

The Value of Coaching for the Minister

Presentation by Larry Glover-Wetherington



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Scriptural Identity of the Minister

But you are the ones chosen by God, chosen for the high calling of priestly work, chosen to be a holy people, God's instruments to do his work and speak out for him, to tell others of the night-and-day difference he made for you (1 Peter 2:9 The Message).

Two admonitions in relation to the minister

- *To the church: The elders who direct the affairs of the church well are worthy of double honor, especially those whose work is preaching and teaching (1Ti 5:17 NIV).*
- *To the minister: ... I urge you to live a life worthy of the calling you have received. Be completely humble and gentle; be patient, bearing with one another in love (Eph 4:1-2 NIV84).*
- Coaching most keenly helps churches and ministers meet these criteria.

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The Unique Role of the Minister

- **Called by God into ministry**
- **Called by God to your specific church or ministry**
- **The minister sees the church and its ministry differently than anyone else sees it.**
 - **Great blessing**
 - **Great frustration**

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What Coaching Is Not

- Not consulting
 - A consultant is acquired for their expertise and recommendations.
- Not counseling or therapy
 - The objective of counseling is to bring health and wholeness to a life-hindering situation with much focus on origin of difficulty in the past.
- Not spiritual direction
 - The objective and agenda of spiritual direction is one's relation to God with attention to [prayer and spiritual disciplines.
- Coaching may overlap these areas at times, but has a distinctively different objective.

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Coaching is...

- *An ongoing, intentional conversation that empowers a minister to fully live out God's calling.**
- *The process of coaching is expected to produce Spirit-led discoveries, insights, and action steps.**
- Two objectives of coaching for ministers
 - Enables us to provide leadership that is missionally strategic for the church and the Kingdom of God
 - Provides personal and professional development

* [The Coach Model for Christian Leaders](#), Keith E. Webb, Active Results, LLC, 2012, pp. 28-29.

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The Coaching Session

Generally follows the pattern of LEARN

- Listen
- Encourage
- Ask powerful, thought provoking questions
- Resources
- Next Steps

A coach's method is designed to keep the person being coached in the driver's seat, reflecting on ideas, allowing them to find their own solutions, making decisions, and doing it in a manner that makes the person feel empowered and responsible enough to cast themselves upon the Holy Spirit to take action.

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The Need for Coaching

90% of pastors report working between 55 to 75 hours per week.	80% of pastors and 84% of their spouses feel unqualified and discouraged.	90% feel they are inadequately trained to cope with the ministry demands.
33% state that being in the ministry is a hazard to their family.	50% of pastors feel so discouraged they would leave the ministry if they could.	50% feel unable to meet the demands of the job.
70% of pastors constantly fight depression.	90% of pastors said the ministry was completely different than what they thought it would be.	70% do not have someone they consider a close friend.
40% report serious conflict with a parishioner at least once a month.	70% say they have a lower self-image now than when they started.	50% of the ministers starting out will leave the ministry within five years.

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Statistics for the Pastoral Setting

- The profession of “Pastor” is near the bottom of a survey of the most-respected professions, just above “car salesman”.
- 4,000 new churches begin each year and 7,000 churches close.
- Over 1,700 pastors left the ministry every month last year.
- Over 1,300 pastors were terminated by the local church each month, many without cause.
- Over 3,500 people a day left the church last year

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Value of Coaching for Ministers

- **Get the most from your ministry experience**
- **Deepen your own spiritual walk**
- **Enhance your personal growth and development**
- **Explore your personal needs, values, desires**
- **Develop your core purpose statement**
- **Expand your vision and dreams**

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Value of Coaching for Ministers

- **Develop strategic goals for ministry situations**
- **Discover and identify resources**
- **Enhance your facilitation/collaborative skills for congregational process**
- **Encouragement/accountability for self-care**
- **Improve your one-on-one people skills**
- **Improve your reconciliation skills**

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Role of Coach to the Minister

- Honor and esteem your calling and role as minister
- A companion in ministry
- A sounding board for your ideas
- Coaxes your intuition for you to identify the action needed in your situation.
- Non-judgmental

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Role of Coach to the Minister

- Does not try to fix or resolve your problems
- Gives support/encouragement for your ministry
- Provides Professional Confidentiality
 - Coach does not report to the church
 - Coach does not report to denominational entities
- Pray for the minister

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Role of Minister to Coach

- **Prepare for each coaching session in prayer and content.**
- **Determine your goal for the session by choosing a specific topic for discussion.**
- **Consider the outcome you desire.**
- **Don't be afraid to share your struggles – your coach is your friend.**
- **Do you find yourself stuck/blocked/resistant?**
- **Think about what you should do next.**

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Most Successful Entrepreneurs

Christian Simpson--British Executive Coach

- **Most business people throw all their energy into the business to try to make it successful.**
- **The most successful entrepreneurs make their own personal and professional development their highest priority.**

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Global Coaching Client Study

Of those individuals who had received coaching...

- 80% saw improved self-confidence
- 73% saw improved relationships
- 72% saw improved communication skills
- 70% saw improved work performance
- 61% saw improved management skills
- 57% saw improved time management
- 51% saw improved team performance
- 96% said they would do it again.

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Resistance to Coaching

- I'm experienced and don't need it.
- Cost
 - Consider coaching as continuing education
 - Get reimbursed with tax deduction on Accountable Reimbursement Expense log

Let the wise listen and add to their learning, and let the discerning get guidance (Proverbs 1:5).

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