

## **Equipping and Coaching Across the No Place Left Coalition**

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The goal of equipping and coaching across the “No Place Left” (NPL) coalition is to enable every believer at any level of influence or maturity to become fully confident and competent in making and multiplying disciples who form and multiply healthy churches for the glory of God until there is, in the words of the Apostle Paul, “no place left” without a witness to the gospel (Romans 15:23).

Equipping and Coaching is being done locally and/or at a distance with the use of various modes of communication. Usually there are three ongoing parts in the cycle of equipping and coaching:

1. **Training** - equipping with end vision, process, and tools.
2. **Assessment** - coaching to overcome obstacles.
3. **Strengthen and Encourage** - caring for and holding one another accountable.

Following is a brief overview of this equipping and coaching cycle. After the brief overview, a detailed explanation of the actual tools mentioned will be given throughout the remainder of the article.

**Training** - Training is primarily focused on equipping disciples with vision, process, and tools to see the kingdom come. We take disciples through the exact process and curriculum that we expect them to use with their groups and churches. We use Model/Assist/Watch/Launch (MAWL) and the Training for Trainers (T4T) processes in order to give structure and assessment in the training process. The time frame may span a matter of weeks up to several months. There

is a high expectation that the disciples/trainees reproduce what they have learned as soon as possible. We do not wait until the disciple has been through the whole training process before they get started. Instead we take a “learn by doing” approach having found that although it can get messy at times, the disciples are much better equipped in the long run.

During one-time training events and weekly meetings, the focus is specifically on empowering the disciples with three things:

1. Vision to see “no place left” without gospel witness.
2. A process to understand how the kingdom grows (4-Fields)
3. A leadership development tool used in meeting with disciples and churches (T4T 3/3’s).

These are not three separate trainings, but rather three intrinsically connected parts that build upon one other as new tools and lessons are added each week.

**Assessment** - Assessments are ongoing throughout the training process. There are both informal and formal assessments. Informal assessments are built into the training through goal setting and accountability in the T4T 3/3 process (see below). The formal assessment is known as Iron on Iron or IOI (see below). This is a collaborative assessment done monthly, quarterly, or bi-annually. It is meant to instruct, inspire, and encourage the disciple to continue to practice biblical principles and address problems in their ministry. The disciples are challenged to work on various action plans between assessments.

**Strengthen and Encourage** - This is the shepherding arm of our coaching. We believe the primary source of strength and encouragement comes from the group or local church body in which each disciple is a member (Hebrews 10:24-25). However, just as Paul and his apostolic

team would circle back around to strengthen and encourage the churches (Acts 14:22; 15:32; 1 Thessalonians 3:2) we do the same with the disciples in the coalition. We may address issues like discouragement, marriage, child rearing, conflict resolution, and so forth. We also want to celebrate the reports of what Jesus is doing in various ministries. Since most of these coaching sessions are done in community, they provide a great deal of cross-pollination between practitioners, further strengthening and encouraging them in their work.

### **Training and Coaching for #NoPlaceLeft**

**M.A.W.L** – This acronym stands for: Model, Assist, Watch, and Launch. We see this simple type of equipping and coaching throughout Jesus’ ministry and the ministry of His disciples in Acts. Throughout the event and weekly training meetings, everything taught is done so by *modeling*. In other words, “I do something simple and you watch.” After modeling the vision, process, and/or tool, the coach will then allow the trainee to *assist* him in reproducing what was just taught. As the trainee becomes more confident through the help of the coach, he will then reproduce the tool or skill all by himself while the coach *watches* without saying a word. After personal feedback by the coach, the trainee is *launched* out to reproduce the tool or skill on his own.

Depending on complexity of the skill or tool, and the learning capabilities of the trainee, the M.A.W.L. process can take anywhere from one day to several months. For instance, if a coach is training someone in prayer walking or sharing the gospel, the process may only span a few hours of time out in the harvest together. If a coach is training a person to lead an inductive bible study during a church gathering, this may require several weeks to M.A.W.L. If a coach is training a person to lead a mid-level training where they are equipping others in the vision, process, and tools, this could take several months to M.A.W.L.

From the scriptures we can look to both Jesus and Paul for great examples of every step in the M.A.W.L Process:

	Model	Assist	Watch	Launch
Jesus	Matt. 9:35-10	Mark 6:35-41	John 4:1-2	Acts 1:7-11
Paul	1 Cor. 1:11	1 Thess. 3:6	2 Tim. 2:2	Acts 20:18-38

**T4T** - This is an acronym that stands for “Training for Trainers.” The concept was popularized by the book entitled, *T4T: A discipleship Re-revolution*, co-authored by Steve Smith and Ying Kai. Some people wrongly assume that the concept is content-oriented. In the #NoPlaceLeft Coalition “T4T” simply means the 3/3’s leadership development process, which God is using all over the world to facilitate the exponential multiplication of His kingdom through Biblical, simple, and reproducing tools in the hands obedient disciples.

The 3/3’s process is a basic three-part meeting format that we use to meet with disciples one-on-one, in groups, in church, or even on leadership retreats. This process accomplishes weekly training, assessment, encouragement, and care. Some elements of the process that may be very familiar, and others may seem foreign to typical Western gatherings. The diagram below outlines the T4T 3/3’s process:

<b>LOOK BACK</b> <u>FIRST THIRD</u>	<b>LOOK UP</b> <u>SECOND THIRD</u>	<b>LOOK AHEAD</b> <u>FINAL THIRD</u>
1. PASTORAL CARE - How are you doing?  2. WORSHIP  <b>3. <u>ACCOUNTABILITY</u></b> - <b>Follow Jesus</b> – How are you obeying the	5. NEW LESSON Short-term reproducible discipleship lessons  Then, long-term self-feeding discipleship lessons	<b>6. <u>PRACTICE</u></b> the lesson  <b>7. <u>SET GOALS with PRAYER</u></b> for each other - <b>Follow Jesus?</b> - <b>Fish for people?</b>

<p>Word we studied?</p> <ul style="list-style-type: none"> <li>- <b>Fish for people</b> – witness, training, training trainers</li> </ul> <p><b>4. VISION CASTING</b></p> <ul style="list-style-type: none"> <li>- for what they can be and do</li> </ul>		
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You may notice the 4-parts **bolded** in orange: Accountability, Vision Casting, Practice, and Goal Setting. These are the parts most Western discipleship gatherings overlook in participating with the Spirit’s work of multiplication. Ying Kai credits the creation of this process particularly to Matthew 28:18-20. Jesus says in order to make disciples we must, “teach them to *obey* all He commanded.” This is a glaring mishap in most discipleship programs. The content is great, the care is great, but there is hardly ever accountability or goal setting with the focus on *obeying* Jesus in measurable ways. Jesus said that if we love Him, we must obey Him (John 14:15). Secondly, Jesus was constantly giving big vision for His kingdom to come throughout the whole world: “Go, make disciples of all nations...” This is essentially what the *vision casting* piece each week accomplishes. It is a simple reminder that can take 5 minutes or less reminding us why we are disciples, who God wants us to be, and what He wants us to accomplish here, there and everywhere. Finally, there is a *practice* time. Whatever is learned is practiced. If disciples are not given an arena in which they can practice what is taught, then it becomes very difficult for us to expect them to reproduce and multiply.

**WIGtake End Vision** - “What’s it going to take” to see that every person in a target area or people group hear the Gospel and have opportunity to respond? What’s it going to take to disciple thousands or even millions of believers to grow in intimacy and obedience to Christ?

What's it going to take to advance Christ's kingdom until there is "no place left"? What's it going to take to see that there is a healthy church within close proximity to every person on the planet? This is *WIGtake*, God-sized, Kingdom-minded vision. It is vision that lines up with the Father's heart, who "...not wishing that any should perish, but that all should reach repentance." (2 Peter 3:9). This type of God sized vision should be given to every disciple simply and consistently.

**4-Fields** - Four fields of kingdom growth outlines the basic process of how the Kingdom grows. This process is outlined in many of Jesus' agricultural-based parables, but particularly in Mark 4:26-29. This parable illustrates the high value activities that Jesus prioritized throughout His three years of earthly ministry. First, like the farmer, Jesus entered into the empty field looking for God prepared people. Second, like the farmer, Jesus casted the seed of God's Word by proclaiming the Gospel of the Kingdom and calling people to respond. Third, like the farmer, Jesus tended to the growth which God caused by His Spirit. He insured His disciples' growth by calling them to follow, love, and obey Him, while transforming them into fishers of people. Fourth, like the farmer, Jesus gathered the harvest of disciples together; He did not simply disciple people one-on-one, but formed communities of faith everywhere He went. Fifth, like the farmer, Jesus had a product that could be reproduced in the seasons to come. From the harvest came leaders who reproduced the kingdom when Jesus left.

These five parts of Jesus' kingdom ministry are illustrated by the 4-Fields. We see the disciples in Acts setting their hands to the very same five parts and thus seeing the church expand throughout the entire Roman empire and beyond.

By teaching the 4-Fields (and 5 parts) to our disciples, we are helping them understand their need for tools to make disciples at every point of the process. Moreover, 4-Fields is a

coaching and assessment tool enabling leaders to identify where they are in the Kingdom growth process, including how to overcome seasons of unproductive ministry. Each field represents a different question, and thus a different tool:

*Field 1:* How will I engage the harvest, who will I go to, and who am I looking for?

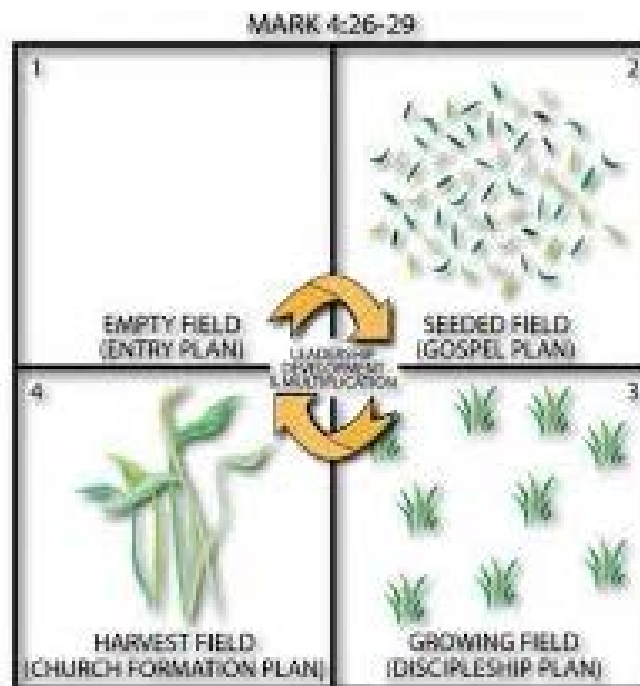
*Field 2:* What will I say concerning the Gospel message, and how will I call people to respond?

*Field 3:* How will I participate with the Spirit in making disciples who intimately love and obey everything Jesus says?

*Field 4:* How will I gather these disciples together to form new churches, what is a church, what does a church do?

*Field 5:* How will I identify, develop, and mobilize leaders who can lead these churches, and who can multiply the kingdom into the next empty field?

Following is a diagram used in #NoPlaceLeft 4-Fields Training:



## **An Outline for “Iron-On-Iron” (IOI) Training**

**IOI** - This is an acronym that stands for “Iron-On-Iron.” (Prov 27.17, 1 Tim 4.16, Prov 27.23) Although much of the informal assessment of a disciple or leader’s work is ongoing weekly with the use of the T4T 3/3’s process; the use of an IOI is very helpful when trying to overcome obstacles in the work. This is not meant to deflate or inflate, but inspire, instruct, and encourage. An Iron-On-Iron is a coaching meeting that follows a similar format as the T4T 3/3’s process. IOI is usually done with leaders (disciples who now have their own new believers, groups, or even churches). IOI can be done one-on-one or in a group of no more than 4 or 5 (for the sake of time constraints) once every 2-4 months. Below is a detailed outline of the IOI process:

- **Prayer (1-2 min)**
- **Ground Rules (3 min)**
- **Presenter (15-25 min):**
  - How are you Abiding in Christ?
  - What do they see God doing, what is encouraging about the work? (Generational Map)
  - And where are they stuck, or what is discouraging?
- **Group / Coaches (15-25 min)**
  - Celebrate / Affirm God’s work
  - Clarifying Questions concerning the 4-fields strategy
  - Constructive Feedback
- **Presenter (10-15 min):**
  - Presenter makes Action Plans (2 or 3)
  - Group prays and commissions presenter.

**Prayer:** Begin the time with prayer.



**Ground Rules - Facilitator (3 min):** Before the IOI begins, one person will be appointed as the facilitator, and another appointed as a time-keeper. The facilitator will remind everyone of a few things. First, every participant must “check their ego at the door.” If sharpening is to happen, then every person must posture themselves with humility, especially the leader that is presenting their work. Second, the presenter will be reminded to speak in specifics of what they see God doing, or where they are stuck, not generalities. It will be difficult to celebrate or coach a leader if they are not presenting specifically what is going on. Finally, everyone participating in coaching the presenter will be reminded that it is the *plan* or *strategy* they should be critiquing, not the presenter’s character. Each person in the group is committed to be a good listener and take notes.

**What is Jesus Doing and Where are you Stuck - Presenter (15-25 min):** During the first part of the IOI, similar to the 3/3’s process, the leader (or presenter) will share with the group two main things: What do they see God doing, what is encouraging about the work? And where are they stuck, or what is discouraging? This first part of the meeting can last anywhere from 15-25 minutes depending on how many people need to present, and how much time has been allotted to the IOI. Facilitators will ask about the presenters Abiding in Christ (The Word, Prayer, Faith, Obedience, Key Relationships, Gospel Shares). When presenting “what God is doing” and “where are you stuck”, the presenter will talk through their generational map of disciples and churches. If the goal is multiplying disciples and churches, then the use of generational map will easily show where the work is succeeding and where it is stuck.

**Affirmation and Clarifying Questions - Group or Coach (15-25 min):** During the second part of the IOI, the group will celebrate and affirm all that God is doing in and through this leader. This time of affirmation will then be followed by a time of clarifying questions. The questions

asked by the group will be in regards to the presenter's strategy or implementation. It is helpful to ask questions in regards to the four-fields strategy. The main goal of these questions should be to help the presenter discover a simple biblical solution enabling the leader to overcome the obstacles preventing the kingdom work from moving forward.

**Encouragement, Feedback, and Prayer - Presenter (5-10 min):** During the third part of the IOI, the presenting leader is encouraged to make a specific plan that can be accomplished over the next 10 days, as well as a specific plan that can be accomplished over the next 6 months. After making these action plans the group will lay hands on the presenting leader and pray for them. If there is more than one leader presenting their work then the next person will begin. The previous leader presenting, then becomes the facilitator of the next presenter. Taking turns facilitating an IOI will insure the reproduction of Iron-on-Irons down the line of generations birthed through these leaders.

### **Distance or Online Coaching Tools**

Many practitioners have found it beneficial to train and coach disciples online. Presently the No Place Left coalition is coaching multiple movements around the world using simple technology. This has led to generations of healthy disciples and churches. The use of online coaching also gives a follow up strategy to short term mission trips. The most common platforms used for this type of training and coaching are Zoom and Google Hangouts. You don't have to be a tech guru to use these platforms. Most are very easy to use and available free of charge.

Global communications via the internet and mobile phones has increased our ability to train and coach through the following venues: Facebook, Facebook messenger, twitter, Instagram, YouTube, GroupMe, WhatsApp, Google+, Google Hangouts, Snapchat, Facetime, Zoom, Voxer, GotoMeeting, Podio, etc...

### **Tips for online Coaching -**

- Be a good listener
- Ask questions (even to answer questions)
- Verify understanding through feedback
- Take notes
- Find the positives first
- Be brief
- Be on time
- Address one problem at a time
- When giving advice start with Jesus, then the Apostles, then the greater context of Scripture
- Know your technology and how to trouble shoot
- One on one is good but coaching in small groups and churches has greater impact.

If you want to learn more about online coaching, learn to coach, or get coaching for your own ministry, simply go to <http://noplacelleft.net/contact> and fill out the contact form.