

**Assemblies of God Theological Seminary**  
**Doctor of Ministry**

PTH 968 Coaching Churches as Learning Organizations

DMin Elective – June 6 -10, 2005

J. Melvyn Ming, DMin

**COURSE DESCRIPTION**

Churches today are faced with a need to make major changes in their organizational structure and culture. This course identifies a process for church organizational development and the roles of leaders serving as consultants and coaches.

**COURSE OBJECTIVES AND OUTCOMES**

The participant will:

1. Grow in their understanding of the roles of coaches, consultants and mentors.
2. Understand the use of a church transformational model.
3. Become familiar with the values and roles of church organizational coaches.
4. Broaden their understanding of techniques and attitudes necessary to be an effective church coach.
5. Develop a basic understanding of learning organization philosophy as applied to churches.

**COURSE ASSIGNMENTS & PROCEDURES**

1. Course grades will be given based on completed work as follows:

a. Pre-session assignments	35%
b. Session assignments	15%
c. Post-session assignments	50%
2. All post-session course materials must be sent directly to the AGTS Doctor of Ministry Office. The Doctor of Ministry office will place a date stamp on all work on arrival. No work will be accepted by e-mail or sent directly to the professor, without advance approval from the professor. This is done for your protection and to facilitate communication between the AGTS DMin office and the professor.
3. All work must include on the cover sheet or in the top right corner of the first page:
  - a. Student name
  - b. Course number
  - c. Course session dates
4. All pre-session reading and assignments will only be accepted the first day of class.

5. The course final grade will be lowered \_ letter grade for each week ANY work is late. No work will be accepted more than 7 weeks late without the written authorization and permission of the Doctor of Ministry Director in which case the highest grade will be a "C" except in extreme circumstances.
6. Work submitted on time will be graded within six weeks of receipt by the professor (and usually within three weeks). Grades and post-session papers will be returned to the DMin Office. Late work will usually not be graded until the professor's next scheduled grading day, which may be as long as four months.

## **COURSE RESOURCES**

*The participant will need to purchase:*

1. *LDR Church Development Process Workbook* the first day of class for \$30.00 if you do not own a copy.
2. *Course resource packet* the first day of class for approximately \$20.00. It will include extensive supportive resources and activities.

## **COURSE REQUIREMENTS**

### ***I. PRE-SESSION***

#### **A. COACHING, MENTORING & CONSULTING** (Four books)

**Read the four books from this section.** (If you have read one of these books previously, select another book from the "Coaching" section of the bibliography.) Then prepare two copies (one copy for the professor and one copy for you to use in class) of a one to two page written report on each book including:

1. What is the author's approach to coaching?
2. What are 3 or 4 major insights church coaches can learn from this book?
3. What is one major technique you can incorporate in your coaching?
4. On a scale of 1 to 5 (One being "Skip this book," and five being "Run out and get this book,") how would you rate it?

Collins, G. R. (2001). *Christian coaching: helping others turn potential into reality*. Colorado Springs, Colo.: NavPress.

Crane, T. G., & Patrick, L. N. (1998). *The heart of coaching: using transformational coaching to create a high-performance culture*. San Diego, Calif.: FTA Press.

Hargrove, Robert A. *Masterful Coaching: Extraordinary Results by Impacting People and the Way They Think and Work Together*. San Diego: Pfeiffer & Co., 1995.

Logan, R. E. a. S. C. (2003). *Coaching 101: Discovering the Power of Coaching*. St Charles, Il: ChurchSmart Resources.

## **B. LEADERSHIP (One book)**

**Read the book from this section.** Then prepare two copies (one copy for the professor and one copy for you to use in class) of a one to two page written report including:

1. What is the author's approach to coaching leaders?
2. What are 3 or 4 major insights leadership coaches can learn from this book?
3. What is one major technique you can incorporate in your coaching?
4. On a scale of 1 to 5 (One being "Skip this book," and five being "Run out and get this book,") how would you rate it?

Byham, W. C., Smith, A. B., & Paese, M. J. (2002). *Grow your own leaders: how to identify, develop, and retain leadership talent*. Upper Saddle River, NJ: Prentice Hall PTR.

## **C. CONGREGATIONAL COACHING & CONSULTING (One Book)**

**Read one book from this section** Then prepare two copies (one copy for the professor and one copy for you to use in class) of a one to two page written report:

1. What is the author's approach to coaching churches?
2. What are the major insights from this book for coaches of turnaround churches?
3. What were the major steps or actions to be taken in the process?
4. How transferable is the process?
5. What insights are useful to a church coach?
6. One a scale of 1 to 5 (One being "Skip this book," and five being "Run out and get this book,") how would you rate it?

Bandy, Thomas G. *Coaching Change: Breaking Down Resistance, Building Up Hope*. Nashville, TN: Abingdon Press, 2000.

If you have already read Thomas Bandy, read:

Herrington, Jim, Mike Bonem, and James Harold Furr. *Leading Congregational Change: A Practical Guide for the Transformational Journey*. San Francisco: Jossey-Bass Publishers, 2000.

## **D. TURNAROUND CHURCHES (One Book)**

**Read one book from this section** (not previously read).

Then prepare two copies (one copy for the professor and one copy for you to use in class) of a one to two page written report including:

1. Key to Turnaround. What was the number one thing that helped this turnaround be successful?
2. What are the major insights from this book for church leaders who are turning churches around?

3. What were the major steps or actions taken to produce the turnaround?
4. How transferable is the process?
5. What insights are useful to a church coach?
6. On a scale of 1 to 5 (One being "Skip this book," and five being "Run out and get this book,") how would you rate it?

Nelson, Alan, and Gene Appel. *How to Change Your Church Without Killing It*. Nashville, TN: Word Pub., 2000.

Southerland, Dan. *Transitioning: Leading Your Church Through Change*. Grand Rapids, Mich.: Zondervan, 2000.

Frazee, Randy, and Lyle E. Schaller. *The Comeback Congregation: New Life for a Troubled Ministry*. Nashville: Abingdon Press, 1995.

## **II. SESSION WORK**

A. Complete a typed (double-spaced) overview of your experience as an organizational coach. Part will be due each day of the class.

Skills (Due Tuesday)

- 1) Areas where you have demonstrated skill and insights
- 2) Skill areas you need to develop

Attitudes and Values (Due Wednesday)

- 3) Attitudes and values you have that are helpful to coaching churches
- 4) Attitudes and values you have that are problematic to coaching churches

Experiences (Due Thursday)

- 5) Experiences and history that give you credibility
- 6) Experiences and history that hurt your credibility

Desire and Aptitude (Due Friday)

- 7) Why do you want to do coaching of churches?
- 8) What makes you feel you could be a great coach?
- 9) What could hinder you from becoming a great coach?

B. Complete all assigned readings, case studies and resources provided within the class setting.

C. Participate fully in all small group exercises with an attitude of openness and a spirit of mutual support.

### **III. POST-SESSION**

A. Personal Reflection Paper & Growth Plan

8-10 pages

Answer this question: What steps do I need to take to become a great coach?

B. Develop a Project

“A Coaching Plan for (name of church or organization or ministry or team)”

It should be a minimum of 15 pages and cover the first year.

Mail ALL post-session work to:

AGTS Doctor of Ministry Department  
1435 N. Glenstone Avenue  
Springfield, MO 65802

# BIBLIOGRAPHY

## CHURCH

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Cordeiro, Wayne. *Doing Church as a Team*. Rev. and expanded ed. Ventura, Calif.: Regal Books, 2001.

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Gibbs, Eddie. *Churchnext: Quantum Changes in How We Do Ministry*. Downers Grove, Ill.: InterVarsity Press, 2000.

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Mallory, Sue. *The Equipping Church: Serving Together to Transform Lives*. Grand Rapids, Mich.: Zondervan, 2001.

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Morgan, Donald W. *Share the Dream, Build the Team: Ten Keys for Revitalizing Your Church*. Grand Rapids, Mich.: Baker Books, 2001.

- Pope, Randy. *The Prevailing Church: An Alternative Approach to Ministry Design*. Chicago, Ill.: Moody Press, 2002.
- Rabey, Steve. *In Search of Authentic Faith: How Emerging Generations Are Transforming the Church*. 1st ed. Colorado Springs, Colo.: Waterbrook Press, 2001.
- Russell, Bob, and Rusty Russell. *When God Builds a Church: 10 Principles for Growing a Dynamic Church: The Remarkable Story of Southeast Christian Church*. West Monroe, La.: Howard Pub., 2000.
- Sjogren, Steve. *The Perfectly Imperfect Church: Redefining the "Ideal" Church*. Loveland, Colo.: Group Pub., 2002.
- Slaughter, Michael, and Warren Bird. *Unlearning Church: Just When You Thought You Had Leadership All Figured Out!* Loveland, Colo.: Group Pub., 2001.
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- Van Gelder, Craig. *The Essence of the Church: A Community Created by the Spirit*. Grand Rapids, Mich.: Baker Books, 2000.
- Wagner, E. Glenn, and Steve Halliday. *The Church You've Always Wanted: Where Safe Pasture Begins*. Grand Rapids, Mich.: Zondervan, 2002.
- Wood, Gene. *Leading Turnaround Churches*: ChurchSmart, 2001.

## **COACHING AND MENTORING**

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- Anthony, Michael J. *The Effective Church Board: A Handbook for Mentoring and Training Servant Leaders*. Grand Rapids, Mich.: Baker Books, 1993.
- Bandy, Thomas G. *Coaching Change: Breaking Down Resistance, Building up Hope*. Nashville, TN: Abingdon Press, 2000.

- Benton, D. A. *Secrets of a CEO Coach: Your Personal Training Guide to Thinking Like a Leader and Acting Like a CEO*. New York: McGraw-Hill, 1999.
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- Foster, Bill, and Karen R. Seeker. *Coaching for Peak Employee Performance: A Practical Guide to Supporting Employee Development*. San Francisco, CA: Jossey-Bass/Pfeiffer, 1999.
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Frydman, Bert, Iva Wilson, and JoAnne Wyer. *The Power of Collaborative Leadership: Lessons for the Learning Organization*. Boston: Butterworth-Heinemann, 2000.

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## **TURNAROUND CHURCHES**

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