

# The Shift Pathway Year-long Map

**The Shift Pathway** – *Experiencing and being equipped using Jesus’ method and model of being and making a disciple of Jesus.*

Over the course of a year, you will be part of a coaching cohort built on relationships. Your Shift group will be facilitated by a seasoned coach. You will journey alongside peers in similar roles as you learn and practice being a relational disciple maker of Jesus. No gimmicks, no programs; just passionate ministry teams focused on making disciples of Jesus in real relationships with disciples who leave a mark on their communities!

Building upon the time tested and proven methods of Jesus you will discover new ways to support a disciple making culture in your own backyard.

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### **The Philosophy Behind the Shift Pathway**

Change begins with you! Your growth as a ministry leader progresses across this continuum:

- **You:** "Change begins with me." This is the mindset of growth, especially when leading others, while intentionally shifting culture. The Shift Pathway equips ministry leaders to self-reflect and grow first as an authentic disciple maker. Once you have experienced being a disciple maker of Jesus you are then prepared to begin to shift the culture in your team and church to that of becoming and maintaining one of relational discipleship.
- **Your Team:** Strategic plans, steps, and best practices guide you to capably begin to shift the environment in the ministry team you lead.
- **Your Ministry/Church:** Discover strategic ways to relationally engage with each person from the moment they walk through the door of your church or enter your ministry. Your experiences are geared toward application that results in progress seen in the transformation as individual leaders, as teams, and across the ministry as we set the DNA to do what Christ calls us to: making disciples of Jesus.

### **What You'll Be Challenged To Do**

- **Assess culture:** examine and assess your current ministry culture and personal leadership through the lens of God’s mandate for relational discipleship.
- **Understand healthy relationships:** have a clear understanding of healthy relationships and the different applications as they connect to making disciples.
- **Develop and execute a plan:** develop and begin to execute a plan to shift the culture of your church to a relational disciple making church.
- **Filter and plan:** filter your current church and leadership structure through a relational filter and develop a plan for alignment.
- **Define alignment:** define what relational, organizational, theological and philosophical alignment looks like in your context.
- **Grow as a leader:** grow in your skill set to lead, regardless of your ministry position or context.

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## RDN SHIFT PATHWAY COACHING...HOW IT WORKS

### 4 Milestones in the Shift Coaching Pathway:

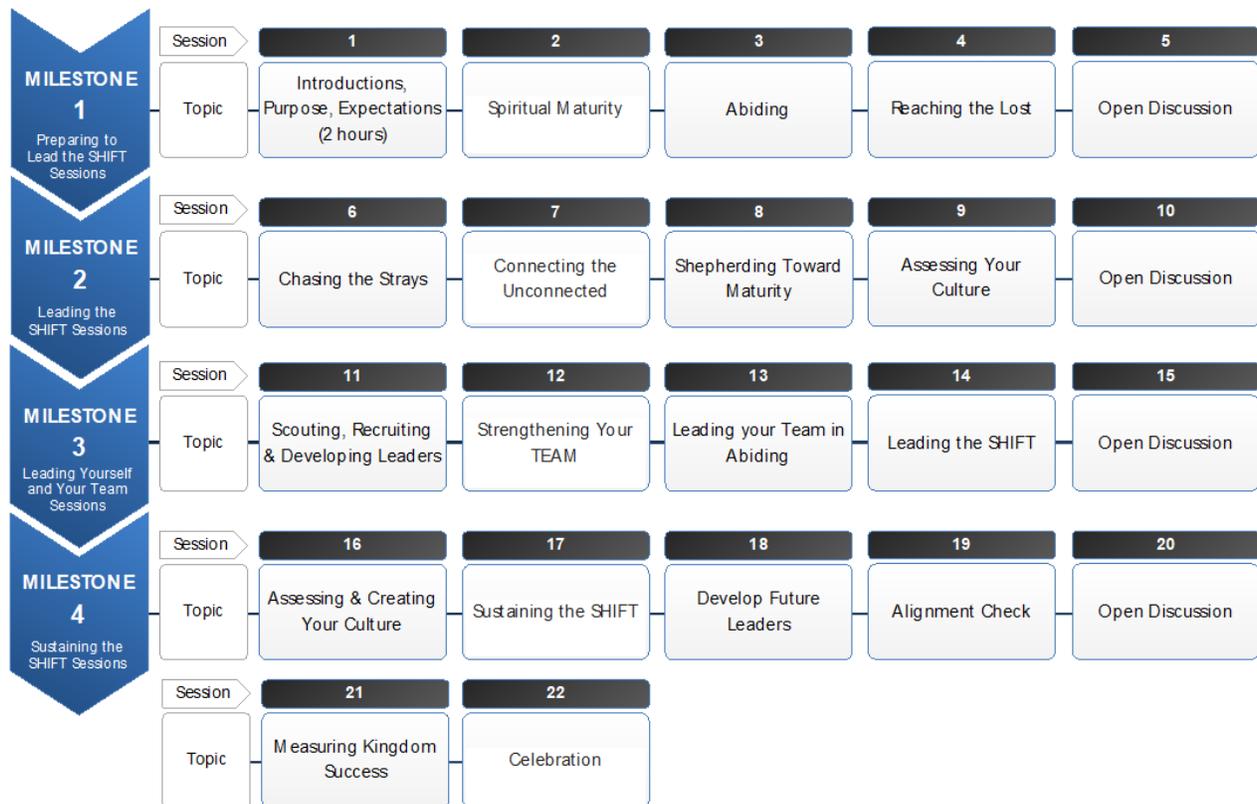
1. Your Readiness to Lead the Shift
2. Preparing to Lead the Shift
3. Leading Your Team
4. Sustaining the Shift

**22 Coaching sessions that build upon one another mark your way in your Shift Coaching Journey.**

Your self-reflection and commitment to the process will be essential elements as you journey toward your desired destination of shifting your leadership, team, and ministry to relational discipleship.

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### SHIFT SESSIONS AT-A-GLANCE



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### Coaching via Web Meetings

Coaching sessions occur via Zoom Meeting twice a month. Each Meeting lasts 1 ½ hours. Your Shift Coach will provide a link to your Zoom Meetings.

### Coaching is Real-time Conversation

Coaching Sessions may include:

- Great questions from your coach!
- Trouble-shooting some real-time obstacles to the execution of shifting and/or maintaining your culture.
- Dialogue on the topic of the day with your cohort.
- Practical insights shared from the experience of your coach.
- Crafting clear next steps to implementing the topic of the coaching session in the form of an Action Plan.

### Resources

Some of the resources (books, e-books, or pdfs) used or referenced over the duration of the year's journey:

- Bible
- *Discipleshift*, Putman, Harrington, Coleman
- *Leading the Discipleshift Workbook*, Guindon, Yetter, Wigton
- *Conversion & Discipleship*, Bill Hull
- *Stay the Course: 7 Essentials*, Brandon Guindon
- *The Power of Together*, Jim Putman

### Every Session Includes:

Three areas of preparation for each of your coaching sessions are required. As a result of engaging with each, you will be equipped for maximum growth in your coaching sessions. Moving from Head, to Heart, to Hands you will experience a natural progression to apply your learning in real life and ministry.

**Head:** This part of each Session's preparation focuses on content for the purpose of understanding. Sometimes it may include key concepts or material that will aid you in gaining an intellectual backdrop for application. Often there may be a short video from an RDN member to provide personal insights regarding content.

**Heart:** Prior to each coaching session, completing activities presented in this area is geared toward preparing your heart for what God has for you in your next session.

**Hands:** This is the "action" component where you will be challenged to do certain activities and focus on applying your learning. From completing certain tools, sharing and interacting with your group members in discussion posts, completing your personal Action Plans and interactions with those God has put in your sphere of influence, you can count on being challenged to live what you learn.

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### **Between Sessions**

Real growth most often occurs between coaching sessions rather than during; coaching sessions are part of the process, not the system itself. The head, heart, hands approach is used with the activities/exercises between session as well.

Exercises/Activities during the 14 days between coaching sessions include application across these domains:

- Self and Family
- Staff / Team / Key Volunteers
- Congregation / Care
- Ministry Planning / Events

Your assignments and Action Plans to complete between coaching sessions may include things like:

- Watching a video
- Reading a pdf/book chapter/blog post/e-book, etc.
- Completing an assessment or inventory
- Writing from journal prompts
- Interviewing specific people
- Creating a self-video for sharing with cohort
- Posting in a Discussion Forum:
  - your ideas and learning
  - questions
  - sharing feedback on results from Action Plans

### **Weekly Time Expectations: About 4 Hours Per Week**

Shifting your culture requires time and commitment. In the 80 hours between coaching sessions (every other week), group members can count on about 10% of their work (about 4 hours each week) focusing on a variety of learning experiences in the Shift Pathway to intentionally grow and enhance their disciple-making ability.

### **Expectations of:**

**You** - Being committed to the coaching process, preparing for each coaching session, expecting God to transform you, and respecting each person in your group.

**Your Cohort** - Self-management in the virtual coaching environment is expected of all members; time limitations require self-awareness on the amount of time and focus each person shares in coaching sessions. Participation, confidentiality, and respect for all are desired.

**Your Coach** - Being prepared, listening deeply, asking great questions, and facilitating dialogue are expectations of your coach. Being a continual learner, using Scripture as the reference for all discussion and growth, and engaging with the group with respect and integrity are attributes you can expect to see in your coach. Being transparent and vulnerable with their own experiences as they continue to grow as a disciple maker will be modeled by your coach.

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**All:** Treating every coaching session like a million-dollar appointment is the key to a successful coaching experience. When that happens, all members and the coach show up prepared, on time, and fully engaged. Please be thoughtful when selecting the location and environment you log in from. Background noise and distractions will impact the meeting environment. A closed-door office space is a great location to log in from – your local coffee shop is not.

**Note:** An agreement of Coach Commitments and Participant Commitments will be covered during your first coaching session.

### **After Shift Pathway Registration...**

Once you have registered for coaching in the Shift Pathway, a few things occur.

- 1) RDN will strategically assign you to a group based on information gathered from your registration.
- 2) You will receive additional information via email from RDN.
- 3) You will receive a welcome call from your Coach.
- 4) You will be notified of the start date of your Shift Coaching group once your group has filled.
- 5) You will need to complete your registration payment if you only paid the deposit.
- 6) You will receive your Initial Learning materials via email.
- 7) You must complete your Initial Learning assignments prior to the first coaching session.

## **Global Goals of the Shift Pathway**

**Milestones for group members include:**

### **Milestone 1: Your Readiness to Lead the Shift**

**You will:**

- Learn what a disciple of Jesus is.
- Discover where you are in the disciple-making process.
- Learn why being vulnerable is vital to disciple making.
- Learn how to press into conflict resolution, rather than flee.
- Develop relationships with fellow leaders across the nation who you can continue to collaborate with, encourage and support as you grow in relational discipleship.
- Experience abiding in the Lord in a number of areas.
- Live the 7 Essentials.

### **Milestone 2: Preparing to Lead the Shift**

**You will:**

- Learn the difference between healthy and unhealthy team dynamics.
- Discover how to grow and maintain your relationships.
- See the value in becoming a better listener.
- Learn how to develop a Leading Change Game Plan (RDN tool), and apply it.
- Have gained experience leading change.
- Learn how to create “places to play” for your people that goes beyond Sunday.
- Learn strategies to move someone from being lost to becoming a disciple maker.

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- Gain understanding of what a relational disciple-making, Christ like environment looks like.
- Gain an understanding of what a relational disciple-making, Christ like leader looks like.

## **Milestone 3: Leading Your Team**

### **You will:**

- Learn how to encourage and invest in your key volunteers.
- Grow in your disciple making ability and in your relationships.
- Learn how to raise up your key volunteers and multiply.
- Develop an environment that draws people because it is real, vulnerable, authentic, Christ-centered, and transforming – where the lost are reached and disciplined to maturity.
- Learn to connect the unconnected.
- Be able to recognize where someone is spiritually.
- Learn how to help someone grow spiritually.
- Learn the value of chasing the strays, as well as strategies to use.
- Identify and capture/share fruit growth stories of relational discipleship in individuals.

## **Milestone 4: Sustaining the Shift**

### **You will:**

- Discover keys to scout future leaders, recruit and develop them.
- Learn how to create places for people to “play” beyond Sunday.
- Learn how to measure spiritual growth and maturity beyond just the numbers.
- Learn how to empower your committed disciple makers.
- Identify and capture/share fruit growth stories of relational discipleship in individuals across your organization.
- Have evidence that will show lives are being transformed by making disciple of Jesus in and through relationship.
- Have made significant progress towards living and leading in your ministry culture, and shifting your DNA towards more intentional disciple making.

## **[Register for Shift Coaching](#)**

### **Still Have Questions?**

If you have additional questions about Shift Coaching, please contact  
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