

CHURCH LEADERSHIP COACHING



Cast fresh **VISION** and become a **SPIRITUALLY STRATEGIC** church

A one-year journey of discovery!

Welcome to an exciting journey! Over the next year your **CLC Coach** will walk beside your church team to help you discover – not just good ideas, but the “**God ideas**” that will help your church move forward. Please understand that **CLC** is not a seminar or training course. It is an interactive **church leadership coaching process**. **CLC** provides a step-by-step road map designed to move you and your church forward and keep your team on track. However, **YOU** (the pastor and church leadership/ministry team) will make **every** decision about the shape of the plans for the future of your church. **Together**, you will work to create a unique shared vision and strategic plans that **FIT** your pastor, your church and your community.

Six three-hour coaching sessions:

Every meeting with your coach is designed to be a fast-paced, information-packed coaching session focused on a single primary topic. This three-hour format makes the **CLC Process** extremely flexible. It can be scheduled for a Saturday morning, Saturday afternoon, or a weekday evening. This way, you can choose the option that will produce maximum participation by your key leaders and ministry personnel. Sessions with your coach will take place every other month. This way your church team will have several weeks between sessions to pray, discuss options, and complete the work due prior to the next coaching session.

A team-based approach:

The **CLC Process** requires a **church team**. We do not permit pastors to participate in this process without a team from their church. Business Author Ken Blanchard once quipped, “None of us is as smart as all of us!” For plans to succeed, you must have the buy-in and ownership of the people of the church. That’s the primary reason this process is designed as a team process. The bottom-line principle is this: If the team is involved in creating plans and strategies, team members will “own” the plans and are more likely to work to help them succeed.

A mistake some pastors make is to believe they can come in with fresh creative ideas and change everything by themselves. For example, they may go to a conference or seminar and come back excited and full of new ideas. However, the new ideas may not be embraced by the church. This is largely due to the fact the church members did not experience the same things the pastor experienced. The **CLC Process** is designed to take both the pastor and the church team through a shared experience. You will see the same videos, hear the same presentations, read the same books, talk with one another and then decide **as a team**, which approaches best fit your church.

Who should be on your team?

The best team will include the most influential and trusted members of your congregation. As you consider who should be on your team, think of the most **highly respected** and **most involved** people in your church. Look for people with “**chemistry**” – those who work well with others. Look for **leaders**. Look for **people of influence** (whether or not they hold an official position.) Look for a **mix of ages**. It is best to have both **older and younger people** on the team. It is also good to have some people who are **relatively new to your church**. New people often see things with an outsider’s objectivity. The longer a person has been at a church, the harder it is for them to see things the way a guest would.

A good size to aim for is a team of 6-10 members. Here's a short list of possible people to consider as team members:

- **Deacons and elders**
- **Full-time and part time pastoral and administrative staff**
- **Ministry leaders**
 - **Those who teach or lead small groups or classes**
 - **Children's ministry leaders**
 - **Youth or student ministry leaders**
 - **Men's and women's ministry leaders**
 - **Worship leaders**
 - **The leader of any other important ministry in your church**
- **The spouses of any of the above**

PLEASE NOTE: This does **NOT** mean every person in a leadership position should be part of your team. **Any person who is constantly critical, negative and against all change should be avoided.**

Meet regularly with your church team

The church teams which see the best results meet regularly between coaching sessions. You should meet together often. You will have assignments to complete, discussions that need to take place, and books you are expected to read and discuss.

Designed to work for the small church

Rather than simply attempting to copy what large megachurches do, this process is designed around Biblical principles and best practices. Most writers consider a "*small*" church one that has less than 200 people in Sunday morning attendance. Using this metric, **84% of Assemblies of God churches in the USA are "small" churches.** If you are part of a small church, you are not alone! We place a high value on you and your church. That's why we are here!

We have seen a great deal of success in helping small churches become healthy, grow, and make a difference in their community. This process has been particularly helpful in helping churches reach younger people in their community.

Your commitment is essential for success

The **Church Leadership Coaching Process** is not a “*magic bullet*” that guarantees success. However, it is a great process that yields good results for the vast majority of churches who participate. Please understand, this will be a great deal of hard work. Some of the most **important commitments** include:

- The pastor must be committed to **staying and leading** the church into the future.
- The team members must be committed to **helping their pastor and church succeed**.
- Both the pastor and team members must be willing to:
 - Attend all coaching sessions
 - Meet between sessions to work as a team
 - Complete all assignments
 - Do the hard work of leading positive change

Teams who commit to doing the work and completing the process typically see very good progress and improvement.

COSTS

We have worked hard to make the CLC process affordable in terms of both money and time. However, it is a very deep and comprehensive process that will involve lots of hard work, much prayer, robust discussion, and synergistic teamwork. Costs are detailed below:

- **CHURCH REGISTRATION FEE: \$50.00** – this is a one-time fee to enroll your church in the process. This modest charge helps defray some of the costs of providing this service.
- **CLC WORKBOOKS: \$10.00 each** – You will need one workbook for each team member, or at least one for each married couple on your team.
- **COACH HONORARIUM:** At the end of the process, we suggest each participating church give an honorarium to their coach in appreciation for his/her year-long investment in their church. The suggested amount is \$500.00. However, we simply ask that each church do the best they can do in light of church finances.
- **OUTSIDE READING BOOKS:** You will be asked to read one book between each session (See the following page for a complete list.) You may purchase these individually or in bulk as a church. You may purchase from *Amazon, Christian Book Distributors*, or from any store or outlet you choose.

CLC Reading List

The following five books are the outside reading for the **Church Leadership Coaching Process**. No reading is due prior to session one. However, you will read a book prior to every other session throughout the rest of the process. The books are listed in the order they are to be read.

1. **7 Practices of Effective Ministry**, by Andy Stanley, Reggie Joiner & Lane Jones, Colorado Springs, CO: Multnomah Books
(To be read prior to session 2)
2. **The Externally Focused Quest: Becoming the Best Church for the Community**, by Eric Swanson and Rick Rusaw, San Francisco, CA: Jossey-Bass
(To be read prior to session 3)
3. **Reimagining Evangelism: Inviting Friends on a Spiritual Journey**, Rick Richardson, Downers Grove, IL: Intervarsity Press
(To be read prior to session 4)
4. **First Impressions: Creating Wow Experiences in Your Church**, By Mark Waltz, Loveland, CO: Group Publishing
(To be read prior to session 5)
5. **Simple Church: Returning to God's Process for Making Disciples**, By Thom Rainer and Eric Geiger, Nashville, TN, B & H Publishing
(To be read prior to session 6)

