

# #SquadGoals: How to build a Dynamic, Productive and Fun Coaching Team

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**Mobilize  
More**  
Support Raising  
Leaders Conference  
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Description: Congrats-- you have some people who've said "Yes" to coaching-- how do you help them get started? How will you guide them to be successful? How will you work together as a dynamic, productive team who are impassioned about the work they do? What are the things they need to know as they dive into MPD coaching? What does accountability and feedback look like? How will you develop your team of new coaches?

## 2 Key Areas of Focus for this Workshop:

1. Helping your new Coaches gain confidence and successfully launch their coaching ministry
2. Growing & working together as a dynamic, productive team—impassioned for the work of MPD Coaching

## **Part 1: Helping your new Coaches gain *Confidence* and *Successfully Launch* their MPD Coaching Ministry**

### A Clear & Compelling Mission, Rally Cry and Vision

1. Discuss in Pairs: *Share with the person next to you the Mission & Vision for your MPD Coaching role.*

- a. MPD Mission Statement:
- b. Rally Cry:
- c. Vision (the WHY):

2. Discuss in Pairs: If you are an experienced coach—think back to when you first began coaching:

*What was it that helped you launch out with confidence in coaching other staff in MPD?*

### 3. Equipping Your New Coaches

- School of Coaching (and the Coaches Playbook)
- Job Description
- MPD Coaches' Core Commitments
- Bi-Monthly Coaching Huddles
- Slack Community
- Case Scenarios
- Mentoring (1 on 1)

#### 4. The 8 Roles of an MPD Coach

First 5: Who we Are, The Last 3: What we Do

Who we are:

S =

S =

S =

S =

S =

What we Do:

S =

S =

S =

### **Launching Well in MPD Coaching:**

#### The Coach's Toolbox

- The Coaches Covenant
- Weekly Reports & Accountability
- The MPD Evaluation Process
- Skill Training

The best tool: →

## 8 Key Components of a Coaching Call

Discuss in Pairs: *What should you aim to include in every coaching appointment you have?*

## **Part 2: How to Build a *Dynamic, Productive, and Fun* Coaching Squad impassioned for the work of MPD Coaching**

Aligned together around a Clear & Compelling Mission, Rally Cry and Vision

### 6 Critical Questions

1. Why do we exist?
2. How do we behave?
3. What do we do?
4. How will we succeed?
5. What is most important, right now?
6. Who must do what?

### 1. Building Community through Connecting, Communication & Assessments

Ideas:

### 2. Intentionally Developing Your Squad Members

Ideas:

### 3. Celebrating & Recognizing Your Squad Members

Ideas:

# MPD COACH JOB DESCRIPTION

To Equip and Inspire Laborers to be  
Christ Centered, Fully Funded, Financially Faithful

## **Purpose:**

- **Christ Centered:** Inspire staff members to become laborers who trust God for financial provision no matter the circumstances.
- **Equip Laborers:** Train and coach staff members in the skills that enable them to successfully raise and maintain their full support so they may be effective in their ministries.
- **Financially Faithful:** Train and coach staff members in the skills that enable them to be good stewards of the funds God provides through MPD.
- Foster a healthy MPD and stewardship culture within your ministry.

## **Vision:**

- Make a significant contribution for the fulfillment of the Great Commission by equipping laborers to be fully funded and financially-faithful.
- Help staff members experience the Lord's love, provision and faithfulness (Philippians 4:19).
- Shepherd and encourage people through a season of character development and refinement in preparation for, or continuation of, ministry (Psalm 78:72).
- Help staff members grow in their faith in the Lord (Hebrews 11:1-6).

**Scope:** All staff members in your ministry assigned to you by your leadership.

**Term of Commitment:** New coaches are expected to make a three-year commitment to coaching.

**Reports to:** Your ministry's LDHR director. Works closely with your ministry's MPD Director (if your ministry has one), with other ministries' MPD coaches and the National MPD director.

## **Personal Benefits**

- A. Grow in your personal MPD and stewardship.
- B. Develop skills in training, shepherding, and coaching, others.
- C. Witness the Lord's faithfulness and specific answers to prayer.
- D. Enjoy helping people experience the Lord in new ways.
- E. Camaraderie with other coaches around the nation.
- F. Direct involvement in unleashing wealth for kingdom work.

## **II. Core Competencies.**

### **A. Personal Skills and Abilities.**

1. **Great Commission Focus:** Maintains a strong focus upon the Great Commission. Committed to the integral role of equipping and inspiring laborers to be Christ centered, fully funded and financially faithful so they can be effective in ministry.
2. **Cru Focus:** Understands Cru is not just our name but also a reflection of who our organization is and what we do. We are a caring community passionate about connecting people to Jesus Christ. Every U.S. staff member is a Cru staff member and every ministry is a Cru ministry. Is able to coach out of this paradigm.
3. **Stewardship:** Understands God's gift of time, talent, and treasure and seeks to live as a steward of God's resources. Cultivates a heart for generous giving. Demonstrates the ability to live within means, save for future needs.
4. **Self-Motivation:** Initiates and maintains the energy and focus needed to reach a goal and complete a task or project.

5. **Organization:** Systematizes his or her work and area of responsibility.
6. **Common Sense:** Makes sound, realistic judgments and decisions; avoids consumer debt and employs some form of personal budgeting.

**B. Qualifications.**

1. **Number of years as a staff member to qualify as an MPD coach:** A period of two years must transpire from when the staff member finished raising his/her initial support and reported to his/her assignment.
2. **Models personal commitment and ownership of his/her own MPD.**
  - a. Personal MPD is at Level I and is at or moving toward Level II.
  - b. Models consistency in ministry partner cultivation through monthly communication with ministry partners.
3. **Basic Computer Skills:** Has a basic proficiency for MPDx and TntMPD, Google Docs, Word and Excel.

**C. People Skills and Abilities.**

1. **Handling Policies and Guidelines:** Is aligned with MPD policies and guidelines and can interpret and apply them in varying situations.
2. **Shepherding and Encouragement:** Has the ability to come alongside people to encourage them to take a course of action. Builds up others by identifying and affirming their character qualities, abilities and accomplishments.
3. **Confrontation:** Communicates the truth about a person's actions in a spirit of love.
4. **Training Skills:** Can train others in MPD skills and help them successfully perform well in MPD.
5. **Tracking/Follow-Through:** Establishes procedures for monitoring and evaluating processes and activities of those he/she supervises.
6. **Servant Leadership:** Motivates and leads others to accomplish a goal through seeking knowledge of individuals' needs, giving practical help and modeling by example.
7. **Listening:** Concentrates on what another person is saying and seeks to understand his viewpoint.
8. **Concern** for all staff members to be at least at Level 1 support.
9. **Communication ability** on phone, one-to-one, in small groups, and through email.
10. **Stewardship.**
  - a. Able to list and explain priority uses of money in appropriate order.
  - b. Able to help others develop personal spending plan and systems for tracking spending.
  - c. Able to help others apply a debt snowball approach to paying off debt.
  - d. Able to discuss car buying options with new staff. Helps new staff member trust the Lord to be able to pay cash for their next vehicle.
  - e. Able to encourage staff to take advantage of the free financial planning benefit offered by the Ronald Blue and Co. and discuss the necessity for financial planning for life after 65. Knows how to walk staff through the steps to sign up for the benefit.

**III. On-Going Responsibilities.**

**A. Senior Staff Members Coaching Responsibilities (if applicable).**

1. Weekly time commitment for Part-Time MPD coaches:
  - f. Minimum of four hours per week.
  - g. Coach at least three senior staff members at a time.
2. Ensure all senior staff members assigned to you raise their full support (at least Level 1).
  - a) Track them in their progress

- b) Counsel them in MPD goal setting helping them make goal adjustments for things such as marriage, birth of a child, change in cost of benefits, etc.
- c) Provide regular encouragement and support in an environment of grace and truth.
- 3. Assist staff members in personal financial stewardship or direct them to others who can.
- 4. Enforce national MPD reporting policies.
- 5. Work with your ministry's LDHR director; make recommendations in all placement processes (summer and ministry) regarding support development and timing recommendations.
- 6. When a staff member transfers into your ministry, adjust support goals as needed.
- 7. When a staff member you are coaching transfers to another ministry, provide ministry's coach with any information about the staff member to help the coach in coaching the staff member.
- 8. Keep a record of the staff members you are coaching and provide a monthly report to your MPD director and LDHR director.

**B. New Staff Members Coaching Responsibilities (if applicable).**

- 1. Weekly time commitment for Part-Time MPD coaches:
  - a. Minimum of four hours per week.
  - b. Coach at least three new staff members at a time.
- 2. Pre-New Staff Training.
  - a) Connect by phone with new staff member applicants as soon as they are accepted.
  - b) Begin the coaching process, using Pre-NST MPD Package and ensure all assignments are completed before attending NST.
  - c) Ensure new staff members raise full support for New Staff Training.
- 3. Post New Staff Training.
  - a) Ensure all your new staff members raise full support prior to reporting and provide regular encouragement and counsel in an environment of grace and truth.
  - b) Have standing phone appointments every two weeks and keep record of conversations.
  - c) Adjust support goals as necessary (change of assignment or status, benefits increase, etc.).
  - d) Help new staff members implement the stewardship principles they were taught from the Freed Up Financial Living training they received at the MPD Follow-Up Conference.
  - e) If a new staff member on initial MPD transfers into your ministry from another ministry, adjust support goals, if necessary.
  - f) If a new staff member on initial MPD transfers to another office or ministry, provide that ministry's coach with any information about the staff member to help the coach in coaching the new staff member.
  - g) Work with directors regarding new staff members' activities/ministry visits, etc.
  - h) Consult with HRD/LD or MPD Director when necessary for challenging situations
  - i) Evaluate progress and implement MPD Evaluation Process when necessary.
  - j) Keep a record of the staff members you are coaching and provide a monthly report to your MPD director and LDHR director.

**C. Spokesperson.**

- 1. Align leadership and staff members with national and ministry MPD policies.
- 2. Present individual problems as well as ministry MPD concerns and opportunities to HR/LD leadership and ministry directors.
- 3. Field questions and concerns from staff members' ministry partners when they contact Cru about the staff members they support.

**D. Personal Development.**

1. All new coaches must attend the MPD School of Coaching before they begin coaching. The SOC combines classroom training along with New Staff MPD Training.
2. Within the first year following the SOC, all new coaches must complete the Financial Peace University online course.
3. Within the first year following the SOC, all new coaches must attend an MPD Follow-Up Conference.
4. Participate in a Coaches' Huddle. Huddles meet at least once per month by conference call. The purpose of the Huddle is for the professional development of the coaches, to be in community with other coaches and keep abreast with current MPD emphases and best practices.
5. Within one year of the SOC meets with a representative of the Ronald Blue and Co. to evaluate and plan for life after 65.
6. Attend the biennial MPD Coaches' Forum. This conference is for all MPD coaches in the United States and will hone your coaching skills and give exposure to the latest tools and resources. (Mothers of young children may be excused if their family needs prevent attendance. This will be decided on a case-by-case basis.)

**E. National Involvement.**

1. Communicate as needed with your ministry's Director of MPD and/or the National Director of MPD.
2. Staff at least one New Staff MPD Training every three years, so as to remain current with best practices.
3. New staff member MPD Follow-Up Conferences.
  - a) Attend an MPD Follow-Up Conference within one year of completing the School of Coaching.
  - b) Ongoing involvement in MPD Follow-Up Conferences:
    - (1) Full-time MPD coaches assist every year.
    - (2) Part-time MPD coaches assist when available.

# MPD: Mission | Values | Commitments

**MPD Mission Statement:** *To Equip and Inspire Laborers to be Christ Centered, Fully Funded, Financially Faithful.*

**Our Rally Cry:** *All Staff, Fully Funded, Fully Engaged in the Mission!*

**Our Vision (Our Why):** *To make the Gospel Inescapable on every High School and College Campus!*

## Core Values

- ⇒ Biblical and Principle-Based Practices and Policies
- ⇒ Empowered and Inspired Leaders
- ⇒ Competent Coaches
- ⇒ Rich Coaches' Community
- ⇒ Healthy MPD Culture
- ⇒ World-class, Contextualized Training, Materials and Tools
- ⇒ Highly Responsive Customer Service

## Coaches' Core Commitments:

- ⇒ Point People to Jesus (Spiritual)
- ⇒ Focus on the Great Commission (Missional)
- ⇒ Lead by Example (Leadership)
- ⇒ Make it Better (Personal and Organizational Development)
- ⇒ Engage in our Coaches' Community (Communal)



# MPD Covenant Between Coach and New Staff Member

## New Staff Member



As a new staff member raising my initial support I commit myself to the following:

1. I will be available for our phone appointments. If an extenuating situation arises, I will call or e-mail you before our appointment to ask to reschedule it.
2. I will complete my MPD Weekly Update every week and submit it by Sunday midnight.
3. I will follow through with what you ask me to do.
4. I will let you know if you say something that hurts me or angers me. I will also let you know if I disagree with you. I commit to keeping a "short account" with you.
5. I will get your approval for any travel, conferences, and retreats, and any other non-MPD ministry activity (i.e. weekly meetings, staff planning meeting).
6. I will talk with you before taking another job.
7. I will trust God to meet all of my needs. If I had debt before coming on staff, I will not increase it.
8. I will consult with you first before making any major purchases.
9. I will believe the best in you.
10. I will work hard and consider MPD a full time job (40+ hours each week).
11. I will do a prayer letter each month and e-mail you a copy.
12. I will take some time off each week.

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New Staff Member's Signature

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Date

## MPD Coach



As your MPD Coach I commit myself to the following:

1. I will believe the best in you.
2. I will keep you accountable.
3. I will pray regularly with you and for you.
4. I will be available for our phone appointments. If an extenuating situation arises, I will call or e-mail you before our appointment to reschedule it.
5. I will speak the truth in love even if it is hard.
6. I will let you know if you say something that hurts or angers me. I commit to keeping a "short account" with you.
7. I am available for your questions.
8. I will rejoice in God's provision and celebrate with you.

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Coach's Signature

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Date