Strategy for Coaching Church Plant Leaders

Chesapeake Conference Evangelism Department

The Chesapeake Conference desires to promote an active and intentional church planting movement in the Chesapeake territory. The role of lay leadership and pastoral leadership in this endeavor is essential for the vision to become a reality. The Chesapeake Conference Evangelism and Ministerial Departments have adopted a coaching model that helps church plant leaders (both lay and pastoral) to maximize their potential and succeed. The following outlines the nature of the coaching relationship as well as the supportive role provided by the Evangelism Department in the process:

1. The coach is provided with a hand-out (see page 2) that details the essentials for coaching meetings. Other recommended resources and training will be made available for the pastor-coach.

2. Monthly coaching meeting between coach and church plant leader.

Purpose: The success of church plants increases dramatically when there are regular coaching sessions between the coach and the church plant lay leader. These meetings may include listening, prayer, reporting, visioning, accountability, development of long range planning. The Pastor-coach helps the lay leader develop a Spirit-led plan for the next month through action plans.

Time: 45-60 minutes monthly in person. Interaction by phone or e-mail available as needed between meetings. NOTE: When pastor-coaches serve multiple plants, network meetings where all the church plant leaders come together are encouraged in lieu of separate meetings.

Location: Restaurant on most occasions. The Evangelism Department will reimburse expenses to the pastor-coach up to $30.00 per meal. Receipts should be record and submitted with the regular monthly worker's report.

Who Initiates: Pastor-coach initiates the coaching meetings.

3. Quarterly interaction between coach and church plant.

Purpose: a) Attendance: Once a month attend one the church plant's events. This may include socials, board & business meetings, potlucks, vespers, youth events, etc.

b) Training: Chesapeake Conference will provide various training opportunities.

Time: Once a month

Who Initiates: Pastor-coach determines based on scheduling what event he/she can attend. The church plant leader communicates requests—emphasis on special events that are being planned.

4. Annual evangelistic reaping meeting.

Purpose: Growth of the church plant spiritually and numerically.

Time: Every year. Length of reaping series up to the plant's discretion

Location: Church or neutral location

Who Initiates: Lay church plant leader in consultation with the church plant. NOTE: To apply for financial assistance, the pastor-coach should submit a request to the Chesapeake Conference Evangelism Department by October 31 of the preceding year.

5. Attendance at Chesapeake Conference sponsored church growth & church planting events.

Purpose: This includes SEEDS conference, Equipping University modules, volunteer lay pastor classes, and other church planting trainings and workshops. These provide specialized training seminars on church growth, visioning, and strategy.

Time: Many of these will be annual events. Some will happen more often.

Location: Varies.

Who Initiates: *Chesapeake Conference Evangelism Department.*

Who Attends: Coaches, church plant leaders, core teams, and/or those interested in church planting.

6. Attendance at the annual church planting appreciation banquet.

Purpose: Inspiration, networking, providing resources for the upcoming year, and expressing appreciation.

Time: Usually in November or December.

Location: To be determined

Who Initiates: Chesapeake Conference Evangelism Department

Handout: Coach/Church Planter Monthly Coaching Meeting

Purpose: this is to serve as a quick guide to help coaches know how to lead out in the monthly coaching meeting. During the monthly coaching meetings you will be empowering the church plant leader(s) through prayer, active listening, visioning, reporting, developing long range plans, and accountability. An important part of the monthly coaching meetings is helping the church plant leader develop tangible action steps to be accomplished in between meetings.

Here is a sample progression of a coaching meeting with a church plant leader(s)…

1. Connect on a social level. ("Did you watch the finals?")
2. Lead out with prayer and specifically ask the Holy Spirit to guide and direct your time together.
3. *"What successes/victories have you experienced recently?" "What can we celebrate since last month?"*
   Here's an opportunity to share your appreciation for what God has done thru him/her.
4. *"What challenges are you currently encountering?"*
   Listen and begin to help lay leader(s) to develop action steps by asking questions rather than giving suggestions. What people discover, they own!
   a. *"What is the outcome you would like to see?"*
      Beginning with the end in mind
   b. *"Where would be a good starting place to address this?"*
      Affirm: *"Sounds like a pretty good way to begin."*
   c. *"After you start there, what might be your next step?"*
      If you feel the lay leader is going in the wrong direction at any time or a plan of action is ill-advised, you may want to address this by asking,
   d. *"Sounds good; what might be another possible way to approach this?"*
      Once the best approach is discovered, affirm this approach and proceed with helping him/her to come up with a suitable action plan.
   e. *"What would be your first/next step?" (use as many times as necessary)*
      You may want to reflect back what you heard so far and the reasoning behind the steps.
   f. *"So far you would go about addressing this challenge by…"*
      Repeat the action steps thus far.
   g. *"What might be something you have not included so far that's a must?"*
      After the action plan is formulated, review and share with him/her how for the next month's meeting, you will analyze together where he/she is on his/her action plan and if any course corrections might be needed.
   h. "What steps would you like to accomplish before next month's meeting?"
      It is essential that each coaching session involve the development of action steps. This keeps the lay leader focused and moving forward on what needs to be accomplished, otherwise the church plant remains stagnant and doesn't move forward. Allow the lay leader to come up with most of the action steps.
5. Ask God to bless his/her leadership, the church plant, and the action plan(s) with the Spirit's continued guidance.

<u>Resources on pastor-coaching</u>

1. *Christ-Centered Coaching* by Jane Creswell
2. *Coaching 101* by Bob Logan and Sherilyn Carlton
3. *For additional resources, contact the North American Division Evangelism Institute at nadei.org.*

COACHING AGREEMENT

Name of Church Plant: _____

Address of Church Plant: _____

_____

Times of services: _____

Church Plant Leader: _____

Address: _____

_____

Contact Info: Phone #s: _____

E-mail: _____

Coach: _____

Address: _____

_____

Contact Info: Phone #s: _____

E-mail: _____

Coaching agreement date: _____

_____ _____ _____

Church Plant Leader Coach Evangelism Director

Definition of Church Plant Leader: An individual who has been recommended by the mother church in a board or business session to provide oversight to all the ministries within a church plant. Church plant leaders would be approved by the Chesapeake Conference Administrative Committee.

Definition of Coach: Conference pastor or trained lay person who serves as coach, support person, and evaluator for church. All coaches are encouraged to take coaching training from NADEI and/or the Chesapeake Conference.