



# Pastor's Coach - Church Growth Track Overview

## ***Intro***

- Welcome to the Church Growth Track! The Track is a comprehensive approach and plan to leading a church into health and growth. We've boiled down the training and resources in Pastor's Coach to what we call the "7 Growth Steps." The Boot Camp is the first step.
- The overall goal is to help the senior leader lead the church to become a healthy church that grows in quality and quantity.
- A healthy church means becoming a church that is functioning according to the New Testament apostolic model, which is focused on training, mobilizing and sending. It also means loving and serving God wholeheartedly, and becoming more like Jesus. As the church increases in health, the members will attract and reach the lost, leading them to conversion, enfold them in the church community and develop them into mature disciples who do the same – making more disciples (disciple-makers).

## ***The Boot Camp Includes***

- Live class (only for Live Boot Camp, not the Self-Paced version): Weekly online call on Zoom with discussion and coaching.
- Complete Activity Schedule with timeline and detail.
- Online Training: Video courses
- Various guides and other manuals: 250+ pages
- *Destiny Finder Small Group Program* and *Profiler* online tool
- eBooks and job aids
- Support by phone, Skype, Zoom, email
- Membership: Access to over 60 courses, assessments, personal coaching and more.

## ***Use of the Materials by Others***

- You are welcome to share the content in the Boot Camp with others. We don't expect or plan for your staff, elders, overseers or other leaders to go through the entire Boot Camp, but if you want to share videos with them or even have them sit in on some of the coaching calls, that's fine, and it will help with the culture shift. They will be included in the second stage of the program (more on that below).
- Most of the videos cannot be downloaded, but all the documents can. You should safeguard your account the same as other online accounts; be careful who you share your password with.

## ***Approach***

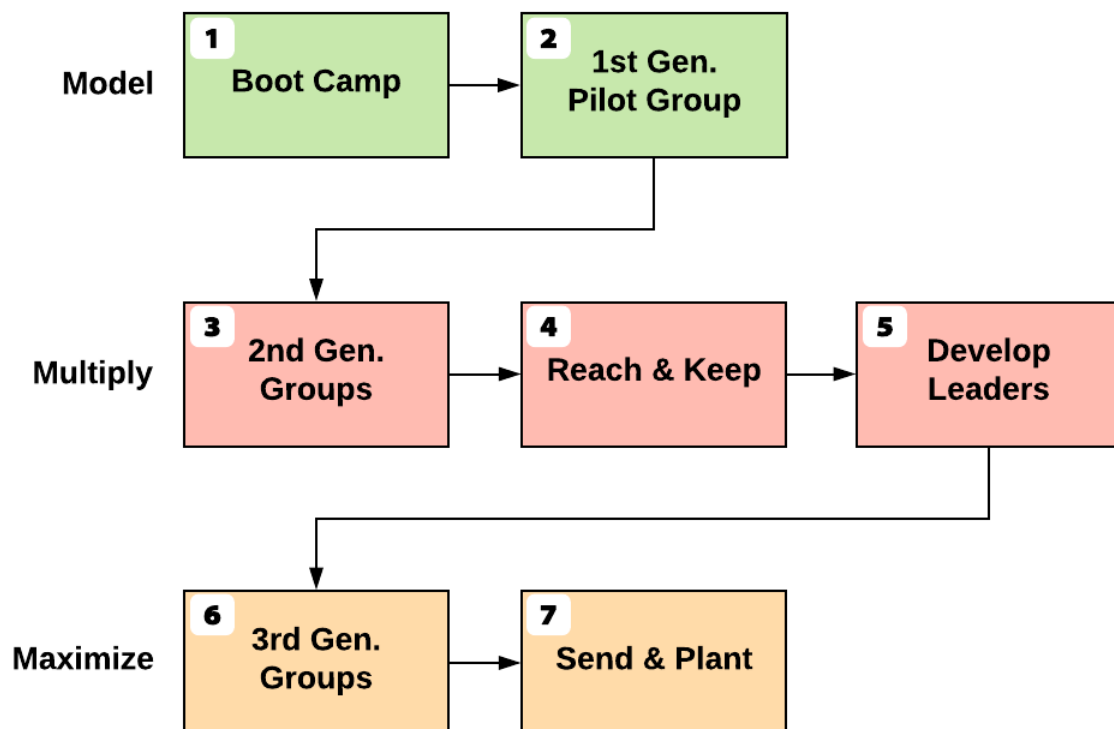
- The basic approach is to set or reset the church DNA, starting with the senior leader going through the Boot Camp and making a paradigm shift to an apostolic model.
- The next step is transmit the changes/new culture/DNA to the leaders in the church. This is done by the senior leader leading a small group with the leadership team. This creates a model that can be replicated. It's also done by the senior leader meeting individually with each leader to begin to coach them in their development, with the goal to understand and fulfill their destiny, based on their gifts, passion and calling.
- Then those leaders lead public small groups with the goals of leading awesome small group meeting, developing individuals toward their destiny, raising up assistant leaders, reaching the lost primarily through relational evangelism, and multiplying the groups every year.

## ***Core Concepts***

- Quality leads to Quantity
- Doing Church as Family; develop people into maturity and spiritual reproduction
- Apostolic servant leadership model that focuses on training and sending with the express goal of reproducing – disciples and leaders – who reproduce
- Destiny: Calling, mobilization, gift and passion discovery; this is the strongest motivator and best paradigm for discipleship and service
- Development: Identify – Recruit – Train – Launch – Support (IRTLS)
- Multiplication: Learning to lead through others
- Concentricity: Focus most on your primary leaders
- Apprenticeship model: On-the-job training more important than lecture
- Small Groups as the primary vehicle for development, service, evangelism, pastoral care and community. Leadership teams of five people with job descriptions from Eph 4:11 ministry gifts.

## ***The 7 Growth Steps***

### **7 Growth Steps**



## ***Track – 7 Growth Steps - Detail***

### **Step 1: Boot Camp 8-weeks**

- In the Boot Camp, participants get a thorough introduction to key principles and practices of church health, transformation and growth, including apostolic vs. pastoral, family, destiny, people development, leadership development, culture, and multiplication.
- The pastor does the *Destiny Profiler* and gets an introduction to the *Destiny Finder Small Group Program*.

### **Step 2:**

#### **Ongoing Coaching Support**

- After the Boot Camp, the Track shifts to implementing what's been learned, as well as learning more. We provide one or more weekly live group coaching calls open to everyone who has gone through the Boot Camp and is an active member. These calls are like "office hours" so you can join any time and bring your questions, receive coaching, and connect with other pastors.

#### **Work on Destiny, Vision, Mission, and Plan**

- The pastor will do the entire *Destiny Finder Small Group Program*.
- The pastor works on the Vision and Mission statements, and the Strategic Plan

#### **Prepare for the Pilot Group**

- During or after the Boot Camp the pastor begins to plan for the Pilot Group; dates, location, etc.
- Once the pastor has a plan for the Pilot Group, the pastor will begin to identify the leaders who are or have the potential to be reproducers. This most likely will include any current elders, overseers, staff pastors, ministry team leaders and small group leaders, but also potential leaders (especially if you have a small church). Some of your leaders may turn out to not be interested in become disciple-makers and people-developers. Others who you weren't sure about may rise to the occasion and enthusiastically embrace the shift. Those leaders will eventually lead the public small groups.
- The pastor invites the leaders he/she wants in the Pilot Group to be part of the group, making it clear this is by invite only. The goal is to develop them to leads the next generation of groups and to be reproducers. The expectation should be clear that the people in the group will lead small groups with the goal to multiply them at least once, preferably twice. This is about developing a spiritual reproduction process as the culture and lifestyle of the church.
- In addition, the pastor identifies the main 3-5 leaders who will lead the next generation groups. These are usually the current elders, overseers, etc. You need to invite them to the Pre-Pilot Group, three weeks of meetings prior to the Pilot Group.
- To prepare for the Pilot Group, after the Boot Camp, the pastor will go through the entire *Destiny Finder Small Group Program* on his/her own. This includes the *Leader Guide*, *Workbook*, all eight videos, and being familiar with all the documents. It is essential to go through the *Destiny Finder* material and do the online *Destiny Profiler* assessments, because these provides the basis for destiny discovery and fulfillment by looking at one's gifts, passions and calling. *Destiny Finder* is the initial topic for the small groups and it amplifies the overall shift because it focuses people on serving God according to their inner design.

## Pre-Pilot Group

- The pastor takes the 3-5 main leaders that he/she invited and leads them through three meetings. This is to get them aligned with the shift. See the *Pilot Group Leader Guide*.

## Pilot Group (Leadership Team) 12 weeks

- The pastor will lead the group and it will go for 12 weeks (or more if necessary).
- The Pilot Group is an opportunity to begin the cultural shift from pastoral to apostolic-family. This is the opportunity to create or reset the DNA of the church at the core – shape it to be what the pastor believes it should be.
- The goal of this group will be to create a model small group that will be duplicated with the rest of the church, and to do individual development with each person. This group should include the primary leadership team (elders, overseers, main leaders) and the secondary team (department heads, ministry team leaders, existing small group overseers or leaders), and it should be around 15-20 leaders.
- The focus will be on developing the leaders to be reproducers and to carry the apostolic family culture; if you can't create a great small group with your best people, you can't expect your less committed people to be able to do it. This group needs to create a dynamic and spiritual experience that ignites/reignites vision for each person's calling and service as well as understanding and alignment with the vision of the senior leader for the church.
- Also, with the senior pastor leading by vision-casting, encouragement and example, the group experience will foster true community, prayer, passion, and focus or refocus on shifting to an apostolic leadership approach.
- The group will go through the *Destiny Finder Small Group Program* with videos, the online tool, leader guide and participant guide. It will be a small group meeting weekly for about two hours, in a home if possible. It's a real small group and not planning meetings, although there will need to be some additional planning meetings as you get closer to launching the next set of groups.
- The pastor selects four people from the leadership team to help him/her lead the group for the first two months; they have job descriptions based on the five ministry gifts from Ephesians 4:11-12. The last month the others from the group will take these roles in teams.
- The pastor should meet individually with each person in the group to develop them according to the development principles and practices learned in the Boot Camp, especially destiny. By doing this, the pastor is also modeling the development process and practice.
- During the Pilot Group, the pastor and the selected 3-5 main leaders organize the rest into teams to lead small groups of their own. The teams will consist of leaders for each of the five ascension or ministry gifts from Ephesians 4:11-12 (apostolic: main leader; prophetic: prayer and worship; evangelistic: evangelism and outreach; pastoral: community and care; teaching: Bible study, discipling and training. See the *Pilot Group Leader Guide* and the *Destiny Finder Small Group Leader Guide* and the *Small Group Leader Training MasterClass*.
- Those groups (sometimes called Public Groups) will be launched after the Pilot Group, and the members will be recruited from the rest of the church.

## Step 3: 2<sup>nd</sup> Generation Small Groups - 7-9 months

- Public small groups will be launched that will go for 7-9 months. During that time, the senior leader and primary core team leaders will help the new leaders identify, recruit and train assistants for each of the five ministry positions. It takes more time than with the first leadership group to take people who have no ministry experience and develop them into leaders who can lead the next groups as the groups multiply.
- In addition, everyone will learn and practice relational evangelism (proven to be the most effective form of evangelism), and special events will be held to bring in new people.

- After going through Destiny Finder, the groups have a new topic, but that's less important than the ongoing development that's been started.

#### **Step 4: Reach and Keep**

- As the small groups are going, the teams in the small groups help everyone do relational evangelism. In addition, larger events are put on to bring in new people.
- The services are upgraded to welcome new people.
- Teams are organized to reach out to new people and get them involved.
- New member classes are put on regularly, as well as regular visitor receptions, etc.
- The goal is to double in size and bring people in who get involved.

#### **Step 5: Develop Leaders**

- As the small groups are going, the teams in the small groups focus on developing new leaders, (as well as developing the rest into their destinies). They each IRTLS an assistant who will be part of the next generation of groups.

#### **Step 6: 3<sup>rd</sup> Generation Small Groups – 7-9 months**

- After the groups end, there is a break, and then each group will multiply into two groups with a combination of the existing and new leaders leading the new groups.
- The new groups go through Destiny Finder for the first three months. The ones who helped last time now lead, the ones who just attended help.
- After going through Destiny Finder, the groups have a new topic, but that's less important than the ongoing development that's been started.

#### **Step 7: Send and Plant**

- As the church reaches new people and the groups multiply, new leaders are developed, and general members increase in number.
- To break 200, you need to develop leaders of leaders (overseers), add staff, upgrade all departments, ministries and facilities, etc.
- Focus on sending people into their destiny, especially marketplace ministries.
- The church can begin sending missionaries on short and long term missions.
- Ultimately, plan to plant new churches.

#### **Ongoing Support**

- For active Pastor's Coach members, training on many other topics is available along the way through course videos, live MasterClasses, personal coaching. Topics include inner healing, strategic planning, attractional evangelism, missional evangelism, enfolded new members, etc.
- The pastor can use the *Church Health Assessment*, *Regional Impact Assessment* and *Program Assessment* to address needs and constantly improve the ministry.
- As the church develops more leaders, brings in more members and develops them, and grows the financial base, new ministries can be launched and supported. A church of five can't support a K-6 school and an arts program and a homeless ministry and a healing center and a worship center, but a church of 500 or 1000 could. The church body can only grow as fast and as large as there are healthy leaders to support it. That's why we focus on leadership development.

## ***Starting the Boot Camp***

### **Select the Boot Camp Cohort**

- Log into the Pastor's Coach website with your username (your email) and password. You should have received an email from the system with those credentials. Once logged in, go to My Account/Boot Camp 8-Wks v2 to get to the Road Map.
- On the Roadmap, at the top, select the specific cohort you want, and click the checkbox to register (only do this once, leave it checked). This is necessary so that you will receive emails for that specific Boot Camp.
- Live Boot Camp members can attend any of the live coaching calls, and can attend more than one if you wish, but only select one Boot Camp as your primary one.

### **Start Module 1**

- Once you have selected the specific Boot Camp, click to open Module 1 and start the assignments. Go in order, and click to check the checkbox when you finish each assignment. This is important because you will receive email notifications based on progress. Download documents, watch videos, and complete assignments as directed.
- Live Boot Camp: We use Zoom for the coaching calls, which enables audio and video interaction. The Zoom link is listed in the Road Map in the top section "Overview."

## ***Paradigm Shift***

- For most pastors this is a significant shift in the way you lead because most of our churches are functioning on a pastoral model rather than an apostolic model; most of our people are watching more than participating and serving. We'll go into great detail on this throughout the Boot Camp. The point is... this is a huge paradigm shift... and it's going to be great!

## ***Support and Help***

- We are available for questions, problems, and coaching by Skype or Zoom as needed.
- Email us at [info@pastorscoach.com](mailto:info@pastorscoach.com)
- Call us at 916-467-9934.

## ***Guarantee***

- 30 Day money back Satisfaction Guaranteed.