



Dr. Nathan Baxter

Lead Self – Lead Others Institute

SAMPLES OF WORK

MOUNTAIN SPRINGS CHURCH, COLORADO SPRINGS, COLORADO (3500+)

Senior Pastor: Steve Holt, Executive Pastor: Daniel Rolfe

Primary Objectives:

- To improve the leadership skills of the Senior Pastor and the Executive Pastor
- To guide them towards an improved leadership model including the evaluation of low performing staff members
- To provide a leadership development workshop for all staff (12 full time)
- Provide pre-hire evaluations

Synopsis of Work

Coaching began with a 24 hour retreat with the Senior Pastor and the Executive Pastor coaching them through their Birkman reports and guiding them towards ways to strengthen their leadership as well as their working relationship with one another. For the following 3 weeks, personal coaching sessions were provided to each Pastor. Thirty days later, a workshop was provided to the entire leadership staff that included full Birkmans and specific guidance towards improving as a ministry team.

TRINITY BAPTIST CHURCH, MEMPHIS TENNESSEE (1500)

Senior Pastor: Richard Hipps, Executive Pastor: Ralph Lee

Primary Objectives:

- To improve the leadership skills of the Senior Pastor and the Executive Pastor
- To help guide them towards an improved leadership model including the evaluation of low performing staff members
- To provide a leadership development workshop for all staff (12 full time)
- Provide pre-hire information

Synopsis of Work

Coaching began with a 24 hour retreat with the Senior Pastor and the Executive Pastor coaching them using the Birkman tool. They were given 3 months of assignments to help them improve their working relationships. This was followed up with a staff development / team building workshop using the Birkman tool. Since that time, I have been involved in all pre-hire situations.



Dr. Nathan Baxter
Lead Self – Lead Others Institute

CALVARY BAPTIST CHURCH - BEAUMONT, TEXAS (2500)

Gary Rothenberger, Executive Pastor

Primary Objectives:

- To provide a workshop to train the pastoral staff to improve their mentoring and leadership development.

Synopsis of Work

A one day work worship consisting of 5 sessions.

BETHANY FREE WILL BAPTIST CHURCH – BROKEN ARROW, OKLAHOMA (600)

Senior Pastor: Randy Wilson

Primary Objectives

- Coach the Senior Pastor to develop his vision capture and vision casting skills
- Help re-design the organization to include a new position of Executive Pastor
- Coach and guide the Deacon board to evaluate and realize the need for a new position
- Review candidates and assist in the interview process
- Help develop long range strategy

Synopsis of Work

Worked with the Senior Pastor 8 months helping him define his vision and improve his self-leadership skills. I assisted the Pastor in educating his Deacon board as to possible solutions to improve the lack of effectiveness with the current staff. Developed and designed the job description for the position of Executive Pastor. I assisted in screening and interviewing candidates. Provide ongoing coaching with staff.

FREEDOM CHURCH – OWASSO, OKLAHOMA (400)

Senior Pastor: Andrew Rankin

Primary Objectives

- Help the Senior Pastor become more effective as a leader
- Strengthen the ministry couple
- Evaluate current staff member's effectiveness

Synopsis of Work

I coached the Senior Pastor for several months and then worked with him and his wife using the Birkman tool. This was followed by working with a staff member to help him discover his strengths and help him become a more effective leader.



Dr. Nathan Baxter

Lead Self – Lead Others Institute

SOUTHERN HILLS BAPTIST CHURCH – TULSA, OKLAHOMA (1500)

Senior Pastor: Hess Hester, Executive Pastor: Steve Watkins

Primary Objectives

- Coach the Senior Pastor on practical ways to improve his effectiveness as a leader via hiring an Executive Pastor
- Work with the Personnel committee and leadership to understand the need for the position
- Coach the Executive Pastor on best ways to work with the Senior Pastor

Synopsis of Work

I met with the Senior Pastor several times followed by meetings with his candidate. This was followed by a Q & A session with the Personnel Committee and several leaders. I coached Executive Pastor on several key staff issues.

GRACE BIBLE CHURCH – AUSTIN, TEXAS (2200)

Executive Pastor: Dr. David Fletcher

Primary Objectives

- Assist the Executive Pastor in transitioning an ineffective staff member
- Helping the staff member discover his unique talents and gifts

Synopsis of Work

Using the Birkman tool, I spent 3 sessions with the staff member followed by a report to the Executive Pastor as to my recommendations. I continued to meet with the staff member during his transition to provide professional development.

NEWSONG NORTH ORANGE COUNTY – LOS ANGELES, CALIFORNIA (400)

Senior Pastor: Brian Kim, Executive Pastor: Peter Park

Primary Objectives

- Strengthen the working relationship between the Senior Pastor and the Executive Pastor
- Improve performance of the ministry staff
- Strengthen the marriages of the pastoral staff

Synopsis of Work

I worked with the Senior Pastor and the Executive Pastor in a 24 hour workshop and gave them 3 months of work to continue their learning. This was followed by a staff development workshop using the Birkman tool. The final day was spent coaching the marriages of the ministry couples.



Dr. Nathan Baxter
Lead Self – Lead Others Institute

CENTRAL CHURCH OF CHRIST – AMARILLO, TEXAS (800)

Senior Pastor: Dan Bouchelle, Executive Pastor: David Kasselmann

Primary Objectives

- Assist to improve the ministry effectiveness of a staff member

Synopsis of Work

I spend 24 hours helping the staff member with his self-leadership skills and enhancing his awareness of his unique design. Then I continued to coach him for 3 months followed by submitting a report to the Senior Pastor and the Executive Pastor.

NEW BEGINNINGS CHURCH – BIXBY, OKLAHOMA (400)

Senior Pastor: Phil Sallee, Executive Pastor: Terry Langenberger

Primary Objectives

- Enhance the working relationship between the Senior Pastor and the Executive Pastor
- Strengthen the performance of the ministry team
- Provide pre-hire evaluations

Synopsis of Work

I spend 3 months individually coaching the Senior Pastor and the Executive Pastor. This was followed by team building 2 workshops.

CALVARY BAPTIST CHURCH – BROKEN ARROW, OKLAHOMA (250)

Senior Pastor: Randy Osborn

Primary Objectives

- To enhance the working relationship of a new staff and a new Senior Pastor

Synopsis of Work

I provided 2 workshops for the staff followed by 6 months of coaching for the Senior Pastor.



Dr. Nathan Baxter
Lead Self – Lead Others Institute

REDEEMER COVENANT – TULSA, OKLAHOMA (400)

Executive Pastor: Garland Tackett

Primary Objectives

- To help develop a young leader of the church

Synopsis of Work

I spend 3 months (6 sessions) working with the leader helping him improve his self-leadership skills as well as his professional leadership skills.

FIRST BAPTIST CHURCH – PALMETTO, FLORIDA (1700)

Executive Pastor: Allen Smith

Primary Objectives

- To assess the leadership effectiveness of the Senior Pastor and the Executive Pastor
- To provide leadership development coaching

Synopsis of Work

I executed a Birkman 360 on both leaders and spent 3 months coaching 1 leader through the results. The other leader never finished his coaching.