

Coaching Guide

The Church Planter

The Church Planter Coaching Guide and the Church Planter Storyboard are designed to develop more and better leaders who will plant and grow churches to reach the extensive harvest of people without Christ. This local church based pathway ensures individuals who choose to walk this journey have the very best chance of being successful at planting new churches



Starting with “*becoming a disciple and making disciples*” and finishing with planting churches this process is designed to complete the cycle of raising up leaders from the harvest for the harvest. To achieve this reality, existing church leaders must continue to recognise the people God has His hand on and ask the question, “*What is the next important step for this person toward a fuller expression of their unique place in the Kingdom of God?*” Then they must be prepared to ensure this person moves into the next level of development.

To effectively fulfil the Great Commission, we must intentionally produce reproducing leaders who have come from the harvest and go on to lead churches that raise up more leaders from the harvest

This process is not merely a responsibility of the church, it is the church. Is a church really a church according to the New Testament if it is not producing disciple-making leaders? The local church must stop farming out its most essential role to others and start becoming the leadership development centre God always intended it to be.

*All scripture passages are NKJV (New King James Version) unless otherwise noted

▼ Authentic Discipleship

Key Questions:

- What steps can you take to keep developing your relationship with God?
- How are you forming strong relationships with other Christians?
- How do you give priority to developing relationships with non-believers?



Growing in relationship with God

Ministry flows out of a life with God, a dynamic relationship with the Holy Spirit. This is what keeps you going as you face the challenges ministry brings. The closer we are to God the more clearly we feel His heart of compassion and are motivated to love others in the Body of Christ and reach out to those who are lost.

- What are your motivations for wanting to plant a church?
- What insecurities, fears or sins do you need to bring to God at the outset of this journey?

Renewing of heart and mind evidenced in godly behaviour

As God works on us from the inside out, we often experience discomfort and struggle but, as we are reminded in Romans 12:2, 'We are to be transformed by the renewing of our minds'. This inward transformation leads to life change. James reminds us that 'faith without works is dead'. Following Jesus isn't just about changing your beliefs; it's about changing your life.

- What do you see as God's part and what do you see as your part in the renewing of heart and mind?
- As we renew our mind and heart, what do we leave behind? What do we move towards?
- How will your life look different when your behaviour reflects a renewed heart and mind?

Listening and obeying the Holy Spirit's voice

No one else carries the unique gifting, personality and experience that you bring to ministry and your responses to God's Spirit are individual and unique as well. The Holy Spirit knows you intimately and personally and wants to be your teacher and guide. **As you learn what His voice sounds like He will instruct and guide you.** Learning to obey what He says without question is an important part of the journey. Be ready for times when He may ask you to do things that you are not expecting.

- How do you know when the Holy Spirit is speaking to you?
- Is there something He seems to be saying to you at the moment?
- Has the Holy Spirit told you to do something that you have not obeyed? How will you follow through on this?
- In what circumstances do you find it easy to do what you know the Spirit wants you to do? When do you find it hard?

Actively involved in a small group where life is shared

In preparation for leading a church, you need to live life with others and be part of a group where openness is encouraged and people are listened to. For many in ministry there is a temptation to show only a happy face to the world, thinking that sadness would reflect poorly on God. Those who pretend they do not have any struggles or difficulties are being dishonest—and the insightful believer and non-believer will easily recognise it. A small group is the place of continuing growth and development for every believer.

- What does it mean to you to be committed to a group? What actions would that commitment require?
- What do you think it means to “rejoice with those who rejoice and weep with those who weep”?
- How is the small group that you are a part of functioning at present? What’s working, and what’s not working?

Growing friendships with non-believers and their networks

It is good to enjoy fellowship and meet regularly with other believers. In fact, it is essential. But we need to guard against giving all of our time, energy and finance within the four walls of the local church and neglecting the real reason we exist...to bring the gospel to those who do not know Jesus. To do this, we need to really know people, what’s going on in their lives, their hopes, their fears, their questions. We need to become immersed in their world rather than expecting them to become immersed in our world.

- Who we choose to spend time with says a lot about who we are. What would it say about you?
- Where do you naturally cross paths with non-believers?
- Where do you see the greatest opportunity to build relationships with non-believers?
- How do you feel about setting aside your own discomfort to meet others on “their turf”?
- How have people responded when you have followed the prompting of the Spirit to connect with them?

Sharing your faith regularly and bringing people to Jesus

As we create relationships with non-believers, we need to listen carefully to their stories and learn how to meaningfully share our story with them. Listening carefully allows us to tap into the 'God-moments' of their story and show them where Jesus has already been reaching out to them. Each person will be different and we need to be aware not just of individuals but also of the networks to which they belong. If we immediately remove them from their natural networks we cut off the opportunity for the gospel to spread and for disciples to multiply.

- Describe the last time you asked questions about someone's spiritual journey and listened without injecting your own opinion?
- How do you go about sharing the gospel with those who are open and receptive?
- Who is the last person you brought to Jesus? How are they growing?
- What other opportunities can you create to tell others about your life with Jesus?

Discipling new believers who disciple others

For new believers to become thoroughly established in their faith and set on a productive path for growth, they need to be disciplined and encouraged by those who are further along the journey of faith than themselves. Discipling does not just happen on its own. Our movement has resources you can access to provide a sound framework for the discipling process. At the same time as we are discipling someone, we are training them up to disciple someone else. We are constantly connecting people with the Head of the body, Jesus so they learn to listen to Him.

- Describe how you are discipling a new Christian. How do you help keep that relationship healthy?
- What are you finding difficult in the process?
- What did you find helpful in the discipling process you were taken through?
- At what point will you challenge the person you are discipling to disciple someone else?
- How will you prepare him or her for that responsibility?

What's next?

How can you grow more in the areas covered in this stage of your journey? Here are some ideas.

Reflect on the scriptures

- Romans 12:1-2
- James 2:14-17
- Mark 12:28-31

Behavioural application

- Think of one new way this week you can invite God into your everyday life.
- Think of five positive traits you can see in another person that could encourage that person to live up to his or her full potential.
- Write a list of non-believers you will intentionally pray for until they come to Jesus.
- What is one area of your life God has been challenging you to change? What will you do to be obedient?

Suggested resources

- Leadership Multiplication Pathway – CoachNet Global
 - Obedient Discipleship

Review 'Authentic Discipleship'

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Action steps (to be reviewed by coach)

- In light of what you have discovered in this stage of the journey, what areas do you still need to work on?

▼ Effective Ministry

Key Questions:

- What steps can you take to keep developing your ministry experience?
- How can you expand and sharpen your skills?
- What do you need to do to develop your spiritual gifts?
- How could you use feedback from others to change and grow?



Faithfully serving through all seasons

If the first essential in ministry involvement is willingness, the second is a servant's heart. Are you willing to serve where you are needed? Are you willing to do the jobs that lie outside of the limelight? Jesus modelled these essentials for us when he washed His disciples' feet. Proving to be faithful and reliable in your ministry responsibilities in your local church is an important pre-requisite to being trusted with leading a ministry and eventually leading a church as a planter.

- What struggles do you experience in being a servant to others?
- How can you face those struggles with greater faith and persistence?
- Recall a time when you overcame difficulties to persevere in serving well. How did you do this?
- How can a ministry that you are currently involved in support another ministry in a way that is mutually beneficial?
 - Think of one specific example.

Demonstrating effectiveness in foundational ministries

There are ministries that form the basis of effective planting and are considered important in our movement. Ministries like discipling, shepherding and small group leadership. They need to be mastered for personal growth and effectiveness in order to raise up others to serve in these roles. It is important to prepare for the future by being involved in these ministries in the local church, by learning to patiently face the challenges that arise and by applying biblical principles to solve these challenges.

- Identify which of the foundational ministries you are strongest in? Which are you weakest in?
- How can you continue growing your skills in these foundational ministries?
- What people and resources will you use to help strengthen your weak areas?
- How can you ensure you are getting good feedback on your progress in ministry?

Developing Spiritual Gifts

One of the foundational values of our movement is the belief that spiritual gifts were given for the equipping of ministry and the edification of the church. These gifts are primarily found listed in 1 Corinthians 12:1-11, and are clearly demonstrated in the life and ministry of Christ and the early church. We believe the same spiritual gifts are available to us today for effective ministry. Those involved in planting a church will need to be competent in the use of these gifts, and it is therefore essential for them to continue developing their gifts as ministry involvement increases.

- How are you currently using the gifts of the Holy Spirit?
- Who can help you develop these gifts?
- How can you exercise gifts that are lying dormant within you?

Proactively seeking feedback to continue to develop, change and grow

We are exhorted by Paul in Ephesians 4:15 to “speak the truth in love”. As we develop in ministry we can initiate this type of communication by proactively seeking feedback from others. We should avoid criticism-givers but we should listen to those who are genuinely committed to our personal and ministry growth. Trusted people who know us provide the best mirrors for us in which to truly see ourselves as we are. We have much to gain by listening, evaluating and being open to change and grow.

- What fears arise when you consider asking others for feedback?
- How can you best reflect on the feedback you receive and apply it to your personal and ministry development?
- How do you develop your ability to give feedback to others?

Active in preaching and teaching

These are also foundational roles for effective planting and pastoring and are considered essential in our movement. To grow in these areas there is a need to develop a strong relationship with God, good Bible knowledge, effective communication skills, and above all else, an openness and desire to hear from God and share His ‘now’ word with people. Leaders who have gone before will model this area for you but you should develop your own unique style, according to your gifts, communication style and personality.

- How can you gain as much experience as possible in preaching and teaching?
- Who will you model yourself on as you start preaching and teaching?
- What are you doing now to increase your effectiveness in this area?
- Who will give you constructive feedback to help you grow?

What's next?

How can you grow more in the areas covered in this stage of your journey? Here are some ideas.

Reflect on the scriptures

- Ephesians 4:15
- 1 Corinthians 12:1-11
- Philippians 2:1-11

Behavioural application

- Seek out people in another ministry in the church and discover ways in which you can work together for the mutual benefit of both ministries.
- Choose a few people to model yourself on in the area of preaching and teaching and seek their help and feedback.
- In conjunction with your coach choose a few people from a ministry you are involved in and ask them for some constructive feedback on your progress.

Suggested resources

- Three Colors of Ministry – Christian Schwarz
- Leadership Multiplication Pathway – CoachNet Global
 - Focused Ministry

Review 'Effective Ministry'

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Action steps (to be reviewed by coach)

- In light of what you have discovered in this stage of the journey, what areas do you still need to work on?

▼ Empowering Leadership

Key Questions:

- Where are you on the journey to leading a ministry?
- What intentional steps can you take to develop your leadership skills?
- How can you establish multiplication in every ministry you lead?



Start, lead and multiply ministries

When you start a new ministry (or begin to lead an existing ministry) it is important to use **bi-focal vision**. There is a need to see up close what the details of leading look like. There is also a need to look into the distance to envisage what this ministry will look like in the future, fully developed. As you lead a ministry you will need to intentionally lay down good foundations which can be taught and reproduced in others so that the ministry can be multiplied. This multiplication is possible locally, nationally and internationally depending on the type and scope of the particular ministry.

- What are the key steps you will put in place to lay down a good foundation when starting a new ministry?
- What will you do to ensure you stay true to a bi-focal vision of the ministry you are leading?

Ongoing assessment of personal leadership strengths and limitations

As you lead and receive feedback, you will easily discern your strengths from the positive responses of others. But people are often not as forthcoming when it comes to a leader's limitations. A few trusted friends, and often your spouse, will help you identify areas that require some further growth and accountability. While it is often our strengths that build an effective, spirit-led ministry, weaknesses that are ignored can cause problems for a leader. For an accurate view of ourselves as leaders, we need insights from the Holy Spirit, help from others and a more formal leadership assessment process.

- Who can you ask for accurate feedback on your leadership?
- How will you ensure you receive regular feedback?
- What is God telling you that you need to work on at the moment?
- What kind of formal leadership assessment have you participated in?
- What did you discover about your strengths and limitations from that assessment?
- What tangible 'Action Plans' have you put in place to work on the assessment results?

Clarifying personal and ministry values

Every person has a unique set of personal and ministry values. Your values are unique simply because they are yours. These values come from family, significant others, personal experience and for some, their church background. These values form the basis of our reactions and responses in all we do. It is important as leaders, that we clarify our values so we understand our reactions and responses. It's also important we do this so we can help others to do the same.

- What things are really important to you in both life and ministry?
- Think about a leader you respect. What values underlie this person's approach to leadership?
- What kind of formal values assessment have you participated in?
- What did you discover about your personal values from that assessment?

Empowering others to take responsibility for ministry

Gifted leaders are able to do a lot themselves and are often willing to take responsibility for the successes/failures of those who are part of their ministry. In order for ministry to become more effective, multiply and spread, others need to be trained up to carry responsibility for the choices they make and the impact of their ministry. This requires not just delegation but intentional empowerment of others for effective ministry.

- What do you find hard about giving others responsibility for their ministry?
- Who have you found empowering in your own ministry journey? What characterised this person's approach to your development?
- What kind of characteristics are you looking for in your ministry team that will help you with empowerment that leads to multiplication?

Committing to being coached, coaching others and training others to coach

Definition of coaching: Coaching is the process of coming alongside a person or team to help them discover God's agenda for their life and ministry, and then cooperating with the Holy Spirit to see that agenda become a reality.

Every leader needs a coach because without outside input they will never be as good as they could be. A coach is someone who draws out your vision, helps you sort through your options and leverages your opportunities. How much stronger would your team be if they had someone coming alongside them to help them discover the best way forward in what they do. What if you made sure your leaders were trained in coaching and were able to help others. ***Imagine the potential for Kingdom development.***

- How will you adjust your schedule to ensure you have consistent coaching?
- What will you do to ensure that those involved in your ministry are getting consistent coaching?
- What will you do to make sure those in your ministry who want to be trained in coaching get the opportunity?

Actively applying church health principles to ministry

There are many ways to measure the success of a ministry, but in the end it is important to measure its health. Does a ministry have people who are passionate about God, living in a loving relationship with others, ministering in their gifts, empowered to minister and is the ministry growing 'all by itself'? Our movement has churches who have undertaken to become and remain healthy, using the Natural Church Development process that uses a health check to measure the indicators of a healthy ministry. If you eventually want to plant and lead a church then become familiar with effective ways of measuring the health of a ministry.

- Is your ministry healthy? How do you know?
- Is the church you are a part of healthy? How do you know?
- How might health relate to growth in the local church?
- What will you do to increase your understanding of how to measure the health of a church?

What's next?

How can you grow more in the areas covered in this stage of your journey? Here are some ideas.

Reflect on the scriptures

- Ephesians 4:15
- 2 Timothy 1:1-2

Behavioural application

- Write down, using your faith lenses, what the current ministry you are leading will look like in 2-3 years' time
- Participate in a formal leadership assessment process and share your discoveries and 'Action Plan' for growth with your coach
- Write down a list of characteristics you are looking for in your ministry team. (Remember empowerment leads to multiplication)
- Discover how many of your team want to be trained in coaching. Look for ways to provide them the opportunity

Suggested resources

- Leadership Multiplication Pathway – CoachNet Global
 - Developing Effective Leaders
- Color Your World with NCD – Christian Schwarz
- Coaching 101 - CoachNet Global
- Coach Accreditation Training

Review 'Empowering Leadership'

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Actively applying church health principles to ministry	1	2	3	4	5

Action steps (to be reviewed by coach)

- In light of what you have discovered in this stage of the journey, what areas do you still need to work on?

▼ Aligned Vision

Key questions:

- How familiar are you with the values, vision and mission of the Australian Christian Church?
- How could you find out more about these key areas?
- What makes people have a sense of belonging in the Australian Christian Church?
- How can you increase your sense of belonging to the movement?



Aligning personal and ministry values with the values of the movement

When we seek to identify with a specific movement it is important to ensure that our personal values are aligned with the values of that group. This alignment engenders trust and a sense of belonging as well as giving the larger group an identity by which they are known to the wider world. People who share similar values can still outwork them in very different ways but there is a basic set of beliefs that underlie all that is done in the movement. In order to take on a leadership role in an Australian Christian Church it is important to familiarise yourself with the movement values and to reflect on your compatibility with those values.

- Do you have a copy of the values of the Australian Christian Church (ACC)?
- Having already clarified your personal values, reflect on these alongside the values of the ACC. What similarities and differences can you see? Discuss your insights with your coach.
- If you want to continue your journey with ACC, where will you need to make adjustments to align your values with the values of ACC?

Setting ministry goals that align with the vision and mission of the movement

The vision and mission of a movement give a clear pathway for where the movement wants to go collectively in the future, but it is each leader who carries the important responsibility of putting legs on that vision at a local level. As you set goals for yourself, your current ministry and a future church, this vision and mission will give you the framework to stimulate your thinking and help clarify your journey. You can even face your embryonic goal setting with confidence knowing you are building on a broad foundation.

- Do you know the vision and mission of the movement?
- What is an area you currently want to explore in ministry?
- How can you form some tentative goals that are undergirded by the wider vision and mission of the movement?
- Who will you share your journey with?
- Begin to shape up and outwork these goals with your coach.

Actively participating in the movement through district meetings, state and national conferences, etc

The biggest temptation for church leaders in the western world is to believe they can do ministry outside of community. It is important, as you grow in leadership to develop a sense of belonging to something bigger than yourself and to cross-pollinate with other churches and leaders across the movement. District meetings, state and national conferences provide a good starting place for belonging, connecting with our roots and being helped and stretched as we are taught and interact with other leaders. A leader is first a disciple of Jesus and so you need to live life with others and be part of a group where openness is encouraged, people are listened to and we spur one another on to greater things in God.

- How can you make time to start attending meetings and conferences run by the movement?
- Which meetings in the next 12 months can you put into your diary now?
- All meetings and conferences have positives and negatives and you will hear about these from others. How will you contribute to the positives and avoid the negatives?

Becoming familiar with the ACC constitution, statement of faith, code of conduct, policies and church planting procedures

Australian Christian Church seeks to develop more and healthier people, groups, ministries, leaders and Churches for a greater harvest across our nation and beyond. Because the local Church is central to this mission it is important that the leadership of each church is not only committed to the movement's values, vision and mission, but also committed to the key organisational and legal elements that are foundational to its continued existence. In order to take on a leadership role in an Australian Christian Church, it is important to familiarise yourself with the key organisational and legal documents of the movement and ensure these are foundational to everything you do in ministry.

- Do you have a copy of the key organisational and legal documents of the movement and have you worked through them with someone who is familiar with them and their implementation?
- What training (if any) do you need to participate in to become compliant with the key organisational and legal documents of the movement?

What's next?

How can you grow more in the areas covered in this stage of your journey? Here are some ideas.

Reflect on the scriptures

- 1 Corinthians 3:10-15
- Ephesians 2:19-22

Behavioural application

- Write down what you see as the similarities and differences between your personal values and the values of ACC. Discuss your insights with your coach.
- Work with your coach to form goals for your current ministry that are undergirded by the wider vision and mission of the movement.
- Find out from the leadership of your church when movement meetings and conferences are scheduled and (if possible) attend with your leaders.
- Get a copy of the key organisational and legal documents and work through them with someone who is familiar with them.

Suggested resources

- Australian Christian Church - Values
- Australian Christian Church - Vision and Mission
- Australian Christian Church - Organisational and legal documents

Review 'Aligned Vision'

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Setting ministry goals that align with the vision and mission of the movement	1	2	3	4	5
Actively participating in the movement through district meetings, state and national conferences, etc	1	2	3	4	5
Becoming familiar with the ACC constitution, statement of faith, code of conduct, policies and church planting procedures	1	2	3	4	5

Action steps (to be reviewed by coach)

- In light of what you have discovered in this stage of the journey, what areas do you still need to work on?

▼ Strong Biblical Foundations

Key questions:

- What arena do you have to discuss Biblical and Theological issues? How can you create one?
- How can you grow in the certainty that what you believe is relevant to real life issues?
- How important is it to you to develop others in their Biblical understanding and also in the practical application of what they are learning?



Meet ACC requirements for Theological Training and competencies

Effective ministry is built on Character, Biblical knowledge and Skills. At this stage of your journey character development should be well established and you should be mastering ministry and leadership skills. It is now time to deepen your Biblical and Theological knowledge and application. The Australian Christian Church has a number of officially recognised and registered Bible Colleges in different parts of the country where studies can be undertaken part-time or full-time for those wanting to plant a church.

- What Biblical/Theological studies are required for planting a new church? If you do not know, how can you find the answer?
- If you need to do further studies, what credits can be gained from previous studies?
- Work with your coach to decide which of the study options is best suited to you now and into the future.

Live in alignment with ACC's "Statement of Faith"

When we seek to identify with a specific movement it is important to ensure that what we believe and how we minister is aligned with the Biblical/Theological foundations of that group. If you have not been down this road formally, get a copy of ACC's 'Statement of Faith' and familiarise yourself with it. It may help to make it more your own by talking about its contents with leaders in your church, sharing it with Christian friends or building a night around it at your small group meeting. Do not avoid this step. Let these beliefs become a part of you.

- If you do not have a copy of ACC's 'Statement of Faith', how can you get a copy?
- Is the ACC 'Statement of Faith' compatible with your personal beliefs? What similarities and differences can you see? Discuss your insights with your coach.
- If you want to continue your journey with ACC, where will you need to make adjustments to align your beliefs with the beliefs of the movement?
- Where can you keep a copy of the 'Statement of Faith' so it is accessible when you need it?

Demonstrate ability to practically apply studies in preaching and teaching

Biblical/Theological understanding and application are two very different things but both are woven together. The strongest temptation in preaching and teaching today is to give people Biblical/Theological understanding with no life application or to take people down the life application pathway with little or no Biblical/Theological understanding.

The best way to gain confidence in speaking is to do it, so make it known that you are willing to undertake preaching and teaching, and as opportunities become available, use the sound biblical foundations you are laying down in your life to weave Biblical/Theological understanding and application together. To ensure you continue to grow in this area open yourself up to feedback on your development from others.

- What are you doing to ensure Biblical/Theological understanding and applications are the basis of your preaching and teaching?
- Who really inspires you when they preach and teach? What do you think makes their speaking so powerful?
- How can you intentionally build feedback into the development of your preaching and teaching?
- How can you best reflect on the feedback you receive and apply it when you preach?

Actively equip others to read and understand the Bible

This does not necessarily take a lot of resources. Materials already produced by ACC are available. You may not yet have the authority to organise something for your local church but that doesn't mean you shouldn't ask. Take the opportunity to explore what studies you could undertake in your small group or area of ministry focus. Small beginnings are fine. What you are doing now is starting on a lifelong journey of learning and encouraging others to do the same.

- What might be possible now, right where you are, to foster the study of the Bible?
- How will you make this not just an intellectual journey but one of application of scripture to everyday living?
- How can you take what you are doing and present it in a way that will help others do the same, thus building multiplication into the process?

What's next?

How can you grow more in the areas covered in this stage of your journey? Here are some ideas.

Reflect on the scriptures

- 2 Timothy 2:15
- 2 Timothy 3: 16
- Hebrews 4:12
- James 1:22-25

Behavioural application

- Choose to put aside all other reading for a month to focus on only reading your Bible. Try different ways of approaching this. (eg. Read a whole section of scripture in one sitting, pray through a Psalm, read until something grabs you and stop and reflect for a while). Make notes and keep a journal through this journey.
- Read some sermons in books or on the internet to get a feeling for how speakers structure their presentations
- Review and develop a number of ways to foster the study of the Bible in the local church.

Suggested resources

- Australian Christian Church Registered Bible Colleges
- Australian Christian Church – 'Statement of Faith' (www.acc.org.au)

Review 'Strong Biblical Foundations'

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Actively equip others to read and understand the Bible	1	2	3	4	5

Action steps (to be reviewed by coach)

- In light of what you have discovered in this stage of the journey, what areas do you still need to work on?

▼ Assess Ministry Journey

Key Questions:

- What processes have you put in place to ensure you are continuing to grow in ministry?
- What have you done to increase your sense of belonging to the movement?
- How do calling and competencies come together?
- How do you measure growth in ministry competency?



Share your ministry journey with a master coach and undergo the process of “review-reflect-refocus”

This might sound a bit daunting but in fact you will find that a master coach, like other coaches you have worked with, will walk beside you to support your adventure of faith. Your coach will constantly nudge you in the direction of Jesus, inquiring about what God is saying to you, how your love for Him is growing and how well you are obeying the Word and the Spirit. The coach is not your source; he/she simply keeps you accountable to seeking God in all things. Your coach will empower you to love and serve well and be fully aware of your real **Source** of power. Jesus said, ‘Go therefore and make disciples....and lo, I am with you always, *even* to the end of the age.’ He is the One who is constantly and powerfully by your side.

- You have been coached through much of your journey to this point. What are some of the key areas you have had to work on in that journey?
- What key areas do you need to continue working on?
- What have you learned about coaching from the coaches who have worked with you in your personal and ministry development?
- In what areas do you find it difficult to be accountable to someone like a coach?

Meet with district/regional leaders to discuss and evaluate your compatibility with ACC

In order to take on a leadership role in an Australian Christian Church it is important for you to be compatible with the values, vision, mission and beliefs of the movement. It is also important to stay in touch with what the Holy Spirit is doing in the wider body of ACC churches. As you listen to the stories of others, and tell your stories, you will continue to identify with the call of God on our movement and to enjoy the sense of belonging to something bigger than yourself and your local work.

Remember how Jesus prayed in John 17 for His disciples and those who would believe through their witness ‘that they may be one’. And then, to lift the standard higher he added ‘as **we** are one’. Unity is about holding the basic beliefs of our faith in common as a movement while embracing diversity in the outworking of these beliefs.

- How are you journeying in your relationship with the wider ACC movement? Write some thought and discuss these with you coach.
- How can you foster both unity and diversity as you develop in ministry?
- What particularly inspires you about the movement you are a part of?

Engage in a recognised behavioural assessment to establish suitability for church planting

Although some may find the idea of formally assessing a potential church planter unsettling or unspiritual, up-front assessment is one of the most critical elements in successful church planting. Failure to assess leaders is one of the primary reasons why the failure rate of church plants generally hovers around 65% to 70%. Almost all movements do some sort of assessment on prospective leaders, at least in an informal sense. A more formal assessment process broadens the scope of evaluation by addressing additional personal and ministry areas.

An effective assessment process will benefit both the movement and the planter because a good assessment will help good leaders become better leaders. It will help them learn more about their strengths and limitations and encourage them to grow and change personally as well as build their teams around what the assessment reveals about their areas of strength and limitations. A good assessment also protects the prospective leader's marriage, family and other relationships from the damage associated with a failed church plant.

- What types of assessment - formal or informal – have you already been a part of?
- Are you already aware of areas where you need to develop your ministry competencies?

What's next?

How can you grow more in the areas covered in this stage of your journey? Here are some ideas.

Reflect on the scriptures

- John 17:11

Behavioural application

- Work with your coach to review and modify the key areas of your journey that still need more work and create a new Action Plan.
- Spend time looking at what you will do to continue to ensure you can work in harmony with Australian Christian Church?

Suggested resources

- Behavioural Assessment Report

Review 'Assess Ministry Journey'

	Yes	No
Have you shared your ministry journey with a master coach and undergone the process of "review-reflect-refocus"	<input type="checkbox"/>	<input type="checkbox"/>
Have you met with district/regional leaders to discuss and evaluate your compatibility with ACC	<input type="checkbox"/>	<input type="checkbox"/>
Have you engaged in a recognised behavioural assessment to establish your suitability for church planting	<input type="checkbox"/>	<input type="checkbox"/>

Action steps (to be reviewed by coach)

- In light of what you have discovered in this stage of the journey, what areas do you need to work on?

▼ Personal Development Plan

Key Questions:

- How can you stay focused on developing ministry competencies with all of the demands of ministry?
- In the light of your Behavioural Assessment results, where do you tend to be more naturally competent?
- What have you learned about ministry development through your assessment experience?



Using feedback from the behavioural assessment, devise a personal ministry development plan

A Behavioural Assessment is not a test with a pass or fail. It is a useful tool to help you determine what areas you need to work on to build personal and ministry strength. Having now completed a behavioural assessment, work through the results and use the information to create a Personal Growth Plan. Although the process should be somewhat systematic, there is freedom to prayerfully choose where you would like to start the process. Your journey should be tailored to your individual preferences and immediate ministry needs. Remember, this work is to be done in conjunction with your local leadership and coach and they are there to walk beside you and keep you accountable to your Personal Growth Plan.

- What was your initial reaction to the results of the Behavioural Assessment?
- What was your spouse's initial reaction to the results of the Behavioural Assessment?
- What area do you sense you should work on first?
- Are there particular skills in that area that you need to pay special attention to?

Develop strategies to address areas of weakness

Your coach will be invaluable during this stage of your journey and will help you to discover just how to strengthen your weak areas. It is always a challenge to work on our weaknesses without diminishing our strengths. Strengthening areas of weakness may require ministering beside someone else, finding helpful resources, reflecting on why we struggle with a particular area and how to improve. As you work through your Personal Growth Plan it is important to remember that successful leaders see learning and changing as a lifelong journey.

- Select a specific area to work on. When you have strengthened this particular area, how will your ministry look different?
- Select another area to work on. Who can you minister beside to strengthen this particular area?

Deepen awareness of competency levels and commit to improving leadership skills

Alongside “being confident of this very thing, that He who has begun a good work in you will complete *it* until the day of Jesus Christ”, we are to persist and “run with endurance the race that is set before us”. The desire of our movement is that all those who begin the journey of planting will not only complete their own journey strongly but also empower and raise up other leaders along the way. This journey requires walking with others as together we improve the skills required to lead effectively. Our self awareness needs to grow so that we gain a good idea of our competency levels without constant need for feedback. Let’s aim to excel in all aspects of leading in God’s Kingdom.

- How will you continue to improve your leadership skills?
- Who will help you deepen your awareness of competency levels?
- What is one area in which you exhibit a high level of competence? How did you develop this?

Respond to feedback on progress by changing and growing

We all love positive feedback. It encourages us, helps us know we’re on the right track and contributes to our confidence in ministry. Often the greatest stimulus to growth comes from someone who gives honest feedback to us when we can’t see clearly where we’re at. The apostle Paul links feedback to growth when he says, “speaking the truth in love, *you* may grow up in all things into Him who is the head-Christ .” Ask for feedback regularly from a variety of sources. Remember the objective is growth, so if you keep an open mind you will start welcoming ideas and suggestions for improvement. If you feel bombarded with negatives, don’t be shy about asking for some positive feedback as well. If you feel a bit uncomfortable in this area do some homework and develop a process for receiving feedback from people. An important step in being open and willing to change is growing in trust in the people who are giving you the feedback.

- Are you open to receiving challenging feedback?
- What fears arise when you consider asking others for feedback?
- How can you respond with greater openness to both praise and constructive criticism?
- Have you put a peer group in place who can help you check out the feedback you are receiving?

What's next?

How can you grow more in the areas covered in this stage of your journey? Here are some ideas.

Reflect on the scriptures

- Philippians 1:6
- Hebrews 12:1
- Ephesians 4:14-16

Behavioural application

- Begin to develop your Personal Growth Plan with your coach. Make your goals as specific and measurable as you can.
- Consider what you will need to change to commit to a lifelong journey of growth in the area of your ministry competencies.
- With your spouse or a peer, determine one area that you will feedback on regularly to one another

Suggested resources

- Behavioural Assessment Report

Review 'Personal Development Plan'

Using feedback from the behavioural assessment, devise a personal ministry development plan	1	2	3	4	5
Develop strategies to address areas of weakness	1	2	3	4	5
Deepen awareness of competency levels and commit to improving leadership skills	1	2	3	4	5
Respond to feedback on progress by changing and growing	1	2	3	4	5

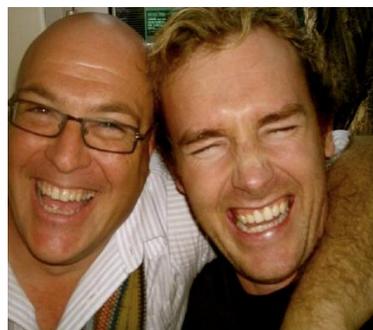
Action steps (to be reviewed by coach)

- In light of what you have discovered in this stage of the journey, what areas do you still need to work on?

▼ Ministry Development Plan

Key Questions:

- What would you hope to gain from attending ACC ministry development opportunities?
- What have you learned so far about yourself and Australian Christian Church that will aid you in preparing a strategic plan for your church plant?



Working with your coach to clarify the next steps

As you are moving closer towards the actual planting of the church, getting a clear picture of what God is saying to you is now very important. Expect Him to speak personally and clearly to you as well as give others clarity on your journey. Work with your coach through the last few stages of this Coaching Guide (and the accompanying Storyboard) to ensure that all the key requirements of your journey are completed. Start to think clearly about a specific vision for the future and look at the how and when of connecting and beginning a new church.

- How are you feeling about your future journey as the next major step draws closer?
- What is God saying to you about the future?
- What sort of feedback are you getting from others about your future journey?
- How can you give more time to working with your coach to clarify the next steps in your journey?

Attending ACC ministry development opportunities (eg. Pastors Intensive, Church Planter Training, etc.)

There are a number of training and development opportunities provided by ACC on a regular basis that are designed to help church planters to effectively prepare for planting a church as well as link you with others walking in the same direction. The fellowship, challenge, inspiration and learning gained during these events will be of incredible benefit to you, and have been carefully planned by respected leaders in our movement. You will find them intentional and focused and they will make you aware of key requirements for those who aspire to leadership in the Australian Christian Church. Your attendance at these events will ensure your feet are firmly placed on the leadership pathway.

- Ask your coach about your readiness to attend specific training events.
- Do you see any obvious hindrances to your attendance at these events?
- What will you need to do to ensure you are able to attend these events?

Develop a written strategic plan that clearly communicates the vision and strategy for your church plant

Although research and planning cannot replace the call of God on the heart of the planter, neither does the call of God replace the need for the careful and thoughtful preparation required to successfully plant a new church. The development of your personalised strategic plan needs to start as soon as possible. You will be given access to plans developed by other leaders and help in determining how to develop such a plan. But your individual plan will flow from your unique relationship with God and those particular areas He has placed on your heart. Because of this, no two plans will look the same. As you prepare your strategic plan with your coach's input, you are beginning to apply your learning on leadership where the rubber meets the road.

- What is God saying to you about your church plant?
- Write down, in a random fashion, the kind of things you would want to include in a strategic plan.
- Do you know a leader who is good at strategic planning? Spend time talking with this person and learn how he or she develops a plan.
- How will you determine that your strategic plan is realistic?

Reviewing your strategic plan with a leadership group / coach

You will work through your strategic plan with a leadership group consisting of those committed to your journey, including movement leaders, a master coach and your local coach. They will help you to shape your plan into a workable document with reference to areas such as location of your plant, and type of church or demographic suited to you as a planter. They will ensure your plan is aligned with your core values, vision and mission as well as looking at the energy required to accomplish it and they will pinpoint gaps in the plan. By the end of this process you will hold in your hand a realistic God inspired plan for you to outwork by His Spirit.

- What did you find helpful in the group review process?
- What was difficult about the process?
- What have you learnt about strategic planning that will help you in the future?
- When will you present your modified strategic plan for review?

Participate in a second behavioural assessment

A good Behavioural Assessment will help good leaders become better leaders. It will help them learn more about their strengths and limitations and encourage them to grow and change personally as well as build their teams around what the assessment reveals about their areas of strength and limitations. Because of the high attrition rate among churches planters, it is important to re-visit the assessment process after the potential leader has spent some time working on the results of the first assessment.

The major objective of the second assessment is to see how you are progressing in applying your findings to the specific ministries you are involved in and to celebrate the progress made.

- Having already completed one Behavioural Assessment, what similarities and differences can you see in the second assessment? Discuss your insights with your coach.
- As you continue your journey what adjustments do you need to make as you develop your ministry competencies?

Begin the credential process

As prayer has kept you focused on the journey this far, it is now important to prayerfully consider the timing of your ordination and any other preparation you need to complete. Together with your spouse you will share the joy of cementing God's call on your life by being recognised as ministers within Australian Christian Church. Take time to reflect on what has happened in your life to bring you to this point and the adventure of ministry that lies ahead.

- Is there anything you need to do to finalise your preparation for applying to be recognised for ordination?

What's next?

How can you grow more in the areas covered in this stage of your journey? Here are some ideas.

Reflect on the scriptures

- Read one of the gospels and take a fresh look at how Jesus prepared His disciples for leadership

Behavioural application

- At this stage it is important that you have really embraced the sense of belonging to, and alignment with the wider ACC movement. Reconsider this area as you approach ordination.
- Write down scriptures, God moments, ministry wins and prophetic words that have heightened your sense of calling over this period of preparation.
- Take time to thank, in a tangible way, those who have walked beside you on the journey towards planting a new church.

Suggested resources

- Planting the Church Storyboard
- Planting the Church Coaching Guide

Review 'Ministry Development Plan'

	Yes	No
Working with your coach to clarify the next steps	<input type="checkbox"/>	<input type="checkbox"/>
Attending ACC ministry development opportunities (eg. Pastors Intensive, Church Planter Training, etc.)	<input type="checkbox"/>	<input type="checkbox"/>
Develop a written strategic plan that clearly communicates the vision and strategy for your church plant	<input type="checkbox"/>	<input type="checkbox"/>
Reviewing strategic plan with a leadership group/coach	<input type="checkbox"/>	<input type="checkbox"/>
Participate in a second behavioural assessment	<input type="checkbox"/>	<input type="checkbox"/>
Begin the credential process	<input type="checkbox"/>	<input type="checkbox"/>

Action steps (to be reviewed by coach)

- In light of what you have discovered in this stage of the journey, what areas do you still need to work on?

▼ Birth of a Vision

Key Questions:

- What part does prayer play in outworking your vision?
- How can your vision be bigger than your experience?
- What can you do to share your vision more widely?



Mobilising people to pray with and for you

Every movement of the Spirit throughout history has been grounded in prayer, so you need to make prayer a priority at the beginning of your new ministry. Prayer keeps our dependency on God rather than on our own resources. Although prayer starts with leadership, it can't end there - it must also be a priority for those who join your team and the church.

Start by praying with others (like your team) and when you pray with others, let God's heart flow through you to impart the spirit of the vision that God has birthed within you. Move on to ensure others are praying for you. Develop a prayer team who will pray for you and for the outworking of the vision. Prayerfully approach people to be on this team and commit to regular communication with them. Welcome feedback from them and make sure you let them know how valuable they are to your ministry. As well as big picture issues, make sure to foster prayer for specific needs so that you can celebrate specific answers to prayer.

Remember: ***Prayer is not preparation for the battle – it is the battle***

- What is the one thing in the prayer area that, if done well, would make a big difference to the outworking of the vision?
- In what ways will you make prayer a high priority in your new venture?
- How will you communicate effectively with and receive feedback from those committed to pray for you?

Begin the journey with a vision and expectation of multiplication

Where are you heading? You need to carefully lay down the early foundations of your ministry so that they can support several generations of ministry beyond the here and now. As you develop your vision, consider how to build not just a local church but the churches that will come from your church. John Wesley, looking back on his life, said "My converts are an unstoppable army". Dream with God beyond one community of believers to a multiplication of Godly communities that are able to reproduce themselves. You may only see the first stages of reproduction in your lifetime but "faith is the assurance of things hoped for, the evidence of things not seen". Dream big in God.

- If God really had his way, what is the ultimate vision you would aim for?
- What will you do at the beginning to ensure this vision can grow beyond your current experience?
- How does your vision glorify God?

Developing and communicating your vision to others

Let the developing vision flow out of you in conversation with others and listen to their responses. Note your own feelings and responses as you share with others and keep one ear open to the Holy Spirit as well. Speaking about vision and writing it down are good ways to solidify your vision. As you share with others your God given vision it will continue to excite and stir your heart as well as the heart of others. When you begin to unpack vision, others will not only buy into the vision but will also help you to simplify it. Some of these people will go on to be an important part of your ministry team.

- What response do you get when you share your vision with others?
- How do you know when they are beginning to own the vision?
- What have you changed as a result of sharing your vision with others?

Working with your coach to ensure implementation of the vision in the initial stages

The first rush of excitement in a new venture can easily be lost in the everyday problems and pressures of establishing a new ministry. Keeping those who pray for you informed and motivated to deal with spiritual attack will help greatly in this area. At the same time, your coach will keep you accountable to the vision God has given you and continually help you to prioritise the use of your time. He or she will bring you back to the main thing by asking questions like, 'What's the Spirit saying to you? Where is God in all of this? How does this relate to your vision?'

- How will you give priority to times with your coach?
- How will you discern whether you need to call the intercessors or the coach?
- What will you do if you are getting too busy with non essentials?

What's next?

How can you grow more in the areas covered in this stage of your journey? Here are some ideas.

Reflect on the scriptures

- 1 Timothy 2:1
- Matthew 6:10
- Hebrews 11

Behavioural application

- Tell your coach (or another leader) a story about when you shared vision with someone and “the lights came on”. Then ask them to share and listen to their story.
- Brainstorm as many ways as you can think of to communicate with those who pray for you and keep them motivated.
- Prayerfully write a list of people who you think will regularly pray for you. Pray through the list and approach people as you feel led to do so.
- Think about ways you can lay a foundation for multiplication in the very early stages of planting the church.

Suggested resources

- Prayer Shield – C. Peter Wagner
- Be Fruitful and Multiply – Robert E. Logan

Review ‘Birth of a Vision’

Mobilising people to pray with and for you	1	2	3	4	5
Begin the journey with a vision and expectation of multiplication	1	2	3	4	5
Developing and communicating your vision with others	1	2	3	4	5
Working with your coach to ensure implementation of the vision in the initial stages	1	2	3	4	5

Action steps (to be reviewed by coach)

- In light of what you have discovered in this stage of the journey, what areas do you still need to work on?

▼ Begin the Church Planting Journey

Key Questions:

- What are you looking for in an initial leadership team?
- What are the action steps you need to take to develop your initial leadership team?
- How will you balance ministry goals and personal goals?
- Who will help you keep the vision on track?



Prayerfully identify potential team members and understand how they fit in the team

Choosing the right team members requires Godly insight and a practical understanding of just who you need on your team. A new Christian may prove to be a good choice if they are teachable and enthusiastic. While one mature Christian may bring wisdom and patience to the team, another may find it impossible to embrace new ways of doing things. Take your time to sound out potential team members and watch them in action. Observe how others respond to them.

- Look for people who:
 - Can reproduce themselves
 - Have a proven ability to empower others
 - Have a good relational and spiritual track record
 - Resonate with your core values, vision and mission
- Who have you worked with effectively in the past? Why did this relationship work so well?
- What character qualities are you looking for in team members?
- What specific roles will enhance your team's functionality?
- How can you ensure that your core leaders are on-board with the values, vision and mission?

Establish clear, measurable goals that are consistent with the vision and values

A vision is simply words on paper; it lacks the power to effect any change. It needs to be reduced to tangible goals that are achievable in a specific time frame. While setting goals, you need to constantly refer to your vision and values to ensure compatibility. Goals also need to be shaped and discussed with potential team members so there is early ownership of the goals. It's easy to get sidetracked from the vision when you're growing, which is why having a clear plan is important.

- What goals do you need to accomplish in order to fulfil the vision?
- What are the immediate steps you can take to meet your goals?
- Who will help you turn your wider vision into specific goals?

Be deliberate about maintaining life balance and relational health

It is easy to lose perspective with the focus, time and relationships required to launch a new church. We need to be careful that our identity and security is not found in what we do or in being needed by those we minister to. Maintaining a healthy relationship with our God, ourselves and our families will lay a good foundation for a long and fruitful life in ministry. Burnout is one of the big ministry killers alongside the breakdown of primary relationships.

If you plan now to finish well, begin by considering carefully how you will keep your life in balance. Seek advice from mature leadership couples and determine what will work for you. If you have a spouse and family, consult them on what is important to them. Determine now to last the distance by keeping your life in balance and gain inspiration from what the Apostle Paul said, “I have fought a good fight, I have finished the race, I have kept the faith...”

- What boundaries have you established regarding your workload and its impact on your family life?
- How would you assess your current relationship with your family? Consider family members one by one.
- How do you plan to maintain “normal” friendships while passionately pursuing kingdom activity?

Continuing to journeying with your coach for the implementation of the vision

When it comes to leadership none of us can do it alone—no matter how smart or insightful we may be. We all need others to help us reflect, imagine, and plan. By now you are familiar with the benefits of having a coach walk beside you. Those benefits flow both to you personally and also to your church as you keep your eye on the ball and score the winning runs. As you keep your coaching times a priority, you will see the benefits of this relationship and see God’s kingdom established as your vision becomes reality.

- What will tempt you to ‘go it alone’ and disconnect from a coach?
- How can you overcome this to ensure the future success of the ministry you are entering?
- What can you do now to ensure your schedule has time with a coach built in to it?

What's next?

How can you grow more in the areas covered in this stage of your journey? Here are some ideas.

Reflect on the scriptures

- 2 Timothy 4:7
- Isaiah 40:28-31

Behavioural application

- Prayerfully write a list of possible team members. Pray through the list and approach people as you feel led to do so.
- Keep a detailed record of how you spend your time over a week. Include these areas in your record...God, Alone, Social, Work, Family, Exercise, Relaxation and Ministry.
- Discuss your results with your coach.
- Do a weekly plan based on how you feel you should balance your time.

Suggested resources

- Team Building Resources – CoachNet Global
 - Team Building Effectiveness Profile
 - Team Building Effectiveness Profile Resource Guide
 - Team Building Skill Builder

Review 'Beginning the Church Planting Journey'

Prayerfully identify potential team members and understand how they fit in the team	1	2	3	4	5
Establish clear, measurable goals that are consistent with the vision and values	1	2	3	4	5
Be deliberate about maintaining life balance and relational health	1	2	3	4	5
Continuing to journeying with your coach for the implementation of the vision	1	2	3	4	5

Action steps (to be reviewed by coach)

- In light of what you have discovered in this stage of the journey, what areas do you still need to work on?

▼ Where do you go from here?

This Coaching Guide (and Storyboard) have been designed to help you on your journey towards planting a church. If you are intent on continuing this journey then here are some other things you might consider:

- Continue to revisit the 'suggested resources' in each section of this guide and integrate them into your future ministry.
- Start working through *Planting the Church Storyboard* (and Coaching Guide).
- Continue to participate in training and development opportunities provided by ACC to expand your understanding of the next steps of your journey.

Planting a church will be one of the most challenging, yet rewarding, journeys you'll ever take on. You will need resources like the ones above to help you do this successfully but you will also need people to walk with you on the journey.

Enjoy the journey!

▼ Notes
