

discipleship/coaching *guide*

PART 1: HOW TO FIND SOMEONE TO COACH

1. pray

2. listen

- for passion points
- for unique gifts/talents/interests
- for pain points/sin issues
- for someone interested in a specific ministry area
- for someone who is a Bible/church gym rat

3. ask

- passion point | ICNU
- gifts/talents, etc | ICNU
- pain/sin | “Me too,” “Would you like to go on a journey of healing with me?”
- ministry | “Would you like to explore that more with me?”
- gym rat | “Would you like someone to invest in you?” (personal trainer)

This process is best when the discipler asks the disciple, but it can work the other way. If you know your passions, gifts, pains, future hopes and dreams, and are aware of your love for church/scripture, then pray and listen for someone who could help you follow Jesus better, and ask if they'll take you on a journey.

PART 2: HOW TO COACH

1. discover

Get to know the person (preferably one-on-one) through asking transformative questions.

It is important to learn:

- who they are: Story of faith and life, interests, passions, etc. (includes what matters to them, where they're from, and how they got to wanting to “here”)
- what they've done: hurts, sin, suffering, key life moments, accomplishments, pride points, pain points, experiences, etc.
- what they can do: gifts, talents, interests, personality, drive, potential,
 - Key question: “Where is God leading you?”
 - If they know or are confident in their answer:
 - a. Affirm specifically how you've seen this
 - b. Confirm with someone who has been leading them, or...
 - c. Give them experiences/feedback in this area

- If they don't know or have an answer, ask how do we help them discover where God is leading them? (and get around them to discover with them)

HOW TO DISCOVER: set up time to meet (plan for 60-90 minutes), and/or “do life” together.

Ask questions like:

- Tell me your story.
 - Ask follow-up questions until you feel like you can tell how open they will be, and weigh the rest of the conversation on that.
 - Tell me how you wound up here...
 - How have you noticed God moving in your life recently?
 - What do you hope for in your faith journey?
 - What are you curious about?
- 5-3-1 year dreams; or “passion-point/pain-point” questions
 - What do you want your life to look like in 5 years? 3 years? 1 year?
 - What are the biggest threats to this?
 - How can I help you get to your 1-year dream?
- What breaks your heart? (And what are you going to do about it?)
- What do you hope to get out of our time together?
- What can I do to help you live more like Jesus?

2. pray

Together, alone, with others. It's important that they ask others to join them on their journey. Ask them who is praying for them - this will let you know the key people on their faith journey (and who isn't a part of their faith journey)

- For wisdom
- For guidance
- For discernment

3. hear from God

- through disciplines
 - Read scripture (do this together)
 - What does it say, mean, and mean for where God is taking you?
 - Solitude
 - Prayer
 - Asking Jesus questions directly
 - Worship
 - Community - bring your small group, team, etc. into the conversations you're having with God - ask people to pray for you, ask if God is sharing anything with them
- through ministry
 - Have them shadow you (or someone else) in a ministry role
 - Do ministry on weekends/events together
 - Explore new opportunities not necessarily available without you
- through serving/outreach

- Have them plan and do some Kingdom Work in line with their gifts outside of our organization

4. apply

Choose something to do within a set time frame that will help them take a next step with God: (this could be a project, a leadership role, a mission trip, reading a book, discipling someone else, etc.)

- Based on what you're hearing from God, what should you do/what is your next step in moving where God is leading you? (should be based on who they are, where they are going, and what God is speaking)
- Continue to meet regularly (at least 1x/month): discovering, praying, and hearing. I recommend reading scripture together.
- If their next step is something you're doing, perhaps an apprentice model will work - do something together, I lead (you watch/help): feedback, you lead (I help/watch): feedback, you do with someone else: feedback

5. reflect

After they have taken a step based on where God was leading them, set up a meeting to reflect on the experience. Ask questions like:

- What did you learn? Share what you learned, too!
- What does it mean to follow Jesus?
- Where are you now compared to when we started?
- Who needs to hear this story?
- What needs your attention? Why? What can we do about it?
- Who needs your attention? Why? What do you need to do?
- Where is God leading you now?

PART 3: NEXT STEPS/FOLLOW-UP PLAN

1. what's next?

What's their next step? Get them plugged in with what's next for them (serving in another area, school, job, a new opportunity, etc.)

2. who's next?

If you're not going to continue leading/discipling them, your coaching isn't done until they are coaching someone else and they have someone else coaching them. Even still, one or two follow up conversations in the next six months is recommended.

3. be the church

How is the rest of their life impacted by being a disciple of Jesus? How can they better apply their growth and learning to "be the church" where they live, work, and play?