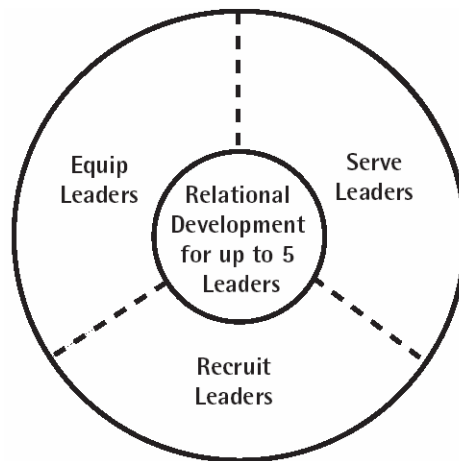


Oasis Leadership Guide Coaching Program Overview

What is Coaching? A coach develops up to five leaders/coaches in a ministry area. Coaching is a relationally based system in which leaders are served by a coach through engagement, equipping, and unleashing for ministry.



Note to Pastoral Candidate: In addition to coaching you as a leader, we are coaching you to become coaches. You will use this program to raise up leaders and other future coaches.

What does Coaching Involve?

❖ **Coaching Involves a commitment to *Personal Development* (RPM's)**

- Relational Health
- Physical Health
- Mental Health
- Spiritual Health

❖ **Coaching Involves a commitment to *Ministry Development* (see below)**

- Instilling and Incarnating the *Vision* at Oasis.
- Instilling and Incarnating the *Distinctives* of Oasis
- Instilling and Working within the *Structures* of Oasis.
- Clarifying/Developing particular ministry roles.

- Charting and celebrating ministry successes.
- Brainstorming and Praying over ministry challenges.

❖ **Coaching Involves a commitment to *Leadership Multiplication***

A coach will aid leaders with recruiting and coaching apprentices to become leaders who coach. This will be accomplished through our apprenticeship program.

When does Coaching take place?

- A coach and leader will meet once bi-weekly.
- A coach will regularly observe leader in ministry.
- A coach and all leaders & apprentices will meet once bi-monthly for a leadership summit.

Ministry Development

Our Vision

Our Vision: to be a church of fully devoted followers of Christ

In General: The 3 C's of the Great Commission

- What are the three C's the Great Commission?
- How do they interrelate to each other?
- What happens when on or more of these elements are missing or misplaced?

Materials (available at www.timothyproject.blogspot.com)

Oasis' Mission #1

Oasis' Mission #2 - The Interrelationship between the 3 Cs

Oasis' Mission #3 - Moving People into Three Cs

In Specific - The 5 S's of Full Devotion

- Have they gone through FD?
- Can they recite our vision statement?
- Can they articulate the elements and process of FD?
- What elements of FD do they struggle with the most?
- In what ways will they lead people towards FD in their particular ministry?

Materials:

Full Devotion Synopsis

Full Devotion Position Paper

Classes & Guide

Our Distinctives

- **What is a Missional Church?**
 - What does “Missional” mean?
 - Why should a church be missional?
 - What are the unique challenges and opportunities for churches in North America?
 - How do multiple sites help us to be missional?

- **What is a Reformational Church?**
 - What do we mean by Reformational?
 - What do we mean by essentials and non-essentials?
 - What are the essentials of the faith?
 - What are the non-essentials of the faith?
 - What are the non-essentials that Oasis subscribes to?
 - What are the non-essentials that Oasis allows freedom with?

- **What is a Charismatic Church?**
 - What does “Charismatic” mean?
 - What’s the difference between being “filled” with the Spirit and “baptized” in the Spirit?
 - What are the differences between the “fruits” and “gifts” of the Spirit?
 - What is our stance on “healing?”
 - How does the Bible and personal prophecy compare?
 - How should the dynamic gifts be used?

Materials

Multi-Site Manifesto – Section 1 & 2

Our Structures

Structure Between Sites of Oasis Church

- What is the Spiritual Relationship?
- What is the Financial Relationship?
- What is the Administrative Relationship?

Structure within the Sites of Oasis Church

Sunday and Small Groups

- What are the specific goals of Sunday service?
- What are the specific goals of Small groups?
- How are they interdependent?
- How have we optimized interdependence between them?
- Why do we major on these two?
- What role does Sunday play in full-devotion?
- How do we promote Full-Devotion in Small Groups?
- How are small groups structured?
- How is Sunday morning structured?

Leadership

- What are the pastoral leadership positions within ONV?
- What are the non-pastoral leadership positions with ONV?
- How are the pastoral positions structure to fulfill our vision?
- What is our process of raising up coaches and leaders?

Materials

Multi-Site Manifesto – Section Three

Pastoral Structure #1

Pastoral Structure #2

Small Group Structure

Large and Small Group Synergy

Coaching 101

Apprenticeship 101

