

Coaching & Mentoring

in Co-Mission

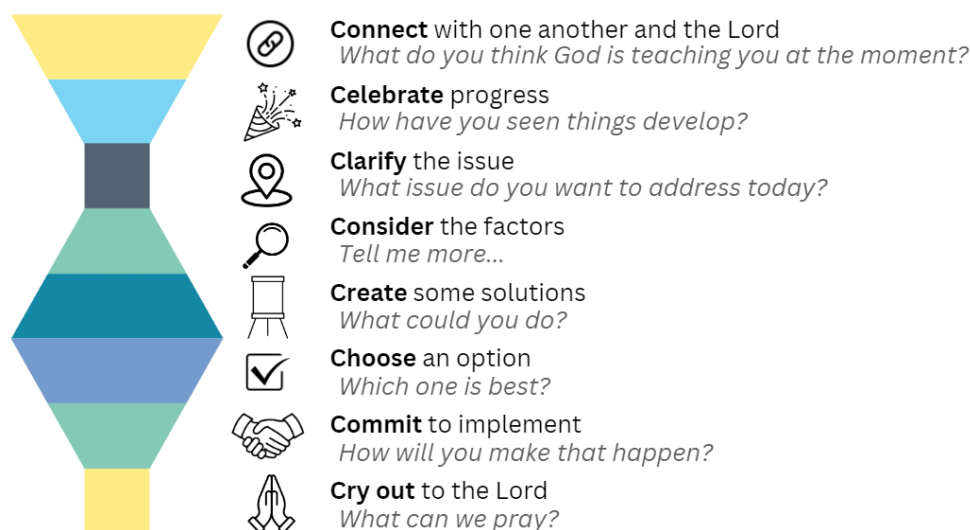
Coaching = a ministry colleague coming alongside a church planter to facilitate the process of them reflecting on their ministry challenges and finding solutions for themselves [roughly monthly (6-10 times per year) for roughly an hour each time]

Mentoring = a more experienced ministry colleague drawing alongside a church planter to provide encouragement, accountability and advice [roughly termly for roughly 2 hours at a time]

Role	Stance	Provides	Area	Focus	Addressing
Trainer	Proactive	Content	Ministry development	Convictions, skills	Ignorance
Coach	Responsive	Sounding board	Ministry development	Problem solving, productivity	Issues (missional), indecision
Mentor	Proactive	Modelling, advice, accountability	Ministry and personal development	Competence, progress	Isolation, inexperience
Counsellor	Responsive	Personalised ministry of Word	Personal development	Emotional, spiritual health	Issues (relational, personal, spiritual)
Encourager	Responsive	Support	Personal development	Sustainability, resilience	Discouragement

RPMS – Relational, Personal, **Missional**, Spiritual

The coaching process



The Mentoring Conversation

1. **How they're doing** --- encouragement
2. **How the plant is doing** --- accountability
3. **How the plans are going** --- advice