


# *Change is not a dirty word …navigating transition as a coach*

Change. Does that word make you cringe like I does for me? Sure, over time players change, team dynamics change and our competitors change. We adapt, we plan, we seek to overcome while executing our training and competition plans. We change.

But, for me, the basics don't change. That is until last year.

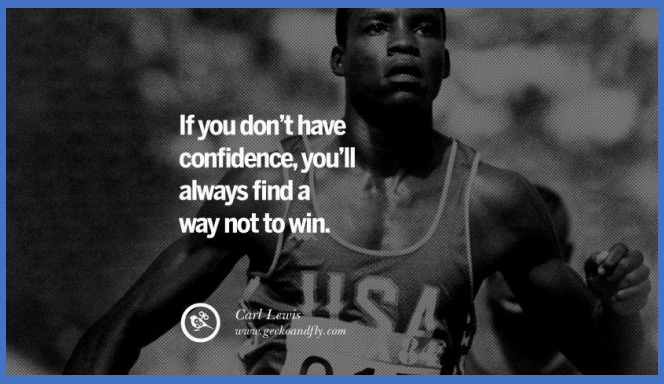
Last fall I started coaching at a new school and that was a big change. It was an amazing one, honestly, but a big change in culture which took adjusting to. I also started pastoring at a new church. Again, big changes. And, you likely know by now, I am stepping down as Executive Director at FCA Canada.

For a guy who doesn't like change, I've gone through a lot of changes this past year!

John Wooden, arguably the most successful coach of all time said this:
"We can have no progress without change, whether it be basketball or anything else."
So, change of some form or another is inevitable. We can either embrace it or get rolled over by it. I have seen coaches who have not changed their training plan, let alone change a practice, in years. They've always done it that way. I suspect we all template a fair amount, I know I do, but to not change anything is reckless. Techniques change, training modalities change and equipment changes, all which present the need for adaptation.

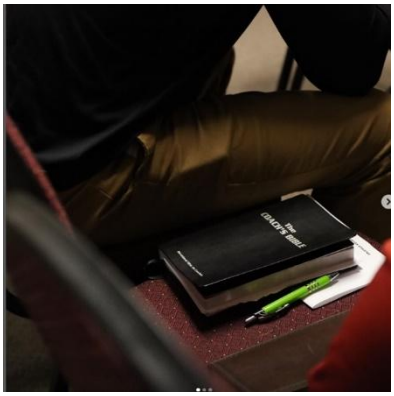
So how do we navigate transition and the changes that inevitably come our way? Henry and Richard Blackaby in the book Spiritual Leadership share the following key elements for implementing change effectively: Seek God's direction. This should be obvious for anyone who is a follower of Jesus but it's easy to forget when we're in the grind of the season. Put God first. Discern the organization's culture. In our case it would be our team or program. This was the thing that led me to leave both teams I was serving even though I had experienced success in both environments. In each cases the culture of the organizations was very different from mine. I moved to programs that more closely reflected what I believe, and it has been amazing.
Next, provide a clear picture of the desired destination. Change for the sake of change can come from boredom or familiarity. That happens when we've been coaching for a long time. Be sure there is intent and purpose to why you're doing it. Then, cultivate a sense of urgency. Once you decide to make a move, regardless of what it looks like, go for it, don't hesitate. Finally, follow through to the finish, keep at it until you are where you need to be.

This is a great list of thoughts but without implementing them they become just that, thoughts. Embracing change allows us to grow and trust in God's plan, allowing us to evolve into who we are meant to be under His guidance. Isaiah 43:19 says "See, I am doing a new thing! Now it springs up; do you not perceive it? I am making a way in the wilderness and streams in the wasteland." Move with change. So, what are you going to do to shake up your coaching practice? Take a course from your governing body, watch YouTube videos from experts in your field, read journal articles pertaining to your sport. Another great idea would be to take either FCA Canada's 360 Coach Course or the 3D Institute's 3D Coach Course. These will help you become a transformational coach seeking to use your sport catalytically to change the lives of your athletes. Now that's a change I can get behind!




**…this applies not just to sports but to life. Coach, are you building this kind of confidence in your athletes?**

# This Issue's Devotion:



**No more excuses**

I had an athlete who struggled this past outdoor season in competition. There was lots of negative talk and a lot of reasons why she was not performing at the level we both knew she was capable of. She had lots of excuses. As a pastor, I have experienced the same thing: people who wanted to grow closer to God, be used by him or deal with stress. They had all kinds of reasons why they could not achieve this. Those were excuses as well.

Excuses are crippling and lead to a perpetual cycle of failure be it in exercising, work, relationships or spiritual growth. In my experience, the difference between those people who succeed and those who do not, is those who succeed failed and got up. They struggled and kept pushing. They got uncomfortable and just accepted it. Each decided to stop making excuses because they believed they were worth the hard work.

That's the difference. Because, let's be honest, we have lots of reasons for why we fail. But they are excuses. You see them all over social media. But also, I'll be honest again, none of this is easy.

If you want to do anything great, from losing weight to getting that job, to growing in God, your path there is going to be hard. There are going to be moments of such intense discomfort that you'll assume something is wrong with you, and you'll think the people you've seen succeed had some type of advantage.

You will just have to tell yourself to keep going forward through the dark, because that was their advantage. Have no Plan B. Once you have a Plan B, you've already put the doubt in your head. You've already told yourself there is another acceptable vision besides your true vision.

So, what might this look like lived out? Just like in our coaching, we need to live with integrity and accountability. There are no cheat codes and no hacks. When we make excuses, we shift the focus from our own responsibility to external circumstances or others. This can lead to a pattern of blame-shifting and victim mentality, hindering our growth and relationships. It doesn't work in with teams and it doesn't work in life.

In Proverbs 28:13, we're reminded, 'Whoever conceals their sins does not prosper, but the one who confesses and renounces them finds mercy.' Excuses can be a way of concealing our sins or shortcomings, preventing us from confronting and learning from them. Instead of making excuses, we're encouraged to take ownership of our actions and attitudes. Philippians 4:13 says, 'I can do all this through him who gives me

strength.' This verse reminds us that we're not alone in our struggles; God's strength empowers us to overcome challenges and take responsibility.

By abandoning excuses and embracing accountability, we demonstrate trust in God's sovereignty and sufficiency. We can confess our shortcomings, receive mercy, and grow in faith and character. As we do, we'll become more like Jesus, reflecting His love and integrity to those around us.

Don't hold back, go for it! The Bible says: "But as for you, be strong and do not give up, for your work will be rewarded." (2 Chronicles 15:7). What you have to tell yourself is that there is nothing that will stop you because you're worth the work and God is on your side. When it gets hard, you'll get stronger. When it feels impossible, you'll redefine possible.

And what happened to the athlete I mentioned at the beginning? A few weeks later she took a chance, eliminating the excuses and negative self talk. She went for it and achieved her first podium ever at a provincial championships. Stop making excuses, you are worth it, get going.




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# 3D Coaching Corner:




**FCA Canada is excited to provide world-class training for Canadian coaches through the 3D coaching method. We are the exclusive Canadian partner of the 3D Institute which has developed this unique coaching philosophy and methodology**

## 2nd Dimension Strategy: Building Confidence

Athletes are struggling right now with the 'on-again, off-again' nature of training and competition impacting their confidence.

Confidence is an individual's belief that they have the ability to achieve a desired outcome and the necessary skills to achieve it. Skills are dealt with in the 1st Dimension of Fundamentals. Once the skills are established then comes the journey to building confidence. How do we build this important trait into our athletes?

Take them back to past successes….this is called *Performance Acceptance*. When you remind an athlete or team of how they've overcome adversity or difficulty in the past it builds confidence. You'd be surprised how quickly we forget!

Have them watch others success…this is called *Vicarious Experience*. By watching others execute well we learn through visual experience. YouTube is a great place to watch whatever skill or strategy you seek to engage done well if you don't have an on-location example.

Seek encouragement from others…this is called *Verbal Persuasion*. This can be from a teammate, peer or even someone at a higher level of competitiveness. Sometimes someone who is struggling only needs to hear of another who's gone through the same thing to break out.

To build a "confidence mindset" we need to be constantly building up and not tearing down. Be an encourager, build your athletes confidence and watch them soar no matter what's going on.

## Wisdom from Wooden

*"Talent is God given. Be humble. Fame is man-given. Be grateful. Conceit is self-given. Be careful."*

- Coach John Wooden

…this is a great perspective not just for our athletes but for us as well.

FIT2LEAD

# *Fit2Lead Tip*

### The power of purpose

This column usually looks at elements within the First Dimension- physical. This issue we'll look at a critical Third Dimension element for success as a coach- purpose
The Bible says in Ephesians 2 that we are God's workmanship, created in Christ Jesus to do good works, which God prepared in advance for us. Do you see that? God CREATED in ADVANCE. He has a purpose and plan for us.

Are you searching for purpose? What are you doing every day that is building purpose—and is it building the life you actually want? You may have heard: "If you do something you'll love, then you'll never work a day in your life." I will say, if you are living God's purpose for your life, you will be content and find a power that overcomes stress.

Meaning and purpose don't come from mimicking someone else's playbook or doing what sounds good or looks good on social media. It comes from seeking God's call and then writing your own story with honesty, authenticity, and consistency. People who saw purpose as something to be developed—rather than discovered—have better stress resilience, are more content and have higher motivation. Those stuck in a "search mindset" often became passive, disengaged, and discouraged when clarity didn't magically appear.

Life can be hard, but not everything is complicated. It's time to stop waiting for life to hand you meaning. To help with the process, ask yourself: What do I do that gives me energy—even when it's hard? Where do I avoid discomfort instead of facing what

matters? What would my day look like if I lived fully aligned with my values? Then act accordingly.

Purpose doesn't arrive fully formed. It's what emerges when your life starts looking more like your values. Pray, seek God, try different things and wait to see where he takes you. Oh yes, and you'll be a lot less stressed. Find your purpose, God has it waiting for you. When you do, you will be Fit2Lead!

## *Executive Director's Corner- FCA Canada Updates*

As I mentioned in the opening article, I am stepping down as Executive Director at FCA Canada effective December 31. When I took the role over two years ago it was never, in my mind anyways, a permanent thing. I can to FCAC five years ago to work with, develop and support coaches. I'm a coach and my heart is for coaches. So, while it was an honor to serve in other capacities that was never my passion. It became time for me to go back to what I first felt called to do- work with coaches. I'm looking forward to getting back to that.

With this in mind, coach development is still a critical piece of this ministry and is still my passion. As a coach, and pastor, I have personally, and by extension, seen the life change possible through effective, transformational coaching. That has not changed. We will return in the New Year to highlighting programs, training and resources for coaches. These are our strengths at FCA Canada that we want to use to help you in whatever your coaching or ministry context is. If you'd like to explore what this looks like more fully, please reach out.

With this in mind, and as a reminder, we still have a full suite of coach training available. That has not changed and will not, it continues to be a priority for us. Here is the list of what we're offering:

**"Transforming Athletes": Introduction to 3D Coaching**

This seminar or workshop teaches the role and importance of coaches in our society. It then introduces and explores the 3D method of coaching where athletes are viewed and coached in the physical, emotional and spiritual realms. This event will help coaches from house league to professional and is designed to help coaches and those who work with athletes understand the essentials of the 3D framework while learning practical strategies to engage the minds and capture the hearts of their athletes.

**"360 Thinking": Coaching in the 2nd and 3rd Dimension**

This seminar or workshop builds off of the "Transforming Athletes" workshop to dive deeper into the 2nd and 3rd dimensions of 3D coaching. How do you engage, equip and empower your athletes to not just survive but thrive in the 2nd Dimension element of the

mind? Then, and perhaps more importantly, soar in the 3rd Dimension of the spirit and heart? This event will not only lay the scientific importance of these two elements of who an athlete is but also give practical tips and strategies to help them grow and thrive in these dimensions.

If you would like to book a workshop or training session, please let me know. I'm here to help! Bottom line, I continue to desire to see Jesus impact the world through the influence of coaches.

**We're here to help!**
www.canadafca/coach

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**FCA Canada is a donor-funded ministry and so are always looking for people, churches or organizations that would be interested in partnering with us in our mission to engage, equip and empower coaches and athletes to experience the fullness of life offered through Jesus. If you, or someone you know, would be interested in exploring how you might be able to support us financially I'd love to chat with you about it.**