

## International Students, Inc.

### *Coach's Tips and Hints for Exploring ISI Modules*

#### **Welcome**

*You've got a special role.* By agreeing to coach an ISI staff candidate through these Exploring ISI modules, you're helping someone think, listen, pray and really consider whether or not ISI is God's calling for this time in his or her life. You're also helping ISI do the same. This is no small task, and your input and feedback through this process, both with the staff candidate and with ISI's Recruitment department, is important. Thanks for stepping up to take on this important role.

#### **The Material**

By now you're experiencing what it's like to be a "coachee" as you're completing ISI's *Coach Training Module*. During this process, you've probably seen some things in your coach that you'd like to emulate, as well as some things that you'll want to do differently. Both of those observations are terrific. All of ISI's training material is being purposefully designed so that both coaches and coachees can have some degree of flexibility in how the learning objectives are achieved. With the Exploring ISI modules, however, we do request that you follow the modules as written, without making any modifications to the material. It's ISI's desire that every staff candidate receive consistent information during the exploration process. Thanks.

#### **The Process**

As you approach the first time you're about to coach someone through these modules, it's normal to feel a little apprehension. Be encouraged! ISI has confidence in your ability to adequately relate, listen, make assessments and provide feedback throughout this process. You can do it.

Here's a suggested list of things to do prepare for coaching the Exploring ISI modules.

1. If you haven't done so already, visit the Training Department's web page:  
[www.isiwebnet.net/sites/training](http://www.isiwebnet.net/sites/training)
2. Once on this page, look down the navigation list (in the left-hand column) and click on **Exploring ISI Learning Opportunities**.
3. This takes you to the introduction material for the staff candidates. Scroll down the page and you will see a list of down-loads for Module I. You can access the other two modules from the links in the paragraph text on this page.
4. Take some time to read through the materials. Pray that God would help you understand the purpose for the questions and information to be gathered. Pray that you would have insight and discernment as you work with your coachee.

5. Read through the material again and consider what you think should be the main points of the responses from your coachee. Make notes about specific areas that you believe should be covered in-depth.
6. Here are some points you might want to consider:

## **Module I**

The purpose of this module is to understand ISI's Mission, Vision, Core Values, Statement of Faith and some specific ISI policies. Look for how well this person's personal ministry calling is aligned with their understanding and "fit" within ISI, according to this information.

### **Unit One**

- Think about why it's important to ask someone to memorize Matthew 28:19, 20, and ISI's Mission Statement. How does "hiding something in our hearts" affect us?
- What are key factors to consider when comparing a candidate's perception of ISI's Mission, Vision, Core Values and Statement of Faith with the Great Commission? Consider: Does the candidate agree with ISI's position in these areas? Can the candidate make the connection between scripture and ISI's mission? Add your own questions to this area.
- What are key factors to consider in discussing how the candidate's perceived calling to personal ministry align with ISI? Consider: Does the candidate have a personal calling specifically to international student ministry? How long/strong/clear has that calling been? Is the person's call to something different? Be willing to discuss this openly, unafraid to seek details and challenge assumptions. Pray that God would give you discernment in this area. Remember, this is the time to help affirm the direction this candidate, with God's leading, should take.

### **Unit Two**

- After reading *The World at Your Door* and "Reaching the World from Home," talk about the questions in the module. Consider: Does this person's idea of student ministry align with ISI? That's another clue about whether or not this candidate and ISI are a "good fit."

### **Unit Three**

- Consider how involved in an ISI ministry has this person been? Do they know enough about ISI and student ministry to make a wise decision about their ministry calling? How do this candidate's impression of ministry compare with what they've said is their personal ministry calling? How did the person "get along" with the ministry staff with whom they were involved?

### **Unit Four**

- After reviewing the organizational chart, does this person understand and seem willing to submit to the authority structure in place? Do you see any red flags in this

area? If so, make sure to notify Recruitment at the Home Office and discuss your impressions.

- After reviewing the specific policies in this unit, consider how these align with the candidate's personal beliefs. Are there red flags that might cause issues? Discuss those openly.
- Discuss the presentation on "ISI's Integrated Ministry Model." Does this candidate have a clear understanding and appreciation for the various aspects of ISI's ministry?

## **Module II**

The purpose of this module is to understand the candidate's spiritual gifts and personality tendencies. Consider how this candidate fits within the position he or she is applying for, and with ISI as a whole.

### **Unit One**

- Review the candidate's responses to the "Ministry Perspectives and Practice Statement Questions." As you review these, and discuss them with the candidate, are there any red flags? Does the person seem to clearly understand these basic elements of Christian belief? Discuss this openly and make notes of any concerns and the resolution of them.

### **Unit Two**

- Based on the discussions with your candidate, make sure that he/she has a clear understanding of not only his/her job description, but also of the job descriptions of his/her supervisor and/or staff. Look for any red flags related to authority issues or an inability to supervise.

### **Unit Three**

- Discuss the candidate's spiritual gifts inventory and talk through any areas that might be out of alignment between "gifting" and "calling."

### **Unit Four**

- Discuss the candidate's DISC profile and talk through any areas that might be out of alignment between the job and the person's personality traits.

## **Module III**

The purpose of this module is to help the candidate see a clear picture of his/her current financial circumstances, as well as where he/she stands in terms of beginning to raise support. Your role, as a coach, is not to accept or rule out anyone on the basis of this material, but, rather, to help pull together as complete a picture as possible and provide that feedback to Recruitment.

### **Unit One**

- The purpose of this unit is to pull together the candidate's current financial status. One aspect of that is looking at a current debt load. Another aspect is looking at the need to also save toward retirement.

- As you review and discuss the candidate's worksheets, be open about asking questions regarding debt and the person's current financial situation. While this doesn't necessarily rule out someone from being able to raise support, it's better to identify potential barriers in the beginning. Help the candidate to do this. Make notes of your questions and concerns for Recruitment.
- Also discuss the person's attitudes toward retirement savings. Many churches and foundations now require that those raising support do this.

### **Unit Two**

- This unit is designed to help the candidate assess his/her potential support base.
- Help the candidate consider where to look for names/contacts of potential financial partners.
- If the candidate has less than 200 names, this is an indicator that there may not be enough strength in his/her potential support base. Brainstorm with the candidate about how to increase both the quality and quantity of that number. It's not your job to come up with names, or coach the candidate on support development. You probably, however, have some ideas that he/she may not have considered. If you have questions, please feel free to contact Pat Kershaw.
- Review the PML to make sure it's complete.

### **Unit Three**

Historically, ISI has found that candidates with strong support from a home church are often more successful with support development. The church's support and encouragement is also another indicator of the person's call to ministry. If you have questions about any aspect of this section, feel free to contact Pat Kershaw.

- Discuss with the candidate his/her relationship with the church. Review the written information from the candidate.
- Based on the candidate's comments, how strongly do you feel the relationship is between the candidate and the church?

### **Unit Four**

- If needed, help the candidate consider who should be asked to be on his/her application prayer team.

### **Unit Five**

- Survival during support development can be a challenge. Help the candidate think through how he/she will dedicate time to support development, while still earning income.
7. Know that while you are completing this process with the candidate, the Recruitment staff is also working on aspects of the candidate's application. They are calling references and completing due diligence work to help achieve a picture of this candidate that is as complete as possible. It's important to stay in contact with Recruitment through this process.

8. If you're going to be this candidate's direct supervisor, Recruitment will be working with you to make decisions regarding this candidate's application process.
9. If you're not going to be this candidate's direct supervisor, your input will be shared with the person ultimately making the hiring decision.
10. There are some materials that need to be sent to the People Services department in order to complete this applicant's file. Please refer to the "Exploring ISI Modules Collection Checklist" at the end of this document. You can use it as a guide of what needs to be collected and sent.

Again, **thank you** for your help in this process. If you have questions, feel free to contact Gordy Decker or Lisa Marzano.

**International Students, Inc.**  
**Exploring ISI Modules**  
*Coach's Collection Checklist*

This list represents homework form an ISI staff candidate completing the Exploring ISI Modules I, II and/or III. Please collect this information and forward it to People Services in ISI's Home Office. You may send this on as the person completes the work, or send it all together at the end of the final module. Thanks!

**Module I**

**Unit One**

- Written observations of how ISI's Mission/Vision/Core Values relate to the Great Commission.

**Unit Two**

- Written Observations of *The World at Your Door*.

**Unit Three**

- Written impressions of local ministry visits.

**Module II**

**Unit One**

- Responses to the Personal Ministry Views and Practices questionnaire.
- Five minute testimony.
- Ten minute testimony.

**Unit Three**

- Spiritual Gifts Inventory (Please ask candidate to send results to: [Recruitment@isionline.org](mailto:Recruitment@isionline.org)).

**Module III**

**Unit One**

- Financial Responsibilities Checklist
- Statement regarding plans for future savings.

**Unit Two**

- Assessing Your Potential Support Base Worksheet.
- Initial Personal Mailing List.

**Unit Three**

- Written commitment/statement from church regarding prayer and financial support.

**Unit Four**

- Prayer Support Team list (Those who are praying for the candidate through this application process).

**Unit Five**

- Written plan for earning income while raising support.
- Completed form: Coach Feedback for the Participant.
- Completed form: Participant Feedback on the Module(s) and Coach.