

GOSPEL COACH

The title 'GOSPEL COACH' is rendered in large, orange, sans-serif capital letters. A thin vertical line runs down the center of the text. A thin horizontal line runs across the middle, separating 'GOSPEL' from 'COACH'. In each of the four quadrants created by these lines, there is a black and white icon. Top-left: a cross. Top-right: a hand with multiple arrows pointing outwards. Bottom-left: two crossed keys. Bottom-right: a wheel with wings.

SHEPHERDING LEADERS TO GLORIFY GOD

SCOTT THOMAS
AND TOM WOOD

A PDF COMPANION TO THE AUDIOBOOK

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Gospel Coach

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CHAPTER 1

WHY EVERY CHURCH LEADER NEEDS A COACH

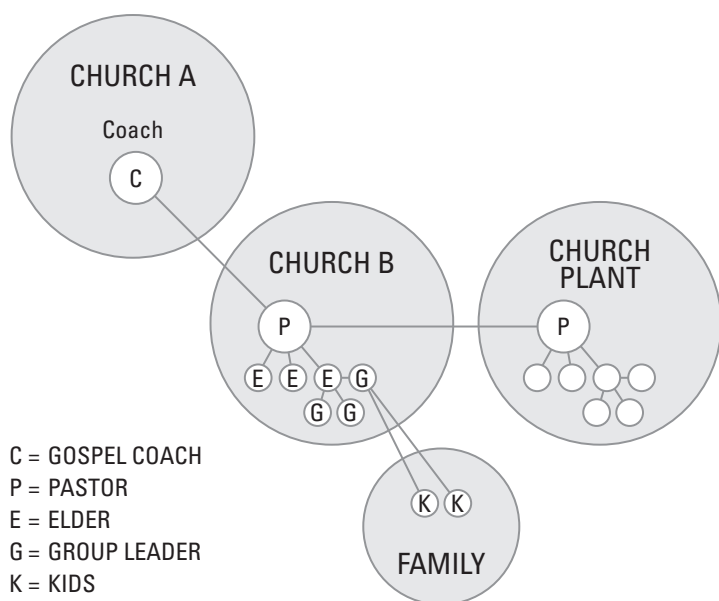


Figure 1: Extent of Gospel Coaching



Figure 2: Gospel Coaching Main Illustration

CHAPTER 2

WHY EVERY CHURCH LEADER NEEDS THE GOSPEL

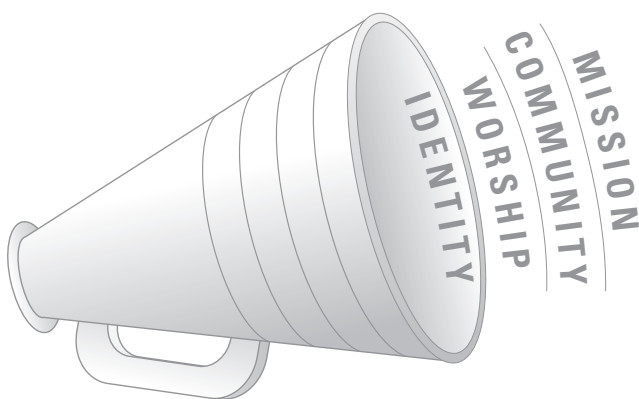


Figure 3: Gospel Coaching Outcomes

CHAPTER 3

THE PROBLEM WITH PERFORMANCE- CENTERED LEADERSHIP

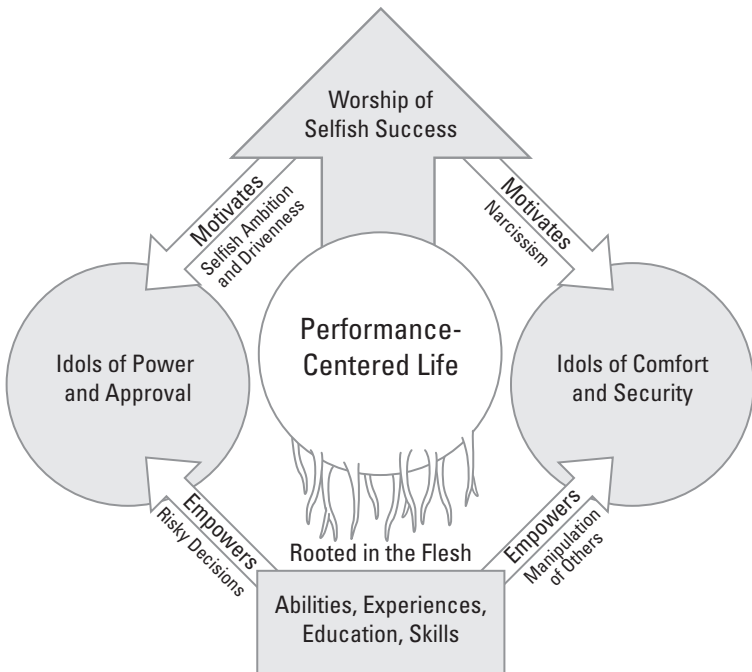


Figure 4: The Performance-Centered Life

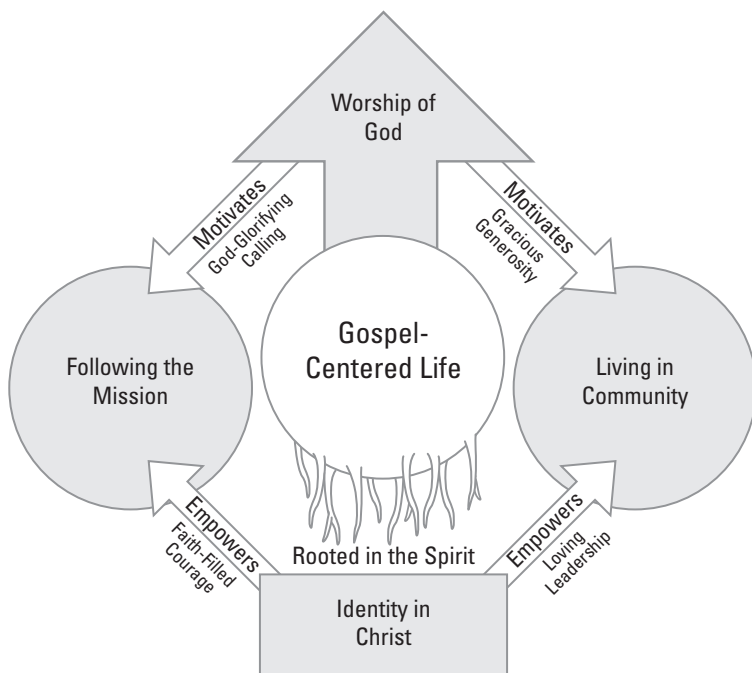


Figure 5: The Gospel-Centered Life

THE PERFORMANCE-CENTERED LIFE		THE GOSPEL-CENTERED LIFE	
Worship of Self	Flesh-Empowered Behavior	Worship of God	Spirit-Empowered Behavior
Power	Risky decisions	Mission	Faith-filled courage
Approval	Selfish ambitions and drivenness		Called to make disciples
Comfort	Narcissistic	Community	Gracious generosity
Security	Manipulation of others		Loving leadership

Table 1: Comparison of Two Leadership Styles

CHAPTER 4

THE ONLY SOLUTION TO THE STRESS OF CHURCH MINISTRY

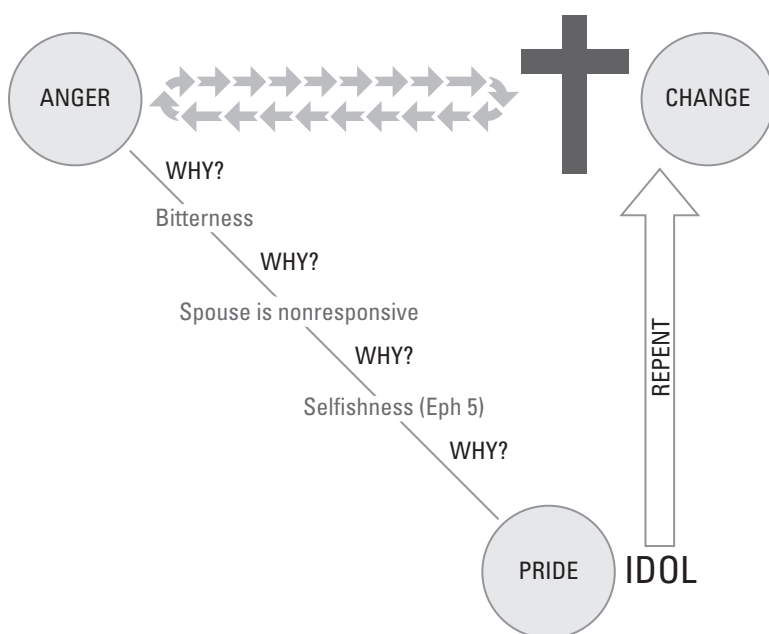


Figure 6: Exploring the Why beneath the What

Power Idol	Approval Idol
• control • position • influence • success • strength (exerted)	• relationships • achievement • ethnicity • social circles • appearance
Security Idol	Comfort Idol
• family • finances • protection • religion • safety • future	• pleasure • health • freedom • excesses • home and vehicles • recreation

Table 2: Table of Idols

Power Idol	Approval Idol
God is <i>glorious</i> , so I don't have to produce results.	God is <i>gracious</i> , so I don't have to prove myself.
• has to be in a position of power • is demanding • wants final decision • thwarts other leaders • has bursts of anger	• takes criticism and failure badly • finds it hard to relax • is proud or envious of others • desires inclusion • craves recognition
Security Idol	Comfort Idol
God is <i>great</i> , so I don't have to be in control.	God is <i>good</i> , so I don't have to look elsewhere for comfort, peace, and fulfillment.
• is overbearing • is inflexible • is impatient • is irresponsible • hides weaknesses	• feels ministry is a burden • often complains • makes people feel a burden of duty • lacks joy • has inconsistent moods

Table 3: A Diagnosis of Unbelief

CHAPTER 5

THE THREE ASPECTS FOR EXAMINING LIFE

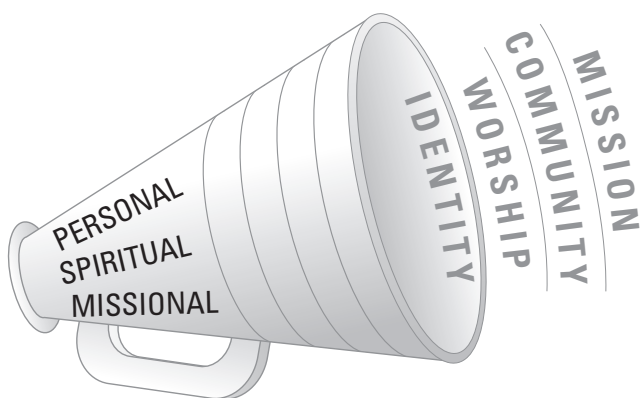


Figure 7: Three Aspects for Examination in Coaching

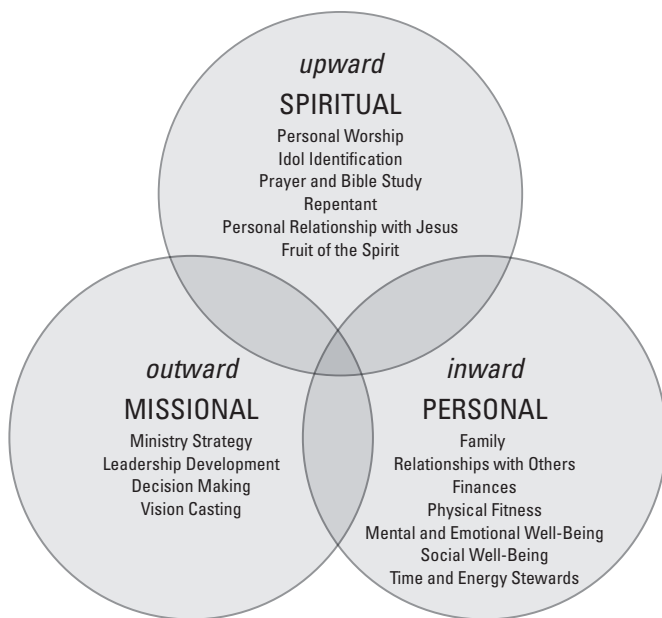


Figure 8: Three Interrelated Aspects

CHAPTER 7

COACHING QUALITIES:
KNOWING

Shepherding Roles	Qualities of a Gospel Coach
<i>Know</i> the sheep	1. Relating personally
<i>Feed</i> the sheep	2. Nourishing with truth 3. Inspiring toward Jesus 4. Equipping in needs
<i>Lead</i> the sheep	5. Investing sacrificially 6. Overseeing every aspect of a person's life 7. Guiding with Spirit-empowered discernment
<i>Protect</i> the sheep	8. Displaying compassion 9. Comforting with hope in the gospel 10. Fighting for their good

Table 4: Qualities of a Gospel Coach

CHAPTER 11

A GOSPEL COACHING CONVERSATION

Shepherding Roles	Personally	Spiritually	Missionally
<i>Know</i> the sheep	How did you become a Christian?	What is God doing in your heart right now?	What opportunities have you had for sharing your faith?
<i>Feed</i> the sheep	What is God teaching you about your role as a husband and father/wife and mother/single person?	What information or resources would be helpful for your spiritual growth?	What resources do you need to accomplish your ministry goals?
<i>Lead</i> the sheep	How are you personally leading others in your family?	How is the Lord leading you to respond to him?	What is the mission of your ministry?
<i>Protect</i> the sheep	What temptations occur in your personal life?	What priority do you give to Bible reading and prayer in your life?	Where are you prone to waste time in ministry?

Table 5: Coaching Questions for the Shepherding Roles

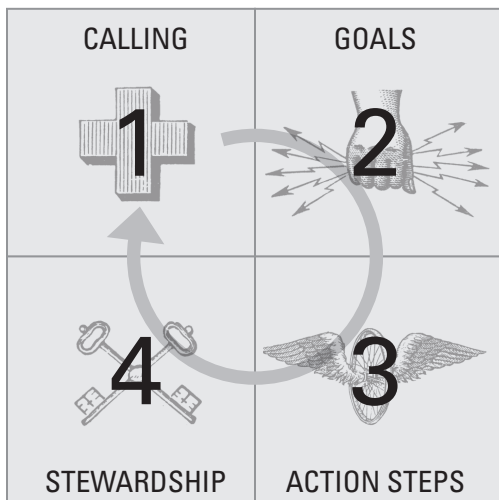


Figure 9: Gospel Life Plan

Personal Energy Stewardship

It might be beneficial to check your "personal energy stewardship." Score yourself honestly on a scale of 1 to 5 (1 = never; 2 = rarely; 3 = sometimes; 4 = often; 5 = always) in each question. A score above 35 is cause for concern about your energy stewardship.

1. Are my emotions dictated by my personal energy?
2. Is my life running on energy that I siphon from other life-giving people?
3. Is my life running on crisis energy (lack of sleep, overtime)?
4. Is my life running on addiction energies (caffeine, sugar)?
5. Are certain people or certain projects in my life draining my energy?
6. Is my energy gas tank consistently on empty?
7. Am I lacking focus when attempting projects?
8. Do I lack motivation to get up in the morning?
9. Do I dread relationships that require extra effort?
10. Do I waste time with mindless activities?



Figure 10: Gospel Life Plan (revisited)

CHAPTER 12

FIVE PRACTICAL PHASES OF THE COACHING SESSION

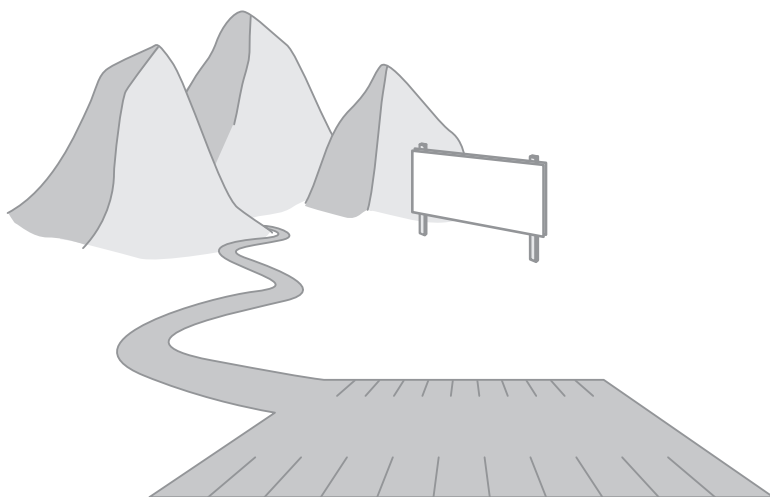


Figure 11: Coaching Journey Illustration

RESOURCES

INTERNET RESOURCE

To facilitate the organization and process of gospel coaching, we created a website as a tool to enable the coach to shepherd the disciple more efficiently. Gospel coaching and its principles do not require using the website. Even if the Internet is not available, we believe that the principles outlined in this book can still be implemented effectively. However, we have found that using a web-based tool greatly facilitates coaching in six ways:

1. It facilitates a practical forum for knowing, feeding, leading, and protecting the disciple.
2. It helps the coach to organize and track the disciple's progress.
3. It accelerates and focuses the sessions.
4. It monitors accountability agreements.
5. It provides a repository for shared documents.
6. It provides a calendar to make appointments.

Internet-based dialogues in which the disciple submits answers to the coach's questions prior to the coaching session concentrate the conversation toward the most pressing and important needs of the disciple. Sending questions a few days before the meeting allows the disciple more time to think through and prayerfully respond to the questions.

It also allows the coach to review the answers in advance, pray through issues raised, and focus the conversation with the disciple. The disciple and the coach can enter additional information into the online forum to record thoughts, ideas, problems, and progress as the coaching session is taking place.

A commonly cited objection to using the Internet for discipleship is that it seems phony or nonrelational. On the contrary, we have found that the web tool promotes deep relationships. Much of the supportive information is provided by the dialogue exchange online. The coach is able to hear thoughts from the disciple ahead of time; then in their live conversation, the coach can devote more attention to the heart of the disciple. Without this prior dialogue, the coach may need to spend a significant portion of their time together gathering information about the disciple before being able to determine the objective of the coaching session.

If you are interested in training in this Internet-based coaching resource, visit www.GospelCoach.com for more details.

GOSPEL COACH CERTIFICATION

In addition, while one can be a coach without having gone through a formal certification process, we encourage those who wish to become proficient in this model to pursue training that enhances competence in the ten gospel coach qualities:

1. relating personally
2. nourishing with truth
3. inspiring toward Jesus
4. equipping in needs
5. investing sacrificially
6. overseeing every aspect of a person's life
7. guiding with Spirit-empowered discernment
8. displaying compassion
9. comforting with hope in the gospel
10. fighting for their good

The certification process involves reading this book, *Gospel Coach*, attending a gospel coach training certification, successfully

completing the gospel coach assessment test, coaching two disciple-leaders for ten sessions each, demonstrating coaching competence measured by two disciples and a self-evaluation, and submitting a certification analysis portfolio. To get started or to find out additional information about this process, e-mail GospelCoach@gmail.com.

APPENDIX 1

COACH AND DISCIPLE COVENANT

COVENANT TIME FRAME

- Specify start and end dates — at least six months.
- Note whether there will be the opportunity to continue the relationship and to clarify expectations by both parties; establish a time when a decision will be made whether or not to renew a covenant and continue meeting.

AGENDA AND GOALS

- To equip the disciple with the necessary training, support, discipleship, and mentoring to bring them to a place of effective leadership anchored in deep personal knowledge and experience of the gospel.
- To take six months to focus especially on the development of the disciple's personal, spiritual, and missional life.
- To see the coach leading the disciple by example in calling the disciple to personal repentance and reception of the gospel in their personal life, spiritual walk, and missional calling.
- Add any specific priorities here ...

MEETINGS

- The coach will initiate the scheduling of two monthly meetings of forty-five minutes each.
- The coach will send session questions and notes at least two days in advance of each meeting.
- The disciple will answer session questions and submit them to the coach at least one day prior to the session.
- Both the coach and disciple agree to make their meetings a priority and to be punctual for them.

ADDITIONAL CONTACT AND RELATIONSHIP

- If additional contact or relationship is requested or permissible, outline the nature of the relationship and its boundaries here . . .

COMMITMENTS AND EXPECTATIONS

- *Biblical, gospel-centered coaching.* The foundation of all our teaching, advice, help, correction, and rebuke will be based in Scripture and in line with the gospel. We will not stray toward adopting secular methods that ignore or reject true wisdom. We will submit to the authority of Jesus and his Word in all matters in coaching.
- *Servanthood.* We commit to being servants of God, of one another, of those we coach, and of the church.
- *Honesty and vulnerability.* We will speak the truth in love. We will openly share that which the Holy Spirit prompts in us. We will openly share both life and ministry issues with those we coach. We refuse to practice cunning or deceit with one another.
- *Full engagement.* We commit to be people of our word; we will do what we say we will. We will take this relationship seriously, listening and taking to heart each conversation. Whenever something is clear or truly agreed on, we commit to work through it until there is full agreement and understanding rather than skimming the surface with superficial congeniality.

- *Confidentiality.* We will maintain trust and relationship by not sharing outside the congregations or individuals we have opportunity to coach.
- *Punctuality and preparedness.* We will be prompt for all appointments and phone calls out of respect for each other.
- *Ethics.* We will model the highest level of Christian character.
- *Prayer.* We will support one another in prayer throughout this relationship.

COVENANT COMMITMENTS

We commit ourselves to fulfilling the elements of this covenant. We commit to active partnership and support with all certified coaches within the guidelines above. As brothers in Christ, we strive to keep these commitments and ask for Jesus' perfect help, empowerment, and guidance through Scripture and the Holy Spirit.

Disciple's signature _____

Date_____

Coach's signature _____

Date_____

APPENDIX 2

INTAKE FORM

THIS FORM IS HELPFUL in establishing a gospel coach and disciple relationship. It facilitates the coach's getting to know the disciple and establishes a starting point for the journey toward Jesus and his calling in the disciple's life.

Feel free to revise this form to include only the questions that will be beneficial for your particular gospel coaching relationship. This list is quite comprehensive and is meant to be selectively utilized.

PERSONAL LIFE

KNOW

1. Tell me about your family [spouse, children's names and ages, etc.].
2. When is your birthday? Anniversary?
3. What makes you excited or feel really alive?
4. What are some skills and talents God has blessed you with?
5. What have been lifelong desires and dreams for you?
What is going on with these dreams and desires now?
6. What are you hoping for in the next six months?
7. How has God saved you personally? How is he saving you daily?
8. How would you describe a "perfect day"?

9. How would you describe a “terrible day”?
10. How is ministry impacting your family?
11. How is your family impacting your ministry?
12. How is your ministry impacting your faith?
13. How is your faith impacting your ministry?
14. How is your personality affecting others?
15. How are others affecting your personality?
16. How is your integrity impacting others? What people are influencing your integrity both positively and negatively?
17. How is your character influencing your culture?
18. How is your character influencing your church community?
19. How are you developing character in your leaders?
20. How is your physical health?
 - What does your exercise look like weekly?
 - What do you do for recreation?
 - What does your eating look like daily?
 - What does your sleep and rest look like?
 - Do you have any health issues that affect your life and ministry? How are you dealing with these?
21. How is your emotional health?
 - How is ministry affecting your emotions?
 - How are your emotions affecting your ministry?
 - What tone are you setting in your home through your emotions?
 - What tone are you setting in your ministry through your emotions?

FEED

1. What area of your character in your personal life are you most convicted about by the Holy Spirit?
 - What do you envision this developed area to look like?
 - How would you describe this area now?
 - What things could you do to develop or grow in this area?
 - What commitment do you have to grow in this area?

- What has made it difficult for you to see growth or change in this area?
2. What is currently confusing you about the gospel on a heart level?
 3. What books are you currently reading? What are you learning?
 4. How can I encourage, help, and support you?
 5. How are you making space to be refreshed in God's salvation in a personal, practical way?

LEAD

1. What is holding you back from personal growth in Jesus?
2. What are you holding on to that is keeping you from being more like Christ?
3. What current personal failures are most frustrating to you?
4. What has God accomplished in your character in the last year?
5. How has God shown his faithfulness to you in the last year?
6. How are you and God doing?
7. Where do you think God wants you to go in your personal growth in the next six months? Why?
8. What does it look like for you to listen to and be led by the Holy Spirit on a daily basis?

PROTECT

1. Who do you need to help you?
2. To whom will you be accountable?
3. How can I help you?
4. Where do we really need God to show up?
5. Where is your heart hard?
6. What lies do you believe?
7. What doubts have crept in?
8. In what ways have you invited unbelief and deception in your personal life? How can I help you close those doors?
9. How will we pray?

MINISTRY CALL

KNOW

1. How would you describe your personal call?
2. What people and circumstances are associated with your call to ministry?
3. How and when has your call to ministry been affirmed in your life?
4. How have others affirmed your call to ministry?
5. What opportunities do you have to fulfill this calling?

FEED

1. What leadership gifts or abilities do you need to develop to fulfill your calling or current assignment?
2. How would you describe your current abilities in this area?
3. What options do you have to develop your leadership?
4. What will you do to develop your leadership?

LEAD

1. When has your call to leadership been challenged?
2. Under what circumstances have you doubted your call?
3. Is there anything in this current experience that is causing you to question your call?
4. What activities or events do you use to anchor, firm up, or strengthen your call?
5. How should your call be focused or clarified?
6. What does your call's success look like?

PROTECT

1. Who have been the mentors in your life?
2. What mentors and coaches do you need now to fulfill your call?
3. Who else do you need to help you?
4. What do you need most from God right now?

SPIRITUAL LIFE

KNOW

1. What are some of the major milestones in your theological development?
2. What are you reading in Scripture right now? What are you learning about God?
3. How do you practice abiding in Jesus?
4. What increases your affections toward God and others?
5. What deadens your affections toward God and others?
6. What is causing you anxiety or fear right now?

FEED

1. What are some areas with which you wrestle theologically?
2. What information are you missing?
3. How hungry are you to know God?
4. How dependent do you feel on Jesus in your life?

LEAD

1. What discrepancies may be emerging between what your mind knows and what your heart believes in Scripture?
2. How is the Holy Spirit leading you to grow in your understanding of Jesus?
3. What does your prayer life look like?
4. Who are the people in your life you are praying for?
5. What are you praying for?
6. What are your prayers revealing about your faith?
7. Who is effectively bringing you clarity about who Jesus is and about the truth of Scripture? How are you prioritizing these people in your life?

PROTECT

1. What are you feeding yourself with to feel satisfied outside of Christ?
2. What current obstacles hinder your spiritual growth?

3. Who is pulling you away from your relationship with God? How?
4. Who is planting doubt and discouragement in your heart about Jesus?
5. What anti-Christian spiritual teaching are you tempted to believe? Why?
6. What are you allowing to take priority over your relationship with Jesus? Why?
7. What obedience has Jesus called you to that you have been ignoring or trying to escape?

MISSIONAL LIFE

KNOW

1. What opportunities for mission are present in your life?
2. Who are the lost people God has brought into your life? What does your relationship with these people look like?
3. What percentage of your time is spent with people who do not know Jesus?
4. What are your spiritual gifts?
5. Describe your current ministry and missional responsibilities.
 - Do these match your calling?
 - Are any of these activities being performed under compulsion?
6. To what degree do you and your church understand the prevailing culture in your city?
7. How do you and your church engage the culture?
8. How do you and your church serve the culture?
9. How and where do you and your church attract the culture?
10. How and where do you and your church initiate relationships in the culture?
11. How is your church perceived by the culture?
12. How do you and your church receive the culture?
13. How do your leaders impact the culture?

FEED

1. Where is ignorance in your mission or ministry killing you?
2. Are you experiencing any physical or emotional burnout?
 - How easily discouraged are you in your mission?
 - How passionate are you about your mission?
 - How is your patience quotient? Are you easily angered in your ministry?
 - Are you disconnecting completely from your mission for Sabbath? How?
3. Which Christian missiologists have influenced and shaped your mission through their writing or preaching?
4. How would you like to see your church connect with the culture?
5. What can you personally do to connect with culture?
6. What is working now in connecting with culture?
7. What other possibilities do you see for you or your fellowship to connect with culture?

LEAD

1. What does success in your mission look like?
2. How will you know when you are accomplishing what God has called you to?
3. How close are you to that success now?
4. What roadblocks are you experiencing in accomplishing your mission?
5. Is the direction you are headed the direction to which you've been called?
6. Where and how have you and your church been effective at reaching into your culture?
7. Which of your leaders most impact the culture?
8. Who are the persons of peace with whom you are connecting?
9. Where has there been a significant network of evangelistic relationships?
10. What is stopping you or your church from engaging or impacting culture?

11. What one or two things could you and your church do to understand, engage, or receive your culture?

PROTECT

1. What is draining your energy and sapping life from you in your mission?
2. Who is attacking your mission — intentionally or unintentionally?
3. What voices of discouragement are you listening to?
4. What personal sins are hindering your mission and calling?
5. Where are you allowing cowardice to hinder your mission and leadership?
6. Where are you charging ahead of the Holy Spirit in your own strength?
7. Who has sinned against you, and how is it affecting the mission?
8. Who have you sinned against, and how have you dealt with it?
9. What keeps rising up to distract you and your people from the mission?
10. What risks are you willing to take to demonstrate dependence on God?
11. Who can help you understand your culture?
12. Where do you most need God's help?
13. How are you praying for needs in the culture?

APPENDIX 3

FORTY LEADERSHIP ACCOUNTABILITY QUESTIONS

THE FOLLOWING QUESTIONS can be used to protect a disciple in his leadership skills and development. Each section can take up to one hour to discuss between a coach and a disciple.

SELF LEADERSHIP

1. How are you unique? (calling, gifts, passions, personality, experiences, sin patterns)
2. How do you stay inspired? How often do you practice this?
3. How do you apply the gospel to yourself? What is the message in your mind?
4. What are the rhythms of grace in your life? (Scripture, worship, prayer, community, family, time off)
5. What idols compete for your worship? How do you forsake each idol?
6. What sinful mental images repeatedly play in your head? How do you take those thoughts captive?

7. How are you stewarding the gifts you have for the greatest benefit? (time, resources, skills)

INTERPERSONAL LEADERSHIP

1. Who understands you best? Other than your family, who are the people with whom you share life together?
(2 Timothy 2:2)
2. Whom do you pray for? What specific petitions are you praying for them?
3. Who would you like to choose to become one of your influencer friends? What is your plan for making this happen?
4. How are you telling “the truth in love” to the people under your leadership? When do you tend to “spin” something?
5. How faithful are you in being on time and following through with promises?
6. Do you say yes and no with clarity so that it builds confidence and trust?
7. Whom are the people you tend to try to please and why?
8. How are you discipling each of your children and your spouse? (if applicable)
9. Who really knows you?
10. What relationships are broken in your life? What are you doing to bring reconciliation?

ORGANIZATIONAL LEADERSHIP

1. How has God called you to serve him? How are you fulfilling this calling?
2. What things nudge you away from following your calling?
3. What is the most pressing leadership issue you are currently facing?
4. Do people in your leadership area know with clarity what you expect of them?
5. What are you doing well in your leadership? What needs your attention?
6. How do you encourage those you are leading to follow the objectives of your organization?

7. In what ways do you personify your calling?
8. What opportunities did you decline for the sake of fulfilling your objectives?
9. What are the stories that define the culture of your leadership area? How do you capture these stories? How are the stories being shared?

TEAM LEADERSHIP

1. Who is your team? (roles, styles)
2. Who is going to replace you?
3. How do you demonstrate your love for each team member?
4. What dysfunctions in your team are you addressing?
5. With whom do you sense the most synergy? How can you maximize this?
6. With whom do you sense the least synergy? Why? How are you minimizing this?
7. Whom do you struggle to trust? Why? How do you address issues of distrust with them?
8. What inspires each team member? (Ask each one, "What aspect of your work brings you the most joy, and what stories do you tend to tell most often?")
9. How do you empower your team members to exercise their greatest gifts and talents on the team?

PASTORAL LEADERSHIP

1. What does faithfulness in your calling look like for you?
2. In which young leaders are you investing your life to develop?
3. How are you making disciples?
4. How are you equipping others to serve Jesus' church more effectively?
5. How are you living in a missional way?

APPENDIX 4

COACHING QUESTIONS

QUESTIONS FOR *KNOWING* YOUR DISCIPLE

PERSONAL

1. What are some evidences of grace in your life recently?
2. What can you tell me about your spouse and family?
3. How do you relax or what do you do for fun?
4. How is your spouse doing?
5. How are you doing as a couple?
6. Are there any new strains on your relationship that surprised you?
7. Has your spouse complained about your time together recently?

SPIRITUAL

1. How is the condition of your soul?
2. How would you describe your call to follow Jesus Christ?
3. What are some of the Christian communities you participate in and how do they encourage your walk with Jesus?
4. What is God doing in your heart right now?
5. How have you seen the Holy Spirit produce new fruit in your life?

MISSIONAL

1. What opportunities for ministry do you see before you?
2. What is God calling you to be or do?
3. What skills or abilities has God given you that help clarify your calling?

QUESTIONS FOR *FEEDING* YOUR DISCIPLE

PERSONAL

1. What is God teaching you about your role as a husband and father/wife and mother?
2. What obstacles are you experiencing in your personal life?
3. How is your health? Are you taking any medications?
4. What would enhance your relationship with your spouse?

SPIRITUAL

1. What information or resources would be helpful for your spiritual growth?
2. Where have you experienced the most spiritual growth lately?
3. What is the biggest threat to your oneness with Christ?
4. Where are you most vulnerable to sin?
5. What sins are you battling?
6. What compels you to worship God?

MISSIONAL

1. When have you had a significant impact on another person?
2. In what ways are you making disciples?
3. What are some challenges you are facing in your primary ministry responsibility?
4. What resources do you need to accomplish your ministry goals?

QUESTIONS FOR *LEADING* YOUR DISCIPLE

PERSONAL

1. How are you leading your family?
2. What is the greatest need in your personal life? (Look for idols, agendas, identity struggles, and selfishness.)

SPIRITUAL

1. How is the Lord leading you to respond to him?
2. What is the greatest need in your spiritual life? (Look for idols, agendas, identity struggles, and selfishness.)

MISSIONAL

1. What is the Lord leading you to [pick one] know (head), feel (heart), or do (hands) with regard to ministry?
2. What is the mission of your ministry?
3. What is the greatest need in your ministry life?

QUESTIONS FOR *PROTECTING* YOUR DISCIPLE

PERSONAL

1. What challenges do you face personally?
2. What temptations occur in your personal life?
3. Where are you prone to wander personally? (health, finances, time, marriage, etc.)

SPIRITUAL

1. What challenges do you face spiritually?
2. What temptations occur in your spiritual life?
3. What kind of priority do you give to Bible reading and prayer in your life?
4. Where are you prone to wander spiritually?

MISSIONAL

1. What challenges do you face missionally?
2. What temptations occur in your ministry life?
3. Where are you prone to wander in ministry?

APPENDIX 5

SEVEN-DAY PRAYER GUIDE

Reminder Row	SUNDAY	MONDAY	TUESDAY
Pattern for request	Our Father in heaven	<i>Our Father</i> , holy is your name	<i>Our Father</i> , your kingdom come
Priority for request	Sonship	Worship	Evangelism
Prayers for Passions of my heart (heart affections)			
Key Person			
Prayers for other People			
Pressing urgent requests			
Praise for answers to my prayers			

We suggest assigning each disciple-leader to this prayer project that uses the Lord's Prayer as a foundation for praying.

WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
<i>Our Father</i> , your will be done on earth as it is in heaven	<i>Our Father</i> , give us this day our daily bread	<i>Our Father</i> , forgive us our debts as we forgive our debtors	<i>Our Father</i> , lead us not into temptation but deliver us from evil
Mercy	Generosity Contentment	Unity Reconciliation	Warfare

Taken from John Smed, *Seven Days of Prayer with Jesus* (Vancouver, B. C.: Grace Vancouver Church, 2006). Permission is granted to copy and distribute this tool for personal use and educational purposes. For an electronic version, e-mail info@prayercurrent.com.

APPENDIX 6

FIRST FOUR COACHING SESSIONS: SAMPLES

PRE-SESSION GUIDE: INSTRUCTIONS FOR GETTING STARTED AND FOR SESSIONS 1 TO 4

Scheduling: You need to schedule two forty-five-minute calls per month. Schedule four to six appointments in advance.

Before Session 1: Review your coaching guides for Sessions 1 to 4. Set up your four calls with your disciple and send the instructions below.

Website: Let your disciple know where you will be communicating and conducting coaching sessions. The Gospel Coach website (www.GospelCoach.com) will allow an interface for coaching sessions as well as for making the coaching covenant an automatic form. Post the first session online or submit questions.

Letter: Here is a sample first letter to be sent to your disciple:

Dear _____,

Welcome to gospel coaching! To get started, we will schedule four to six coaching sessions for the next three months. I will call you so we can schedule these. I also need you to take a test,

answer some questions so that I can get to know you, and fill out and return the coaching covenant.

At least two days prior to our first session, please send back to me the following:

- answers to the questions on the website (or in the attached document).
- your DiSC profile results; if available, upload the pdf of your score into the session
- coaching covenant (signed, unless you have questions); typing your name in as signature is sufficient

I look forward to connecting with you very soon!

Warmly,

GOSPEL COACH'S GUIDE: SESSION 1

Objectives. This session's objectives are as follows: (1) get to know the disciple, (2) establish a relationship and expectations, and (3) build trust.

Tools. You will need these tools: phone or Skype connection, session 1 questions, coach's guide for session 1, coaching covenant form, and DiSC results from disciple.

Philosophical instructions. Here are some helpful instructions:

1. This first session will establish much of the disciple's expectations for the remainder of the relationship. You need to clearly communicate your objectives to help them grow in:
 - gospel identity
 - gospel worship
 - gospel community
 - gospel mission
2. The first two calls with your disciple will entail a lot of information gathering to get to know them personally, spiritually, and missionally. As the gospel coach, you should spend very little time talking in these initial sessions except to outline the logistics of the relationship (five to ten minutes max).

3. Learn about them personally and store that information in an accessible place so you can get at it when you need it (spouse's name, kids' names and ages, hobbies, etc). If you are using the Gospel Coach website (www.GospelCoach.com), I like to use the floating box on the right. This is viewable only by the coach.
4. Trust is a prerequisite for a disciple to open up and receive correction and affirmation well. In your first sessions, do not focus on challenging what you think is wrong with the disciple or finding solutions that will fix their stated problems. Instead, establish the facts that you are listening, you care, and you are coming alongside the disciple to see Jesus formed more clearly in them.
5. Knowing is a prerequisite to accurate judgment. Some things may look clear on the surface, but don't draw settled conclusions about what you think "the issues" are in the disciple's life based on the first sessions. Keep asking questions and gathering information.
6. Your disciple should have taken the DiSC test before this session. If not, they'll need to take it before your second session. You should know your own DiSC profile as well (take the test if you haven't yet done so); look for ways in which you differ from your disciple, and be prepared to adapt your style of communication for them. For example, if you are a high D or I on the DiSC, you'll likely want to cover a large number of questions and skip over content that seems uninteresting. If your disciple is a high S or C, this approach may frustrate them and they may prefer to cover four to five questions in depth and want to go over everything. Be aware, and as the gospel coach, adapt your style to the needs of the disciple.
7. Take notes during this session. You are studying your disciple to know him uniquely. Look for answers to these questions: What makes them tick? How is God shaping them? Where have they come from? What are their unique experiences, skills, and dreams?

8. Make sure you cover a few logistics. Establish who will call whom, what canceling policies should apply, and whether the disciple may contact you outside the coaching call times (and in what ways).

Session instructions. Here are instructions for this session:

1. At least two days prior to the session, send your disciple the session 1 questions and the coaching covenant document. Make sure you personalize the note to your disciple in the “questions” section.
2. Advise your disciple (1) who will call whom; (2) what phone number or Skype address to use; (3) to answer all session questions at least one day prior to the session; and (4) to review the coaching covenant and send it back electronically signed (type name on the sign line and e-mail back) if there are no questions.
3. Prior to the session, read and then pray through the answers you received from your disciple. Ask the Holy Spirit to reveal to you where to ask more questions and dig deeper.
4. During the session, carry out the following:
 - Start on time and end on time.
 - Offer an opening prayer.
 - Review the coaching covenant together.
 - Review the DiSC test results.
 - Spend forty-five minutes listening and asking questions about the disciple’s story, probing deeper into the questions answered [“tell me more” and “what else?”].
 - Offer a closing prayer.

SAMPLE QUESTIONS FOR SESSION 1

[Coach, make this personal] Hello. I’m excited to get to know you over the next six months. To get started, please answer the questions and return to me at least one day prior to our session. Thank you.

1. What can you tell me about yourself? (your family, your community, what your growing-up years were like, etc.)

2. How did you become a Christian? When is your birthday? Anniversary?
3. What are some good things God has done in your life recently?
4. What have been some recent major “aha” moments in your spiritual walk?
5. How do you relax or what do you do for fun?
6. On a scale of 1 to 10 (1 = lowest), how would you rate your physical health?
7. How would you rate your spiritual health?
8. How would you rate your emotional health?
9. How would you rate your marital health?
10. What did you learn about yourself from the DiSC test? (Let’s review your results together.) Was anything surprising? Anything you disagree with in the assessment?
11. What is your current role(s) in ministry? In what ways are you involved in ministry?
12. What is your missional involvement? How are you proclaiming the good news to those who don’t know Jesus?
13. What are three issues you are facing in your life right now?
14. What are some hopes you have for this coaching relationship?
15. How do you see me coming alongside you to support you?
16. Do you have any questions about the coaching covenant?
17. What can I pray about for you?

GOSPEL COACH’S GUIDE: SESSION 2

Objectives. This session’s objectives are as follows: (1) continue to get to know the disciple, (2) establish a relationship, and (3) build trust.

Tools. You will need these tools: phone or Skype, session 2 questions, coach’s guide for session 2.

Philosophical instructions. Here are some helpful instructions.

1. Review session 1’s philosophical instructions.
2. Continue to get to know your disciple. This session digs

a little deeper into the disciple's current location on their journey toward Christ.

3. The next session will focus more narrowly on the disciple's calling.

Session instructions: Here are instructions for this session.

1. At least two days prior to the session, send or post the session 2 questions and the coaching covenant document. Make sure you personalize the questions for your disciple.
2. Remind your disciple to (1) answer all session questions at least one day prior to the session and (2) review the coaching covenant and send it back electronically signed (type name on the sign line and e-mail back) if they haven't done so yet.
3. Prior to the session, read and then pray through the answers you received from your disciple. Ask the Holy Spirit to reveal to you where to ask more questions and dig deeper.
4. During the session, carry out the following:
 - Start on time and end on time.
 - Connect relationally. (Don't skip this.)
 - Connect to the Holy Spirit and the gospel through prayer.
 - Review session 1 tasks (coaching covenant, questions answered, any new challenges that have emerged since the last session.
 - Offer a closing prayer.

SAMPLE QUESTIONS FOR SESSION 2

1. How are you doing? What are some ways God has blessed you recently? (Coach, add a personal question here based on the previous session.)
2. (Coach, add another follow-up question from the previous session.)
3. How is your family? (Coach, make this specific.)
4. Tell me about your current mission:
 - What new opportunities for mission are present in your life?

- To what degree do you and your church understand the prevailing culture in your city?
 - How do you and your church engage the culture?
5. Tell me about your spiritual life:
 - What compels you to worship God?
 - How is God saving you daily?
 6. Tell me more about your personal life:
 - What are some goals you have in your personal life?
 - How would you describe a “perfect day”?
 - How would you describe a “perfect week”?
 - What does your exercise look like weekly? What do your sleep and rest look like? How would you like to improve your eating habits?
 - Do you have any health issues that affect your life and ministry? How are you dealing with these?
 7. Is there anything else on your mind that you’d like to discuss?
 8. How can I be praying for you?

GOSPEL COACH’S GUIDE: SESSION 3

Objectives. This session’s objectives are as follows: (1) dig into the disciple’s calling to bring clarity to how God has generally and specifically called the disciple and (2) gauge the disciple’s level of awareness and understanding of God’s call on their life.

Tools. You will need these tools: phone or Skype connection, session 3 questions, and coach’s guide for session 3.

Philosophical instructions. Here are some helpful instructions:

1. You are still “pregame” in coaching. You are still establishing where the disciple is in terms of understanding and following their calling.
2. If your disciple seems lost with regard to what their calling is, this will likely be the focus of the majority of your relationship from this point forward.
3. Calling will determine objectives; objectives will determine steps of action; steps of action will determine steward-

ship (time, relationships, resources, etc). It is imperative to understand the disciple's calling prior to coaching them, as all issues will be focused under the lens of that calling. Other issues that seem to be "the problem" will fall away if they are not within the scope of the calling.

4. Read the section in chapter 11 of *Gospel Coach* titled "Working through a Gospel Life Plan" (if you haven't done so already).
5. The "spiritual life" and "personal life" questions in this session should help shed light on whether the disciple is actively seeking guidance from God (clarifying the calling) and whether the disciple has applied that calling in personal and ministry life (look for tension).
6. While we place a high value on the coach's leadership through the coaching relationship, ultimately the Holy Spirit leads the entire session. Remind yourself constantly to listen to the Holy Spirit, and ask for his help in knowing when to ask more questions and when to spark answers. There will be times for both, but don't underestimate the power of a good question to open the door to the Holy Spirit's work on the disciple's heart (think of how Jesus often taught his own disciples by asking questions to probe their hearts for gospel transformation).

Session instructions. Here are instructions for this session:

1. At least two days prior to the session, send or post the session 3 questions. Make sure you personalize the questions for your disciple.
2. Remind your disciple to answer all session questions at least one day prior to the session.
3. Prior to the session, read and then pray through the answers you received from your disciple. Ask the Holy Spirit to reveal to you where to ask more questions and dig deeper.
4. Don't forget to open and close the session by praying with and for the disciple.

SAMPLE QUESTIONS FOR SESSION 3

1. How are you doing? What are some challenges you are facing? How's . . . (Coach, add a personal question here based on previous session.)
2. (Coach, add another follow-up question from previous session.)
3. How is your family? (Coach, make this specific.)
4. How has God called you personally, and to what?
 - What are some lifelong dreams you've had? What is going on with these dreams right now?
 - What skills or talents has God given you?
 - What makes you really excited and energetic for life? How much of this excitement is in your life now?
 - When have you had a significant impact on another person recently?
 - Where has God called you to be a light to those who don't know him? What does this look like in your life right now?
 - What would success look like in your calling?
5. Can you tell me more about your spiritual life?
 - What have you been reading in your Bible this week? What have you been learning from your reading?
 - How are you feeding your soul?
6. Can you tell me more about your personal life?
 - How is ministry affecting your family, friendships, and community?
 - How are your family, friends, and community affecting your ministry?
 - What helps you grow and develop personally? (your mind, your heart, your creativity, your skills, etc.) How do you foster personal growth in your life?
7. How can I be praying for you?

GOSPEL COACH'S GUIDE: SESSION 4

Objectives. This session's objectives are as follows: (1) continue to dig into the disciple's calling and (2) dig personally into their heart.

Tools. You will need these tools: phone or Skype connection, session 4 questions, and coach's guide for session 4.

Philosophical instructions. Here are some helpful instructions.

1. You should be customizing the session questions based on the knowledge you have gathered. Continue to add information to help you know the disciple better, but start focusing your questions further on their calling and heart's condition.
2. Be aware that in our culture (Christian and otherwise), we don't commonly address arrogance, despair, or apathy in our hearts. Most of us will not offer this information to others unless specifically asked. However, not only are these characteristics indicators of deep heart issues and disbelief; they are serious impediments to hearing and fulfilling a call from God.
3. Look for disconnects between what the disciple says they believe and how they actually live.

Session instructions. Here are instructions for the session:

1. At least two days prior to the session, send or post the session 4 questions. Make sure you personalize the questions for your disciple.
2. A sample session has been provided. From here on out, you should be customizing questions. You can use the master list of questions to help you build sessions, but as you get to know your disciple better, with the Holy Spirit's prompting, strive to build your sessions to uniquely fit the disciple and spur them on to rooting their identity in Christ, worshiping God and not created things, being in true and deep community, and living out Christ's mission for the world through the church.
3. Remind your disciple to answer all session questions at least one day prior to the session.
4. Prior to the session, read and pray through the answers you received from your disciple. Ask the Holy Spirit to reveal to you where to ask more questions and dig deeper.

5. Don't forget to open and close the session by praying with and for the disciple.

SAMPLE QUESTIONS FOR SESSION 4

1. How are you doing? What good things are happening in your life?
2. (Make sure to add personal questions and follow-up questions from previous sessions.)
3. What leadership gifts or abilities do you need to develop to fulfill your calling?
 - How would you describe your current abilities in these areas?
 - How is God providing ways for you to become equipped in these areas?
 - What opportunities do you have to develop your leadership?
 - When has your call to leadership been challenged?
 - Under what circumstances have you doubted your call?
 - Is anything currently causing you to question your call?
4. How is your heart?
 - How would you rate your heart's tendency toward *despair*?
 - What causes you despair?
 - What alleviates your feelings of despair?
 - How would you rate your heart's tendency toward *arrogance*?
 - What inflames your arrogance?
 - How is arrogance manifested in your home?
 - How is arrogance manifested in your ministry and mission?
 - How is arrogance manifested in your spiritual life?
 - How would you rate your heart's tendency toward *apathy*?
 - What have seasons of apathy looked like for you?
 - What causes apathy in your heart?
 - Where is your heart now in terms of despair, arrogance, and apathy?
5. What are you praying about right now?