

Spring 2022

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A Newsletter from The Institute of Biblical Leadership

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THE INSTITUTE
OF BIBLICAL
LEADERSHIP

because leaders who
honor God don't just
come out of nowhere



Straight Ahead!

1 Corinthians 15:58

Who are you Coaching?

Who are you coaching? In whom are you making an investment? To whom are you transferring the practical wisdom God has given you? In whose life are you making a difference?

God calls each of us to “influence others to embrace God’s objectives.” This phrase comes from IBL’s definition of ministry leadership. It highlights the impact we all should be having on other people through our words and actions as we fulfill our roles. These are the good works in which we are called to walk in Ephesians 3:10. How are your good works influencing others in their relationship with Christ?

Each of us engage with many people in the course of a day. In each of these encounters, we are impacting and influencing the other person. The question we need to ask ourselves is, “In what manner am I affecting them? Am I helping them move toward Christ, to embrace His desires for them? Or am I pushing them away from Him, hindering them from being the person God desires?” I encourage you to think in these stark black-and-white, either-or terms. In each engagement, you will either positively influence them in some way toward Christ, or you will in some way hinder their connection with our Lord and Savior. This type of thinking drives us to be cognizant of the ways in which we can positively impact others through our good works.

This frame of reference encourages us to be a spiritual coach, someone who is consciously encouraging and exhorting others toward Christ. When we do this, people are better off for having spent time with us. In ways small and large, we make a difference in the lives of those around us. It makes us better testimonies for Christ, because we are now living out the gospel in practical ways.

Do you serve as a leader in your church? If so, you have a clear responsibility to coach those you are called to lead (2 Timothy 2:2). Resist the urge to view your people as employees, assistants, or mere resources to help you accomplish your goals. They are in fact the sheep over which you have the greatest influence. So influence them for their good and God’s glory. Invest in them to such a degree that they are grateful for the time they have served with you, because you tangibly helped them advance in their walk with Christ and in their own leadership skills.

At IBL, we utilize specialized tools and techniques as we coach leaders. We ask open-ended questions that draw out new information from our clients. We explore multiple options

when helping a leader in their decision-making. We take time to learn about our clients so we can offer better, more-tailored guidance to them.

“At IBL, we utilize specialized tools and techniques as we coach leaders.”

But you don’t need specialized expertise to bless those whom God brings into your sphere of influence. Simply seek to be loving, thoughtful, and spiritually helpful to each person you encounter each day. You will have a dramatic impact on others, and God will make a dramatic impact on you!

Dr. David Phelan
IBL President



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Heart to Heart

by: Anonymous Author

I first met Dawn in our small group at church. I knew she was in some type of leadership ministry and that she had a dry sense of humor, which I greatly appreciated. She was very well versed in her biblical knowledge, and I always appreciated what she shared in class. Beyond that, I really didn't know much about her until I had a personal moment of crisis one Sunday morning. I was struggling with a relationship very dear to my heart and didn't see any hope for a positive outcome. Dawn saw the tears in my eyes, sat beside me and put her arm around me, at which point, I lost any composure I had hoped to hold onto that morning. I didn't have many words, but Dawn didn't ask beyond what I could choke out. She prayed for me and we made plans to meet outside of church. That was the beginning of a very important relationship that God has used over the years to guide and heal my heart.

I grew up in a loving, Christian home. However, emotional

needs were downplayed, and we were encouraged to always consider others before ourselves. None of this was wrong, necessarily, but I hadn't developed certain life skills that would allow for healthy emotional boundaries and conflict resolution. Often times, my head wasn't in touch with my heart. I had a tendency to acquiesce to others' needs and ideas, without considering my own needs and opinions, thinking this is what Christian love looked like in relationship. In my training as a RN, these same habits were reinforced, leaving me limping in my personal life while succeeding professionally. My old coping mechanisms were not only proving to be ineffective; they were wreaking havoc in my relationships.

It was such a relief to have one-on-one time with another Christian woman who knew God's word intimately, had the same values as myself, and understood the inner workings of being a woman. It gave me a safe place to let down my guard while protecting the privacy of people involved.

Dawn intently listened, gently asked questions, and then guided me to relevant scriptures, shedding light on underlying issues I wasn't seeing clearly. She helped me parse out my own feelings and short comings while encouraging me to pursue my goals in a healthy way. We also worked through the actions I needed to take in obedience to God's word. She helped me see the lies I was believing about myself and others by mirroring the gospel message of grace and forgiveness. I looked forward to our time together but was also exhausted afterwards! It is hard work and is not a passive process. For me, it is like going to a gym to work out, but using emotional and spiritual muscles that are out of shape!

Dawn and I have gotten together over the years for different reasons. There are times when it's like a "heart tune up" and other times when I have needed an overhaul in revisiting bad habits creeping back into my life. No matter the reason, this "coaching" is not passive and it's not always easy but it is always good. Having someone who walks beside me in the love and grace of our Lord has been invaluable. It is not selfish "me-time," as I once thought. It has been a step of obedience in following my Lord and Savior so I can go back into my world of relationships and be more effective in sharing biblical love

and truth in the context my life. I will always struggle with certain sins and weaknesses because of how God has wired me, how I was raised, and my own sinful desires. But Dawn has given me a safe place to work on these issues and hammer out how to practically apply God's truth.

God has made us for community, and we need each other to grow, hence the "the body of Christ." It reminds me of the passage in Galatians 6:1. "Brothers, if anyone is caught in any transgression, you who are spiritual should restore him in a spirit of gentleness. Keep a watch on yourself, lest you too be tempted". It's not that I was purposely sinning but because of the emotional pain I was in, I couldn't see God's truth in any of it. I volunteered myself to Dawn's spiritual counsel and received the most gentle and humble guidance and correction. I will always be so grateful for this ministry of IBL. We are all a little broken, even as Christians. But we have hope because of His redeeming power. Sometimes we just need someone to remind us and give us a few tools to use it!

Anonymous
Author



Help for Volunteer Leaders

by: Cory Scheid

Five years after we planted Revolve Bible Church (RBC), we needed assistance as we planned for what the future would hold for our church. In those early years we committed ourselves to the authority of scripture as we looked to form the integral parts of our church. We studied biblical eldership and many other foundational elements of church as we sought to establish a polity rooted in scripture.

Once the foundation was established, we looked to the future with wonder as to what our Lord might do. In June of 2021, our church invited IBL to assist us with long-range ministry planning. They initially came to our church for a "Getting to Know You" weekend. During that weekend I asked Dave Deets to provide me with ongoing coaching while I served as the chairman of the elders. I wasn't sure what this would entail, but I knew Dave was going to help me with implementing some much-needed changes and additions for our elder team. What I did not expect is that in a short five months, God would be so kind to give me a lifelong friend through this coaching assignment.

Through IBL's ministry, we realized a need to define roles and expectations for each of our elders and ministry leaders. This enabled us to avoid unhelpful overlap and to all be on

the same page with one another. This was a fundamental shift in our leadership, and I needed help to see this through. Dave made himself available to me on a weekly basis as I looked to move this initiative forward. As I had more and more questions, he brought clarity in this monumental shift in our organization. Through our work with IBL, we (the elders of RBC) discovered that our lack of established roles and expectations produced unhealthy relational sin among us that had gone unnoticed. It went unnoticed because we had no frame of reference for relational sin versus healthy, biblical relationship within a leadership team.

Relational sin often rears its head when we have unspoken expectations and undefined roles. This is because we all have expectations for one another and roles that we think each other should be fulfilling. When those unspoken expectations go unmet, inner frustration looms. Most of the time, frustrations that we didn't even know about, were present. We thought we were a well-oiled machine. What we did not know is we were not working in full unison. We all held to the same doctrine, we all loved our people, and we all wanted to see our Lord glorified with all that we did. What would come next through my

coaching is new "norms" that would penetrate every area of our church and combat the pattern of relational sin.

"Relational sin often rears its head when we have unspoken expectations and undefined roles."

If you have experienced IBL in anyway, you have heard of these "norms." Shortly after Dave and I worked through these, I knew they would be foundational in every area of leadership at RBC. Our norms direct us to have an "open palm" and enter each conversation or decision with humility (1 Peter 5:5,6). They direct us to participate fully and be 100% responsible to the commitments we make (Colossians 3:27,23). They exhort us to utilize "gatekeeping" to ensure each person is contributing and no one is holding back from expressing ideas, thoughts, or concerns. (James 1:19,20). One of the most helpful norms has been to "play flat-out." This means that we work in each other's best interest (Philippians 2:3,4). We are also encouraged to have Spirit-Led actions (Galatians 5:22,23); to agree together via a manage-by-agreement tool; and to yield our personal convictions (Amos 3:3) as we seek to establish biblical unity.

Our final norm is to laugh together (Ecclesiastes 3:4). We review these norms together before every elder meeting and individually through our week. These norms have helped us function as a unified plurality more than we ever have before.

As lay elders, unlike staff pastors, we don't get many opportunities to connect with other pastors or organization leaders. This is what I value most from my experience of going through the coaching with IBL. We don't have the opportunity to reach out and network with other pastors because we just don't have the time. Now that I have gone through the coaching, I have earned a life-long friend, a mentor, a confidential counselor, and a brother. My specific coaching assignment has ended but there isn't a week that goes by where I am not reaching out for advice, counsel, or just to say hello. To my great surprise this friendship has become what is prescribed in Proverbs 27:17, iron truly sharpening iron.

Friend, if you find yourself hesitant to begin a coaching relationship with IBL, I implore you to seize the opportunity and receive the blessing the Lord will have in store for you. Whether you are a full-time pastor with such a full schedule that you couldn't imagine fitting in anything else, or you serve in a lay capacity with limited time for ministry, I am confident your co-laborers and flock will benefit when you embrace the opportunity to advance in your leadership through IBL's biblically-grounded coaching.

**Cory
Scheid**

Elder Chairman for
Revolve Bible Church,
San Juan Capistrano, CA



Biblical Perspectives on Coaching

by: Joel Tetreau

Merriam-Webster defines “coach” as, “a private tutor, one who instructs or trains.” When used as a verb, it means “to instruct, direct, or prompt, as a coach.” At IBL, one of our four services is focused on this powerful word – coaching.

How many of us have been impacted deeply by a coach? For most of us a coach was an athletic coach who oversaw the development of our individual skills and our understanding of the sport. He also guided the entire team, teaching us to operate with coordination and cooperation as we clashed on the field of competition with a determined opponent. In the ministry arena, we understand all too well that we face a determined opponent. And too many of us all too often experience defeat at his hands. Peter knew what it was to be sifted by the enemy; warning us that Satan seeks to devour believers (1 Peter 5:8). Paul reminds the church at Ephesus that Satan “schemes” against God’s church and her leaders (Ephesians 6:11).

I had several athletic coaches in my younger days that stand out in my mind. I loved soccer, basketball, baseball, and track & field in high school. Several of the noteworthy coaches from my youth have long ago passed on to eternity, but their impact on my life continues to this day. For example, John Fulmer was my first high school soccer coach. He was powerful, larger-than-life; and began coaching me when I joined the varsity soccer team in eighth grade at my moderate-sized Christian school. Coach Fulmer got into my head regarding my soccer kick. He told me two things that would change my success on the soccer field for the years that followed. First, he changed how I thought about my kick. Instead of kicking at the ball he coached me to kick through the ball. The resulting increase in velocity was shocking. Second, Coach John told me (and got me to believe) that if I wrapped my right foot in duct tape it would add even more speed and velocity to my kicks. While I’m now very sure this counsel was a mind game, it nonetheless was very effective. My “goals

scored” skyrocketed and in eighth grade I made the CSA 1982 Varsity All-Star Soccer Team. Coach John made me as tough as nails and fearless on the pitch. The lessons I learned through his coaching shadow me to this day: “quitters never win and winners never quit.” Oh man....

“At IBL our coaching ministry is a commitment to understand the specific challenges faced by God’s leaders; to reason with them regarding biblical truth and its practical application.”

Not unlike a track and field coach who invests in his runners, strengthening them in mind, strategy, and teamwork, God’s leaders are commanded to mentor younger men and women; individuals who will take the baton and passionately run the next circuit, based on the insights and encouragements of past generations of ministry leaders. In 2 Timothy 2:2 Paul instructs Timothy, “and what you have heard from me in the presence of many witnesses entrust to faithful men, who will be able to teach others also.” We often stop at verse 2 when speaking about ministry coaching or mentoring, but the passage goes further in verse 3, “Share in the suffering as a good

soldier of Christ Jesus.” I had just graduated with my doctorate in my mid-thirties when I was invited to be a part of the IBL Board of Directors. As I was first exposed to the concept of coaching (mentoring) I was enthusiastic as I envisioned sitting one-on-one and speaking into others’ lives. Oh, if it was only that easy! It is not. There is no way we can effectively accomplish 2 Timothy 2:2 unless we share in the pain and hurt of those we are coaching, as reflected in Paul’s instruction. This is Paul’s way of saying to Timothy concerning his coaching ministry, “Don’t just mentor them—suffer with them!” Well, who wants to do that?

At IBL our coaching ministry is a commitment to understand the specific challenges faced by God’s leaders; to reason with them regarding biblical truth and its practical application; and to journey with them as they experience victory and defeat in the day-to-day trials of personal life and ministry. Coaching is a ministry initiated and ordered by the client. Typically, they will reach out to IBL due to the specific challenges and uncertainties they are facing. Some coaching relationships are one-session events; others involve a series of coaching sessions every few weeks, monthly, or even quarterly.

The focus of coaching sessions is determined by the client and vary widely. It may relate to a struggling personal relationship with a spouse or family member. It might pertain to a difficult relationship with a staff or church member. It might focus on a strategic decision for which

the client needs help exploring options. It might focus on how best to advance the client's leadership team in some specific area, and any other topic for which outside counsel from a person with deep ministry experience will prove helpful. In some cases, a coaching ministry might transition into a counseling relationship, in order to serve the client through a more-directed ministry regarding deep spiritual struggles and harmful patterns. Most IBL coaching deals with skills and/or biblical advice needed by the leader to effectively complete a task, role, or calling.

The commitment we make to our coaching clients is that the issues discussed in sessions remain completely confidential. If IBL can serve you or others in your ministry, please reach out to us. It would be our joy to serve alongside you and help administer some well-placed duct tape around your kicking shoe!



Joel Tetreau

Director of U.S. Partnerships and Development, IBL

Will You Help?

IBL is Hiring

IBL is currently seeking an individual to oversee all aspects of our external communications, including branding, social media, and written content. If you know of someone who may be interested in this position, please have them contact Dave Deets at daved@iblministry.org for more information.

International Ministry

IBL is sending teams to Tanzania, Uganda, and India to conduct vision trips. Lord-willing, these exploratory trips will lead to ongoing training programs starting in 2023. Thus far, God has provided \$11,000 of the \$18,000 needed for these trips! For that, we praise God. However, we are still in need of the funds to cover the remainder of the costs. Would you be willing to make a contribution towards that fund? If so, please visit our website and click on the donate button and then choose the international training link

IBL Prayer Team

We are so excited about what God is doing through IBL in churches and individual leaders around the world. Yet, we cannot do this on our own in our own strength. Would you be willing to commit to praying each day for the team at IBL? If you would like information on specific ways you can pray for us, please contact Dave Deets at daved@iblministry.org

The Coach's Viewpoint

by: Dawn Phelan

Coaching other women is exciting and terrifying at the same time! Exciting because when God's word is brought to bear on the daily issues of life, God is glorified, we are healed, and we can experience the abundant life God has prepared for us as women. It's also terrifying because I do not go into the phone call, video meeting, or face-to-face discussion knowing what the other person will be asking me. Will I understand the issue? Will I be able to hear her heart correctly? Will I be able to recall what I need from God's word to help move her closer to where God would want her to be? The answer has always been "Yes, with God's help!" I can't tell you how often God helps me recall a story or a principle from His word which directly applies to the given situation. God equips us to do the work He has called us to do. For me, prayer and staying faithful to in-depth Bible study helps greatly with the coaching and counseling ministries God gives me.

Many have asked how "How is coaching different than counseling?" The heart of our counseling process is a week-long in-residence program for a leadership couple seeking help with recurring personal or ministry struggles. Through the leading of the Holy Spirit, we help our clients understand the heart-level dynamics giving rise to the harmful patterns they are experiencing. We spend many hours in God's word seeing what He says about those

patterns of thought and behavior. The counseling week is a directed process we oversee, for the benefit of our counselees, and involves assessments, interviews, exercises, formal teaching, and informal discussions. After the week-long intensive, there are twelve-to eighteen-months of formal follow-up counseling via videoconferencing.

Coaching is also a process of seeking God. However, a coaching session may be a scheduled appointment or a spur-of-the-moment engagement. Each session lasts sixty minutes to 1½ hours and is usually addressing a current pressing matter. Our coaching clients have control over the topic and agenda of each session. God's word (directly or indirectly) is discussed but no formal teaching is given. Ongoing coaching usually takes place bi-weekly or monthly, lasts for a several months, and includes some form of accountability.

Dawn Phelan

Ministry Executive, Counselor, IBL





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Here are some easy ways you can get involved and support IBL online



1. "Like" and follow our Facebook page. Visit "facebook.com/iblmistry" and click the "like" button. This is the easiest way to help us.



2. Use the "share" button on our Facebook post you enjoy. This will make more people aware of our ministry with God's leaders.



3. Leave a comment or send us a message. Giving us feedback encourages us and helps us refine our postings



4. Sign up for our newsletters. Email Dawn at dawnp@iblmistry.org or click on the contact link on our website; indicating your desire to receive newsletters.

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