

*Welcome to the...*

## ***"E-Team E-zine"***

***"Encouragement and Equipping for Evangelism that Extends the Kingdom"***

*Issue #11 March 11, 2002*

### ***What Hat Do You Wear?***

As I write this, I'm training church planters in Belarus, part of the former Soviet Union. Looking at life and ministry here, I can see many similarities to life at "home" in the United States, and many differences as well.

One "fun" difference here is the hats men wear, especially those famous Russian fur hats with the ear flaps. Not everyone wears one, but they stand out to me because they are not what I'm used to see men wearing.

In ministry, we all wear different hats as well. When it comes to the ministries of church and ministry multiplication, there are a few hats that are most important. I'm indebted to my friend Jim Griffith for several of these thoughts. Let's talk about them:

***The "Supervisor" Hat*** A supervisor focuses on the "**head**"—he oversees the entire ministry project and is responsible for the bottom line. As such, he looks at how the money is spent, what kind of visible progress is being made and when to pull the plug if necessary. Thus, the relationship with a supervisor is more formal and vertical. Supervisors carry a wide and heavy responsibility. I've had some great supervisors, and some from whom I've learned good lessons about how *not* to lead.

***The "Mentor" Hat*** A mentor cares for the "**heart**"—he comes alongside to encourage, counsel and help a leader develop godly character. Mentors come in all ages and from all walks of life. Some of my most important mentors were not people in professional ministry. They had great wisdom and took an active interest in my spiritual journey. They listened to me, prayed for me, put up with me in times of frustration, gave me anointed counsel at key moments and helped me see a bigger picture. The ministry of a mentor is very personal and may last for years.

I am grateful for the ministry of mentors in my life.

***The "Trainer" Hat*** A trainer focuses on the "**how**"—often a short term, intense relationship of transferring information and providing demonstration. My 3 week time here in Belarus is that of a trainer/teacher as I bring Biblical principles and practices to young leaders in a Bible college. Chances are not I will not be able to have an ongoing relationship with most of them after I leave, but for these days of intense training, I'm praying to have a long term impact on their ministry. Such is the work of a trainer.

***The “Coach” Hat*** A coach strengthens the “**hands**”—he seeks to improve performance by coming alongside to help solve problems, strengthen skills and provide resources. A coaching relationship can be somewhat informal or become intentional and contractual. Often a coaching relationship will last from 6-24 months depending on the needs of the “coachee.” A good coach listens well, discerns key issues and holds the coachee accountable in taking responsibility for their performance. We will look at coaching in more detail in coming “E-Team” issues.

*What’s the difference between a coach and a mentor?* My ministry teammate, friend and coach Steve Ogne says that a mentor pours into a leader’s life to help them become their best while a coach pulls out of a leader’s life to help them perform their best.

***What hat do you wear?*** One mistake we often see is one person trying to wear too many hats. For instance, when a supervisor also tries to wear a coach’s hat, we find mixed priorities and motives hindering the working relationship. Sometimes we have to wear more than one hat out of sheer necessity, but it’s best if a leader has different people wearing these different hats helping them in their ministry journey.

***Who wears these hats that serve you in your ministry journey?*** Who are your supervisors? Mentors? Trainers? Coaches? If you have them, take time to thank them for their ministry and influence in your life. If you can’t identify them, pray for and seek them. They are all important in our walk and work.

As I close this edition, please forgive me for the long time between issues. Life gets busy and fast at times, and I found myself unable to put out E-Team issues as I had planned. Look for them to come about every other week from now on. Thanks for your interest and good feedback!  
*May the Lord bless you no matter what hat you wear today!*

Blessings,  
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