

Movement Coaching training for Disciple-making leaders



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What is Movement Coaching?

Movement coaching is essentially biblical discipleship towards the goal of igniting a disciple-making movement; to see the rapid and exponential multiplication of disciples, leaders and simple churches among a given people group or population segment. We are coaching towards a purpose!

Purpose of Movement Coaching

The purpose of movement coaching is to help you achieve the vision that God has given you in the area of church reproduction, leadership development and disciple making.

Coaching movement catalysts differs from traditional forms of life coaching or business coaching. We are not merely helping the coachee to reach their full potential in whatever they want. Movement coaching is more like coaching in professional sports, because every member of the team is focussed on the goal of winning the championship game. The vision and mission is clear to everyone! Although movement coaching may vary slightly for different leaders depending on their giftedness, passion and personal vision, much like professional sports players have different roles on their team (eg. forward, defense or goalie), the end vision always remains the same.

Key Bible Verses:

[Matt. 28:18-20 NIV] 18 Then Jesus came to them and said, “All authority in heaven and on earth has been given to me. 19 Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, 20 and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.”

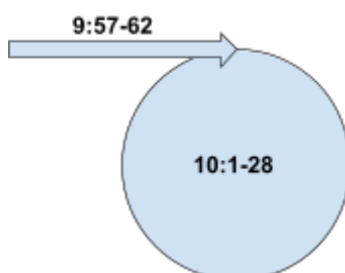
[2 Tim. 2:2 NIV] And the things you have heard me say in the presence of many witnesses entrust to reliable people who will also be qualified to teach others.



Coaching is exponential multiplication: What you have learned you apply and pass on to others.

Key Distinctives of Movement Coaching

- **Movement-Focused** – coaching is essentially biblical discipleship towards the goal of igniting a church-planting movement; to see the rapid and exponential multiplication of disciples, leaders and simple churches among a given people group or population segment.
- **Action-Oriented** – we invest in those that are implementing not merely talking/ learning.
- **Celebrating Obedience (over-the-top encouragement)** – results come from doing the right things consistently over time.
- **Clarify Definitions and Understandings** – we use common language and understand what is meant.
- **Correction/Disrupting Harmful Patterns (matter-of-fact correction)** – coachees often need to detox/unlearn theology, tradition or methods that are holding them back. Teachability and Dissatisfaction with the religious status quo are key.
- **“Reach-Through” Discipleship** – fruitful, high-capacity leaders can actually hinder movement by not releasing control. Success is in multiplying generations not addition.
- **7 General Commands of Jesus** – the commands of Christ are foundational to all discipleship, leadership development and church formation and health. We never graduate from loving obedience to Jesus.
 1. Repent, Believe the Good News, and Receive the Holy Spirit.
 2. Be Baptized and Baptize your Disciples.
 3. Take the Lord’s Supper.
 4. Love God, Love Neighbours, Love Enemies, and Love Believers.
 5. Pray in the Name of Jesus.
 6. Give Generously.
 7. Go, Make Disciples.
- **Simple Coaching Model (See Luke 9:57-10:28)** – Simple things grow and multiply. However, complex coaching systems require elevated education and increased giftedness to implement them, leading most people to think they are incapable of using them.



The Catalytic Qualities of a Movement Leader: (Head, Heart, Hands, House)

Methods and principles do not catalyze movements, people empowered by His presence do! The following traits and competencies have been found in all effective movement leaders.

Head (Knowing)

- Understands a simple plan and process that gets to reproduction, a plan that includes lots of personal evangelism among those far from God as well as training all believers to witness to and train others. In the process they start reproducible churches that multiply.
- Understands the ways of kingdom life and multiplication. The catalyst tracks generational growth, knows what can drive or kill a movement and continues learning in this area.
- Knows God's Word and can point local believers to God's Word as the authority for life.
- Knows what is most important for catalyzing movements and doesn't get distracted from it.

Heart (Being)

- Passionate for reaching all of the lost in his target group
 - Single-minded, works diligently, driven until all are reached
 - Tenacious—will not take “no” for an answer
 - Sacrificial work ethic; living with a pervading sense of urgency
- Spiritual authenticity
 - Hears God and obeys. This leads to a vision from God that is unquenchable—“God holds me responsible” or like John Knox, “Give me this people or I die.”
 - Lives in integrity before God and others
 - Exercises great faith that God will start a movement in his people group now
 - Lives by the Spirit leading to holiness
 - Love for God and others— shares his/her life with them
- Life-long learner—always learning in order to better fulfill the vision
- Perseverance—dogged tenacity doing the right things to complete the task, pressing through obstacles that come

Hands (Doing)



- Prays for the lost and mobilizes fervent prayer for the lost, especially by local believers
 - Expects God to demonstrate His power, often miraculously
- Boldly goes to share the gospel, disciple believers, start reproducible churches and mentor emerging leaders. Spends very little time in the office!
- Trains the maximum number of disciples/trainers (new & old believers) when they are available, training them in a way that results in multiplication
- Develops upper level leaders as the movement grows and helps them multiply and guide the movement
- Ruthlessly evaluates his/her own plans and adapts based on the fruit he/she sees

House (Relating)

- Relates primarily to local believers/lost that are same or near culture to his/her target group, rather than people from his/her home culture
- Spends large amounts of time finding national partners, casting vision to them, and training them for reproduction; always trying to start new streams of movement through new local partners
- Exercises frequent loving accountability for obedience and reproduction with those he/ she trains
- Mentors and trains the right leaders; As it is evident who is bearing fruit, he filters those he trains and spends the majority of his time with those bearing the fruit of multiplication in several groups and several generations
- Protects the movement from DNA that would slow or halt the movement

Three Essentials to Catalyzing Movements

I. Power and Presence of the Holy Spirit (through Abiding)

[John 15:1-11 ESV] “1 I am the true vine, and my Father is the vinedresser. 2 Every branch in me that does not bear fruit he takes away, and every branch that does bear fruit he prunes, that it may bear more fruit. 3 Already you are clean because of the word that I have spoken to you. 4 Abide in me, and I in you. As the branch cannot bear fruit by itself, unless it abides in the vine, neither can you, unless you abide in me. 5 I am the vine; you are the branches. Whoever abides in me and I in him, he it is that bears much fruit, for apart from me you can do nothing. 6 If anyone does not abide in me he is thrown away like a branch and withers; and the branches are gathered, thrown into the fire, and burned. 7 If you abide in me, and my words abide in you, ask whatever you wish, and it will be done for you. 8 By this my Father is glorified, that you bear much fruit and so prove to be my disciples. 9 As the Father has loved me, so have I loved you. Abide in my love. 10 If you keep my commandments, you will abide in my love, just as I have kept my Father's commandments and abide in his love. 11 These things I have spoken to you, that my joy may be in you, and that your joy may be full.”



What does it mean to Abide?

Jesus said that the path to fruitfulness was abiding in Him. Fruitfulness flows out of our living, growing relationship with Christ. If we abide, we will bear fruit. It is His promise (John 15:5).

- Resolving to remain (receive and believe) in Christ's love for me. (V. 9)
- Obeying the commandments of Christ. (V. 10)
- Praying without ceasing. (V. 7)
- Allowing God's Word to shape my life. (V. 7)
- Walking in the Light (1 John 1:7-10)

What is a Rule of Life?

A 'rule of life' is a schedule, set of practices and relational rhythms that help us create space in our busy world for us to be with Jesus, become like Jesus and do what Jesus did - to live life 'to the full' (Jn. 10:10).

While the word 'rule' may strike you as a strict or binding constraint, the Latin word we translate 'rule' was originally the word for a trellis in a vineyard. In the same way a vine needs a trellis to lift it off the ground so that it can bear the maximum fruit, and keep free of predators and diseases, we need a rule as a kind of support structure to organize our life around "abiding in the vine," (Jn. 15:1-8) as Jesus imagined.

It's been said that we achieve inner peace when our schedule is aligned with our values. Rather than a rigid, legalistic to-do list, it's a life-giving structure for freedom, growth and joy and training in righteousness (1 Tim. 4:7).

A Common Rule of Life

The Common Rule of Life is a great universal baseline of daily and weekly practices for anyone wanting to grow in spiritual formation.

Daily Rhythms

Look at scripture before you look at your phone in the morning.

Morning Prayer - pray-reading from God's Word.

Pray for those around you (oikos) who are far from God to repent and believe in Jesus.

Make sure you have a communal (family) meal each day.

Spend an hour intentionally without your phone.

Weekly Rhythms

Sabbath (24 hours set aside to stop, rest, worship and delight.)

A vulnerable conversation with a friend.

Bless someone around you by giving financially, praying for them immediately in Jesus name, or sharing your testimony or a Jesus story - inviting them to love and obey Jesus.



Curate your social media intake. (ie. structured limits for screen use and consumption of entertainment in quantity, frequency and moral character.)
Fast something.

2. Process of Discipleship: Discovery Bible Studies

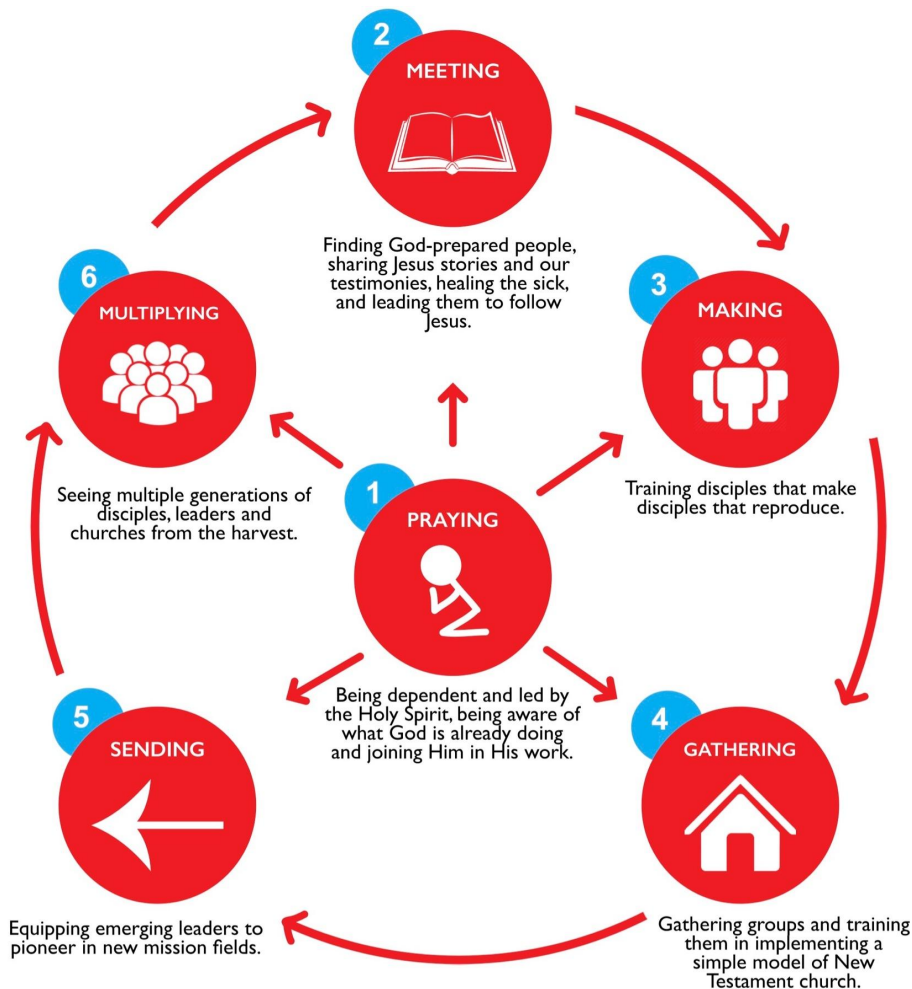
1. Thanksgiving
What can you thank God for from this past week?
2. Prayer Requests
What problem/needs can you turn into prayer?
3. Testimony
Share how you loved and obeyed Jesus last week?
4. Scripture Reading
Take turns reading the Bible passage out loud.
5. Bible Review
Summarize the story, as a group, in your own words.
6. Bible Discussion
What did you learn about God/ Jesus? What was interesting? What applies to you personally?
7. Obedience
What will you do differently this week because of what you learned? (“I will...”)
8. Practice and Apply
Role-play and implement this week’s lesson. Take turns to practice sharing today’s story. (2-3 min)
9. Sending
Pray for God’s strength to live holy lives and share about Jesus this week. (Pray for oikos diagram.)

NOTE: The discipleship process is essentially the same as the Simple Coaching Process, in a group setting, that we will discuss below.

3. Pathway of Mission - Luke 9:57-10:28

Paul had a Universal Mission Pathway that could be used with anyone, anywhere, anytime (ie. 'all the churches, wherever I go.')

[1 Cor 4:17 NLT] "That's why I have sent Timothy, my beloved and faithful child in the Lord. He will remind you of how I follow Christ Jesus, just as I teach in all the churches wherever I go".



[Acts 14: 21-23 NLT] "21 After **preaching the Good News** in Derbe and **making many disciples**, Paul and Barnabas returned to Lystra, Iconium, and Antioch of Pisidia, 22 where they strengthened the believers. They encouraged them to continue in the faith, reminding them that we must suffer many hardships to enter the Kingdom of God. 23 Paul and Barnabas also **appointed elders in every church**. With **prayer and fasting**, they **turned the elders over to the care of the Lord**, in whom they had put their trust."

NOTE: The Pathway of Mission is essentially the same as the Simple Coaching Process that we will discuss below.

How to coach?

When someone is interested in receiving coaching we begin by asking them to fill out the [coaching intake form](#) (see sample below), posted on the Europe Multiply Team website. This gives us a chance to get to know them better by evaluating their experience or lack of it, identifying their strengths, weaknesses and potential barriers and helping them clarify their end vision (Luke 10:25-28). Jesus called his followers to count the cost of discipleship (Luke 9:57-62) including fulfilling His mission through proclaiming the kingdom. **Teachability and willingness to implement learnings, not previous experience, dictate whether the coaching relationship begins and continues or not.**

Jesus is the greatest leader and developer of leaders to have ever lived. We use Luke 9:57-10:28 as a model for coaching disciple-making leaders and church planters. This helps us coach like Jesus coached the 72 disciples in fulfilling the mission they received from him.

How Did Jesus Coach His Disciples? (Luke 9:57-10:28)

The coaching process begins after the coachee has counted the cost of being in a coaching relationship (Luke 9:57-62). This relationship may be re-evaluated as coaching continues.

1. PRAY (Luke 10:2)
Because we only partner with Jesus and what he is doing, we begin by inviting the Holy Spirit to give wisdom and discernment. We are dependent upon the Holy Spirit for direction, feedback and strategy not merely our own thoughts or methodology.
2. PROVIDE INSIGHT THROUGH TRAINING IN THE ESSENTIAL BASICS AND CLARIFYING DEFINITIONS AND UNDERSTANDINGS (Luke 10:3-16).
Jesus trained his disciples for the mission to which they were called. Especially in the beginning, coachees need to be given reproducing tools and steered strategically. Most coaching is pulling out of people what they already know. Focus on drawing out self-discovery through good question asking instead of merely giving the answers.
3. SEND THEM OUT TO PUT LEARNING/ PLAN INTO PRACTICE (Luke 10:16-17).
V17, Starts with “the 72 returned” so they must have gone out. Coaching can only move forward and lead to breakthroughs if the person being coached implements the learning and puts the agreed upon action plan into practice.
4. HAVE PEOPLE REPORT ON WHAT THEY DID AND THE RESPONSE RECEIVED (Luke 10:17)
The report in any coaching relationship is essential. Ask questions and to gain insight on what is done, how it is done and whether it is reproducing.

5. **ENCOURAGE AND REJOICE IN WHAT WAS DONE!** (Luke 10:18-19, 21-24)
Celebrating their obedience to Jesus and giving 'over-the-top' encouragement to those you are coaching keeps them moving forward and motivated long term. Always find something to encourage them in!
6. **REMIND PEOPLE OF THEIR IDENTITY AND THE END VISION/ GIVE COURSE CORRECTION** (Luke 10:20)
The power of coaching is that it keeps people aligned with the end goal. There are so many things internally and externally that try to deviate us from pursuing a multiplying movement. We must constantly bring people back into alignment with this purpose!
7. **PRAY** (Luke 10:21-24)
We acknowledge that God is the one who is at work. We are partnering with him and we thank God for all that he has done. We ask for perseverance to not quit. This is also a time that Jesus affirmed his disciples both publicly and privately. Jesus knew that both prayer and encouragement are essential.

NOTE: Notice how the Process of Discipleship, the Pathway of Mission and the Coaching Simple Process (below) are all essentially the same as the way Jesus coached.

The Simple Coaching Process

Although we will always follow the guidance of the Holy Spirit, in general, we use the same format during our coaching meetings that we saw Jesus use from Luke 10:1-28.

1. Prayer

Begin by acknowledging and inviting the Holy Spirit to give wisdom and discernment.

2. Update/ Review:

Let the coachee share how he or she has shown love and obedience to Jesus since your last meeting. Ask good questions to evaluate activities and draw out discoveries:

- How are you doing?
- What is God saying to you (from his Word) and how are you responding?
- How are your disciples and church(es) doing? Your disciples' disciples doing? What is reproducing?

Provide feedback and training as needed to accelerate multiplication. Remind of fundamentals and basics.

3. Encouragement/Correction

Encourage your coachee. Praise them for obedience to Jesus, even if it seems insignificant.

Constantly bring your coachee back into alignment with key activities that can lead to exponential multiplication.

4. Action-planning

Ask your coachee what they think their goals ought to be. Create an action plan together. Let them take risks, try new things and fail.

5. Prayer and Sending Out

Surrender all your plans to God, seeking His blessing, guidance, presence and power. Pray for a movement of disciples, leaders and simple churches.





Exercise: fill out the coaching checklist for yourself

Coaching Checklist

		Report on Progress of Milestone Discipleship Activities							
Name:		I have repented and been baptized.				I have baptized a disciple.			
Date:		I have led a disciple/ household in communion.				I have been led in communion by a disciple.			
		I am being generous (time, talents, treasure).				The community is being generous (time, talents, treasure).			
		How many households am I discipling?				How many households are my disciples discipling?			
		How many simple churches am I leading?				How many simple churches are my disciples leading?			
		MODEL: Coach gives direction and information (You don't understand it or do it)							
		ASSIST: Coach gives direction and support (You understand and are trying to do it - may need help/clarifying)							
		WATCH: Coach gives support (You understand and do it and are training others - may have questions)							
		LEAVE: Coach receives updates (You have mastered it and your disciples are trying to reproduce it.)							
		Skills in which I have been trained				Skills in which disciples have been trained in			
Vision		Model	Assist	Watch	Leave	Model	Assist	Watch	Leave
Definitions (Disciple, Leader, Church, Coach)									
7 General Commands of Jesus (with actions)									
Luke 10:1-28									

6 step Mission Pathway								
3 Levels of Authority								
Why? Who? How?								
Prayer								
Simple Prayer List for non-believers and oikos								
Prayer Walking								
Pray-Reading God's Word								
Meet								
The 4 Responses to the Gospel								
What is a Person of Peace?								
Oikos Mapping								
Power of the Holy Spirit								
Tell you Story (15 second testimony)								
Telling Jesus Stories - Repentance focussed								
Make								
Telling Jesus Stories - Love and Obedience focussed								

Stories for the 7 General Commands								
Gather								
Discovery Bible Study								
What is Church?								
Church Circle - What is a Healthy Church?								
Appointing Church Leaders								
Sending Leaders								
Daily Praying for Disciples using an Oikos Map								
Daily Praying for your Churches (Gen map)								
Casting Vision								
Multiply								
Power of Multiplication								
Gen Mapping of Churches								

Exercise: Making a plan

List three things you are going to do with this training.

- 1.
- 2.
- 3.

List three people you are going to teach the material in this training

- 1.
- 2.
- 3.

Whom are you going to coach? And when are you going to start coaching them?

Appendix I: All Nations/ Europe Multiply Team definitions

All Nations' Vision: To see Jesus worshiped by all the peoples of the earth!

All Nations' Mission: To make disciples and train leaders to ignite church planting movements among the neglected peoples of the earth.

Disciple: A person actively trying to love Jesus and obey His commands and help others do the same.

Leader: A person who influences someone else to live in loving obedience to Jesus and His commands.

Church: A spiritual family of disciples actively trying to love Jesus and obey His commands and help others do the same.

Coach: A person who guides another towards a movement of spiritual families of disciples attempting to live in loving obedience to Jesus and His commands.

Appendix 2: Sample movement coaching intake form including expectations for the coach and coachee.

Purpose: The purpose of movement coaching is to help you achieve the vision that God has given you in the area of church reproduction, leadership development and disciple making.

Expectations:

Of the Coachee:

- Will contact coach when you have new queries, opportunities or challenges.
- Will report on what has happened since your last conversation.
- Will ask for clarity on points that seem obscure, impractical or unrelated.
- Will implement plans that you and your coach agree on.
- Will complete bible readings and other recommended materials.
- Will explain reasons for failure to do the above, so your coach can adjust.

Of the Coach:

- Will listen attentively to what you have to say.
- Will give wisdom based on God's Word and experience.
- Will give assignments based on your situation and goals.
- Will be available to you beyond the scheduled coaching time.
- Will hold you accountable to agreed upon plans and goals.
- Will encourage, exhort and console you.

Of Both:

- Will continually seek wisdom from God through personal and corporate devotion.
- Will love and obey Jesus above all else
- Will pray for one another and specifically for the people working to reach.

Process: To begin, we will meet (In-Person, Audio/Video Call), at least, once a week for about an hour. This can be reduced over time to an as needed basis.

Format: Although we will always follow the guidance of the Holy Spirit, in general, we use the same format during our coaching meetings that we saw Jesus use from Luke 10:1-28.

1. Prayer
2. Update/ Review
3. Encouragement/ Correction
4. Action-planning
5. Prayer and Sending Out



**EUROPE
MULTIPLY
TEAM**

Full Name: _____ Email: _____

Name of Spouse (if applicable): _____

NOTE: If you are married, complete the information for your spouse also.

Birthplace: _____

Where you grew up: _____

Education (formal and informal.):

Missionary and/or Church Planting Experience:

What are your gifts and talents? What do you do well? What activities do you enjoy? Have you taken any spiritual gifts or personality tests? If so, which ones? What were the results?

Current geographic location: _____

Upon whom are you focussing your ministry? (target group): _____

What are some unique characteristics about these people that affect your approach to them?

In what ways will your spouse be involved in this work? (if married)

What is your 3-5 year vision related to disciples, leaders and churches that will result from your labor there? What is growing and reproducing without you?

What are some key **opportunities** you require for this to happen:

What are some key **threats** that could prevent this from happening:

What are some current **strengths** of the work that you see?

What are some current **weaknesses** of the work that you see?

Imagine a disciple making movement birthing tens of 1000s of churches that have reached 100s of 1000s, even millions, for Jesus. Really try to get your whole person (heart, soul, mind, and strength) into seeing and feeling that vision. In what ways can you see yourself as the person(s) that God will use as a catalyst in that movement?

What are your current working relationships with churches, missions, denominations and other networks?

What are your positions, offices or job description in the above-mentioned structures?

What are your present commitments that take up the majority of your time?

Do you have any accountability arrangements right now? Describe them:

Do you have any co-workers focused on the same vision? What is their relationship to you?

To whom do you report ministry outcomes? How often? In what format?

Appendix 3: Coaching questions

GENERAL QUESTIONS TO USE

LOOKING BACK:

- Did you accomplish your goals from last week?
- What have been your greatest challenges? [Groups, disciples, training, etc] How did you work to address these challenges?
- What do you believe is working well? [Groups, disciples, training, etc]

LOOKING UP:

- What has God shown you this week?
- How can I pray for you?

LOOKING FORWARD:

- What are your highest priorities for this week?
- What are your plans for new areas or unreached people groups?
- How can I serve you this week?

CONNECTING QUESTIONS

- Before we get down to business, is there any pressing need I can agree with you in prayer about, or anything I can thank God with you for?
- Since we last met, what was the most encouraging thing that happened with respect to accomplishing your action steps? [Discouraging thing?]
- On a scale of 1-10 [10 being highest], how would you rate yourself on accomplishing your action steps since we last met?
- Where is God working the most right now in your life?
- One year from now, what would you like to look back on as your “most significant accomplishment?”

OUTCOME QUESTIONS

- What outcomes would you like to see from our conversation today?
- What results would you like to take away from our conversation today?
- What would really make today’s session successful for you?
- What do we need to focus on today to keep you moving toward your goals?

AWARENESS QUESTIONS

- Describe the situation.
- What are the facts?
- Step back for a moment. What are the underlying issues or factors?
- What is the biggest issue behind this situation/problem?
- What is the greater goal or ultimate dream behind this objective?
- Are there any other perspectives to look from here that might be out of the box or different?
- Where are you “at” compared to where you would like to “be” in this matter?
- What emotions are you feeling as you tell me about this?
- On a scale of 1-10, how important is this to you?
- What’s your biggest need to get this done?
- What would achieving that do for you?
- What are the steps you have taken so far?
- To what extent have you already achieved your goals?
- Tell me the key points I need to really understand what you are feeling or thinking here.
- What have you done well so far?
- What has not gone well so far?

HIGHLIGHTS QUESTIONS

- What would you like to remember most from our time today?
- What was most helpful to you today?
- Are there any new awareness’s you have now that you did not have before we started today’s session?

CLARIFYING QUESTIONS

- Could you give me a specific example?
- How much would you like?
- What else?
- Anything else?
- Can you say that in another way, to help me better understand?
- Good idea. What else?
- Anything else?
- How do you know?
- It seems to me you are saying...

- It sounds like you are saying _____. Am I hearing you correctly?
- You seem to be feeling...
- Let me see if I'm getting what you are saying.
- So, the way you see things right now...

WHEN YOU FEEL YOU JUST HAVE TO GIVE A DIRECTIVE:

- How about....
- What do you think about....
- Here's an idea....
- Are you sure that will work? Have you thought about principle A?
- Maybe you could...
- I might be wrong, but I felt like the Lord said....
- I have a hunch there may be something more here, do you mind if I ask you a tough question?
- I'm noticing a pattern here. May I share it with you?
- There is something you might not be aware of. May I share it with you?
- May I share another way of approaching this?
- Have you considered...?

WHEN YOU FEEL YOU JUST HAVE TO GIVE CORRECTIVE FEEDBACK:

- Ask yourself if the timing is right. Is the other person adequately prepared to hear what you feel you must say?
- Ask yourself if the "bridge of trust" is strong enough to bear the weight
- Ask yourself if you are really prepared with the right words, and with clarity.
- Ask yourself what it is that you specifically want the client to understand or change as a result of your correction.
- Ask yourself if your delivery of the correction is being delivered in a "coaching" way.
- Ask yourself what supportive steps you are willing to take to help the client be successful in making the correction?
- Ask yourself if your correction will help or hinder your coaching of him/her.
- Ask yourself if any of your own personal hang-ups are connected in any way with your corrective word.
- Ask yourself if you could be wrong.

Notes