



PROFESSIONAL CHRISTIAN COACHING TODAY

Chris McCluskey & Kim Avery

*The podcast dedicated to Raising the Standard of Coaching...
and Changing the World*

Episode 050

Coaching for Spiritual Formation

with Bryan Brown, PCC

CHRIS: Coaching for Spiritual Formation. Boy, I'll tell you what, in building this school, Kim, through the years this topic has probably been the one that has been my course of greatest passion and one of the biggest struggles that we had in getting to the point that we have been at now for years with the institute. Of course Professional Christian Coaching Institute started 16 years ago as a program, not a full blown school. In fact originally, it was just a course and then it morphed into some other courses and as that program grew and moved closer and closer to becoming the institute that we now know, this topic, coaching for spiritual formation, kept coming back around in my own heart and in conversations with all of my faculty and with many of our students and prospects. "Well, why don't you have a course on that?" The reason was certainly not because there wasn't a great desire but the reality is that this whole emerging field of coaching was very much trying to define itself.

In the church of course, we already had many models of ways of helping people grow spiritually. We're going to talk about some of those today but applying coaching, this new field to the process of spiritual growth or spiritual formation,

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being conformed more and more into the likeness and image of God here in the world, that was a new concept and so we didn't just want to put something out half baked. We didn't just want to just shoot off the cuff with something and so this course has actually emerged for us over about a decade and so early on, we actually had iterations of this with a gentleman named Peter Pintus who served with me on faculty and then Michael Pfau who taught this course for us for years and today, you know, Kim, we have one of our faculty members, Bryan Brown, joining us. Why don't you tell our listeners a little bit about Bryan Brown?

KIM: Oh, it has been such a pleasure to work with him, teach with him, and get to know him over the years. Bryan is the president and founder of Coaching to Lead, which is his private coaching practice. He's the international leadership director at Perimeter Church. You probably are all familiar with that church in Atlanta, Georgia. He's of course a professional certified coach to the ICF, an instructor here at Professional Christian Coaching Institute. He teaches, of course, our course on spiritual formation as well as our Essentials of Leadership Coaching course. Bryan serves pastors, emerging leaders, established leaders, work teams in business and ministries really around the world. As a matter of fact when we got on the call today, he's coming off of a trip to Australia and getting ready for a trip to Brazil. Bryan has got his degree in Human Resources Management from Stanford University and his Masters in Divinity from Birmingham Theological Seminary. For all of that, he is also happily married to his lovely wife, Jackie, and they have three children. Bryan, we are so glad you are here with us today.

BRYAN: It's a pleasure. Thank you for inviting me.

KIM: Well Bryan, you're obviously a very busy man and you're also a people person though. Somehow, you manage to keep all those balls in the air. Can you just back us up a little bit? Tell us about your personal walk with the Lord and what led you into this place where you serve so many people in so many different ways?

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BRYAN: Kim, I would love to share with you how Christ came into my life and what He has done since then. I grew up in church and thankfully went to some really strong churches, heard the Gospel very clearly, good Bible teaching. When I was in high school, I had a friend that really challenged me on where I stood in my walk with Christ and God really used that to help me understand that it wasn't about my good works or my having some kind of contribution to my salvation that it was really Christ alone and what He had done. So in a sense, the penny dropped there and that's really when Christ changed my life and though I'd been in church, so the outward evidences may not have been drastically different, there were some huge changes inside my life.

So a lot of my desires were changing, my motivations were changing. I really deeply wanted to know God. I wanted to walk with Him and so those early years in my Christian life were very fruitful, very dear as I looked back on them, but as I was growing in my relationship with Christ, I really wanted to know how to go deeper, how to flesh that out, how do I express my faith with other people, how do I kind of live this Christian life more than just going to church, hearing great sermons, and taking notes. When I got to college, I'm thankful I had two things that were huge. I had a couple of men that really gave me a Godly example of what it means to be a Godly husband, father, and follower of Christ and I also had some friends that developed back then that I still have today that we're walking with God and challenging me in my relationship with Christ.

Those two things together were pivotal in what God used to really grow me. Through college and those first years after college, it seemed like maybe God is just being so gracious to me as a new Christian but it seemed like everything I touched was just turning to gold. Everything was new, rich, and vibrant and then I got several things. I was in the university ministry and I got a new assignment. I had gotten engaged and so I was about to have a new spouse. Therefore, I had a new financial situation and Kim, everything at that moment seemed like whatever I touched, it was turning to dust. The ministry was not going well. My marriage,

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we started off rough. When you think about this honeymoon stage, we had one of those just a few years later. Those first couple of years were rough. I'm telling you, they were rough and it was my fault, and then just our financial situation.

I had all these different factors that were going on in my life and I had somebody, some of the same men and also different people kind of come around me and showed me more of Christ. They gently and lovingly kind of gave me a kick in the pants when I needed it. The Proverbs says that an honest answer is like a kiss in the lips and I felt like I got kissed several times on the lips by the people around me because they were giving me honest answers, some I did not want to hear but they were revealing Christ to me and I just looked back on that time as just such a rich time even though it was really difficult and I was struggling as I was wondering, "God, how are you working in this situation?" The difficulty and I'm trying to do the right thing but it just doesn't seem to be working. I had people kind of come around me and kind of guide me through that difficult time and came out on the other side without not new answer but just a deeper understanding of Christ, deeper understanding of how He works in people's lives, appreciation, and also desire to be used by God in similar ways in other people's lives.

CHRIS: I'm sure a lot of our listeners can relate to that. Whatever our journeys have been, at the point that we kind of come to the end of ourselves and thank goodness the Lord is there and He meets us at that point, but He allows us to see, "Yeah, you really are at the end of yourself but in your weakness, my strength is proven. " We begin that process of well hopefully of transformation, of surrender before Him and beginning to allow Him to start becoming everything and us becoming nothing. That process of being more and more conformed to His image which is exactly what this whole course is about and what this kind of coaching is about.

Let me just riff off of your story and use it to illustrate one of the key distinctions that we make here at Professional Christian Coaching Institute in discussing this whole niche area of coaching for spiritual formation and that is in distinguishing it from several of the other things that you said you had already had poured into you

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ahead – good teaching while you were raised in the church, you understood the basics of the faith, the tenets, the moral code of the faith, you'd had lots of Sunday school lessons, you knew all the Old Testament and New Testament stories, parables, and everything.

BRYAN: That's right.

CHRIS: Yeah, the basics and you had had youth group. You had had discipleship ministry, Bible studies and all, and then you talk about these individual people who began to walk with you and to journey alongside of you, and to be used at that point of breaking, at that point where our righteous deeds really are proven to be filthy rags and as we are being undone, we begin to be put back together again. Can you draw some of the clear distinctions for our listeners between so much of what we're familiar with already in the church in helping people grow spiritually, preaching, teaching, discipling, Bible study, etc. and this specific application of coaching for spiritual formation?

BRYAN: Absolutely and maybe I'll just even draw off my own story there because like you said, there was the teaching, was disciplined in a very deliberate way so there was a clear example to follow. There was a mentor that was guiding me and telling me things that I needed to work on to grow in my relationship with Christ. He was pointing out character issues so there was a lot of coming to me but then as I grew in my walk with God, even then, there was a shift in how those men that were pouring into me kind of the posture that they took. They were using more of a coach approach and so even the skill we talk about in coaching can be applied in these different contexts but there comes a point where to really move someone forward in their relationship with Christ, it's much more individualistic, if I can use that, or the context is much more individual because God is working uniquely in people's lives. He was working uniquely in my life and so instead of just telling me, "This is what you should study and this is what you should do," I needed someone to draw out what is God doing in my life and how do I want to move forward. That was key for me.

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CHRIS: That was a really good phrase too, “to draw out.” There were things inside of you that were in fact there but you were not fully consciously aware of them, hadn’t experienced conviction of them yet, knew them but didn’t know how to apply them yet in your life, whatever, but they were in there and you’re saying that’s different than someone coming along from outside of me and pouring into me teachings, advice, moral guidance, counsel, mentoring, and preaching. The primary models that we have had in the church for helping people to grow spiritually are generally outside in kind of models, someone who is more mature in the faith than we comes and lovingly pours into us that which is missing, helps us to grow up just like we do as parents to younger children, we pour into them the kind of guidance, teaching, instruction, and counsel that they are going to need in order to make good decisions in adulthood and live, we hope, a productive life.

The Scripture speaks so much about when we’re young, we are given milk, but we need to become stronger and eventually to go from more of the meat of our faith. When you’re talking about people drawing out from you applications of things, taking you into a deeper walk of the Lord’s individual call on your life, that’s quite a different thing. That’s more of the meat of stepping out your faith then. That’s really, I think, Bryan, you’ve hit on one of these key distinctions, the coaching model is more inside out instead of outside in. It’s more drawing forth or calling out, calling up from within the individual in wherever they are in their walk with the Lord more of what they were created for.

BRYAN: Yes and I would say that probably many of the people even listening to this podcast will be able to relate to this statement when I would say that preaching is essential but it’s not sufficient. Otherwise, many good churches will be filled with mature believers and then we have discipleship which again that’s that life, that model that you’re able to kind of follow and be poured into and that helps to lay the foundation, grow some of those foundational truths, some of those foundational concepts need to be individualized and personalized in ways that the church is not

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as equipped as we would that it would be. I'm speaking as a pastor here and just saying that's unfortunately not how most of our churches are equipped.

KIM: Bryan, if you were to step into an ideal vision of what coaches could do in the church or what the church would do in terms of coaching for spiritual formation, what would you like to see happening?

BRYAN: Well, if you had many people in the church who are equipped to coach around spiritual formation, it would just be such a blessing to the Body of Christ because so much of the church is geared towards what is helpful for the group, what is helpful for the congregation, and what's helpful for this demographic? You're taking kind of a shotgun approach and you're trying to move many people forward, and there's simply not the manpower. When you think about a church staff, a lot of times, there's just not the manpower to be able to address everybody's individual issues, but then unfortunately, many within the Body of Christ are not equipped then to know how to, in a sense, coach people forward. So people get stuck, people get to a point in their spiritual life where they go, "I love my church. It's fantastic, but there are some things that I need help in that I don't know if my church is equipped to do that," and that's where a coach comes in.

Kim, if I could say this, when somebody comes to Christ, God in His grace gives every believer certain things. He gives every believer His word and He gives every believer a context of the Body of Christ so everybody is able to grow through those big umbrella means of God's grace, but then occasionally, he brings along individuals to really kind of personalize and individualize to help somebody even go deeper. Unfortunately, we just don't have many of those people.

KIM: And I know. I've seen in my churches, in my acquaintances that I have as well as in my coaching clients. Like you said, their churches are wonderful places for equipping, teaching, and training them but when they are wrestling with something, when God is calling them to something deeper, when they have certain questions and they've reached out to people who just don't unfortunately have the

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training to be able to help them with coaching around spiritual formation, they have been a little frustrated with one-size-fits-all answers or “do as I did because it worked for me,” which again, have their place but there comes a point in each of our lives I think when it does need to be very individual and a coach is ideally, I think, the person to do that.

BRYAN: Yeah, it’s interesting. Howard Hendricks who passed away a couple of years ago who was a professor at Dallas Theological Seminary said that training without coaching is a waste of time. He saw the importance of actually coaching out the truth or coaching out the skills of what we, as believers, know to be true, we just don’t know how to do it or what are the implications of that or how does that truth manifest itself in my life in an ongoing way to those type things, just again a great context for coaching.

CHRIS: There it is really. You hit it. It’s the personal application of it. We know the basic instructions, the manual, so to speak and truly, if we don’t have that foundation, then we need to start with the foundation otherwise, we’re going to get way off track real fast, but when we have the foundation, then I think what we’re talking about here is that there comes a point for all of us, we’re recognized, as you say, these one size fits all or shotgun kind of things, a programmatic approach to the faith will only take any of us so far. It’s not designed to take us all the way to the deep mountains of the things of heaven and God’s individual call on our lives. That’s where it becomes much more micro focused, individual application. How has God uniquely gifted and called you and how do you play that out in this season of life that you find yourself right now, these relationships, these responsibilities, those roles? That’s really the daily stepping out that we feel like coaching just plugs into beautifully and fills a gap that the church has, by and large, not known how to fill up to this point.

BRYAN: Yeah. Chris, you’re totally right when you say coaching someone into their application or into a deeper walk with Christ. A lot of times, even a coach may not feel equipped because they may not understand the process of spiritual formation

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and so that's the purpose of the course that I'm teaching on spiritual formation is to kind of give a framework and some tools so that a coach can take those coaching skills and apply it to the framework of someone's spiritual development.

CHRIS: Bingo! Exactly. I mentioned at the beginning of today's broadcast that when I had first been developing this course with Peter Pintus and Michael Pfau, we used a different a different text back then. It's a classic text in the field of spiritual development. It's called Stages of Faith. Many of our listeners will be familiar with it by Dr. James Fowler. It's a landmark classic and it details six very specific stages of spiritual growth. If our listeners are not familiar with it, you may be familiar with similar kinds of models of growth like in psychology, the psychologist Jean Piaget who distinguished stages of cognitive development, how we develop from infancy all the way up to adulthood in terms of our mental capabilities or Erik Erikson who distinguished stages of psychosocial development, how a person grows and matures over time in terms of their awareness of self, their distinguishing of themselves from others and how we learn to get along in society and all.

There are many models of stages of development. Lawrence Kohlberg had great stages of moral development. Abraham Maslow, everyone knows Maslow's hierarchy of needs, stages of need development. We have to attend to the basic things before we move up. In that kind of a model of looking at growth or maturation, that book by James Fowler and his study of how people grow in faith and not just Christian faith, any recognized mainline faith, whether Christian, Jewish, Islam. If it is a clearly codified faith code and you're looking at people who hold to that faith, he recognized there are some at earlier stages of faith development and there are some who are at later stages of faith development in terms of their application and their integration of their faith into the way they live out their life.

He broke those down but as great as that material was, Bryan, of course you and I had long discussions about continuing to use that book simply because it's so

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theoretical. It's so academic that it was maybe not quite as accessible for our coaches who were training for this kind of work and spiritual formation unless they had a pretty extensive background already in those fields and we've swapped out books. Can you talk about the book that we're using now and a more simplified approach to this notion of there being stages or graduated movement through a maturation process in that faith.

BRYAN: I'm so glad you mentioned just kind of the growth and development and the way that works in somebody's life. What we're trying to really focus on, Chris, is not just a maturation of faith that could be anything from, even humanism is a faith in a sense. There's a trust in something and that goes through stages, but what we're uniquely talking about here is Christian spirituality. Following Christ and how do we progress in our relationship with Him and develop an intimacy with him. In an increasingly post modern world, we have all the skepticism, we have a new quest for truth, then there's all the relativism and the multiculturalism that a lot of this smorgasbord has caused us to lose some discernment.

What we don't want to do is to say, "Well, this is my faith and this is my faith" then put it together and somehow you smash something together and we move forward in maturing in our faith. That's not what we're talking about. We're talking about a uniquely Christian approach to progressing in our walk with God. Janet Hagberg has written a book that's very similar to Fowler's Stages of Faith. It's called *The Critical Journey* but what she has done is she has placed a uniquely Christian perspective, a Christ centered perspective on how you grow in your faith.

CHRIS: It makes the material so much more accessible for our students. They get it immediately when they start diving into that book. Let's just paint our listeners into this quickly. It's a six stage model, again, very much based on the research and writings of Fowler, but Hagberg's model suggests that in the early phase of someone coming to faith, in our case coming to a saving knowledge of Christ, stage 1 is just kind of that life changing awareness of God and you are so hungry you want to know more. You're reading your Bible, you're going to Bible study,

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you're seeking out information, you're listening to sermons, and you're attending church whenever you can. You're just hungry because it has been life changing and in that phase, of course you're largely drinking what would be called spiritual milk at that point. Anything to strengthen you and nourish you, usually, it has come at a critical point in our lives when we were desperately aware that everything we had done was falling apart.

She suggests that we move on from stage 1 into a stage 2 phase relatively rapidly and that's a stage marked largely by being discipled. In that discipleship phase of stage 2, again, we're still largely coming from outside of us, somebody else more mature in their faith, please come and walk alongside of me and help me to understand more of the faith, more of what it teaches. "Wow, your morality is so different. What does the church teach about this? What does Scripture say about that?" We're still hungry but we're very actively engaged and we're drawing upon the input of those who are further down the road than us. Then she suggests there's a stage 3 which is where the vast majority of Christians sadly tap out. In fact she would say that about 75% or so and Fowler's studies confirmed that, about 75% of Christians tap out at stage 3 in a six-stage model of spiritual growth.

That's because this stage she calls the active life. In other words, this is where we're serving and Bryan, this is really where we're caught up with the daily urgents, the things that are calling for our attentions like you were saying there, when you got married, you've got mortgage bills, and responsibilities, administrative run and all that kind of pressure, we're caught up still in learning and integrating in but basically now, we've plugged into the life of the church, maybe we're an usher, we're a reader, or we do some kind of a committee that we serve on. So we're active in the life of faith but we are still largely drawing from outside in and somewhere in there, we start to get a little stale. We stagnate. Maybe we start to look at other churches and doing some church shopping because this church isn't quite feeding me anymore. Maybe the issue isn't the church,

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maybe it's that we're supposed to be going in a deeper level than just seeking to be fed from the outside in.

So she walks us through stage 4 of a journey inward, a point of personal crisis again. Now, not like the one that brought us to Christ but one that invites us to a deeper walk of personal application of walk with Christ. Stage 5, a renewed outward focus but now from a very different sense of self, more lost in Christ, more fully integrated into Him and eventually, there's a stage 6 that she speaks of, the transformed life or a place of really just being kind of Christ to the world in a much more complete sense. Both Fowler and Hagberg would suggest very few people ever really step into or fully achieve a stage 6 faith lived out. Plug us in then with that model, Bryan, to where you see coaching fitting best in that maturation process.

BRYAN: Even as you described those different phases, probably we all recognize we go, "Oh, our church does a great job at stage 1 of bringing people to Christ." Stage 2 really grounding us, stage 3, really putting us into work. "Hey, we've gone tons of stuff we'd love for you to do," but coaching I would say primarily picks up there in that stage 3 to say how do you want to use your gifts? What are the possibilities of how you would want God to use your life? There is a coaching component that's really effective in stage 3. I was just coaching a fellow 1.5-2 years ago and this was right where he was. He was in a great spot and he just wanted to be used so I was able to coach him through the different ways of his faith played out with his family, with his new business, with his new churches. He moved to a new city and so it was a great time.

What the church struggles with is after that. So as you move into stage 4, people start hitting the wall. Sometimes in stage 3, you get stuck because you just get burned out. "I'm tired." You just get spiritually worn out and the church sometimes, they don't necessarily know how to handle that. It's like, "I don't want you to be burned out. I don't want you to be stuck here and so maybe you just need to go back and really just renew your walk with God a little bit and say, "Go

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back to stage 2 and come back when you're ready. We'll put you to work again." Coaching into stage 4 and 5 is where I found most of my practice to be, so 3, 4, and 5, especially 4 and 5. As people come in, they start wrestling with issues.

A lot of times it's a crisis or a difficulty or a new event in their life. It could be really a good event even but there's a crisis that brings them to a point where I need more and they look around. Sometimes they do go church shopping because they are hoping that another church will be able to meet that need, but in reality, there's just work inwardly that needs to be done that God is doing and if we don't have someone there, we really can get stuck. That stage 4 and 5, there really is a sense at which a coach can move people forward. I like to say, Chris, that there is a simplicity in our faith that at some point becomes really complex and coaching is one of the best ways if not the best way to take somebody who is in the midst of that complexity and move them through that to a new simplicity where the same truths that they learned earlier just so much deeper, so much richer, and they are living their life really in union with Christ in ways they never realized before.

KIM: That's just so beautiful and you read testimonies of great saints of old going through personally crisis in their life or crisis of the faith and how it has brought them back to just the beauty and the purity of the Gospel but in a new and fresh way. What I find to be interesting, Bryan, and you can tell me if this is your experience as well is that a lot of my clients who are, let's say at stage 4 who come into coaching aren't looking for coaching for spiritual formation. They will hire me because of the presenting issue, "I've lost my job, my marriage has gone flat, my children are rebelling, I don't know who I am anymore, I've lost my identity. They come with these issues and I think part of what is important as a coach is to recognize that we coach on many different levels at the same time with the same people. So at the root of this or at the heart of this often are spiritual issues but they have very much impacted what is going on in their life. How do you help coaches coach for spiritual formation even if they are not necessarily contracted initially to coach for spiritual formation?

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BRYAN: That's such a great question because that's where this paradigm really comes into play because if you understand how someone develops spiritually in their walk with Christ, so you got to believe that they have come to you, Kim, and they have come to you because they are in a job transition or they are coming to you because there are some relational difficulties. Well, we are integrated people. We shouldn't separate our relationships, our work life, and our spiritual life. God has made us one. Hagberg calls that, a lot of times people hit the wall and really what it is is sometimes, the class of wills. It's how I think I should live and then what is God doing in my life. So people hit that wall and they respond in different ways. Sometimes, there's guilt or shame, sometimes, there's I just need to achieve more. I just need to do more. Sometimes, they are people pleasers and they are really wrestling with that. So knowing how to make someone process what is God doing in the loss of your job, what is God doing in you in the breakdown of these relationships, that God works in people's lives and for them to not isolate that but to integrate that. As a Christian coach, I have found that to be so helpful for my clients so that they can live what I would call a life of integrity that all of their life is functioning together. I would just kind of reiterate what you're saying there that many times, people come with an outside issue but quickly as you coach them, it becomes their internal issues that affect those external ones.

KIM: I could get so excited about this, Bryan. I could keep people listening to this podcast for the next five hours. This is beautiful stuff and I love the way you framed that in terms of being integrated and then asking that wonderful perspective shifting question, "What do you think God is doing in this?" One of the things we like to do in the middle of that coaching session is to create new awareness and help people stand in different perspectives and see new possibilities. Whether somebody is a believer or not a believer, zooming up and taking that big view of what do you think is going on, what's the big picture? What is God doing? It so often brings them down to the mindset, to the belief, to the faith, to the submission, whatever it is that God is doing level. When people change, when we change at that level, all those peripheral issues then they start to line up and sort themselves

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out. It's so much easier and so it's beautiful work. I'm sorry, I'm just getting excited. It's beautiful work that we can do as coaches because we are working with the integrated human being, all parts touching and not separate segments. I'll be quiet now.

CHRIS: Don't you dare. That's great stuff, Kim.

BRYAN: Yeah, absolutely.

CHRIS: I'll emphasize the importance of what you were sharing there, Bryan, and like you too, I would say the bulk of the coaching that any of our practitioners are likely to do with somebody around spiritual formation is probably going to be worked on at that stage 3, stage 4, stage 5 area particularly somebody moving from stage 3 into stage 4. They are in that crisis. They are hitting that wall because it is at that point that basically, something is going to happen. They are going to burn out because they keep banging against the wall and they just go, "This is too hard. I can't do it," or they are going to drift back to some previous level of functioning but it now lacks the zeal. They didn't dump the faith, they are just kind of a burned out shell of who they once were. They've lost the joy of their faith that they once had.

They are just kind of going through the motions, but then the other alternative is to embrace whatever the crisis is and to bring it before the Lord with a coach to stay in those questions, to seek and ask and knock until we receive and sure enough, not only do we gain clarity, new answers, new sense of direction, new season opening up, we become different than we were. Our doing may or may not change, our being will have been more and more transformed into His image and likeness, and that's where we move through that stage 4 on into the stage 5. I love, Bryan, even the notion that Fowler and Hagberg will suggest that many times looking from the outside at a person who is in stage 3 or stage 5, they might look the same. They might be doing the same things but there is this internal, the word they use is resacralizing of the very things they were doing before, the depth of conviction, the meaning, the import that those actions and those ways of being have now is quite

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different in stage 5 faith than it could have ever been back in that more outside in stage 3 faith.

BRYAN: And as a coach, Chris, we're not just looking for goal attainment, I need a new job, I want better relationships. We're looking for life transformation and that doesn't happen just from the outside. It must happen from the inside and as believers, there is nothing more in the core of our life than Christ, and so we must walk with Him. We must see transformation there. If our coach is our able to walk with somebody and like you said, kind of even just stand with them as they process and walk with God in the midst of this to be able to give some questions and to really listen and provoke them in a way that causes them to seek the Lord, that's where life is transformed at the deepest level.

KIM: So Bryan, given all that, it sounds to me like any coach, not just people interested in coaching strictly around spiritual formation but any coach would benefit from this kind of training, from this contextual model, from the things you're teaching them. Could you talk a little bit about the course and how it trains coaches?

BRYAN: Kim, great question. Any coach would benefit or I hope would benefit from this class regardless of necessarily their niche or kind of where they are focusing. I primarily focus on leaders, both corporate and ministry leaders yet I have a framework in my mind about how God typically develops people. The purpose of the class is really simple. It's two fold. One is to give you an understanding of how coaching plays out in spiritual formation or the unique place that it has. Secondly is to equip you to engage your clients wherever they are on their spiritual journey. We use Hagberg's book as kind of a framework. These are the stages that people are going through.

We also have a couple of other books that we use that are excellent and of those is Conformed to His Image by Ken Boa. The thing that I appreciate about this book is it's compared to a tool belt. It just gives you all these tools, all these different facets that you can introduce, that you can employ in a sense in our coaching to

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help someone develop spiritually. It talks about the devotional life. It talks about the spiritual life. It talks about walking in obedience. It talks about spiritual gifts and we discuss all of these different facets through the course so that people have a good understanding of different ways in which God meets His people in the means that God uses to see them grow in intimacy with Him.

CHRIS: Well, yeah. If that has gotten you fired up and you'd like some more information about that course, heads up here big time. Actually the fall offering here in 2016 of that course starts next week, tail end of September here. That course, you can find all the information and get registered for it at our website online at ProfessionalChristianCoaching.com. That's not the podcast site. That's the institute's website, ProfessionalChristianCoaching.com and then Bryan, I know this has been tremendously helpful for our listeners and some of them are going to want to connect with you personally so they can do that out on the web as well by going to your website at CoachingtoLead.com, right?

BRYAN: Absolutely. I would love to have anybody connect through my website. As a matter of fact, there they can download a workbook that I have developed called Your Personal Compass Workbook with a free exercise out of that workbook that you could download. I would love to connect with you through that or around the spiritual formation. I would love to have you join us in the class next week.

CHRIS: That's fantastic. Thanks for that. As always of course all of our listeners, be sure to visit Kim and I if you're out on Facebook. We live out there as well as on the web at Professional Christian Coaching Today and of course the website, ProfessionalChristianCoachingToday.com. Bryan, thanks again for everything you've shared today. Until next time, gang. Keep raising the standard of coaching and changing the world.

KIM: God's richest blessings to you.