

## Coaching conversations to have with your planter

You don't have to be an expert on church planting to help guide a planter's preparation. Intentional coaching can help you take responsibility for a potential church planter.

The guides below provide a framework for conversation. Each guide has five parts: connect, celebrate, explore, capture and act. Discussing these questions with your planter will help you both clarify his call, guide his growth and send him well.

### Here are 11 coaching conversations you should have with potential church planters:

#### 1. Spiritual Health & Calling

Connect:

- What's something God has been teaching you lately about yourself?
- What's something God has shown you about Himself lately?

Celebrate:

- What is something you can celebrate today about your spiritual growth?
- Who in your past has affirmed your calling to ministry / church planting?

Explore:

- As you consider the qualifications for church leadership (1 Tim. 3:1-7, Titus 1:6-9, and 1 Pet. 5:1-5), In what areas do you need to grow?
- Where do you need to grow spiritually to be ready to plant?

Capture:

- What one goal for your spiritual maturity can you set right now?
- What steps could you take toward that growth?

Act:

- What will you do in the next two weeks to begin making progress?
- When will you do that?
- Who could help you?

#### 2. Preparation & Training

Connect:

- What progress have you made on your action steps since the last time we met?

Celebrate:

- What can you celebrate today about your growth and progress?
- Out of the following areas, where do you feel most prepared to plant this church?  
Calling / Emotional & Spiritual Health/ Family Dynamics / Vision / Leadership / Communication/ Missional Engagement / Disciple making

Explore:

- Of these areas, where do you feel you need the most growth/help?
- How would you rank these in terms of strongest to weakest?

Capture:

- Which of these do you need to focus on first?

- What steps could you take toward growth in that area?
- Who could you talk with to help you grow in that area?

Act:

- What will you do in the next two weeks to begin making progress?
- When will you do that? Who could help you?
- How can I help you prepare to plant this church?

### 3. Stewardship & Budgeting

Connect:

- What progress have you made on your action steps since the last time we met?

Celebrate:

- What can you celebrate today about your growth and progress?
- When it comes to finances and family budget, what is going well?

Explore:

- When it comes to finances and family budget, what concerns do you have?
- What plans are in place to ensure your family is taken care of? Health Insurance, Life Insurance, Budget, Savings.
- What plans are in place to ensure your plant is financially accountable and sustainable?

Capture:

- What steps do you need to take toward building a system of accountability for your church plant?
- What needs to happen next to see those plans accomplished?
- How many partners will you need for that plan to become a reality?

Act:

- What will you do in the next two weeks to begin to make progress on that plan?
- When will you do that? Who could help you?
- Who could hold you accountable to follow through with that?

### 4. Leadership & Vision

Connect:

- What progress have you made on your action steps since the last time we met?
- How is your family doing?

Celebrate:

- What can you celebrate today?

Explore:

- In what areas of leadership did your assessment say you were strong? Weak?
- How would your friends and family describe your leadership style?
- Tell me about the vision for your church plant.

Capture:

- What steps could you take to grow in the areas of weakness?
- What team roles do you most need around you to complement your strengths/weaknesses?
- What do you need to do to maximize your strengths?
- When it comes to your church plant's vision, what steps do you need to take to begin seeing that vision become reality?
- With whom do you need to share that vision in the next month?

Act:

- What will you do in the next two weeks to begin making progress on that plan?
- When will you do that? Who could help you?

## 5. Mission & Evangelism

Connect:

- What do you enjoy most about ministry? What do you enjoy the least?
- With whom have you shared the gospel over the past month?

Celebrate:

- What one big win have you had since our last conversation?
- What can you celebrate with your family?

Explore:

- How would you describe the mission God has given His church?
- When it comes to evangelism / mission, where do you need to grow?
- How will your church need to grow in becoming evangelistic?

Capture:

- What would success look like in terms of faithfulness in evangelism and mission?
- What steps could you take to move toward that picture of success?
- What steps do you need to take to cast a clear vision for this?
- What do you need to do to incorporate missions giving into your church budget?

Act:

- What steps will you take in the next two weeks?
- When will you do that?
- How can I pray for you?

## 6. Preaching & Teaching

Connect:

- What do you enjoy most about preaching and teaching?
- What would you say is your preaching and teaching style?

Celebrate:

- What can you celebrate today?
- What progress have you made on your action steps?

Explore:

- When it comes to preaching and teaching, where do you need to grow?

Capture:

- What resources and tools do you use to help you prepare for preaching and teaching?
- What does your preparation process look like?
- What plans will you need to put into place to grow in this area? What could you do?
- How will you evaluate your growth in this area?

Act:

- What steps will you take in the next two weeks?
- When will you do that?
- How can I pray for you?

## 7. Governance & Staffing

Connect:

- What progress have you made on your action steps since the last time we met?

Celebrate:

- What can you celebrate today?

Explore:

- What do you envision your church governance (leadership structure) looking like?
- What would be most important for us to talk about when it comes to the structure of your church?

Capture:

- What does the structure need to look like?
- What research do you need to do regarding governance?
- What's the priority (timeline) of building and implementing this structure?
- What steps could you take toward building and implementing?

Act:

- What do you need to do next to move toward this plan?
- When will you do that? Who could help you?

## 8. Multiplication

Connect:

- Where have you seen God at work lately?

Celebrate:

- What is working right now in your life?
- What progress have you made on your action items?

Explore:

- Who are you personally discipling right now?
- What is your three-year vision for church multiplication? Five years? Ten years?
- What do you see as the greatest barriers to church multiplication?

Capture:

- What is your strategy for discovering potential missionaries / church planters in your church?
- What is your strategy for developing missionaries / church planters in your church?
- What is your strategy for deploying missionaries / church planters in your church?
- What steps could you take toward implementing these strategies?

Act:

- What new step do you need to take in that specific area?
- When will you do that? Who could help you?

## 9. Communication

Connect:

- What is your interpersonal communication style? Introverted vs Extroverted, Loud and robust vs Quiet and reserved.
- What would your family and friends say about your personal communication skills?

Celebrate:

- What one big win have you had since our last conversation?
- What progress have you made on your action items?

Explore:

- How is your communication with your wife?
- When it comes to your communication within your church plant, what do we most need to talk about today?

Capture:

- Where do you need to build a plan for communicating well? Guests, Attenders, Members, Partners, Community.
- What do you need to do next to implement a strategy for communicating well with each of these?
- What could you do to communicate more effectively?
- What barriers will you need to overcome in communicating more effectively?

Act:

- What steps will you take in the next two weeks?
- When will you do that?
- How can I pray for you?

## 10. Conflict Management & Counseling

Connect:

- What energizes you most about what you are doing?

Celebrate:

- What one big win have you had since our last conversation?
- What progress have you made on your action items?

Explore:

- What is your initial reaction when conflict arises?
- Tell me about a time you were in personal conflict with someone. How did you resolve it?
- When it comes to conflict and counseling, what would be most important for us to talk about today?

Capture:

- What new steps do you need to take to build out a counseling plan?
- What steps do you need to take to help your team grow in conflict resolution?
- What will you need to do to ensure this plan is working?

Act:

- What do you need to do next to move toward this plan?
- When will you do that? Who could help you?

## 11. Theology & Practice

Connect:

- Who has been a major influence on you theologically?
- What was the last book you read on a theological topic?

Celebrate:

- What can you celebrate with your family today?

Explore:

- Do you affirm the BF&M 2000? What areas might you struggle with?
- What are your beliefs in these areas? Baptism, Use of alcohol, Women and pastoral ministry, Spiritual gifts, Abortion, Other social issues
- Have you been ordained?

Capture:

- Out of the areas above, what action steps would be most important for you to create today?
- What could you do?
- Where might this result in conflict with your spouse or team?

Act:

- What do you need to do next to take action?
- When will you do that? Who could help you?