



# ***Church Leaders as Coaches Workshop***

***presented by Jay Jarboe (MRN)***

***Session 5***

# Passing The Baton

*You have heard me teach things that have been confirmed by many reliable witnesses. Now teach these truths to other trustworthy people who will be able to pass them on to others.*

*2 Timothy 2:2*

*Though good advice lies deep within the heart, a person with understanding will draw it out.*

*Proverbs 20:5*



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# Is It Coaching or Mentoring?

*What is the difference between  
Coaching and Mentoring?*



- Mentoring is Advising
- Mentors Put In
- Mentors have knowledge and expertise needed by protégé.
- Mentors transfer that knowledge or experience.
- Mentor's purpose is to develop and empower others.
- Coaching is Asking
- Coaches Draw Out
- Coaches prompt reflection through listening and asking powerful questions.
- Coaches are non-directive.
- Solutions come from the coachee's reflection and creativity.



# What is Mentoring?



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- Mentoring is a relational process in which a mentor, who knows or has experienced something, transfers that something (resources of wisdom, information, experience, confidence, insight, relationships, status, etc.) to a mentoree, at an appropriate time and manner, so that it facilitates development or empowerment.

Paul Stanley & Robert Clinton. Connecting: The Mentoring Relationships You Need to Succeed, NavPress, 1991.



# Ten Commandments of Mentoring

- Relational – a relationship must be developed
- Purpose – clarify common expectations
- Regularity – weekly, fortnightly, monthly
- Accountability - mutual clear responsibility
- Communication – when to express concern
- Confidentiality – create a safe space
- Establish Life Cycle – time limits & exit points
- Evaluation – self and relationship evaluations
- Expectations – feedback & modifications.
- Closure – begin with the end in mind.



# Environments for Mentoring

- Individual Mentoring
- Small Group Mentoring
- Peer Group Accountability
- Master Apprenticeship Groups
- Distance Mentoring