



**COVENANT  
CHURCH  
PLANTING**  
EAST COAST

# Church Planter Cohort Gatherings

Wed January 20, 12:00pm - 2:00pm  
Wed February 3, 10:30am - 2:30pm  
TBD February (video conference)

**NY/NJ Metro Cohort**  
**New England Cohort**  
**Mid-Atlantic Cohort**

## Contact & Quick Info | links are clickable in blog post and pdf at [www.jasoncondon.com](http://www.jasoncondon.com)

Jason R. Condon

Associate Superintendent & Director of Church Planting,  
East Coast Conference of the Evangelical Covenant Church

- [jasonrcondon@gmail.com](mailto:jasonrcondon@gmail.com)
- (860) 479-2020
- [www.jasoncondon.com](http://www.jasoncondon.com)  
(Cohort handouts and resources posted here)
- [facebook.com/jasoncondon](https://www.facebook.com/jasoncondon)
- [eastcoastconf.org](http://eastcoastconf.org)
- [covchurch.org](http://covchurch.org)

Quick-Start Guide to ECCConf Church Planting

- "Understanding Covenant Church Planting" (or [www.jasoncondon.com/2015/01/understanding-covenant-church-planting.html](http://www.jasoncondon.com/2015/01/understanding-covenant-church-planting.html)) - seminar handout introducing concepts & strategy
- "What Are We Looking For in A Church Planter?" (or [bit.ly/Qfbiue](http://bit.ly/Qfbiue)) - an overview of what we value in a church planter and his or her ministry
- "Church Planter Identification Process" (or [bit.ly/TfnyKr](http://bit.ly/TfnyKr)) - an overview of how we assess church planters and pursue church planting within the East Coast Conference and the Covenant

## Welcome!

- Our Purpose: "encourage, equip, and multiply church planters for a sustaining church planting movement"

## Coaching | Intro to the Practice of Christian Coaching

### Our Working Definition

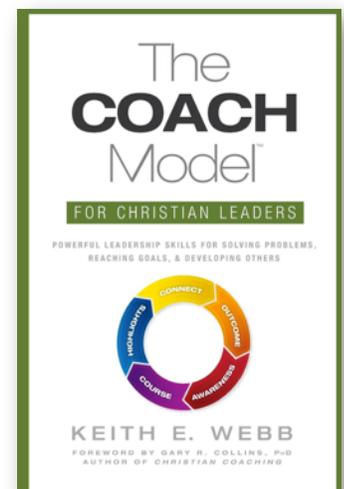
- "Coaching is an on-going intentional conversation that empowers a person or group to fully live out God's calling." ~ Keith E. Webb

### Key Resource (Keith E. Webb, Creator & Author):

- The COACH Model for Christian Leaders: Powerful Leadership Skills to Solve Problems, Reach Goals, and Develop Others

### Four Coaching Assumptions

1. The Holy Spirit speaks directly through many means
2. All people have a holistic calling
3. Coachee-driven results are most relevant
4. Special techniques by coaches improve coachee learning



# Spiritual Dynamics in Coaching

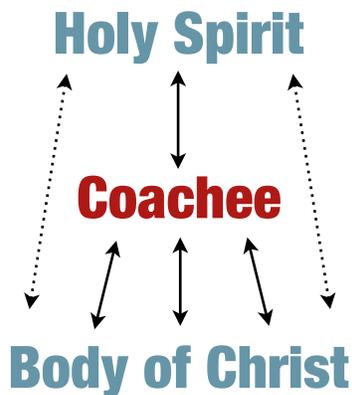
## The Holy Spirit

Christian coaches are not a substitute for the Holy Spirit. Sometimes coaches forget. Experience, intuition, and spiritual discernment can tempt coaches to move to conclusions.

**More important than the coach's perspective is the Holy Spirit's perspective and how He's leading the coachee.**

All believers have the Holy Spirit, but not all believers hear His voice and know how to respond well. Listening to the Holy Spirit is key to understanding God's will. The coach's job is to provoke reflection in the coachee, toward the Holy Spirit.

**How much do you trust the Holy Spirit to "teach and remind"?**



## The Body of Christ

Every believer has the Holy Spirit and thus a direct link to God without a human priest mediator. Spiritual discernment is a social, not individualistic, process.

God created the Body of Christ as a social setting where His will is made known, interpreted, and applied. **A person outside an active role in the Body of Christ cannot fully understand and apply God's will in his or her life.**

The Christian coach plays an important role in helping the coachees to think through how they are processing their spiritual discernment with others and how they might involve the appropriate members of the Body of Christ in that process. **Coachees mature through their interaction with the Body of Christ.**

“But the Counselor, the Holy Spirit, whom the Father will send in my name, will teach you all things and will remind you of everything I have said to you.”

~ Jesus (John 14:26)

# The Transformational Formula

**There are four key elements that facilitate transformation:**

1. Holy Spirit
2. Discovery
3. Action
4. Reinforcement

Each is essential to the transformational formula. Transformation rarely happens without all four. Just for fun, let's write it as a formula:

$$HS \times (D + A + R) = T$$

**The Holy Spirit (HS) multiplies the sum of discovery (D), action (A), & reinforcement (R), producing Transformation.**

## Holy Spirit

The Holy Spirit is the ultimate generator of discovery and action. It is the Holy Spirit who brings transformation to the lives of people. The reinforcement of the Holy Spirit through peace, fulfillment, and a lack of panging conscience encourage a person to further transformation.

## Discovery

The coaching process is focused on discovery. Discovery comes in the form of new self-awareness, insights, ideas, learning, attitudes, facts, realizations, etc. The bread and butter of coaching are discovery and action.

## Action

Without action steps coaching is merely a nice conversation. Although encouraging, without action there is no change, no translation of any new discoveries into the life of the coachee. Coaching is about action.

## Reinforcement

As coachees act on their discoveries they get some kind of feedback—a result, a reward, or consequence. This feedback can reinforce or weaken the new behavior of the coachee. The coach must reinforce all actions taken toward the coachee's desired ends, regardless of the actual results.

# The C.O.A.C.H. Model

Following a simple coaching model will help you to coach better. **The COACH Model™ has five steps to guide you through a coaching conversation.**

## 1. Connect | Engage the Coachee

The first step is to connect with the coachee and build rapport & trust. It's a human connection between coach and coachee. And it's a spiritual connection between the Holy Spirit and coachee & coach.

The coachee will share a variety of things happening in his or her life. These topics may or may not become topics for the conversation. This information provides a bit of background "color" to the coachee's state of mind.

Example Questions:

- How have you been?
- What's God been doing in your life lately?
- What insights have you had since our last conversation?

A coach will also use this time to follow-up the last conversation's action steps.

Example Questions:

- What progress did you make on your action steps?
- What did you do on your action steps?

## 2. Outcome | Determine Convo Goal

Find out what the coachee considers to be a valuable topic and for the coaching conversation goal. Through dialogue, the coach and coachee determine how to best use the coaching conversation. This may mean following up on previous topics, or engaging in new ones.

Example Questions:

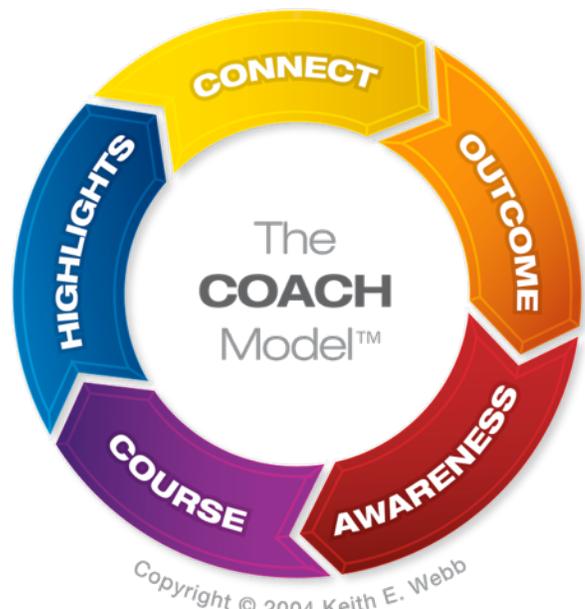
- What result would you like to take away from our conversation?
- What would you like to work on?
- What would make today's conversation successful?

## 3. Awareness | Reflective Dialogue

Ask questions & practice active listening. Listen beyond coachee's words. Encourage & give appropriate feedback. Challenge assumptions appropriately. Encourage discovery, insights, commitment, and action through a reflective dialogue. Discovery is the key to this stage.

Example Questions:

- What are the keys points to understand this situation?
- What is your desired outcome in this situation?
- What other factors are influencing this situation?
- Let's look at this from a different perspective...



(3. Cont'd)

Practice all the coaching skills, seeking discovery, and follow up with questions like these:

- What else do you think or feel about this?
- What would help you move forward?

## 4. Course | Action Steps

This step seeks to capture the insights and put them into actionable steps. Coach and coachee will continue a reflective dialogue, but this time focused towards a course of action. The result will be clear action steps the coachee will do before the next coaching conversation. Try for 2-3 action steps for each coaching topic.

Example Questions:

- What actions would you like to do to move forward?
- What options do you have?
- Which of options would you like to do? How? When?
- On a scale of 1-10 (with 10 high) how confident are you that you can do this plan?  
(If 7 or below go back and work on the plan.)

## 5. Highlights | Learning & Action Steps

Ask the coachee to review their learning, insights, and what they found helpful. This review helps the coachee to deepen their learning, and helps the coach know what the coachee found valuable. Also, ask the coachee to repeat their action steps.

Example Questions:

- What would you like to remember from this time?
- What parts of discussion were particularly helpful?
- What awareness do you have that you didn't before?
- What are your action steps?

## Powerful Questions

Powerful questions are those that reveal information for the benefit of the coachee. (Not the asker.)

- Asking based on active listening and the coachee’s agenda.
- Asking forward moving, not backwards looking questions.
- Asking questions that stimulate clarity, discovery, insight, and action - not correction.

## Towards Powerful Questions

Compare the following questions.

1. Are you happy with your ministry?
2. How do you feel about your ministry?
3. What about your ministry do you find most satisfying?
4. How does your ministry connect to God’s calling in your life?
5. Why might it be that God directed you to this ministry?

## Active Listening

Techniques that communicate, “I’m listening”...

### Verbal

- Vocal responses: “Umm hum,” “Yes,” “I see,” “Continue,” etc.
- Restating what the other person said, “So, you are saying that...”
- Clarifying the other person’s meaning, “Would you give an example of...”

### Non-Verbal

- Facing the other person.
- Keeping comfortable eye contact.
- Nodding in agreement.
- Avoiding distracting behaviors such as looking at a text message and interrupting.

## The 80/20 Rule

In coaching, the focus of the conversation is on the coachee. They set the agenda, they talk the most, and they create their own action plans. The coachee talks and the coach listens 80% of the time. Listening is of great value to the coachee and a wonderful gift to give.

“After three days they found him in the temple courts, sitting among the teachers, listening to them and asking them questions. Everyone who heard him was amazed at his understanding and his answers.”

~ Luke 2:46-47

## Opening Up Questions

Closed questions can easily be turned into open questions. Use **What, How, When, Where, & Who** questions.

Example:

- **Closed:** Are you planning to borrow the \$ to do that?
- **Open:** What are your plans to finance that?

Instructions:

- you’ll stand up and mingle around the room
- verbally change the closed questions into an open question and say the open question to someone else
- If other person agrees that it is now an open question, they’ll initial next to the original closed question
- do one or two with one person, then move on

Questions to Open Up	Initials
1. Are you happy about this decision?	
2. Does your supervisor agree?	
3. Can you think of any other ideas?	
4. Do you learn from books or by talking to people?	
5. Is it time for you to make a career move?	
6. Is there anything else you’d like to say about this topic?	
7. Would Tuesday be a good time to talk?	
8. Are you living out your vision?	
9. Does your spouse think the same way?	
10. Are you going to ask him?	
11. Could someone on your team help?	
12. Did you raise your support?	
13. Did you have a nice day at school?	
14. Is church planting your main thing?	
15. Is casting vision next step for the team?	

# Group Practice | Coaching Triads

## Instructions:

1. Triads: get into groups of three (3)
2. Rotate Roles:
  - 5min each × 3 rounds (4min coaching + 1min observation feedback)
  - Switch between **Coach, Coachee, & Observer**
3. Coach: is responsible to...
  - use good active listening skills (verbal and non-verbal)
  - and ask at least three (3) open questions.
  - Start by saying, **“What result would you like to take away from our conversation today?”**
4. Coachee:
  - state your simple **conversation goal:**
  - respond to coaches questions and prompts
5. Observer: jot notes below and give one (1) minute of feedback on these points:
  - What verbal active listening behaviors did coach use? What nonverbal ones?
  - How many open questions were used?
  - What other question types did the coach use? (make best guess! - 7 Q Types explained in *much* longer training are: 1. closed, 2. open, 3. directive, 4. emotion, 5. facts, 6. why, & 7. permission)

## Observation Notes:

Person Observed	Verbal Listening	Nonverbal Listening	# of Open Questions	Types of Questions
Example: Chuck Planter	“mm-hm” Restated a Q. Asked for example	nodded head leaned in moved chair closer	4	2 closed questions (but fixed :) emotion: “how do you feel...” fact: “how many small group leaders...”

Additional Notes: