



Coach's Manual
Year One

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ROLE OF THE QUEST COACH

The success of the Quest Apprenticeship Program will be greatly influenced by the effectiveness of the coaching provided. This one-on-one interaction will customize the Quest participant's learning experience and provide valuable guidance in applying principles to practical ministry settings. The ideal arrangement would be a same gender pairing of Quest participant and Quest coach.

QUALIFICATIONS FOR COACHES

1. A fully devoted follower of Christ.
2. An active member of a CCD Alliance church.
3. A mature Christian leader who models consistent spiritual disciplines and is committed to the process of guiding a Quest participant in self-discovery through asking high yield questions.

RESPONSIBILITIES OF COACHES

1. Participate in a one-day Quest coach's training event provided through the CCD office.
2. Read "Transformational Coaching" by Steve Ogne and Tim Roehl.
3. Meet with a Quest participant for 60 to 90 minutes at least twice a month (September – May).
4. Cultivate a caring relationship with the Quest participant, praying regularly for him/her.
5. Guide the Quest participant through the following Quest program components:
 - Spiritual Formation
 - Leadership Development
 - Ministry Growth
6. Participate in a phone check-in appointment with a mentor coach approximately once every 6 weeks.
7. Complete an evaluation form, reporting on the Quest participant's progress at the end of each Quest year (May).

TRAINING FOR COACHES

The CCD Coach's Clinic training is a base requirement for all Quest coaches. You can preview the manual for the clinic on our CCD website under the heading Leadership Development. An essential component of this training is practicing coaching skills. Those coaches who have already completed the clinic will need a 90 minute orientation to Quest coaching. This can be provided on-site or over the phone via a CCD staff member. For Quest coaches who have not yet completed the clinic, this one-day training is offered regularly at the district office (check with Cheryl Walsh for dates). Upon special request, the clinic can be provided at your church.

TYPICAL COACHING SESSION

A typical coaching session will take 60 to 90 minutes. The coach should schedule these sessions in advance with the coachee. These sessions will be conducted twice a month, September-May (with the exception of December when only one session is scheduled). In addition to prayer and relationship building, each coaching session will include a discussion of the coachee's assignments in the areas of Spiritual Formation, Leadership Development and Ministry Growth.

COMPENSATION FOR COACHES

Quest coaches who fulfill the responsibilities listed above will receive an honorarium of \$200 per Quest year (September – May) as an expression of appreciation for the time invested.

INTRODUCING QUEST - YEAR ONE . . .

“And the things you have heard me say in the presence of many witnesses entrust to reliable men [and women] who will also be qualified to teach others.” (2 Timothy 2:2)

Welcome to the Quest journey! As a Quest coach you have the opportunity to help develop emerging leaders as you pass onto others what God has built into your life. Quest coaching is based on 3 foundational principles:

1. Guided Self-Discovery
2. Customized Learning
3. Learning by Doing

Guided SELF-DISCOVERY

The primary role of the Quest coach is to draw out what God has placed inside the participant. “The purposes of a man’s heart are deep waters, but a man of understanding draws them out.” (Proverbs 20:5). Through active listening and asking high-yield questions, the coach empowers the coachee to discover truth. Since many coaches tend to be better “tellers” than “askers”, this process will require intentional effort to resist habits from the past in order to develop new skills in the present. A good rule of thumb would be the coachee talking at least 75% of the time and the coach only 25% of the time. You may need to bite your tongue in order to curb your tendency to lecture. Coaching is an intentional two-way conversation, not a monologue.

Customized LEARNING

The Quest program seeks to strike a balance between appropriate structure and adequate freedom. The goal is to customize the apprenticeship experience as much as possible, adapting it to the unique needs and interests of each participant. In Year One, participants will be given the opportunity to choose assignments within a range of options.

Learning by DOING

We all learn best through first-hand experience. In the Quest apprenticeship, the participants need to be actively engaged in ministry in which they can practice leadership skills. Debriefing those experiences is a key role which the coach plays. Experience is NOT the best teacher. *Evaluated* experience is.

Components of the PROGRAM

This hands-on approach to leadership training includes four components:

1. Individual assignments
2. One-to-one coaching sessions (twice a month)
3. Practical ministry involvement (on-going for 9 months, September through May)
4. Foundations for Ministry courses (two a year)

Individual ASSIGNMENTS

Assignments will begin on September 1st and conclude on May 31st, with two weeks off in December.

Participants will be completing assignments in the following three areas every two weeks:

- Spiritual Formation
- Leadership Development
- Ministry Growth

You will find an overview of the assignments for Year One in this manual. Each assignment must be completed prior to each coaching session.

Three primary learning resources will be used in completing Year One assignments. These resources are included in the annual Quest fee and will be made available to you through the district office. In the area of Spiritual Formation, participants will be selecting exercises contained in the ***Spiritual Disciplines Handbook*** by Adele Calhoun. Leadership Development assignments will be contained in ***Charting a Bold Course: Training Leaders for 21st Century Leadership*** by Andrew Seidel. In the area of Ministry Growth participants will be given a variety of exercises to enhance their ministry involvement in their local church. In addition to sharing insights gained from your own personal ministry experience, you will also pass on practical ideas from a resource entitled: ***The Church Leader's Answer Book: A Reference Guide for Effective Ministry***.

Coaching SESSIONS

You will meet with your Quest coachee twice a month for 60 to 90 minutes. During your coaching sessions you and your coachee will discuss his/her assignments. Prior to each session you will want to read through the participant's study guides and choose questions to ask as well as crafting your own questions.

Practical Ministry INVOLVEMENT

Coaches will supervise their coachee's ministry involvement. At the 1st coaching session your coachee will submit a "Ministry Involvement Plan" for Year One. Once a month you will evaluate the participant's ministry experience using a "Ministry Involvement Check-In" tool. At your first coaching session in September participants will also complete a "Ministry Skills Inventory" and discuss with you 8 areas in which they would most like to hone their ministry skills. This skill development will be customized to fit their area of Quest ministry involvement and future ministry interests. Here's where you will need to invest some time in thinking through ways to help your coachee develop these ministry skills. Here are some options to consider:

1. Share insights from your own ministry experience;
2. Provide opportunity for your coachee to observe you or others using a ministry skill;
3. Ask your coachee to interview people in your church or area churches who are effective in using a ministry skill;
4. Give your coachee opportunity to practice a ministry skill under your supervision;
5. Debrief your coachee's observation or practice of a ministry skill;

6. Share pointers from the resource, *The Church Leader's Answer Book: A Reference Guide for Effective Ministry*.

The focus of a Quest participant's ministry experience will be unique each year:

Year One: Church-based ministry involvement

Year Two: Community-based involvement

Year Three: Multiplication of ministry involvement

Foundations for Ministry COURSES

In addition to completing assignments and interactive coaching sessions, participants will complete two Foundations for Ministry courses each year, one in the Fall and one in the Spring. These courses will be offered in a condensed 10 hour format, typically conducted Friday evening and all day Saturday. These courses will include pre-course reading, class participation and post-course written projects. The Foundations for Ministry courses will be taught by both Ambrose University professors and qualified leaders within our district. Participants will earn one transferable credit for each course completed, with the exception of the Alliance History and Thought course. This course is unique in that it is a 3 credit course and will require a full week of classroom instruction. Participation in FMC courses provide an opportunity for participants to interact with other Quest participants and gain foundational instruction in understanding the Bible, basic theology, spiritual leadership, missions and evangelism.

Here are the six Foundations for Ministry courses:

1. Understanding the Bible
2. The Christian Faith
3. Personal Formation and Development
4. Mission and Evangelism
5. Foundations of Ministry
6. Alliance History and Thought

QUEST ASSIGNMENTS OVERVIEW FOR YEAR ONE

Schedule	Spiritual Formation	Leadership Development	Ministry Growth
September Session #1	Spiritual Disciplines Handbook, pp. 15-23 & Appendix 1 and 10 Spiritual Formation Plan	Charting Bold Course, pp.25-34 Biblical Philosophy of Leadership	Ministry Involvement Plan Ministry Skills Inventory
September Session #2	Spiritual Discipline #1	Read inset & complete exercises The Leader's Calling	Ministry Involvement Check-In
October Session #1	Spiritual Discipline #2	Charting Bold Course, pp. 47-61 The Leader's Life Story	Ministry Skill Development #1
October Session #2	Spiritual Discipline #3	Charting Bold Course, pp. 64-74 The Leader's Identity	Ministry Involvement Check-In
November Session #1	Spiritual Discipline #4	Charting Bold Course, pp. 75-84 The Leader's Temperament	Ministry Skill Development #2
November Session #2	Spiritual Discipline #5	Charting Bold Course, pp. 85-98 The Leader's Gifts & Strengths	Ministry Involvement Check-In
December Session #1	Spiritual Discipline #6	Charting Bold Course, pp. 99-111 The Leader's Values and Goals	Ministry Skill Development #3
January Session #1	Spiritual Discipline #7	Charting Bold Course, pp. 113-120 The Leader's Vulnerability	Ministry Skill Development #4
January Session #2	Spiritual Discipline #8	Charting Bold Course, pp. 121-131 The Leader's Character	Ministry Involvement Check-In
February Session #1	Spiritual Discipline #9	Charting Bold Course, pp. 133-142 The Leader's Flaws	Ministry Skill development #5
February Session #2	Spiritual Discipline #10	Charting Bold Course, pp.143-149 The Leader's Family	Ministry Involvement Check-In
March Session #1	Spiritual Discipline #11	Charting Bold Course, pp. 151-160 The Leader's Church Relationships	Ministry Skill development #6
March Session #2	Spiritual Discipline #12	Charting Bold Course, pp. 161-168 The Leader's Life Vision	Ministry Involvement Check-In
April Session #1	Spiritual Discipline #13	Charting Bold Course, pp. 235-247 The Leader's Communication	Ministry Skill Development #7
April Session #2	Spiritual Discipline #14	Charting Bold Course, pp. 249-269 The Leader's Conflict Management	Ministry Involvement Check-In
May Session #1	Spiritual Discipline #15	Charting Bold Course, pp. 271-287 The Leader's Time Management	Ministry Skill Development #8
May Session #2	Review and Reflect Exercise	Review and Reflect Exercise	Review and Reflect Exercise

YEAR ONE - SEPTEMBER: Session #1

SPIRITUAL FORMATION

1. Read the Introduction (pages 15-23) and Appendixes 1 and 10 in the book, *Spiritual Disciplines Handbook*.
2. Discuss the following questions with your coachee:
 - a. How would you describe the connection between discipline and desire?
 - b. What are the dangers of discipline without desire?
 - c. What are the dangers of desire without discipline?
 - d. What is one of your deepest desires in your relationship with God?
 - e. What season of the soul would you say you are currently in: spring, summer, autumn or winter? What factors would lead you to that conclusion?
3. Your coachee will complete a "Spiritual Disciplines Plan" and make a second copy to give to you. In this plan participants will select 15 spiritual disciplines from the *Spiritual Disciplines Handbook* to practice during Quest Year One. Participants are encouraged to choose disciplines they feel strongly drawn toward and some disciplines that are unfamiliar to them so that they expand their capacity to interact with God in new ways.

LEADERSHIP DEVELOPMENT

1. Read "A Biblical Philosophy of Leadership" (pages 25-34) in *Charting a Bold Course*. Choose questions in this chapter to discuss, including your coachee's responses to "A Definition and Summary" (p. 32) and "Reflect" (p.33).

MINISTRY GROWTH

1. Your coachee will complete a "Ministry Involvement Plan", making a second copy to give to you. Take some time to discuss this plan, making any agreed upon adjustments.
2. Your coachee will also complete a "Ministry Skills Inventory", making a second copy to give to you. Discuss this inventory. Your coachee will be selecting 8 ministry skills he/she would most like to sharpen. This skill development should be customized to fit your coachee's area of Quest ministry involvement and future ministry interests. Begin thinking through ways you could help your coachee grow in these 8 areas. Here are some options to consider:
 - a. Share insights from your own ministry experience;
 - b. Provide opportunity for your coachee to observe you or others using a ministry skill;
 - c. Ask your coachee to interview people in your church or area churches who are effective in using a ministry skill;

- d. Give your coachee opportunity to practice a ministry skill under your supervision;
- e. Debrief your coachee's observation or practice of a ministry skill;
- f. Share pointers from the resource, *The Church Leader's Answer Book: A Reference Guide for Effective Ministry*.

SPIRITUAL DISCIPLINES PLAN

Name: _____ Date: _____

Listed below are the 15 disciplines outlined in the *Spiritual Disciplines Handbook* which I plan to practice during Quest Year One, along with the reason for choosing each discipline. I understand that for each discipline I will complete the “Reflections Questions” and Spiritual Exercises” laid out in the handbook and come prepared to discuss these items with my coach.

Schedule	Discipline	Reason for Choosing
September Session #2		
October Session #1		
October Session #2		
November Session #1		
November Session #2		
December Session #1		
January Session #1		
January Session #2		
February Session #1		
February Session #2		
March Session #1		
March Session #2		
April Session #1		
April Session #2		
May Session #1		

MINISTRY INVOLVEMENT PLAN

Name: _____ Date: _____

The following information relates to the primary ministry involvement I will have in my local church during Quest Year One.

1. **Area** of Ministry Involvement:

2. The **Purpose** of this area of ministry (what it seeks to accomplish):

3. **Alignment** – how this area of ministry contributes to the overall purpose or mission of your church:

4. My **Goals** for this ministry year (September – May):

5. My **Major Responsibilities**:

6. **Ministry Skills** I hope to develop:

7. **Support, Training and Resourcing** I will need to serve effectively:

MINISTRY SKILLS INVENTORY

Name: _____ Date: _____

Check the box of the ministry skills listed below which you are especially interested in developing. Then, select the top 8 skills you want to focus on during Quest Year One. List these 8 skills in the chart on the next page according to the order you would like to address them.

<p>LEADING</p> <ul style="list-style-type: none"> <input type="checkbox"/> Discerning and communicating vision <input type="checkbox"/> Goal Setting <input type="checkbox"/> Strategic Planning <input type="checkbox"/> Guiding Change <input type="checkbox"/> Evaluating Ministry Effectiveness <input type="checkbox"/> Mobilizing prayer <input type="checkbox"/> Leading small groups 	<p>COMMUNICATING GOD'S WORD</p> <ul style="list-style-type: none"> <input type="checkbox"/> Teaching or preaching preparation <input type="checkbox"/> Using stories and illustration <input type="checkbox"/> Applying the truth <input type="checkbox"/> Teaching or preaching delivery and presentation <input type="checkbox"/> Providing biblically-based counselling <input type="checkbox"/> Equipping others to study the Bible
<p>EQUIPPING</p> <ul style="list-style-type: none"> <input type="checkbox"/> Spiritual gift discernment and deployment <input type="checkbox"/> Recruiting people to serve <input type="checkbox"/> Training people for ministry <input type="checkbox"/> Coaching and mentoring <input type="checkbox"/> Assimilating newcomers <input type="checkbox"/> Developing leaders <input type="checkbox"/> Building effective teams 	<p>ADMINISTRATION</p> <ul style="list-style-type: none"> <input type="checkbox"/> Organizing projects <input type="checkbox"/> Managing time and setting priorities <input type="checkbox"/> Leading effective meetings <input type="checkbox"/> Making wise decisions <input type="checkbox"/> Creating a budget and managing church finances <input type="checkbox"/> Stewarding church facilities
<p>MOBILIZING FOR OUTREACH</p> <ul style="list-style-type: none"> <input type="checkbox"/> Equipping people to share their faith <input type="checkbox"/> Reading your community's culture <input type="checkbox"/> Building friendships with non-Christians <input type="checkbox"/> Mobilizing compassion and justice ministries <input type="checkbox"/> Conducting effective outreach ministries <input type="checkbox"/> Multiplying new leaders and ministries <input type="checkbox"/> Engaging people in global missions 	<p>SHEPHERDING and DISCIPLESHIP</p> <ul style="list-style-type: none"> <input type="checkbox"/> Mobilizing congregational care <input type="checkbox"/> Facilitating holistic spiritual formation <input type="checkbox"/> Nurturing new believers <input type="checkbox"/> Planning life-impacting worship <input type="checkbox"/> Dealing constructively with conflict <input type="checkbox"/> Exercising church discipline <input type="checkbox"/> Making hospital visits <input type="checkbox"/> Conducting special services (weddings, funerals, baptism, Lord's Supper, child dedication, etc.)

TOP 8 MINISTRY SKILLS

List the skills you would most like to develop during Quest Year One according to the sequence below:

Schedule	Skill
October – Session 1	
November – Session 1	
December – Session 1	
January – Session 1	
February – Session 1	
March – Session 1	
April – Session 1	
May – Session 1	

YEAR ONE - SEPTEMBER: Session #2

SPIRITUAL FORMATION

1. Read the section in the *Spiritual Disciplines Handbook* that describes the 1st spiritual discipline your coachee has chosen to practice.
2. Choose questions based on “Reflection Questions” and “Spiritual Exercises” sections for this discipline.
3. Your coachee will come to your 2nd coaching session prepared to discuss the following:
 - a. What did you find most helpful about this discipline?
 - b. How did it help you connect with God? With yourself? With others?
 - c. What did you find was least helpful about this discipline?
 - d. Will you plan to incorporate it into your regular times with God? Why or why not?

LEADERSHIP DEVELOPMENT

1. Read the insert entitled “The Leader’s Call”.
2. Craft questions to ask your coachee as you discuss his/her responses.

MINISTRY GROWTH

1. Your coachee will complete the “Ministry Involvement Check-In” form, making a second copy to give to you. Take time to discuss it.
2. Briefly preview the ministry skill you will be discussing during your 3rd session and talk about any advance preparation you would like your coachee to complete.

THE LEADER'S CALL

“The call is a mystery. It begins and ends with God, but loops through a very human individual. It is personal, but bigger than the person. The call comes out of who we are as well as shapes who we are. It has both being and doing components. The call involves relationship at its core, not just function or task, though it carries clear task components.”

Reggie McNeal, A Work of Heart

COMPONENTS OF CALLING

Some Christian leaders refer to “first-order” calling (being) as worshippers and followers of Christ and “second-level” calling (doing) as servants and ministers of God. Calling represents a sense of divine destiny that is confirmed subjectively by the Holy Spirit’s inner impressions and objectively by the Scriptures, affirmation from mature believers and fruitfulness in serving God. When God calls, he equips. We should expect appropriate gifting to match God’s call. It’s important not to confuse calling with a job or vocation. A life mission from God transcends any particular arena in which that mission is fulfilled. A person’s calling can be expressed through a variety of ministry venues or positions throughout the changing seasons in a leader’s life.

BIBLICAL CASE STUDIES

Christ

Jesus demonstrated a focused sense of intentionality. At age 12 his sense of divine destiny begins to emerge: “Didn’t you know I needed to be about my Father’s business?” (Luke 2:49). In the synagogue in Nazareth the Messiah proclaimed his mission statement, using the words of Isaiah 61:1-2 to express his calling. There was a holy “must-ness” that kept the Master’s internal compass riveted on True North: “I must preach the good news of the kingdom of God to other towns also, because that is why I was sent.” (Luke 4:43). Jesus affirms that the need does not always constitute the call. Though surrounded by immense human need, Christ kept his redemptive mission as a top priority. Luke tells us he set his face like flint as he journeyed to the cross, refusing to be sidetracked. “For the Son of Man came to seek and to save what was lost.” (Luke 19:10). Near the end of his earthly life, Jesus is able to make this startling statement: “I have brought you glory on earth by completing the work you gave me to do.” (John 17:4). Persevering through the maze of the tyranny of the urgent, the Master maintained his focus on the Father’s call until it was completed.

Moses

1. Read Exodus 1:1-4:17. How does this dramatic call to deliver God’s people from Egyptian slavery differ from Moses’ earlier attempt to rescue his fellow Hebrews in Exodus 2:11-14?
2. Moses was a reluctant leader. He makes excuse after excuse to dodge God’s call. How does God answer Moses’ excuses?
3. Have there been things that have caused you to be reluctant to embrace God’s call?
4. How has God answered your objections and confirmed his call upon your life?

Isaiah

Read Isaiah 6:1-13. Isaiah's call was dramatic. Like Isaiah, some leaders' call comes in the form of a distinct crises experience. For other leaders, their call is more progressive, the cumulative effect of a series of gradual confirmations. How about you? Where would you place yourself on the following spectrum?

CRISIS-----PROCESS

Jeremiah

Read Jeremiah 1:4-19. What strikes you about Jeremiah's call? The task this prophet was called to fulfill was especially painful. The people he ministered to repeatedly rejected his prophesy, throwing him in prison and physically abusing him. This serves as a reminder that pursuing God's mission will not always be easy. It is a deep conviction that we are obeying God's call that can help hold us steady in the midst of adversity. Has there been a time in your life when your sense of divine destiny has been put to the test? How so?

MINISTRY INVOLVEMENT PLAN

September Session - 2

Name: _____ Date: _____

Area of Ministry Involvement: _____

1. **Progress** you are celebrating:

2. **Obstacles** you are facing:

3. **Leadership lessons** you are learning:

4. Key **next steps** you need to take:

5. **Training, resources and support** you currently need:

6. **Questions** you have for your coach:

SPIRITUAL FORMATION

1. Read the section in the *Spiritual Disciplines Handbook* that describes the 2nd spiritual discipline your coachee has chosen to practice.
2. Choose questions from the “Reflection Questions” and “Spiritual Exercises” sections for this discipline.
3. Your coachee will come to your 3rd coaching session prepared to discuss the following:
 - a. What did you find most helpful about this discipline?
 - b. How did it help you connect with God? With yourself? With others?
 - c. What did you find was least helpful about this discipline?
 - d. Will you plan to incorporate it into your regular times with God? Why or why not?

LEADERSHIP DEVELOPMENT

1. Read “The Leader’s Life Story” (pages 47-61) in *Charting a Bold Course*.
2. Your coachee will make a copy of his/her life story chart and worksheets for you to discuss.
3. Be sure to surface patterns and identify life lessons God is weaving through your coachee’s story.

MINISTRY GROWTH

1. Discuss the 1st Ministry Skill your coachee has selected for this session.
2. Explore ways your coachee could increase his/her skill level through interviews, observation, supervised participation, etc.

SPIRITUAL FORMATION

1. Read the section in the *Spiritual Disciplines Handbook* that describes the 3rd spiritual discipline your coachee has chosen to practice.
2. Choose questions from the Reflection Questions and Spiritual Exercises for this discipline.
3. **Please note:** Be sure to craft new questions to explore in order to provide variety.
4. Your coachee will come to your 4th coaching session prepared to discuss the following:
 - a. What did you find most helpful about this discipline?
 - b. How did it help you connect with God? With yourself? With others?
 - c. What did you find was least helpful about this discipline?
 - d. Will you plan to incorporate it into your regular times with God? Why or why not?

LEADERSHIP DEVELOPMENT

1. Read “The Leader’s identity in Christ” (pages 64-74) in *Charting a Bold Course*.
2. Choose questions to discuss at your 4th coaching session, including questions focused on the section entitled, “Some Questions to Probe Your Understanding of Yourself” (pages 72-74).

MINISTRY GROWTH

1. Your coachee will make a copy of the “Ministry Involvement Check-In” and come prepared to discuss it with you.
2. Preview the Ministry Skill your coachee has selected for your November, Session 1. Discuss any advance preparation you would like your coachee to complete related to that skill.

MINISTRY INVOLVEMENT PLAN

October Session - 2

Name: _____ Date: _____

Area of Ministry Involvement: _____

1. **Progress** you are celebrating:

2. **Obstacles** you are facing:

3. **Leadership lessons** you are learning:

4. Key **next steps** you need to take:

5. **Training, resources and support** you currently need:

6. **Questions** you have for your coach:

YEAR ONE - November: Session #1

SPIRITUAL FORMATION

1. Read the section in the *Spiritual Disciplines Handbook* that describes the 4th spiritual discipline your coachee has chosen to practice.
2. Choose questions from the Reflection Questions and Spiritual Exercises for this discipline.
3. **Please note:** Be sure to craft new questions to explore in order to provide variety.
4. Your coachee will come to your 5th coaching session prepared to discuss the following:
 - e. What did you find most helpful about this discipline?
 - f. How did it help you connect with God? With yourself? With others?
 - g. What did you find was least helpful about this discipline?
 - h. Will you plan to incorporate it into your regular times with God? Why or why not?

LEADERSHIP DEVELOPMENT

1. Read "The Leader's Temperament" (pages 75-84) in *Charting a Bold Course*.
2. Discuss with your coachee the results of his/her DISC inventory.

MINISTRY GROWTH

1. Discuss the 2nd Ministry Skill your coachee has selected for this session.
2. Explore ways your coachee could increase his/her skill level through interviews, observation, supervised participation, etc.

SPIRITUAL FORMATION

1. Read the section in the *Spiritual Disciplines Handbook* that describes the 5th spiritual discipline your coachee has chosen to practice.
2. Choose questions to discuss from the Reflection Questions and Spiritual Exercises for this discipline.
3. **Please note:** Be sure to craft new questions to explore in order to provide variety.
4. Your coachee will come to your 6th coaching session prepared to discuss the following:
 - a. What did you find most helpful about this discipline?
 - b. How did it help you connect with God? With yourself? With others?
 - c. What did you find was least helpful about this discipline?
 - d. Will you plan to incorporate it into your regular times with God? Why or why not?

LEADERSHIP DEVELOPMENT

1. Read “The Leader’s Gifts and Strengths” (pages 85-98) in *Charting a Bold Course*.
2. Choose questions to discuss at your 6th coaching session including the results of your coachee’s Spiritual Gifts Inventory.

MINISTRY GROWTH

1. Your coachee will make a copy of the “Ministry Involvement Check-In” and come prepared to discuss it with you.
2. Preview the Ministry Skill your coachee has selected for your December, Session 1 including any advance preparation you would like him/her to complete related to that skill.

MINISTRY INVOLVEMENT PLAN

November Session - 2

Name: _____ Date: _____

Area of Ministry Involvement: _____

1. **Progress** you are celebrating:

2. **Obstacles** you are facing:

3. **Leadership lessons** you are learning:

4. Key **next steps** you need to take:

5. **Training, resources and support** you currently need:

6. **Questions** you have for your coach:

SPIRITUAL FORMATION

1. Read the section in the *Spiritual Disciplines Handbook* that describes the 6th spiritual discipline your coachee has chosen to practice.
2. Choose questions to discuss from the Reflection Questions and Spiritual Exercises for this discipline.
3. **Please note:** Be sure to craft new questions to explore in order to provide variety.
4. Your coachee will come to your 7th coaching session prepared to discuss the following:
 - a. What did you find most helpful about this discipline?
 - b. How did it help you connect with God? With yourself? With others?
 - c. What did you find was least helpful about this discipline?
 - d. Will you plan to incorporate it into your regular times with God? Why or why not?

LEADERSHIP DEVELOPMENT

1. Read "The Leader's Values and Goals" (pages 99-111) in *Charting a Bold Course*.
2. Choose questions to discuss at your 7th coaching session related to your coachee's personal values and goals.

MINISTRY GROWTH

1. Discuss the 3rd Ministry Skill your coachee selected for this session.
2. Explore ways your coachee could increase his/her skill level through interviews, observation, supervised participation, etc.

YEAR ONE - January: Session #1

SPIRITUAL FORMATION

1. Read the section in the *Spiritual Disciplines Handbook* that describes the 7th spiritual discipline your coachee has chosen to practice.
2. Choose questions to discuss from the Reflection Questions and Spiritual Exercises for this discipline.
3. **Please note:** Be sure to craft new questions to explore in order to provide variety.
4. Your coachee will come to your 8th coaching session prepared to discuss the following:
 - a. What did you find most helpful about this discipline?
 - b. How did it help you connect with God? With yourself? With others?
 - c. What did you find was least helpful about this discipline?
 - d. Will you plan to incorporate it into your regular times with God? Why or why not?

LEADERSHIP DEVELOPMENT

1. Read "The Leader's Appropriate Openness and Vulnerability" (pages 113-120) in *Charting a Bold Course*.
2. Come to your 8th coaching session prepared to discuss your coachee's openness and vulnerability.

MINISTRY GROWTH

1. Discuss the 4th Ministry Skill your coachee has selected for this session.
2. Explore ways your coachee could increase his/her skill level through interviews, observation, supervised participation, etc.

SPIRITUAL FORMATION

1. Read the section in the *Spiritual Disciplines Handbook* that describes the 8th spiritual discipline your coachee has chosen to practice.
2. Choose questions to discuss from the Reflection Questions and Spiritual Exercises for this discipline.
3. **Please note:** Be sure to craft new questions to explore in order to provide variety.
4. Your coachee will come to your 9th coaching session prepared to discuss the following:
 - a. What did you find most helpful about this discipline?
 - b. How did it help you connect with God? With yourself? With others?
 - c. What did you find was least helpful about this discipline?
 - d. Will you plan to incorporate it into your regular times with God? Why or why not?

LEADERSHIP DEVELOPMENT

1. Read “Character Qualifications for Church Leaders” (pages 121-131) in *Charting a Bold Course*.
2. Come to your 9th coaching session prepared to discuss the results of your coachee’s Character Inventory (pages 127-128).

MINISTRY GROWTH

1. Your coachee will make a copy of the “Ministry Involvement Check-In” to discuss it with you.
2. Preview the Ministry Skill your coachee has selected for your February, Session 1. Discuss any advance preparation you would like him/her to complete related to that skill.

MINISTRY INVOLVEMENT PLAN

January Session - 2

Name: _____ Date: _____

Area of Ministry Involvement: _____

1. **Progress** you are celebrating:

2. **Obstacles** you are facing:

3. **Leadership lessons** you are learning:

4. Key **next steps** you need to take:

5. **Training, resources and support** you currently need:

6. **Questions** you have for your coach:

YEAR ONE - February: Session #1

SPIRITUAL FORMATION

1. Read the section in the *Spiritual Disciplines Handbook* that describes the 9th spiritual discipline your coachee has chosen to practice.
2. Choose questions from the Reflection Questions and Spiritual Exercises for this discipline.
3. **Please note:** Be sure to craft new questions to explore in order to provide variety.
4. Your coachee will come to your 10th coaching session prepared to discuss the following:
 - a. What did you find most helpful about this discipline?
 - b. How did it help you connect with God? With yourself? With others?
 - c. What did you find was least helpful about this discipline?
 - d. Will you plan to incorporate it into your regular times with God? Why or why not?

LEADERSHIP DEVELOPMENT

1. Read "Flaws, Strategies, and Character Development" (pages 133-142) in *Charting a Bold Course*..
2. Prepare questions to discuss from this chapter.

MINISTRY GROWTH

1. Discuss the 5th Ministry Skill your coachee selected for this session.
2. Explore ways your coachee could increase his/her skill level through interviews, observation, supervised participation, etc.

YEAR ONE - February: Session #2

SPIRITUAL FORMATION

1. Read the section in the *Spiritual Disciplines Handbook* that describes the 10th spiritual discipline your coachee has chosen to practice.
2. Choose questions from the Reflection Questions and Spiritual Exercises for this discipline.
3. **Please note:** Be sure to craft new questions to explore in order to provide variety.
4. Your coachee will come to your 11th coaching session prepared to discuss the following:
 - a. What did you find most helpful about this discipline?
 - b. How did it help you connect with God? With yourself? With others?
 - c. What did you find was least helpful about this discipline?
 - d. Will you plan to incorporate it into your regular times with God? Why or why not?

LEADERSHIP DEVELOPMENT

1. Read "Relationships in the Leader's Family" pages 143-149) in *Charting a Bold Course*.
2. Come to your 11th coaching session prepared to discuss this chapter.
3. **Please note:** If your coachee is single, please discuss with him/her some of the advantages of singleness in ministry (see 1 Cor. 7) and some of the disadvantages of singleness in ministry.

MINISTRY GROWTH

1. Your coachee will make a copy of the "Ministry Involvement Check-In" to discuss.
2. Preview the Ministry Skill your coachee has selected for your March, Session 1. Discuss any advance preparation you would like him/her to complete related to that skill.

MINISTRY INVOLVEMENT PLAN

February Session - 2

Name: _____ Date: _____

Area of Ministry Involvement: _____

1. **Progress** you are celebrating:

2. **Obstacles** you are facing:

3. **Leadership lessons** you are learning:

4. Key **next steps** you need to take:

5. **Training, resources and support** you currently need:

6. **Questions** you have for your coach:

YEAR ONE - March: Session #1

SPIRITUAL FORMATION

1. Read the section in the *Spiritual Disciplines Handbook* that describes the 11th spiritual discipline your coachee has chosen to practice.
2. Choose questions from the Reflection Questions and Spiritual Exercises for this discipline.
3. **Please note:** Be sure to craft new questions to explore in order to provide variety.
4. Your coachee will come to your 12th coaching session prepared to discuss the following:
 - a. What did you find most helpful about this discipline?
 - b. How did it help you connect with God? With yourself? With others?
 - c. What did you find was least helpful about this discipline?
 - d. Will you plan to incorporate it into your regular times with God? Why or why not?

LEADERSHIP DEVELOPMENT

1. Read "Relationships in the Church" pages 151-160) in *Charting a Bold Course*.
2. Come to your 12th coaching session prepared to discuss this chapter.

MINISTRY GROWTH

1. Discuss the 6th Ministry Skill your coachee selected for this session.
2. Explore ways your coachee could increase his/her skill level through interviews, observation, supervised participation, etc.

YEAR ONE - March: Session #2

SPIRITUAL FORMATION

1. Read the section in the *Spiritual Disciplines Handbook* that describes the 12th spiritual discipline your coachee has chosen to practice.
2. Choose questions from the Reflection Questions and Spiritual Exercises for this discipline.
3. **Please note:** Be sure to craft new questions to explore in order to provide variety.
4. Your coachee will come to your 13th coaching session prepared to discuss the following:
 - a. What did you find most helpful about this discipline?
 - b. How did it help you connect with God? With yourself? With others?
 - c. What did you find was least helpful about this discipline?
 - d. Will you plan to incorporate it into your regular times with God? Why or why not?

LEADERSHIP DEVELOPMENT

1. Read "Developing Vision for Your Life" (pages 161-168) in *Charting a Bold Course*.
3. Come to your 13th coaching session prepared to discuss this chapter.

MINISTRY GROWTH

1. Your coachee will make a copy of the "Ministry Involvement Check-In" to discuss.
2. Preview the Ministry Skill your coachee has selected for your April, Session 1. Discuss any advance preparation you would like him/her to complete related to that skill.

MINISTRY INVOLVEMENT PLAN

March Session - 2

Name: _____ Date: _____

Area of Ministry Involvement: _____

1. **Progress** you are celebrating:

2. **Obstacles** you are facing:

3. **Leadership lessons** you are learning:

4. Key **next steps** you need to take:

5. **Training, resources and support** you currently need:

6. **Questions** you have for your coach:

YEAR ONE - April: Session #1

SPIRITUAL FORMATION

1. Read the section in the *Spiritual Disciplines Handbook* that describes the 13th spiritual discipline your coachee has chosen to practice.
2. Choose questions from the Reflection Questions and Spiritual Exercises for this discipline.
3. **Please note:** Be sure to craft new questions to explore in order to provide variety.
4. Your coachee will come to your 14th coaching session prepared to discuss the following:
 - a. What did you find most helpful about this discipline?
 - b. How did it help you connect with God? With yourself? With others?
 - c. What did you find was least helpful about this discipline?
 - d. Will you plan to incorporate it into your regular times with God? Why or why not?

LEADERSHIP DEVELOPMENT

1. Read "Communicating Effectively" (pages 235-247) in *Charting a Bold Course*.
2. Come to your 14th coaching session prepared to discuss this chapter.

MINISTRY GROWTH

1. Discuss the 7th Ministry Skill your coachee selected for this session
2. Explore ways your coachee could increase his/her skill level through interviews, observation, supervised participation, etc.

YEAR ONE - April: Session #2

SPIRITUAL FORMATION

1. Read the section in the *Spiritual Disciplines Handbook* that describes the 14th spiritual discipline your coachee has chosen to practice.
2. Choose questions from the Reflection Questions and Spiritual Exercises for this discipline.
3. **Please note:** Be sure to craft new questions to explore in order to provide variety.
4. Your coachee will come to your 15th coaching session prepared to discuss the following:
 - a. What did you find most helpful about this discipline?
 - b. How did it help you connect with God? With yourself? With others?
 - c. What did you find was least helpful about this discipline?
 - d. Will you plan to incorporate it into your regular times with God? Why or why not?

LEADERSHIP DEVELOPMENT

1. Read "Handling Conflict Constructively" (pages 249-269) in *Charting a Bold Course*.
2. Come to your 15th coaching session prepared to discuss your coachee's approach to conflict.

MINISTRY GROWTH

1. Your coachee will make a copy of the "Ministry Involvement Check-In" to discuss.
2. Preview the Ministry Skill your coachee has selected for your May, Session 1. Discuss any advance preparation you would like him/her to complete related to that skill.

MINISTRY INVOLVEMENT PLAN

April Session - 2

Name: _____ Date: _____

Area of Ministry Involvement: _____

1. **Progress** you are celebrating:

2. **Obstacles** you are facing:

3. **Leadership lessons** you are learning:

4. Key **next steps** you need to take:

5. **Training, resources and support** you currently need:

6. **Questions** you have for your coach:

YEAR ONE - May: Session #1

SPIRITUAL FORMATION

1. Read the section in the *Spiritual Disciplines Handbook* that describes the 15th spiritual discipline your coachee has chosen to practice.
2. Choose questions from the Reflection Questions and Spiritual Exercises for this discipline.
3. **Please note:** Be sure to craft new questions to explore in order to provide variety.
4. Your coachee will come to your 16th coaching session prepared to discuss the following:
 - a. What did you find most helpful about this discipline?
 - b. How did it help you connect with God? With yourself? With others?
 - c. What did you find was least helpful about this discipline?
 - d. Will you plan to incorporate it into your regular times with God? Why or why not?

LEADERSHIP DEVELOPMENT

1. Read "Time Management for Church Leaders" (pages 271-287) in *Charting a Bold Course*.
2. Come to your 16th coaching session prepared to discuss your coachee's time management issues.

MINISTRY GROWTH

1. Discuss the 8th Ministry Skill your coachee selected for this session.
2. Explore ways your coachee could increase his/her skill level through interviews, observation, supervised participation, etc.

SPIRITUAL FORMATION - Final Session

Review and Reflect – Discuss the following questions with your cocahoe:

1. As you reflect back over the past 9 months of your Quest experience, what have been some highlights in your spiritual journey (points of resonance)? What have been some low spots (points of dissonance)?
2. How has your relationship with God morphed? What season of the soul would you say you are currently in? (spring, summer, autumn, winter) How does that season differ from when you began Quest?
3. Which spiritual disciplines have been the most enriching to your soul? Why?
4. Which spiritual discipline were the least helpful? Why?
5. What insights about your relationship with God do you want to remember and apply in the future?

LEADERSHIP DEVELOPMENT

Review and Reflect

1. What discoveries about yourself and your leadership capacities did you make?
2. What surprised you? What confirmed what you already knew?
3. What were your best learnings about leadership?
4. What were the least helpful aspects of your leadership development assignments? How could have this aspect of your Quest experience have been better?
5. What surfaced as areas of leadership you want to explore further?
6. At this point in your leadership development, for what type of ministries do you believe you would be best suited?

MINISTRY GROWTH

Review and Reflect

1. What areas of your ministry involvement were most energizing? Most draining?
2. What progress are you celebrating?
3. What could have made your Quest-related ministry experience better?
4. Which ministry skills do you feel you developed the most? The least?
5. What ministry skills do you most want to hone in the future?

FINAL THOUGHTS

1. After completing Quest Year One, are you ready to commit to Year Two? Why or why not?
2. Would you recommend the Quest program to others? Who might you want to encourage to start the Quest journey?

Thank you for all the time and energy you have invested in Quest this year!!!

QUEST YEAR ONE EVALUATION

This assessment is to be completed by the Quest coach and sent to the district office as soon as possible.

Name of Participant: _____

Name of Coach: _____

Please rate your coachee in the following areas (5=high; 1=low) and add any comments.

The participant's level of motivation and desire 1 2 3 4 5

Comments:

The participant's teachability and desire to learn 1 2 3 4 5

Comments:

The participant's preparation of assignments 1 2 3 4 5

Comments:

The participant's spiritual growth 1 2 3 4 5

Comments:

The participant's engagement in ministry 1 2 3 4 5

Comments:

The participant's development of ministry skills 1 2 3 4 5

Comments:

Would you recommend that participant continue on to Quest Year Two?

- Yes, highly recommend
- Would NOT recommend because:
- Would recommend with the following conditions:

General comments(use backside if needed):

Signed: _____ Date: _____

