

Coaching to Equip the Saints

Best Practices for Ministry 2015

Rev. C. Scott Gress MSL



Coaching to Equip the Saints

Where do you start?

First by remembering your baptism

Then your calling...

What does it mean to be “pastor?”

What does it mean to equip the saints?



“It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be **pastors** and teachers, 12 **to prepare God’s people for works of service**, so that the body of Christ may be built up 13 until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.” Ephesians 4:9-13

Coaching to Equip the Saints

Is there tension?

Pastors:

Caring
Shepherd
Servant
Eager to help
Humble
Not “above” it all

Equipper:

Not caring? (Because I’m not doing it?)
Not seen as being the shepherd?
Not perceived as serving?
Not thought of as helping?
Seen as thinking I’m above it all?



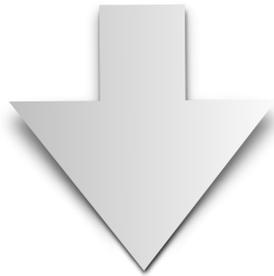
Is there a values conflict?

Coaching to Equip the Saints

In the extreme...

Pastors:

Caring
Shepherd
Servant
Eager to help
Humble
Not “above” it all

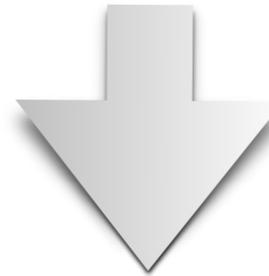


In the extreme:

“Over functioning” pastors
“Under functioning” people

Equipper:

Not caring? (Because I’m not doing it?)
Not seen as being the shepherd?
Not perceived as serving?
Not thought of as helping?
Seen as thinking I’m above it all?



In the extreme:

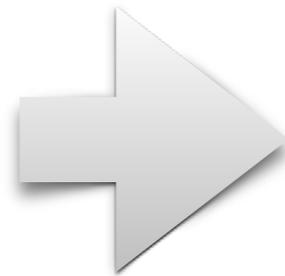
“Lazy” pastors
Confusion re: Pastor/Laity

Coaching to Equip the Saints

Biblical

Pastors:

Caring
Shepherd
Servant
Eager to help
Humble
Not “above” it all



AND Equipper:

Caring while equipping
Shepherding & mentoring
Serving & Modeling
Helping & Helping others to help
Humble and “Lifting up” the gifts in
the people
Not above finding joy in the
background while celebrating God’s
work in & through the laity



In Christ we can let go of our fears, our need to be needed, or please people and we can move from “giving them a fish” and “teach them how to fish!”

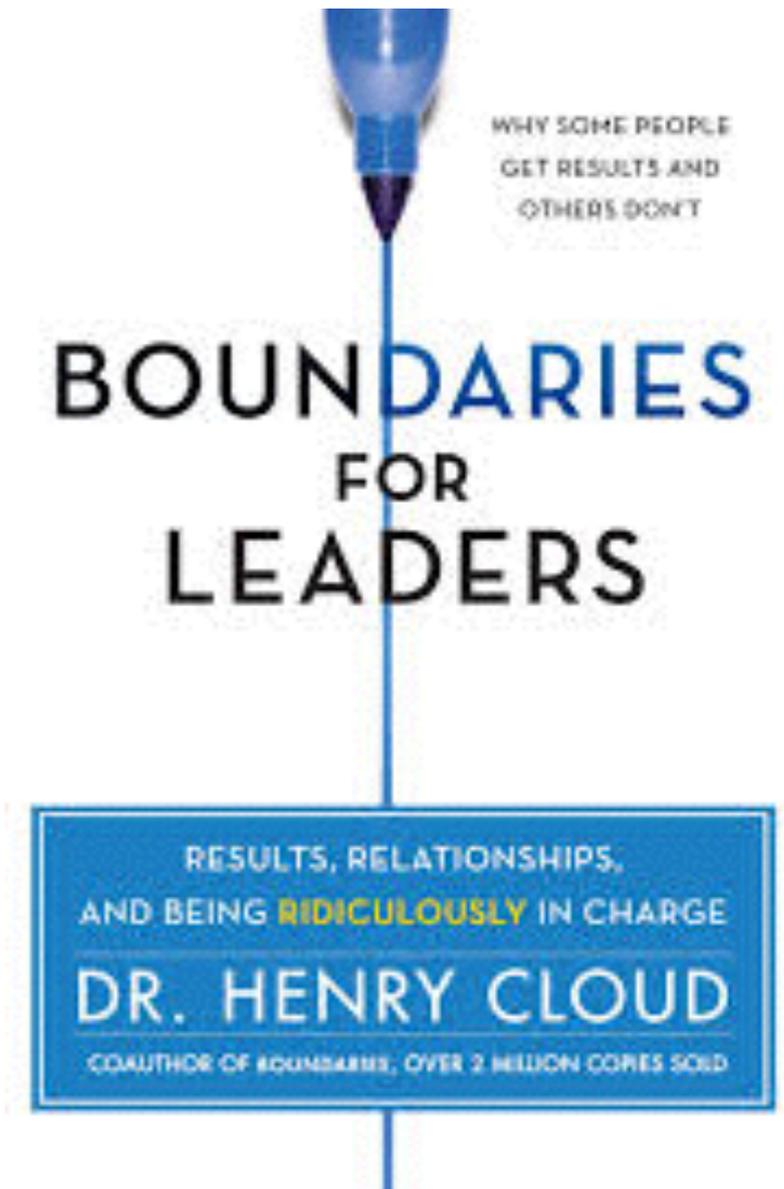
Coaching to Equip the Saints

“You are ridiculously in charge”

“You get what you create and what you allow”

Dr. Henry Cloud

- **Whose fault is it when people are confused as to roles and responsibilities of Pastors/ laity or assume the wrong thing?**
- **Who is best equipped to define the pastor and his boundaries?**
- **“You always have a choice”** *Coaching maxim*
- **“What will you say ‘Yes’ to and what will you say ‘No’ to?”** *Coaching question*



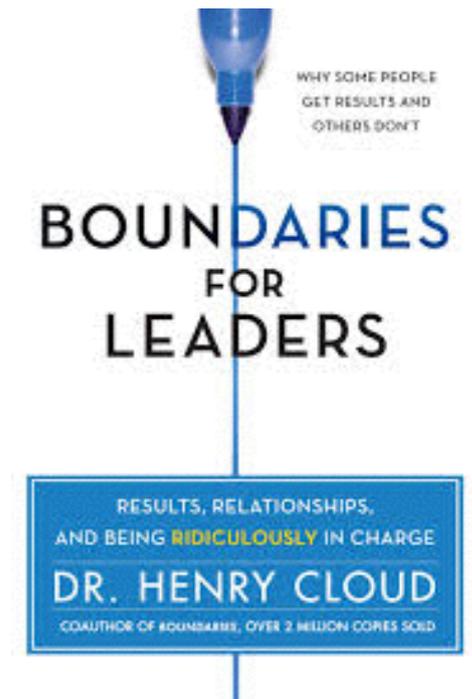
Coaching to Equip the Saints

“You are ridiculously in charge”

“You get what you create and what you allow”

Dr. Henry Cloud

- It doesn't require taking a vote
 - *Rather the courage to try things differently*
- Be ready to define yourself “on the fly”
 - Be clear in your own mind ahead of time
 - “This is perfect ministry/service for the laity”
 - “How is this something for only the pastor to do?”
 - “My calling is Word and Sacrament ministry *and* equipping the saints...”
 - “How can I equip the laity to do this?”
- What just happened inside of you as you read/heard me say this?



Venues & Opportunities:

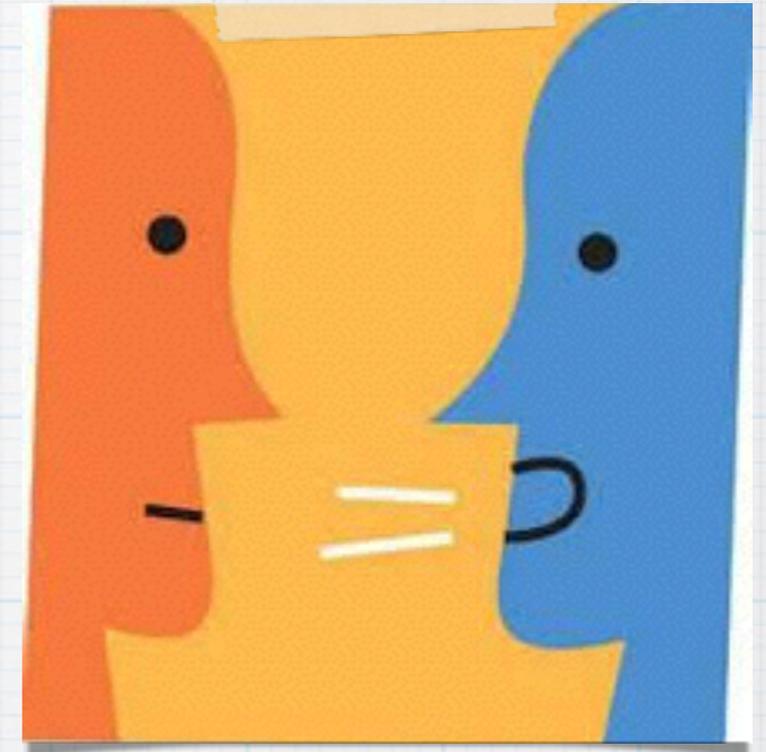
- * Specific individuals**
- * Growing/emerging leaders/
disciples**
- * Staff/Board/Committee chairs**
- * Hallway - Parking lot - Drop ins**



When the Center for Creative Leadership studied 191 successful executives, its researchers discovered that the key to the executives' success was creating opportunities to ask, and then asking questions

Specific Individuals

- *Hand pick those you will “disciple”
- *Meet with them regularly with an agenda of Word and Work (service or διακονία)
- *Be a role model for them by taking them with you!*
Debrief everything!
- *Coach and encourage them along the way
 - ◆ What to focus on? What will you do?
 - ◆ When will you do it? What might get in the way?
How will you measure that?
 - ◆ What does support look like for you? (From me)
 - ◆ What happened? What did you learn? What would you change?
 - ◆ What’s most important? What now?



Growing/Emerging Disciples/Leaders

***Interview them:**

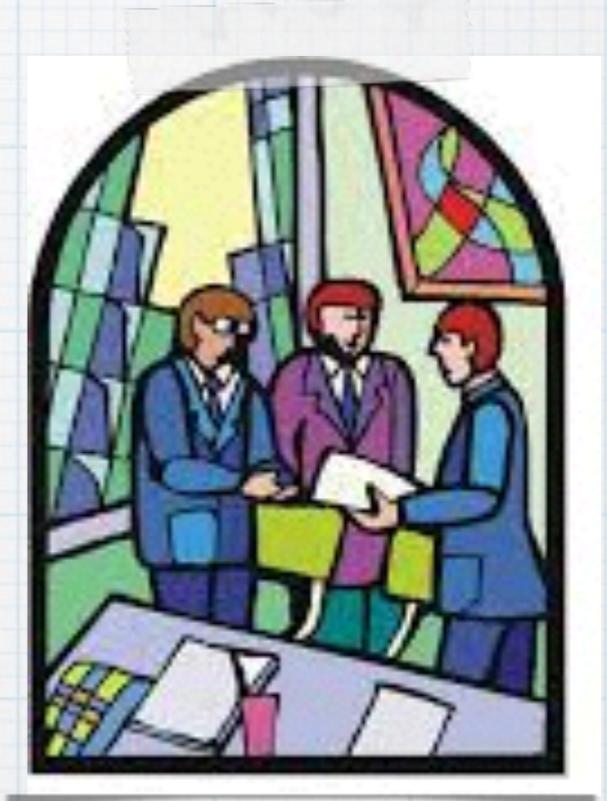
- 1. What do you enjoy doing?**
- 2. Where do you see God at work right now?**
- 3. What would you like to see God do in your life?**
- 4. How would you like to serve people? How can I help?**
- 5. How can we pray for you?**



**Missional Renaissance
Reggie McNeal
Page 123ff**

Staff /Board/ Committee Chairs

- *P.I.T (Personal, Interpersonal, Task)
- *Habitually debrief everything and coach them on what comes next
 - ◆ How did it go?
 - ◆ What went well/not so well?
 - ◆ What did you learn? What would you do differently next time?
 - ◆ How will you remember next time?
 - ◆ Whose insight do you need to seek?
 - ◆ What will you do now?



*70% of Leadership Development comes from debriefed experience
Russ Bredholt*

Hallway - Parking lot - Drop ins...

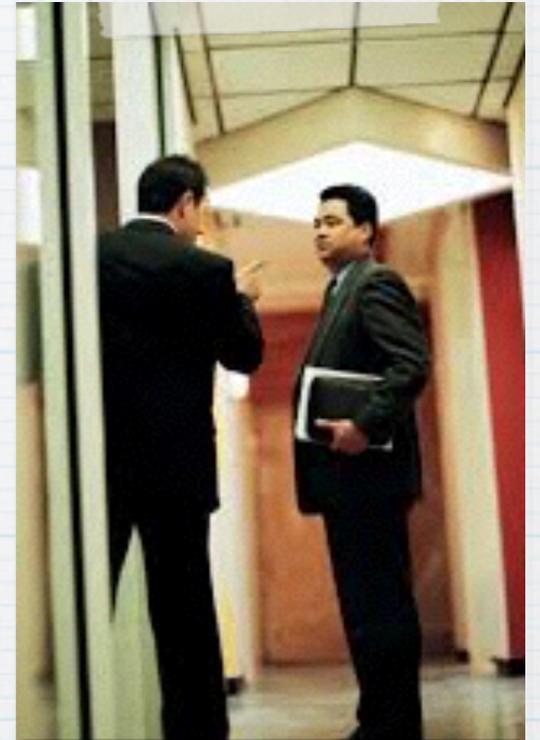
***Pause to consider how to respond:**

- ◆ **Simply give the answer...?**
- ◆ **Listen a little longer...? (Ask to dig deeper and understand more clearly)**
- ◆ **Coach them through it...?**

***Ask: "How do you want me to 'show up' for this conversation?"**

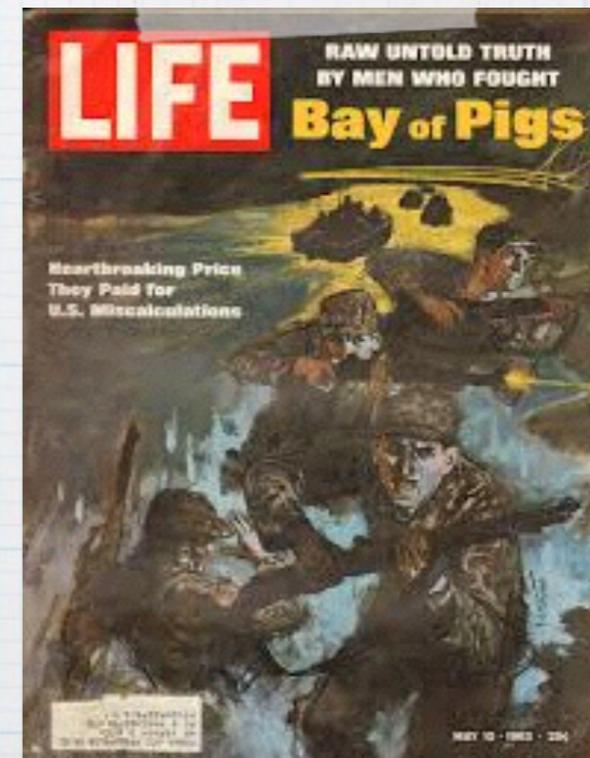
***"Do you just want my opinion or should we coach through this?"**

- ◆ **"Let's try it on for size"**



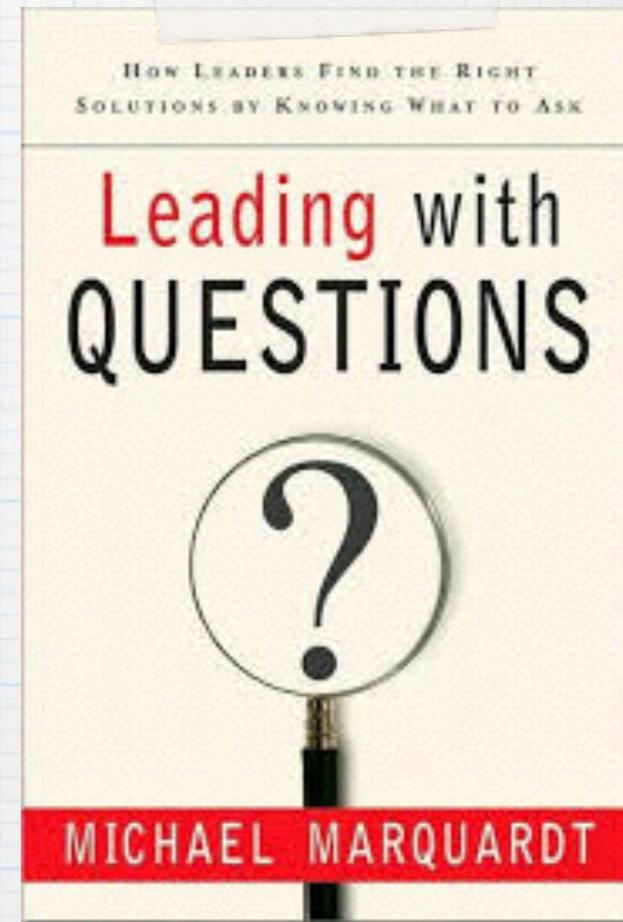
The Value of Leading with Questions

- * Questions avoid groupthink!
- * Groupthink destroyed the space shuttle Challenger
- * It sunk the titanic
- * It led to the failed Bay of Pigs invasion of Castro's Cuba



The Value of Leading with Questions

- * Questions build a culture of accountability
- * Asking leads to collaboration
- * Improves decision making and ownership
- * Energizes people because someone asked for their ideas and values them
- * Empowers people to devise their own solutions, develop self-responsibility and ownership
- * Questions lead to trust and freedom to listen better and be more effective
- * It is a means to train, equip and provide lessons on the fly
- * Enables us to “get on the balcony” to get a better view of what’s really going on here
- * Your questions send clear messages about what is most important to you as the (pastor)
- * Shows how serious we are about our espoused beliefs



Rules of Thumb

- * Take off your persuader hat and put on your listener hat
- * The leader who asks is providing a role model. Sincere asking demonstrates a willingness to learn, a desire to serve and a humility that can be an inspiration for the entire organization – Marshall Goldsmith executive coach
- * Avoid disempowering “why” (judgmental) questions
- * Frame the question first: “I value your opinion... I wonder what creative ideas you have... I want to learn...”



Rules of Thumb

- * Look for opportunities to “facilitate” the ministry of others through coaching!
- * The answer is often the question!
- * Ask yourself: What am I setting the stage for? Greater ownership and responsibilities taken by others or greater dependency on me? (kind of like raising a child to be independent)
- * Combat Organizational A.D.D. by reminding them of the Gospel & the clear expectations of vision/mission and the $\delta\iota\alpha\kappa\omicron\nu\iota\alpha$ by the body of Christ - through a question!
- * Debrief everything with questions! (That includes asking for feedback yourself!)



Coaching to Equip the Saints

Where will you start?

Will you identify “coachable” individuals to work with? How many? When? What will you do?

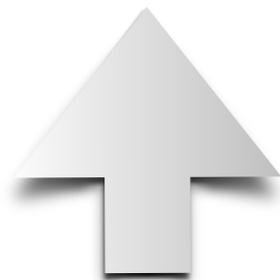
Will you identify emerging leaders to work with? Will you interview them, coaching them to discover their “niche” in God’s kingdom?

Will you identify staff/board chairs/leaders whom you can coach? How will you begin? What will you ask? How often will you meet? What will be your agenda?

Are you prepared for the unscheduled conversation? How will you define yourself? What do you want to ask?



EMPOWERMENT



**Push the
Start
Button!**

Thank You!

Resources:

***Free Sample Coaching
Outline from today***

Christian Coaching Catechism

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