



Dynamic Churches
International

A Winning Team
Coach Training and Resources

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A Winning Team

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Introduction

In any endeavour, Winning Teams do not just happen. No, they are the result of vision, planning, strategy, training and persistence. Everyone wants to be on a winning team, but most people are not willing to pay the price.

Winning Team Members:

- ❑ have ownership of the vision
- ❑ develop trust within the team
- ❑ have common goals
- ❑ have credibility to influence others to make things happen
- ❑ have expertise and experience to accomplish the task

When our Lord sent the disciples out to fulfil the Great Commission (Matthew 28:18-20), the mandate was to recruit and train an army of committed disciples who would share the Gospel around the world. This workbook is for those who understand this great opportunity and the magnitude of the task.

You have been effectively leading others in a Life Group. You have been fulfilling the Great Commission. As a result, God has called you to Coach other Group Leaders. He now gives you the opportunity to expand your ministry throughout the Church, Community and beyond to the World!

You are one of a team of Coaches. Together we will (1) Evaluate and Improve the present development, (2) Plan for future expansion, and (3) Prepare to take this disciple-making ministry beyond our local Church by training leaders in other Churches.

For maximum team accomplishment, each individual must prepare himself to the best of his ability and then put his talents to work for the team. You must discipline yourself to do what is expected of you for the welfare of the team. With out supervision and leadership and a disciplined effort by all, much of our united strength will be dissipated pulling against ourselves. Let us not be victimized by a breakdown from within.

John Wooden
Head Basketball Coach, UCLA

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How to Use This Training Workbook

Before taking this training you should have:

- ❑ Completed the Explosive Growth Disciple-Making Process Workshops, Completed One-to-One Dynamic Basics, Dynamic Discipling and Dynamic Sharing
- ❑ Completed Learning to Lead - Apprentice Leader Training and served as an Apprentice
- ❑ Completed Leaders Who Lead - Life Group Leader Training and served as a Life Group Leader

The above training comprised your Life Group Ministry base. This workbook is a continuation of that training and follows the same format.

Each session is designed to assist your Coaching Team (you, your Pastor and the other Coaches) as you lead and train your Life Group Leaders. You will evaluate your progress as you become a disciple-making Church that is focused on the needs of others. Your Pastor will guide you through this training. There are a number of resource materials included that will help you build on the Life Group Ministry base that you have established.

Like the above training this book is designed to equip you so that you can use it to pass it on to your disciples (your leaders now could become coaches latter). Each time a group of Coaches go through this training seek to implement new strategies to improve the quality of ministry in your Church.

When to Meet

- ❑ We suggest that the Pastor meet with the Coaches together as a group once every 4 to 6 weeks to review and discuss each session. Each Coach should have completed the appropriate session and assignments before the Coaches Training and should be prepared to discuss with the Pastor and other Coaches the material covered.
This time of Vision, Evaluating, Training, Planning, Sharing, Encouraging and Praying together will be a valuable and enjoyable experience.
- ❑ The Pastor should also meet individually with each Coach once every 4 to 6 weeks or as needed to encourage, equip and pray together.

The Church is a Living Organism - a Body Built around Relationships - not an organization! It has been designed by God to be healthy, grow naturally and reproduce. However, while it is not an organization, it does need to be organized.

God Bless you as you become a Winning Team!

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Session One
Sharpening Our
Structure

A Winning Team

Session One

✓ Check each item below after you have discussed it with your Pastor and other Coaches.

Complete the following before you meet with your Coaching Team:

- ❑ 1. Read **Introduction**. Be prepared to share how you believe this Coaching Team will help you to effectively lead your present Life Group Leaders and develop future leaders.
- ❑ 2. Read **How To Use This Training Workbook**. Be prepared to share how you believe this ministry will change lives and equip us as a church to reach out to other people in our community.
- ❑ 3. Study **Sample Report and Faith Goals** on Page 4 and complete the **Report and Faith Goals** on Page 5, and have it ready to give to the Pastor at your Coaches training.
- ❑ 4. Read **10 Essential Principles** on Pages 6 to 8, and complete the associated questions. Identify your areas of concern and be prepared to share your insights with your Pastor and the other Coaches. Ask any questions.

Complete the following with your Coaching Team at the meeting:

- ❑ 5. Get to know each other. Complete **Getting Acquainted With Your Coaching Team** on Page 9. Share personal concerns.
- ❑ 6. Discuss and check (✓) off 1 through 3 above.
- ❑ 7. Discuss and check (✓) off 4 above.
- ❑ 8. Discuss and complete together **Where is Our Church in the Transformation Process?** on Page 10.
- ❑ 9. Complete **Sharpening Our Structure** and the **Action Plan** on Page 11. We need to take action in order to improve the quality of our Church.

Prayer and Closing:

- ❑ 10. Pray for each other and our Life Group Leaders.
- ❑ 11. Go over Preparation assignment for Session Two.
- ❑ 12. Set a Date _____ Time _____ Place _____ for our next A Winning Team session.

Sample Report and Faith Goals

Note: Pray and believe that God will do great things through your Life Groups. You have the potential to see each group double every 6 to 9 months. The following is a **Sample Report and Faith Goals** set for the **Target Date** of _____. (6 months from today)

Report on the Life Groups that I Coach:

1. I Coach 3 Life Group Leaders. My faith Goal is 3 new Groups = 6.
They have 3 Apprentices. As they begin to lead their own group, we will need 6 new Apprentices (3 to replace the present Apprentices plus 3 for the new groups).
2. A total of 18 (6 X 3 groups) people regularly attend these Life Groups. We will need to add 18 new people or 3 new people (1 person to each group) each month.
3. There were 2 New Attendees at the Life Groups this past month.

Names: _____ (list new Names) _____

Addresses: _____

_____ Phone _____

(For additional names use a separate sheet)

4. The total Number of **pairs** actively engaged in One-to-One Training in these groups:
Dynamic Basics 3 our Goal is 6.
Dynamic Discipling 3 our Goal is 6.
Dynamic Sharing 3 our Goal is 6.
5. # 2 people received Christ as their Savior through the witness of the people in these Life Groups this past month. Our Goal is 3 x 6 months = 18.

Comments or Stories of Significant Life Change

Report and Faith Goals

Note: Pray and believe that God will do great things through your Life Groups. You have the potential to see each group double every 6 to 9 months. The following is a **Report and Faith Goals** set for the **Target Date** of _____. (6 months from today)

Report on the Life Groups that I Coach:

1. I Coach _____ Life Group Leaders. My faith Goal is _____ new Groups = _____.

They have _____ Apprentices. As they begin to lead their own group, we will need _____ new Apprentices (to replace the present Apprentices plus for the new groups).

2. A total of _____ people regularly attend these Life Groups. We will need to add _____ new people or _____ each month.

3. There were _____ New Attendees at the Life Groups this past month.

Names: _____

Addresses: _____

_____ Phone _____

(For additional names use a separate sheet)

4. The total Number of **pairs** actively engaged in One-to-One Training:

Dynamic Basics _____ our Goal is _____.

Dynamic Discipling _____ our Goal is _____.

Dynamic Sharing _____ our Goal is _____.

5. # _____ people received Christ as Savior through the witness of the people in these Life Groups this past month. Our Goal is _____ x 6 months = _____.

Comments or Stories of Significant Life Change

10 Essential Principles

The Following 10 Principles are Common to Effective Churches.

1. **They Clearly state and circulate Statements of Purpose, Vision, Values and Common Goals.** Leaders should spend 50 to 80 percent of their time communicating these concepts to the people.

What is our Church Purpose Statement? _____

Do I have a clear sense of the Direction/Vision of our Church? _____

Describe it. _____

If we continue doing what we are presently doing as a church, will we fulfil our purpose and vision and reach our community with the gospel of Jesus Christ? _____

2. **They Emphasize the importance of respect for every individual** by providing opportunities for each one to develop skills in living the Christian life and being equipped to lead others. People are your most valuable physical resource. Give them opportunities to contribute their gifts and abilities.

Describe our Ministry Process for developing new people to maturity.

3. **They Emphasize Trust not Rules or Control.** Tell them often that you trust them, and show them that you do.

4. **They are Gospel (New People) Driven.** Develop a mind-set of reaching out to those outside your Church circle. Do all you can to welcome new people. Ask yourself “What would surprise and delight a new person who fellowships with us?”

5. **They are friendly!** The best way to get your people to smile and be friendly to new people is to give your people more responsibility. This shows them that you trust them and it will encourage them. It will also help them feel confident in themselves. They will display a more positive attitude that new people will definitely notice!

Is our Church friendly and attractive to new people? _____

In what ways do we show that we are friendly? _____

6. **They Develop a team leadership mentality.** This will create unity and strength to Creatively use our Spiritual Gifts to achieve our common goals, and provide quality service. Minimize the layers of management. Drive the authority to make decisions down to the functioning level. Example: The Life Groups.

7. **They Emphasize free, open, face-to-face communication.** Leaders always be available and accessible to everyone.

Explain your Ministry and how you relate to people. _____

8. **They De-emphasize hierarchy.** Make heroes of those who demonstrate that they are team players. Reward such people by giving them positions of leadership.

How has God prepared you to be a Coach? _____

9. **They see everyone as a potential leader** and provide quality training for everyone. Do not try to change everything at one time, but continually improve the quality of your service to others. Train people according to their Spiritual Gifts and they will provide better service!

What is/are your Spiritual Gift(s)? _____

10. **They Choose Leaders who make it a habit of asking people “What do you think?”** Try to use the ideas given when making decisions.

What would I like our Church to look, feel or be like in 3 to 5 years?

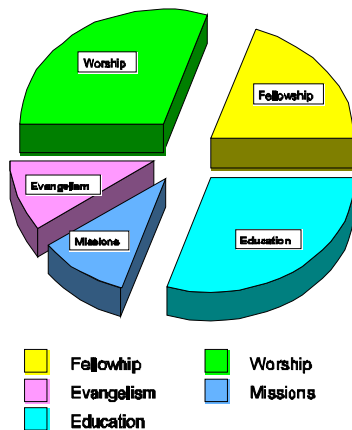
What would I be willing to risk? _____

What is the driving force behind our Church?

- Tradition? We have always done it this way.
- Personality? What does our leader want? (Pastor or key lay person)
- Finances? How much will it cost? We debate over budget.
- Programs? Our energy is spent on maintaining and sustaining programs.
- Buildings? Ministry suffers because most of our funds go to buildings.
- Events? We have a lot of activity but little productivity.
- Purpose? We know why we exist/what God has called us to do.

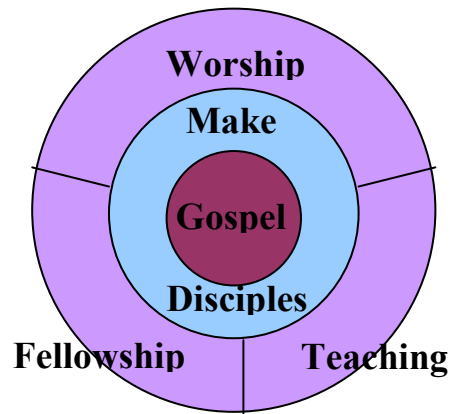
Which of these two diagrams best represents the actual purpose of our Church?

Program Centred?



Program Driven
Multi-Purpose
Diverse Strategies

Purpose Centred?



Purpose Driven
One Purpose - Sharing the Gospel
Strategy - The Great Commission - Make Disciples
Church Body - Worship, Fellowship and Teaching

Getting Acquainted with Your Coaching Team

Instructions: (To be completed when you meet together)

1. Each Coach should share his/her name, telephone and E-mail address. Write this information about yourself and the other coaches in your book (**in the same order**) for quick communication and prayer. When you want to share information or a prayer request with everyone, contact the person listed below your name. They contact the next until it comes back around to you. When appropriate pass the requests on to your Life Groups (**set up a similar strategy with each of your Life Groups**).
2. Each Coach share why you believe God has led you to be a part of this team.

Name

Phone

E-mail Address

Growth comes when there is:

- Steadfastness of Purpose** to share the Gospel with everyone,
- Empowering of people** by equipping them to serve others in the Power of the Holy Spirit, according to their Spiritual Gifts,
- A focus on Continuous Improvement and Expansion** toward the fulfilment of the Great Commission!

Years of study have shown that organizations lacking articulated plans are doomed to ineffectiveness because they operate on the basis of tradition or spontaneity - neither of which is a viable long-term means to influence and to change.

George Barna

Where Is Our Church in the Transformation Process?

Compare each point in Column One - Program Approach with Column Two - People Approach and assess what we value by circling the appropriate number (1 2 3 4 5 6) for each point (1 most like Column One - 6 most like Column Two):

Program Approach - An Unhealthy Traditional Church

People Approach - A Healthy Disciple-Making Church

1. Major Focus Sunday Worship	1 2 3 4 5 6	1. Balanced Focus Small Groups & Worship
2. Program Driven	1 2 3 4 5 6	2. Small Group Driven
3. Inward Focus (Congregation)	1 2 3 4 5 6	3. Outward Focus (Community)
4. Maintenance Mind set	1 2 3 4 5 6	4. Mission Mind set
5. Historical - Emphasis on past	1 2 3 4 5 6	5. Future Driven
6. An Institution	1 2 3 4 5 6	6. A Movement
7. An Organization	1 2 3 4 5 6	7. An organized Living Organism
8. Nominations (elected)	1 2 3 4 5 6	8. Calling (gift mobilization)
9. Reserved (preservation Mind set)	1 2 3 4 5 6	9. Cutting Edge (risk taking)
10. Policy Driven	1 2 3 4 5 6	10. Idea Driven
11. Regulating (control)	1 2 3 4 5 6	11. Permission Giving
12. No Change/Rigid	1 2 3 4 5 6	12. Continual Change/Adaptive
13. Supervision Intensive (meetings)	1 2 3 4 5 6	13. Mentoring Intensive (One-to-One)
14. Classroom Intensive	1 2 3 4 5 6	14. Relationship Intensive (1-1 Discipleship)
15. Teaching Intensive (lecture)	1 2 3 4 5 6	15. Life-Application Intensive (Modelling)
16. Largeness (numbers) Valued	1 2 3 4 5 6	16. Life Change Valued
17. Key Leaders = Staff (Professional)	1 2 3 4 5 6	17. Key Leaders = Life Group Leaders
18. Office Intensive	1 2 3 4 5 6	18. Field Intensive
19. Building Centred	1 2 3 4 5 6	19. Life Groups (home) Centred
20. Our Church Mind set	1 2 3 4 5 6	20. Kingdom Mind set
21. Teaching Valued Over Equipping	1 2 3 4 5 6	21. Equipping Valued Equal to Teaching
22. Power-Centred	1 2 3 4 5 6	22. Results Oriented
23. What is in it for us?	1 2 3 4 5 6	23. What can we do for others?
24. Pessimistic/Apathetic	1 2 3 4 5 6	24. Optimistic/Energetic
25. Budget for Ourselves	1 2 3 4 5 6	25. Budget for Others

Total _____

Circle the Total

0 5 10 15 20 25 30 35 40 45 50 55 60 65 70 75 80 85 90 95 100 110 120 130 140 150

Sharpening Our Structure

Church Development Guide

Functional Church Structure

Have we established our direction and goals? Is our structure effective and useful for the growth of our church?

(Together ✓the strategies **We are Presently Doing or Completed** and those **We Should Add or Improve.**)

Today's Date	Functional Structures that Help Us Facilitate Growth	Presently Doing Or Completed	We Should Or Improve
	Evaluate our church structure for effectiveness and usefulness		
	Ministry philosophy developed and shared regularly in Pastors preaching.		
	Emphasize Trust not Rules or Control		
	Pastor Preach on Keeping the Gospel at the Center of all we do		
	Develop a Team Leadership Mentality		
	Emphasize free, open, face-to-face Communication		
	See everyone as a potential leader		
	Be Purpose Driven - Have clear written Purpose Statement		
	Vision Statement written		

Together **choose 1 or 2 from above.** Record the specific actions required on the **Action Plan** below. **Assign** to someone. **Action should be reported at next Coaches Training.**

Functional Structures – Action Plan

Action / Goals	Target Date	Person Responsible