

# Handbook for Spiritual Leadership Training

## Correcting Ministry Performance

### Discussion Handout For Long Distance Learning

#### ***Week/Session 3 – “We have a problem and I think it’s me.”***

***Before your coaching session:*** Be sure and read the entire article, *Correcting Ministry Performance*. Pay particular attention to the “Fable” in the Fundamentals section. In there is a conversation between Lead Pastor John Forsberg and leadership coach, Lew Merton. Review the dialogue again. At the end of the conversation John realizes he must have a meeting with Brad, Children’s Ministries Pastor.

*If you were John Forsberg, how would you define the problem?*

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*As John, what would you do to prepare for the meeting?*

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*Does this appear to be an “Oh, by the way....” Meeting? Why or why not?*

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*Is this meeting an Encouragement, an Exhortation, or a Correction meeting? Explain.*

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*If you were Brad, what would be your reaction to a Correcting meeting with John?*

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## Typical Responses Based on T'E Options

Correcting Tool	Transactional	Transformational	Empowering
Encouragement			
Exhortation			
Correction			
Reproof			
Rebuke			

*In the third section of the article, Practice, Hints and Helps for Correcting Ministry Performance there is a chart. Looking at the "Typical Responses Based on T'E Options chart above (T'E refers to transactional to empowering process styles) what would be the opening conversation with Brad if it were to be done in a Transactional style?*

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*Is there ever a time when Transactional would be the preferred response to Brad's performance?*

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*What would the opening conversation sound like if you were to use the Transformational style?*

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*When and why would you use Transformational instead of Transactional?*

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*What would the opening conversation sound like if you were to use the Empowering style?*

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*When and why would you use it instead of Transformational?*

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What would be some examples of behavior when Brad would need a correction/spur?

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Is there a point where you could foresee this scenario ending in a rebuke? What would it look like?

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If you were John, what do you think you would need to do to make sure this scenario didn't happen again with Brad or any other staff member?

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If John's board of elders or presiding bishop/superintendent were aware of John's performance, what, if anything, could or should be said? What kind of correcting would be appropriate?

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		Correcting Roles				
Process		Encourager	Mentor	Coach	Supervisor	Pastor
Coaching Tools	Encouragement	X	X	X	X (Appraisal/Commendation)	X (Intentional)
	Exhortation/Spur	X	X	X	X (Appraisal)	X (Counseling)
	Correction/		X	X	X (Reprimand)	X (Counseling)
Disciplining Tools	Conviction/Reproof/Refute			X	X (Suspension/demotion, possible dismissal from ministry)	X (Strong warning/removal from ministry with elders and deacons)
	Rebuke				X (Definite dismissal)	X (Strongest reprimand, potential disfellowship)