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Proverbs 2:2-4 Tune your ears to wisdom, and concentrate on understanding. Cry out for insight, and ask for understanding. Search for them as you would for silver; seek them like hidden treasures.



YOUTH MINISTRY COACHING MANUAL

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Section One

INTRODUCTION TO COACHING

Defining Coaching

The Value of Coaching

The Need for Coaching

The Dynamics of Coaching

The Scope of Coaching

The Process of Coaching

Defining Coaching

For where two or three gather together as my followers, I am there among them. (Matthew 18:20)

One of the problems we face with language is that different words carry different associations for different people. When we use the word “coaching” some immediately think of a sports coach ranting at players at half time over the mistakes they made.

Others stay with the sports analogy but think of a coach as one who spends hours with an athlete honing their skills and bringing them to peak performance.

Those in business, where coaching has become increasingly popular, are apt to view coaching as a seasoned CEO or entrepreneur imparting years of wisdom to a manager at another organisation or startup company, showing them all the clever shortcuts along with mistakes to avoid.

Still others think of coaching in terms of “life coaching”, where one person asks questions of the “client” to help them unpack the insights that are within with the expectation that these insights will lead to change.

Not only does the term “coaching” carry different connotations for different people, the word itself carries different shades of meaning and it at times used interchangeably with other words such as “supervision”, “mentoring” and even “counselling”.

In order to avoid confusion, it’s important that we start by gaining clarity about what we mean by the term coaching.

Our working definition throughout is this:

Coaching is creating a space for God to speak through conversations arising out of the experience, insights and questions of both coach and learner.

The first point this definition reminds us of is that God is the real coach. Learners are not ultimately accountable to God and coaches are not the source of all truth. Coaching is a three-way conversation between the coach, the learner and God.

This leads us to the second point. Both the coach and learner have something of value to offer in the coaching conversation. The coach will bring with them a great deal of experience, wisdom and know-how into the conversation while the learner will have a better grasp of the dynamics present in the issue being discussed as well as their own experiences and insights.

As such, the role of the coach is not simply to share from their expertise but also to draw insights and understanding out of the learner as they both reflect on the situations they face and seek God for solutions.

The Value of Coaching

Plans go wrong for lack of advice; many advisers bring success. (Proverbs 15:22)

The value of coaching is well recognised in both sport and business. Through coaching, we benefit from the insights and skills of those with far greater experience than us.

It would be unthinkable, even for our elite athletes, to train and perform without a knowledgeable and experienced coach to call on. Coaches work with athletes on their physical ability, ensuring they attain peak fitness and raise their skill level so that they can perform at maximum effectiveness.

Coaches also teach their protégés how to think well. They teach them to have the correct mindset as they enter competition and then to analyse and react to situations as they arise.

Similarly, a good business coach will raise the understanding and skill level of their clients, alerting them to potential threats and teaching them strategies that will ultimately lead to effectiveness and success.

As with sport and business, coaching has an enormously valuable role to play in ministry and a wise leader will seek out people to help them develop in their role and grow in their effectiveness.

The Need for Coaching

Tune your ears to wisdom and concentrate on understanding. Cry out for insight, and ask for understanding. Search for them as you would for silver; seek them like hidden treasures. (Proverbs 2:2-5)

You may be thinking, “So coaching can be valuable, but do I really need it?” To help you decide, consider the following statements in bold type. If you find yourself agreeing with any of these six statements then coaching could benefit you and your ministry.

1. **I need to understand what I’m trying to achieve:** Sometimes we don’t know what we don’t know. In youth ministry we can spend our time rushing from one programme to another and one person’s need to another without ever attending to the big picture and clarifying what we are trying to achieve. In short, we are too busy working *in* the ministry to work *on* the ministry.
2. **I want my efforts to produce maximum effect:** In ministry as in many fields, inefficiency is the enemy of achievement. The pressures of ministry means it’s often tempting to continue to work inefficiently rather than stop and look for ways to improve our effectiveness. Again in short, we are too busy working *in* the ministry to work *on* ourselves.
3. **I need to improve my skill levels:** There is no doubt that practice makes perfect and the more we work at something the better we get at. That’s no reason however to not seek out advice and improve our understanding. Doing so fast tracks our progress.
4. **I want to avoid making mistakes:** While it’s true that we learn from our mistakes, we learn more when we have help to identify these mistakes and are taught ways of overcoming them. Better still, the easiest way to avoid making mistakes is to learn from the experiences of others who have gone before.
5. **I need different ways of looking at things and discerning God’s leading:** The Apostle Paul likens the Church to a body in which each part needs the others (1 Corinthians 12:12-22). When we share our problems and invite other members of the Body to share in our decision making we gain new insight and more accurately discern what God is saying to us.
6. **I need encouragement when things get tough:** At times the problems and challenges of ministry can seem overwhelming. It helps to know there is someone who will always be on our side, offering encouragement when we feel discouraged and hope when we feel despondent. Leadership can be lonely at times. A coach can be a lifeline of connection when we’re struggling – and we all do at times.

The Dynamics of Coaching

Be completely humble and gentle; be patient, bearing with one another in love. (Ephesians 4:2)

To help you understand how coaching works, consider the following descriptions:

1. **Coaching is a contracted process:** Both coach and leader agree on the details of the process before coaching begins. They reach an understanding of their respective roles and the process by which coaching takes place. To do this they read, discuss and sign the Coaching Contract found in the appendix on page 28)
2. **Coaching is a relational process:** Coaching is more than the simple transfer of information. It is in the context of a developing relationship between the coach and leader that real learning takes place. It's a relationship based on mutual trust, leading to openness and a willingness to communicate honestly.
3. **Coaching is a reflective process:** It is not rooted in theory but in what is happening in the leader's ministry. It focuses on their ministry experiences and, through reflective conversation with the coach, helps them analyse and interpret the situations they are facing.
4. **Coaching is a formative process:** Coaching has an action dimension in which the leader is helped to identify specific strategies that encourage personal and professional formation. The coach provides some accountability for what is learnt and helps the leader to apply what they learn and monitor their progress.
5. **Coaching is an owned process:** The role of the coach is neither non-directive nor demanding. Their aim is to promote growth by assisting the leader to gain new insights and then encouraging them to act on these. Ultimately, however, it is the leader who must take responsibility for their own growth and accept ownership of what they resolve to do in order to grow.
6. **Coaching is a confidential process:** Providing the leader is not deemed to be at risk in any way, each party agrees to keep private any issues discussed. The coach does not report progress to the leader's church or elders.

The Scope of Coaching

But you, Timothy, certainly know what I teach, and how I live, and what my purpose in life is. You know my faith, my patience, my love, and my endurance. (2 Timothy 3:10)

Coaching can cover any one of six core areas with one or more areas taking precedence at different times. Inevitably these areas overlap at times. Through this manual, the leader is helped to identify the areas they would like to discuss and set the agenda for the coaching session by completing the session planner prior to the meeting (see Appendix).

Coaching can cover any of six areas:

1. **Teaching skills:** Effective youth ministry requires the acquisition of a number of skills, some of which come easily while others will require a good deal of practice. This manual lists twenty essential skills the youth leader needs (see page 11). A coach works with the leader to assess their skill level, identifying specific things they can work on to improve performance and effectiveness.
2. **Assessing the ministry:** The coach and leader reflect on a list of 28 strategic assets which a youth ministry needs to develop in order to be effective (see pages 12-13). The coach helps the leader set priorities and establish a strategic plan to develop the asset.
3. **Gaining understanding:** As well as the specifics of the first two points above, a leader needs to develop a good general understanding of youth and youth ministry. This manual lists ten areas of understanding (see pages 14-16). This understanding can be coached through conversation with the coach and through recommended reading and study (see recommended reading list on page 24).
4. **Making decisions:** Leadership means constantly having to make decisions related to both programmes and people, as well as those more personal in nature (see page 17). A coach can help in discerning God's will by assisting the leader in identifying the likely pros and cons of various courses of action.
5. **Analysing experiences:** Leadership also means constantly having to make analyse experiences again related to programmes and people, personal issues (see page 18). Here the leader shares recent experiences with a coach who helps them analyse what happened and draw lessons from it that can be applied at future times.
6. **Personal development:** Here the leader reflects on their conduct and thought processes and how they impact upon or are impacted by the demands of ministry (see page 19). The coach may offer encouragement, challenge or correction depending on what they perceive is needed.

The Process of Coaching

Write down the revelation and make it plain on tablets so that a herald may run with it. For the revelation awaits an appointed time; it speaks of the end and will not prove false. Though it linger, wait for it; it will certainly come and will not delay. (Habakkuk 2:2,3)

There are many models of coaching but all tend to fall into three stages. Each coaching session and each topic discussed are covered by these as follows:

1. **Establish:** In this first stage the leader and coach agree on the topics to be discussed. Prior to the meeting the leader completes the Session Planner (see page 30) and sends a copy to the coach. The coach can add to this list if there are areas they feel the leader needs to reflect on. When they meet they agree on priorities. Together they clarify what outcome the leader is seeking and identify their level of understanding or competency.
2. **Explore:** Having established the issues to be discussed, the leader and coach explore the topic with the leader reflecting on their experiences and discussing what they've been learning, while the coach asks questions and offers suggestions. These suggestions may be practical such actions to take or approaches to try; they may also be theoretical such as books or articles to read or insights to reflect on.
3. **Execute:** In this final stage the leader commits to a course of action which they intend to take prior to meeting with the coach again. This may be a step to work on or a decision to implement. When they meet again, the leader and coach repeat the three-step process, review progress, identifying progress and any obstacles they have faced, before formulating new courses of action if necessary.

Coaching meetings need to occur at least monthly although these can be scheduled more frequently if required. Sessions would normally last for one hour. Outside of these formal times of coaching. Coaches are happy to respond to questions as they arise.

As much as possible the coach and leader meet face to face although distance and cost may preclude this meaning some sessions at least will need to occur via Skype.

There is no set term governing how long the coaching relationship should continue. A new youth pastor or key leader should expect to stick with their coach for the first two years of ministry. Beyond that, there may be value in finding another coach or supervisor who can challenge them in areas or in ways a single coach cannot.

Section Two

COACHING CONTENT

Essential Ministry Skills

Strategic Principles and Indicators

Valuable Understanding

Making Decisions

Analysing Experiences

Personal Development

Essential Ministry Skills

Do you see any truly competent workers? They will serve kings rather than working for ordinary people. (Proverbs 22:29)

Effective ministry requires competency in a range of skills. Skills can be coached through information, discussion, recommended reading/study and observation followed by reflection.

Listed below are some “essential skills”. While they are by no means the only skills leaders and key leaders need, they do provide a useful checklist to work through and its recommended they become competent in these before focussing on other skills.

The leader nominates the essential skill(s) they’d like to work on with the coach. There is no set order to be followed. For each skill, the leader is sent a one page “Skill Sheet” which provides basic information for discussion and reflection with the coach.

1. Self-Care	Able to maintain healthy practices contributing to longevity
2. Time Management	Able to effectively manage time and meet deadlines
3. Duty of Care	Able to follow safe and ethical practice in dealing with young people
4. Administration	Able to collate and utilise maintain useful contact information.
5. Strategic Planning	Able to establish effective goals and strategies and then measure progress
6. Event Management	Able to plan events and meet deadlines
7. Decision Making	Able to consult and assess information before making important decisions
8. Change Management	Able to implement acceptable change through careful preparation
9. Delegation	Able to effectively delegate responsibility and monitor progress
10. Motivate	Able to effectively motivate others to serve and achieve objectives
11. Conflict Resolution	Able to resolve conflict and maintain relationship
12. Developing Teams	Able to build and lead a team effectively, generating loyalty and unity
13. Relationship Building	Able to build rapport and trust in relating to young people
14. Listening	Able to practice basic listening skills to build empathy and understanding
15. Pastoral Care	Able to help someone resolve a problem and implement change
16. Discipline	Able to implement appropriate strategies for discipline

17. Preaching	Able to structure and present an effective message
18. Preparing a Bible Study	Able to prepare a Bible study to engage youth and encourage application
19. Leading a Bible Study	Able to lead a Bible study and encourage meaningful participation
20. Leading Games	Able to prepare and lead games and debrief outcomes
21. Managing Finances	Able to develop a budget, fundraise and follow good financial practice
22. Prayer Ministry	Able to pray for others with a sensitivity to what God is doing and saying.

Characteristics of a Healthy Youth Ministry

I know your deeds. I have placed before you an open door that no one can shut. (Revelation 3:8)

The health of a youth ministry is not measured simply by attendance but by seven foundational indicators and twenty-eight strategic assets. When these are present, a youth ministry is not only likely to be effective but is also likely to be sustainable over the long term, even as leaders come and go.

Listed below are these seven principles and corresponding indicators. The leader identifies those indicators that they believe are a priority to work on and with input from the coach, develops goals, strategies and performance measurements for each.

INDICATORS	ASSETS	DESCRIPTION
<u>Christ-Centred:</u> Christ is central to the life and activities of the youth ministry.	Christ-led	The ministry intentionally seeks to discern and follow Christ's leadership and can give examples of how He has led.
	Christ-focussed	The youth ministry is "all about Jesus". The message of His life, death, resurrection and the new life is frequently taught.
	Christ-conscious	There is a sense of expectancy when the young people meet, as Christ is recognised as immanent and desiring of intimacy.
	Christ-honouring	The youth ministry is a place where Christian values are upheld, and God is glorified in all that takes place.
<u>Intentional:</u> The youth ministry deliberately maintains Biblical purposes and strategies in all it does.	Purposeful	The youth ministry emphasises making disciples who live out the Great Commandment and the Great Commission.
	Values-based	The youth ministry has a conscious culture based on shared Biblical values and unique strengths.
	Strategic	The youth ministry has a clear sense of direction and is working purposefully toward achieving God-given goals.
	Assessed	The youth ministry regular assesses itself and identifies areas which need to be strengthened or developed.
<u>Equipped:</u> An intentional strategy for employing and developing leaders is present and working effectively.	Exemplary	Youth leaders are good role models for young people showing maturity and a genuine Christian faith that is evident to all.
	Trained	Youth leaders are experienced and are receiving ongoing training, mentoring and support in their leadership role.
	Diverse	Those involved in leadership in the youth ministry are drawn from a wide range of ages and personalities.
	Youth-led	Leadership responsibilities, training and opportunities to serve are given to young people.

<p><u>Integrated:</u> The youth ministry operates as an integral part of the wider church.</p>	Body	The youth ministry is an integral part of the church body and young people are known, valued and supported by all.
	Belonging	Young people regard the wider church as “their” church and are likely to keep attending after they finish youth group.
	Family	The youth ministry acknowledges the importance of the family and seeks to work with and support parents.
	Transition	The youth ministry successfully manages age-related transitions into and out of the youth ministry.
<p><u>Relational:</u> The youth ministry sees relationships as being vital to its life and deliberately seeks to enhance these.</p>	Individual	Every young person who comes to the youth programme is individually cared for and prayed for by at least one leader.
	Attendance	Attendance at programmes is monitored and leaders follow up absentees letting them know that they were missed.
	Newcomers	Newcomers are made to feel welcome by youth and leaders alike and quickly gain a sense of belonging and involvement.
	Safe	Young people in the youth programme feel personally safe and secure from bullying, put-downs and embarrassment.
<p><u>Disciple-making:</u> Programmes effectively disciple young people toward maturity in Christ.</p>	Comprehensive	The youth programme seeks to build well-rounded disciples through Bible study, fellowship, worship, prayer and mission.
	Appropriate	Programming is effective in meeting the needs of those at various stages of Christian growth and commitment.
	Outward	Young people understand the importance of mission and are engaged in service and evangelism.
	Excellence	Programmes are prepared and run to a high standard and effort is made to continually improve their quality.
<p><u>Ordered:</u> Systems and strategies are in place that contribute to the smooth and effective running of the youth ministry.</p>	Planning	There is an intentional long and short-term approach to planning that includes curriculum and weekly programmes.
	Outcomes	Leaders and programmes have clearly defined purposes that include expectations and outcomes.
	Database	An accurate database of contact information for all the young people and their parents exists and is used.
	Communication	Good lines of communication and accountability exist between the youth ministry and all interested parties.

Insight and Understanding

Joyful is the person who finds wisdom, the one who gains understanding. For wisdom is more profitable than silver, and her wages are better than gold. (Proverbs 3:13,14)

As well as skills, a leader or key leader needs to develop insight and understanding over a range of topics. This understanding can be coached through conversation with the coach and through recommended reading and study.

Listed below are ten areas of “valuable understanding” that the leader needs to explore in order to enhance the effectiveness of their leadership. Again, this list is by no means exhaustive but it does provide a valuable checklist to work through with the coach, who may recommend books to read or courses to enrol in.

INSIGHT AND UNDERSTANDING

1. The Bible	Understands the content and story of Scripture <ul style="list-style-type: none"> • The flow of Scripture and how the stories fit together • The difference between the OT and NT – law and grace • The centrality of Christ in the Scriptures
2. Theology	Understands key doctrines of God, Man, salvation and the Church <ul style="list-style-type: none"> • Doctrines of God and His Word • Doctrines of Christ, Man and salvation • Doctrines of the Holy Spirit and the Church
3. Leadership	Understands the requirements of a Christian leader <ul style="list-style-type: none"> • The call to Christian leadership • The responsibilities of Christian Leadership • The requirements of Christian Leadership
4. Youth ministry theory	Understands the theology of youth ministry <ul style="list-style-type: none"> • Effective Discipleship • Ministry philosophy and models of ministry • Design components for an effective ministry
5. Youth ministry programming	Understands the essentials of effective programming <ul style="list-style-type: none"> • Balanced programming • Programming elements • Assessing effectiveness
6. Adolescent development	Understands adolescent development and its implications <ul style="list-style-type: none"> • Characteristics of adolescence and developmental tasks • Impact of adolescent development on the individual • Implications of adolescent development on youth ministry

7. Faith development	<p>Understands faith development</p> <ul style="list-style-type: none"> • Theories of faith development • Implications of faith development • Programming for faith development
8. Adolescent dynamics	<p>Understand and respond to adolescent needs and behaviours</p> <ul style="list-style-type: none"> • Adolescent needs • Adolescent behaviours • Adolescent pressures
9. Family dynamics	<p>Understands family dynamics and their effect on the adolescent</p> <ul style="list-style-type: none"> • Family theory • Parenting style • Family intervention
10. Youth Culture	<p>Understands youth culture and its implications for youth ministry</p> <ul style="list-style-type: none"> • Cultural worldview and beliefs and their impact • Cultural values, behaviours and symbols their impact • Contextualisation and challenging culture

Decision Making

*Where there is no guidance, a people falls, but in an abundance of counsellors there is safety.
(Proverbs 11:4)*

An important role of a coach is to help the leader make good decisions by adding their own insights and experiences to those of the leader. The coach is not there to make decisions for the leader. They simply offer opinion and point the leader toward God as they endeavour to discern what He is saying.

There is a multitude of decisions that leaders regularly face. The following list is suggestive only and may prompt the leader to come up with further decisions they face:

Programming	<ul style="list-style-type: none">• Decisions concerning the content of programmes• Decisions concerning the timing of programmes• Decisions concerning the effectiveness of programmes• Decisions concerning the sustainability of programmes
People	<ul style="list-style-type: none">• Decisions concerning church leadership• Decisions concerning youth leaders• Decisions concerning young people• Decisions concerning parents
Personal	<ul style="list-style-type: none">• Decisions concerning vocation• Decisions concerning the use of time• Decisions concerning family• Decisions concerning personal spirituality

Ministry Reflection

I pondered the direction of my life, and I turned to follow your laws. (Proverbs 11:4)

Another important role of a coach is to help the leader make reflect on their experiences by adding their own insights and experiences to those of the leader. The coach is not there to analyse experiences for the leader. They simply offer opinion and point the leader toward God as they endeavour to discern what He wants them to learn.

Again there is a multitude of experiences that leaders regularly face. The following list is suggestive only and may prompt the leader to come up with further decisions they face:

Programming	<ul style="list-style-type: none"> • Experiences related to the success or otherwise of programmes • Experiences related to their leadership of programmes • Experiences related to the feedback from programmes • Experiences related to the outcomes of programmes
People	<ul style="list-style-type: none"> • Experiences related to church leadership • Experiences related to youth leaders • Experiences related to young people • Experiences related to parents
Personal	<ul style="list-style-type: none"> • Experiences related to vocation • Experiences related to the use of time • Experiences related to family • Experiences related to personal spirituality

Personal Development

Keep a close watch on how you live and on your teaching. Stay true to what is right for the sake of your own salvation and the salvation of those who hear you. (1 Timothy 4:16)

A further important role of a coach is to help the leader reflect on their own personal growth and development, in relation to ministry, professional development, spirituality and/or their personal life.

Again, there are a multitude of issues the leader may wish to discuss. The following list is suggestive only and may prompt the leader to come up with further issues they face:

Ministry	<ul style="list-style-type: none"> • Ministry development related to leadership responsibilities • Ministry development related to accountability and expectations • Ministry development related to success and failure
Professional development	<ul style="list-style-type: none"> • Professional development related to study • Professional development related to reading • Professional development related to conferences
Spiritual growth	<ul style="list-style-type: none"> • Spiritual growth related to personal devotions • Spiritual growth related to ministry challenges • Spiritual growth related to personal challenges
Personal issues	<ul style="list-style-type: none"> • Personal issues related to the leader's inner life • Personal issues related to the leader's spouse and family • Personal issues related to the leader's past

Section Three

COACHING RESOURCES

Coaching Contract

Session Planner

Recommended Reading

Coaching Contract

But don't begin until you count the cost. For who would begin construction of a building without first calculating the cost to see if there is enough money to finish it? (Luke 14:28)

Before a leader and coach commit to regular meetings, it is important they have an initial meeting to talk about how coaching works and to answer any questions the leader may have. Prior to this meeting, the coach will provide the leader with a copy of this manual to read through and be ready to discuss and ask questions.

Throughout the process of coaching, the coach will commit themselves to do the following:

1. **To listen:** To give their full attention to the leader, seeking to hear what is said and understand what is meant and felt, whilst remaining opening and sensitive to God's leading.
2. **To support:** To not judge, criticise or condemn, but to create a supportive, safe environment for the leader that allows them the freedom to pursue honesty and vulnerability.
3. **To clarify:** To ask questions that help the leader explore and clarify actions, thoughts and feelings related to their work.
4. **To respond:** To provide specific feedback on the leader's thoughts and actions based on their own insight, experience and observations.
5. **To challenge:** To ask the "hard" questions and to gently confront any behaviour which they judge to be unwise, unethical or incompetent and to expose personal and professional blind spots.
6. **To refer:** To assist the leader in finding professional help should issues arise that fall beyond the competency of the supervisor or the scope of their role.

For their part, the leader commits themselves to the following:

1. To come prepared with, or suggest, relevant topics for discussion using the session planner (see next page)
2. To listen to and reflect on feedback without becoming defensive.
3. To be honest and transparent within what they feel safe.
4. To endeavour to apply professional and personal insights gained together.

A copy of the coaching contract to be discussed and signed can be found in the appendix (see page28).

Session Planner

Commit your actions to the Lord, and your plans will succeed. (Proverbs 16:3)

Prior to each coaching session, the leader must prayerfully complete the session planner found in the appendix (page30) and send it to the coach.

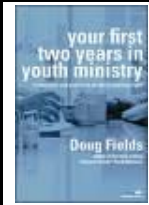
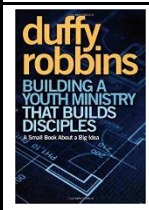

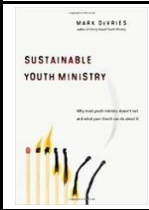

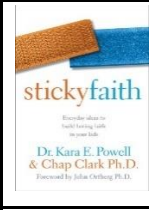

As mentioned earlier, normally coaching sessions last for one hour. The leader should be careful not to include more issues than there is time available. It's useful to attach a priority to each issue so that the urgent and important gets dealt with first.

Planning this way helps ensure the leader derives the maximum benefit from the session and helps the coach to be prepared.

The session planner should be seen as a guide only. If other issues arise it can be amended as the session proceeds.

Recommended Reading

The following list identifies seven books especially recommended for the new youth pastor or key leader.

	<p>Your First Two Years in Youth Ministry: A Personal & Practical Guide to Starting Right <i>by Doug Fields</i></p> <p>The sequel to the first bestseller, Purpose-Driven® Youth Ministry, this book addresses twelve valuable steps that will help readers take the first steps as they begin their ministry. An invaluable resource for anyone in youth ministry and ideal for first-timers, veterans, or college students in youth ministry.</p> <p style="text-align: right;"><i>Zondervan/Youth Specialties, 2002</i></p>
	<p>Building a Youth Ministry that Builds Disciples <i>Duffy Robbins</i></p> <p>Unfortunately, much of youth ministry seems to be designed on the model of setting teenagers up for a “date” with God—a delightful evening that involves music, laughter, food, and light conversation. But what scripture calls us to is not a “one-night stand” with God, but a lifelong love of God that endures.</p> <p style="text-align: right;"><i>Zondervan, 2012</i></p>
	<p>Jesus Centred Youth Ministry: Moving from Jesus-Plus to Jesus-Only <i>Rick Lawrence</i></p> <p>What would a youth ministry look like if it shifted toward a passionate, persistent, and permeating focus on drawing students into a closer orbit around Jesus? Inside the pages of <i>Jesus-Centered Youth Ministry</i>, you’ll discover the foundation for a ministry that is Jesus-centered, along with the bricks for building it.</p> <p style="text-align: right;"><i>Simply Youth Ministry, 2014</i></p>
	<p>Sustainable Youth Ministry: Why Most Youth Ministry Doesn't Last... <i>Mark DeVries</i></p> <p>Based on his own experience and on his many conversations and interviews with churches in crisis, DeVries pinpoints problems that cause division and burnout and dispels strongly held myths. He then provides the practical tools and structures pastors and church leaders need to lay a strong foundation for your ministry so that it isn’t built on a person or the latest, greatest student ministry trend. <i>IVP Books, 2008</i></p>
	<p>Creating a Lead Small Culture: Make Your Church a Place Where Kids Belong <i>Reggie Joiner, Kirsten Ivy & Elle Campbell</i></p> <p>Every kid needs to be known by someone and to belong somewhere. That’s one reason for a shift in the way many churches are discipling their kids and teenagers. This book is for every leader of small group leaders. Strategy, best practices, training tips, and real-life stories from over 20 ministry leaders, this book has what you need to create an effective small group culture in your youth ministry. <i>Orange Books, 2014</i></p>
	<p>Sticky Faith: Youth Worker Edition <i>Chap Clark and Kara Powell</i></p> <p>Each chapter presents a summary of Fuller Youth Institute’s quantitative and qualitative research, along with the implications of this research, including program ideas suggested and tested by youth ministries nationwide. This resource will give youth pastors what they need to help foster a faith that sticks with all the teenagers in their group long after they’ve left the youth room. <i>Zondervan, 2011</i></p>
	<p>Purpose Driven Youth Ministry: 9 Essential Foundations for Healthy Growth <i>Doug Fields</i></p> <p>A book that doesn’t present a program to be copied into any context. Rather, it presents foundational principles of youth ministry that help you develop the ministry that best meets the needs of the students in your unique setting. This classic will help you build a student ministry with purpose as well as provide examples and testimonies from youth workers around the globe. <i>Zondervan/Youth Specialties, 2013</i></p>

Section Four

DOCUMENTATION

Coaching Contract

Session Planner

Coaching Contract

Coach: _____

Leader: _____

As a leader I commit myself:

- To come prepared with, or suggest, relevant topics for discussion
- To be honest, transparent and vulnerable.
- To listen to and reflect on feedback without becoming defensive.
- To endeavour to apply the insights that I gain.

Signed: _____ Date: _____

As the coach I commit myself:

- To give my full attention to the leader, seeking to hear what is said and understand what is meant and felt, whilst remaining opening and sensitive to God's leading.
- To not judge, criticise or condemn, but to create a supportive, safe environment for the leader that allows them the freedom to pursue honesty and vulnerability.
- To ask questions that help the leader explore and clarify actions, thoughts and feelings related to their work.
- To provide specific feedback on the leader's thoughts and actions based on my own insight, experience and observations.
- To ask the "hard" questions and to gently confront any behaviour which I judge to be unwise, unethical or incompetent and to expose personal and professional blind spots.
- To assist the leader in finding professional help should issues arise that fall beyond my competency or the scope of my role as a coach.
- To maintain confidentiality.

Signed: _____ Date: _____

Session Planner

Leader: _____

Date and time of meeting: _____

Using the Coaching Manual as a guide, list those issues you wish to discuss in their corresponding category below (Note: You don't need an issue for each category and you can have more than one issue in any category). Attach a priority to each issue so that those of greater priority are discussed first. Email a copy of this document to the coach prior to meeting.

Skills I'd like to develop:

Strategic indicators to discuss:

Understanding to gain:

Decisions to make:

Experiences to reflect on:

Personal development:

Other issues:

