministry.....”* (Eph 4:11-16)
- ▶ Paul catalyzes the equipping of many (2 Tim 2:2)

EQUIPPING VALUES

DESIGN BUILD



4 Life-giving Coaching

Putting more into servants than we take out

Three Drivers

Investing:

Esteeming servants with relevant encouragement, communication and affirmation

Assessing:

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RELATIONAL VALUES

EQUIPPING VALUES

DESIGN BUILD

1 Compelling Clarity

Starting with the "win" in mind

Vision:

By defining a clear, God-honoring vision from the outset, ministry leaders are better positioned to clarify the "wins" for the audience being served as well as those serving on the team

2 Anointed Fit

Getting the right people in the right roles

Identification:

Identifying potential servants whose character and capacity fits the vision

Invitation:

Casting the vision to the right disciples by affirming the relevance of their heart and unique gift mix

3 Patient Apprenticing

Making outsiders insiders

Orientation:

Sharing the larger community's vision and values if they do not already know it

Start-up Training:

Competency-based equipping provides servants what they need to be competent and confident on their first day

Belonging:

Establishing relationships between new and existing team members is a key to the onramping process

4 Life-giving Coaching

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5 Honoring Transition

Helping disciples take their next, right step of faith

Discernment:

Being attentive to emerging change and guiding these transitions both pastorally and organizationally

Carefrontation:

Providing authentic, respectful and gracious communication when a servant is not succeeding and a transition is needed

Transition:

Bridging team members to their next ministry role

Remember, relationship is the foundation for equipping!

RELATIONAL VALUES

The Heart of *Investment*

▶ What is it?

- Valuing and building-up servants with generous doses of listening, acts of affirmation and timely, life-giving words.

“This is my Son, whom I love; with Him I am well pleased.” Mt 3:17



The Heart of *Investment*

▶ What is it?

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“This is my Son, whom I love; with Him I am well pleased.” Mt 3:17

- *It's also persistent intercession for them!*



“Putting in” Investments

- Spiritual check-ins
- Affirming self-worth
- Speaking their love language
- Caring for family needs
- Spiritual gift development
- Intentional skill training
- Text/video encouragements
- Loving correction
- Inclusion in decision-making process
- Prophetic words
- Recognition (the right way!)
- Taking servants with you
- Surprises
- Fun!

**Incarnations of Jesus' values
for relationships!**

The Heart of *Assessment*

▶ What is it?

- It is a process of listening/coaching that enables servants to keep learning from debriefing and improve their contribution to the team and its vision

Using ministry to grow people!

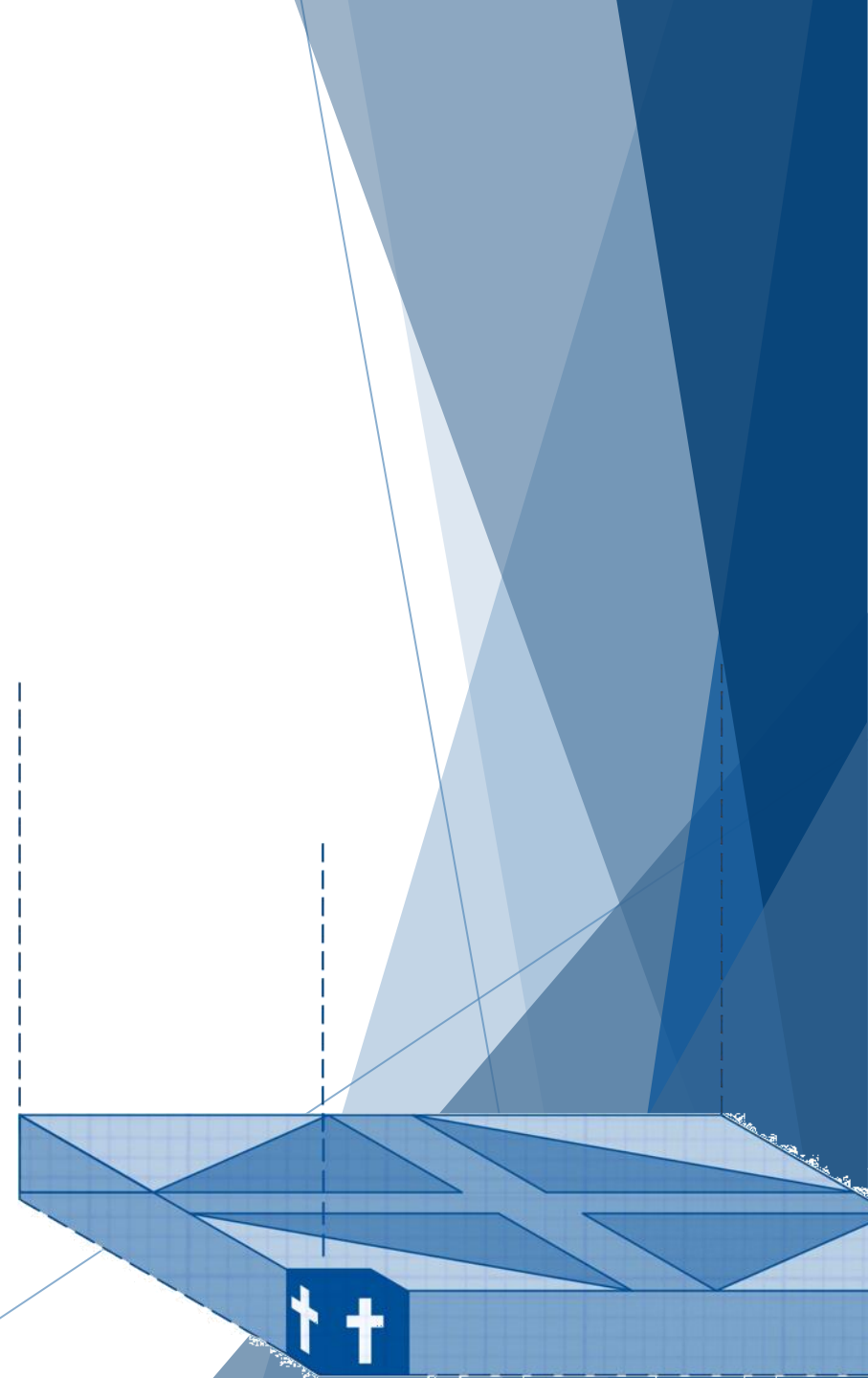


Keep thinking developmentally!

Where are servants in their growth process?

- Crawlers,
- Walkers,
- Joggers or
- Runners

What do servants need to get to the next level within each area of their service?

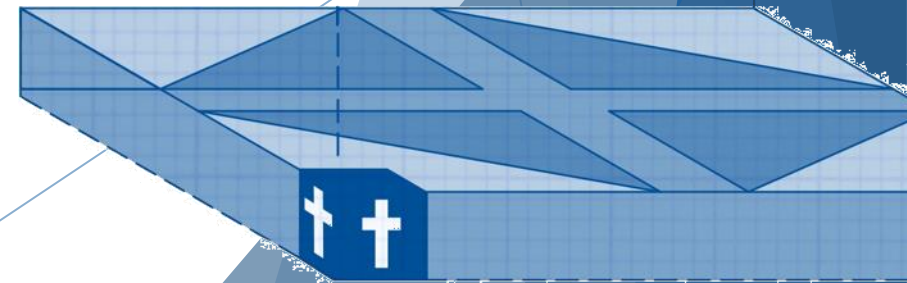


Assessment

Best practices:

- ▶ Create a culture of evaluation and feedback

Remember: The desired outcomes of their role description needs to be the basis for this evaluative process!

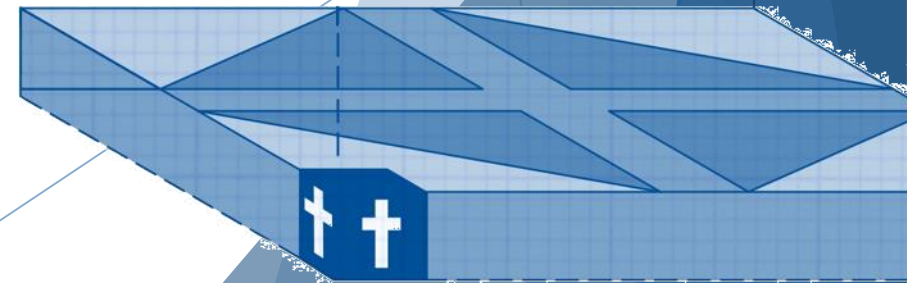


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Best practices:

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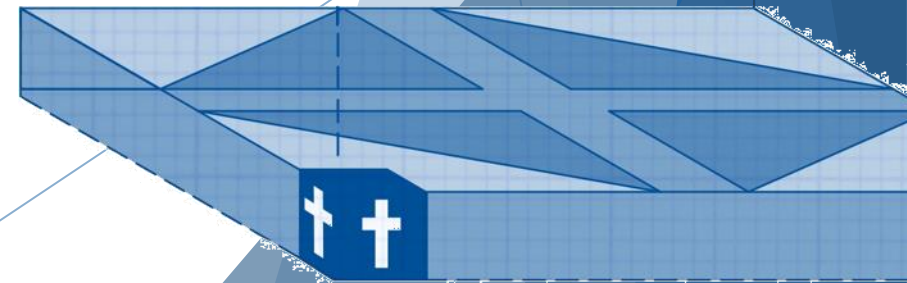


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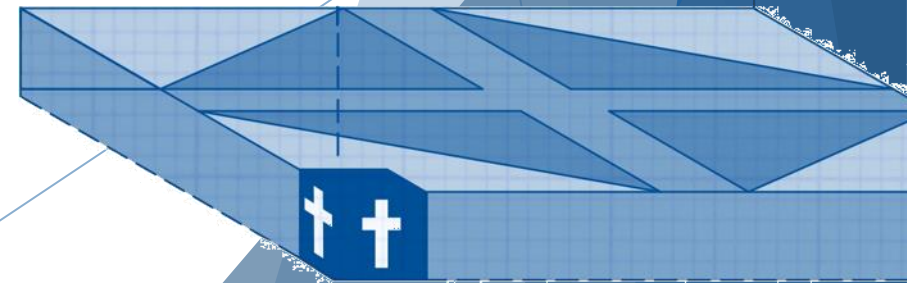


Assessment

Best practices:

- ▶ Create a culture of evaluation and feedback
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- ▶ Give timely and specific feedback (verbal/written)
- ▶ Use periodic self- and coaching assessments

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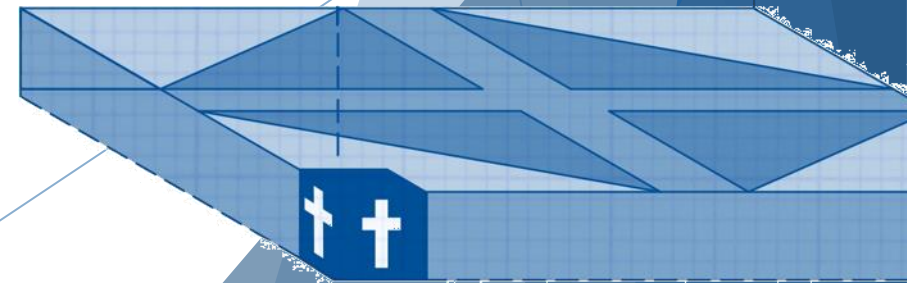


Assessment

Best practices:

- ▶ Create a culture of evaluation and feedback
- ▶ Regularly debrief ministry experiences
- ▶ Give timely and specific feedback (verbal/written)
- ▶ Use periodic self- and coaching assessments
- ▶ Provide annual written summary of feedback

Remember: The desired outcomes of their role description needs to be the basis for this evaluative process!



The Heart of *Expanding*

▶ What is it?

- It is enabling and empowering servants to move beyond today's role towards their Kingdom destiny through skilled mentoring and hands-on experience.

“.....entrust to reliable disciples who can teach others also” 2 Tim 2:2

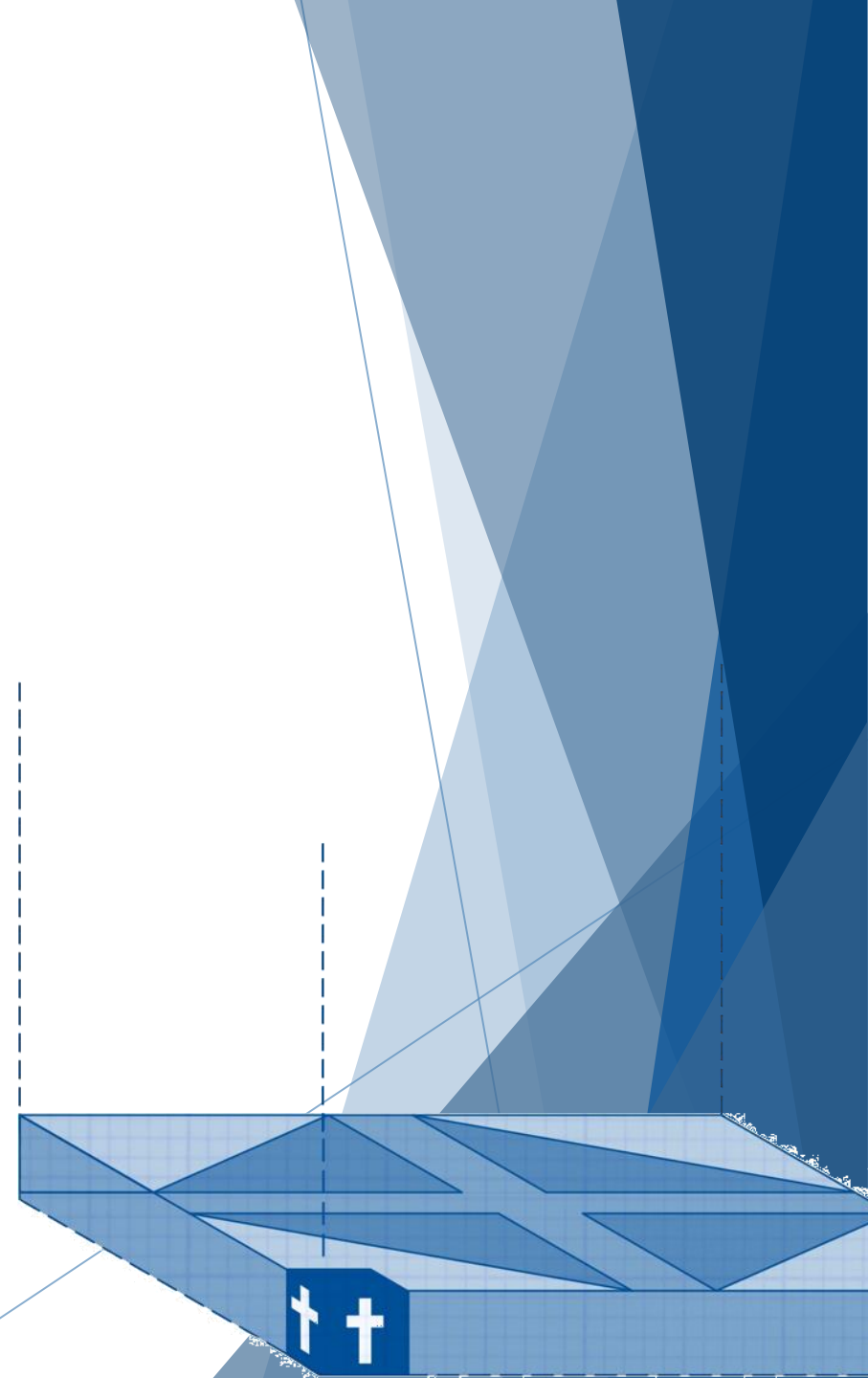


Expanding

Best practice questions:

- ▶ Where do you see yourself in 3+ years?
- ▶ What is on your heart to accomplish long-term?
- ▶ Given that your current role is not a long-term fit, what are you seeing for your next step?
- ▶ What new skills will be needed for this emerging calling?

These kinds of questions are easy to weave into the assessment process or regularly scheduled huddles when the time is right.

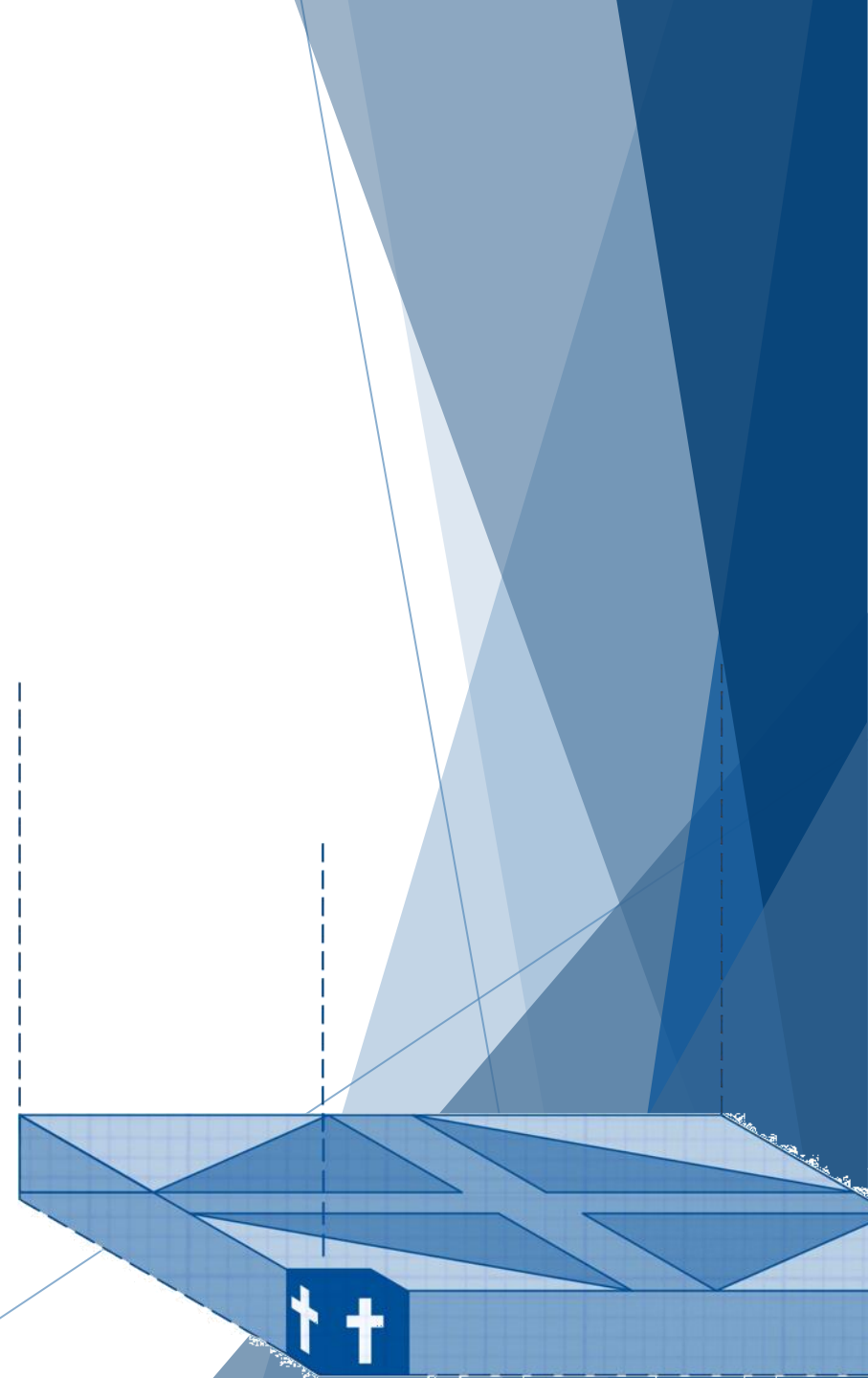


Expanding

Various strategies:

- ▶ Personal Growth (helping me take my next steps)

A servant's maturity and the ministry's context typically informs the ideal strategy.

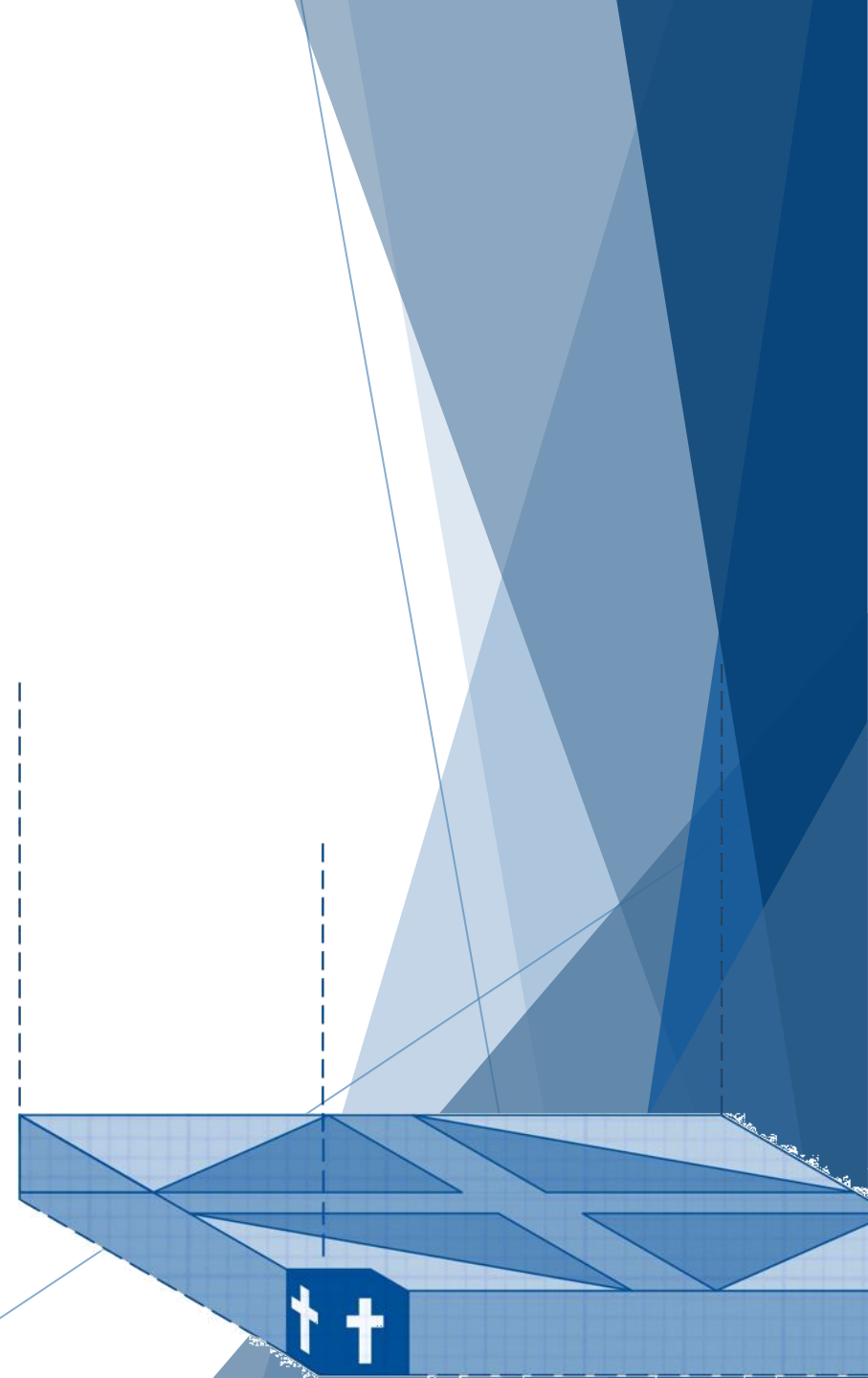


Expanding

Various strategies:

- ▶ Personal Growth (helping me take my next steps)
- ▶ Addition (mentoring me one-on-one)

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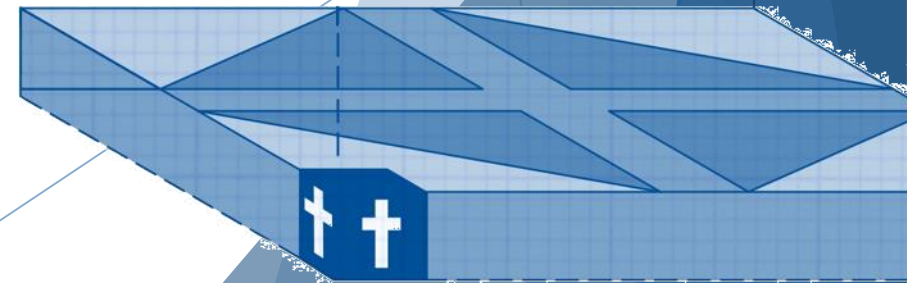


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- ▶ Multiplication (mentoring a team I am on)

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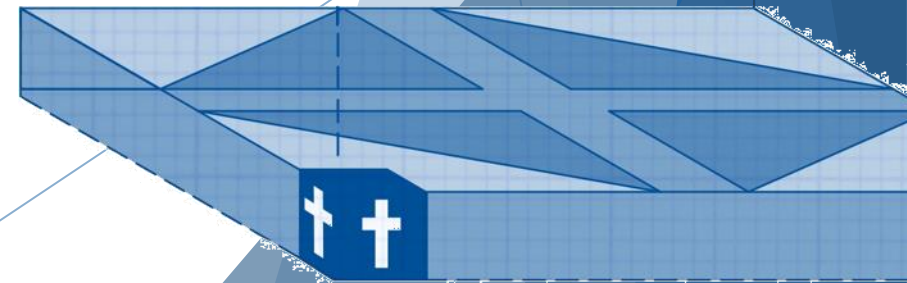


Expanding

Various strategies:

- ▶ Personal Growth (helping me take my next steps)
- ▶ Addition (mentoring me one-on-one)
- ▶ Multiplication (mentoring a team I am on)
- ▶ A Model Group (mentoring a group I am on before disbanding)

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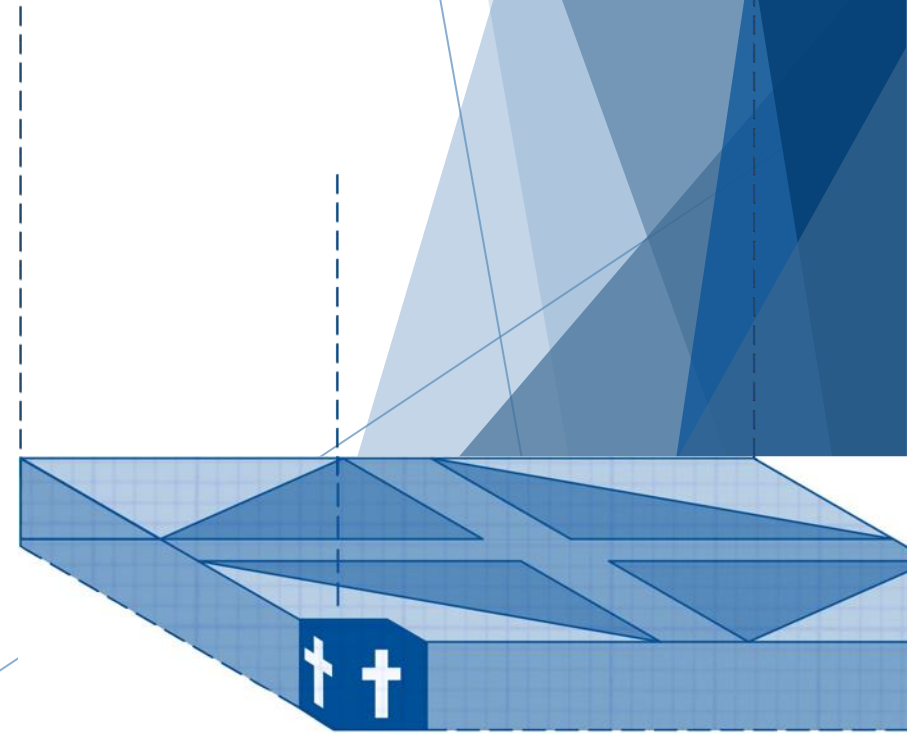


Coaching is.....

- ▶ A value *modeled* by God

*“After six days **Jesus** took with him Peter, James and John the brother of James, and led them up a high mountain by themselves.”*

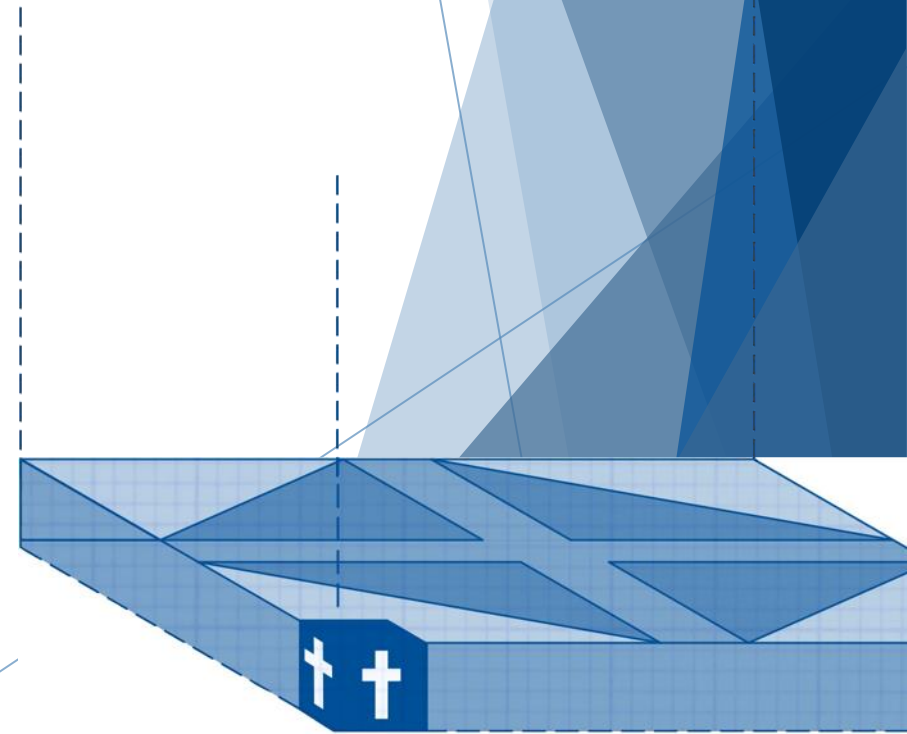
Mt 17:1



Coaching is.....

- ▶ Grounded in **relational trust**

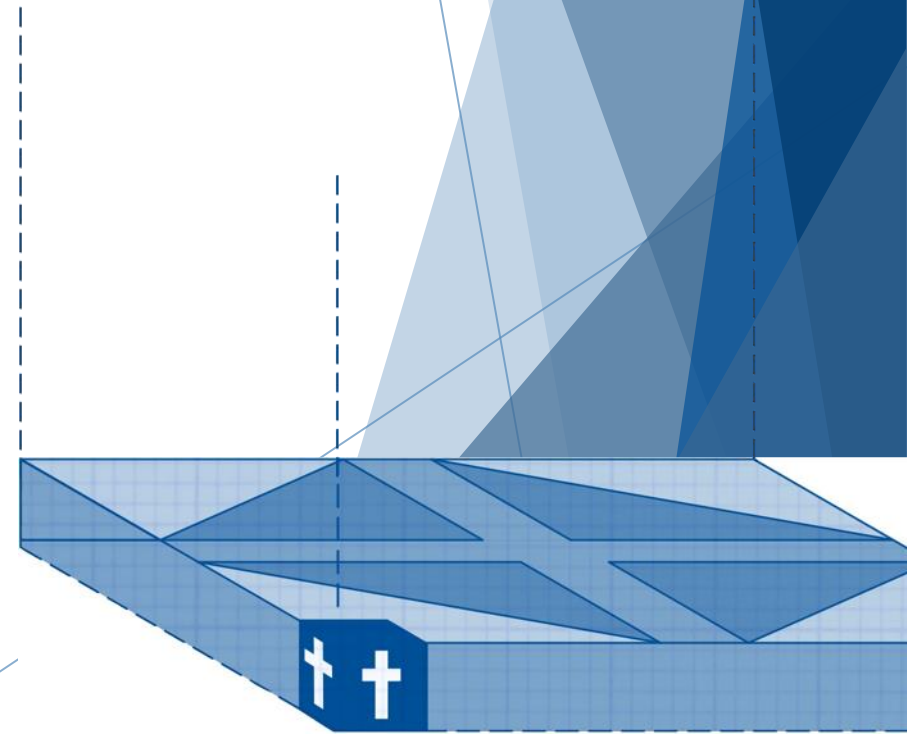
“This is My Son, whom I love;
with Him I am well pleased
Mt 3:17



Coaching is.....

- ▶ A learning process catalyzed by **evaluative questions**

“Who do you say that I am?
Jesus (Mt 16:15ff)



Life-giving Coaching

How much is needed? *Enough for servants
to continue developing their anointing*

Too much is **Doing** (*micro-managing*)....

Too little is **Using** (*abandoning*)



Final Thoughts