



**GCI** *Buzz*

# Healthy Church: **Mentoring & Coaching**

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# Men·tor·ing

02

*Verb*

**Definition:** a **transformational relationship** in which a person is equipped, empowered, and encouraged through the sharing of resources (time, wisdom, experience, information, insight, etc.) at an appropriate time and in an appropriate manner.



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# Mentoring = *Pouring In*

## *Example:*

Paulette has been a connect group leader for two years. After prayerful consideration, she and the church leadership agreed it was a suitable time for her to begin learning more about the Faith Avenue, with the goal of stepping into the Faith Avenue champion role next year. There is much that Paulette doesn't know yet about the Faith Avenue, and many ways she wants to develop as a disciple and leader before she takes on this role. Rosie, the current Faith Avenue champion, mentors her for the year in preparation for this transition. Rosie shares with Paulette the necessary knowledge to serve as a Faith Avenue champion, and they practice the skills together. Rosie also walks alongside Paulette as she personally grows in the gifting God has given her and discerns how she can bring that to her new role as Faith Avenue champion.

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# Coach·ing

*Verb*

**Definition:** an **intentional process** by which a person's potential is drawn out through the discovery of new awareness that becomes new action.

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# Coaching = *Drawing Out*

## *Example:*

Johnny is a Love Avenue champion who has been adequately equipped for the role. He has the knowledge and skills he needs, but he finds himself hitting a wall as he works with his team. It is difficult to envision fresh ways to engage the neighborhood. Johnny decides to meet with a coach for six months. Through powerful question asking, the coach draws out the potential that already existed in Johnny. Johnny discovers new insights about himself as a leader, new ways of thinking about the ministry, new ways to implement his skillsets, and new ways to involve his team members. Out of this new awareness, Johnny is empowered to lead his team through a new creative planning process that results in two meaningful approaches to engage the neighborhood this year.

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# Mentoring

## Advising

# Coaching

## Asking



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<b>Mentoring (Advising)</b>	<b>Mentoring &amp; Coaching</b>	<b>Coaching (Asking)</b>
<b>IS NOT</b>		
Mentor making the mentee just like them	Transactional	Knowledge or skill development
	Consulting or problem-solving	Directive
	Counseling	
	"Fixing" a person	
	Creating dependency	

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