



Church CPR

Webinar

Pastor's Coach Mar 2023

Pastorscoach.com © 2023 Quintessant

Introduction

- Our goal is to help you implement immediate changes for health & growth.
- This is primarily for senior pastors.
- Use the chat window for questions (or unmute and ask).
- We'll have some time for Q&A.
- You'll learn things you can use right away; realize we have much more.
- We will send you these slides, a link to the video recordings, and a bonus.



Agenda

- The Problem
- The Solution
- Develop Leaders
- Develop Members
- Reach New People
- Upcoming Boot Camp



Presenters

Glen Reed, MDiv Western Seminary, MS & BS UC Davis.

- Co-Founder of Destiny Finder, Assistant Director, Pastors Coach.
- Associate Pastor at Vineyard Christian Fellowship San Francisco in the 90s.
- Worked in high tech as a technical writer and trainer for over 25 years.

Michael Brodeur DDiv

- CEO and Founder of Pastor's Coach, and Co-Founder of Destiny Finder.
- Street ministry and pastor of church plant San Francisco 1975-84
- Planted and pastored Vineyard Christian Fellowship church in San Francisco 1984-2005.
- Regional Overseer for 25+ Vineyard churches in Nor. California in 1990s.



The Goal

We need to grow in quality AND quantity

- The Great Commission: Make disciples Matt. 28:19-20
- Every disciple should reproduce by making more disciples
- Healthy things grow in quality and quantity
- Believers will account to God for what they have accomplished 2 Cor 5:10
- Jesus died for a bride and He wants more to be saved.



The Problem



Churches Not Growing

Churches in decline

- Churches not baptizing many new converts
- Congregations getting older, fewer young people
- US Study: Churches growing less than population growth in every county.
- Impact on society less and less.
- Most believers have little meaningful interaction with non-Christians.
- Church budget and activities: not much spent on outreach.



People Not Growing, Not Volunteering

Barna Poll

- Over 80% of Pastors said,
- I feel most alive, most impactful when preaching

But, they also said their two biggest problems were:

- My people are not spiritual enough
 - We don't have enough volunteers
-
- Do you see the disconnect?



The Root Causes



Overemphasis on the Pastoral

Focus on Pastoral not Apostolic

- Ministry gifts Eph 4:11: apostle, prophet, evangelist, pastor, teacher.
- Their purpose is in v12: Equip the saints (the members) for ministry
- This is the “architecture” of the church.
- All are important, but most churches focus on the pastor and teacher gifts.
- Pastoral: Shepherd, care and keep. Teaching: Bible, truth, principles.
- The focus is on positions and titles.
- The pastor becomes the center; the “minister” does the ministry.
- The people become consumers, look to the pastor to “meet my needs.”



Priesthood of the Believer

Priesthood of every believer

- Jesus died that we might become kings and priests Rev 1:6.
- Protestant Reformation: Salvation by Faith, Authority of Scripture, Priesthood of every believer.
- But the Priesthood of every believer never fully implemented.
- Most churches: only 20% mobilized, the rest are spectators.



Wrong Church Model

Three types of churches

- Fantasy: Lots of talk and activity but few results. Basketball with no hoop.
- Factory: Highly structured, people become like employees.
- Family: Spiritual fathers and mothers intentionally developing spiritual sons and daughters into spiritual fathers and mothers who reproduce. This is the model for church.



Not Developing Members

Classroom approach vs Apprenticeship

- Few pastors and leaders are actually personally discipling people
- Sun morning good for vision casting, teaching, vision, but not discipleship.
- Discipleship is seen as a class rather than developing people for their calling
- Classroom approach provides information download, little application.
- Lecture is the least effective method for learning, if no application.
- Development is messy (think family). One hour a week should do it...
- Class on How to Swim



Not Developing Leaders

Not enough healthy leaders

- John Wimber and Fuller Institute of Church Growth: Studied 40,000 churches of all types and sizes.
- Finding: Most important element for growth was *healthy leaders*.
- Healthy leaders develop and lead others, and reproduce.
- Leaders are the “bones” of the body... support growth.
- Most church pastors and elders are *not* reproducing leaders.

It takes time and energy to develop leaders

- You only have so much time; one person can only personally “pastor” around 70 people; maybe 100 if you’re super gifted, so need to focus on it.



The Solution



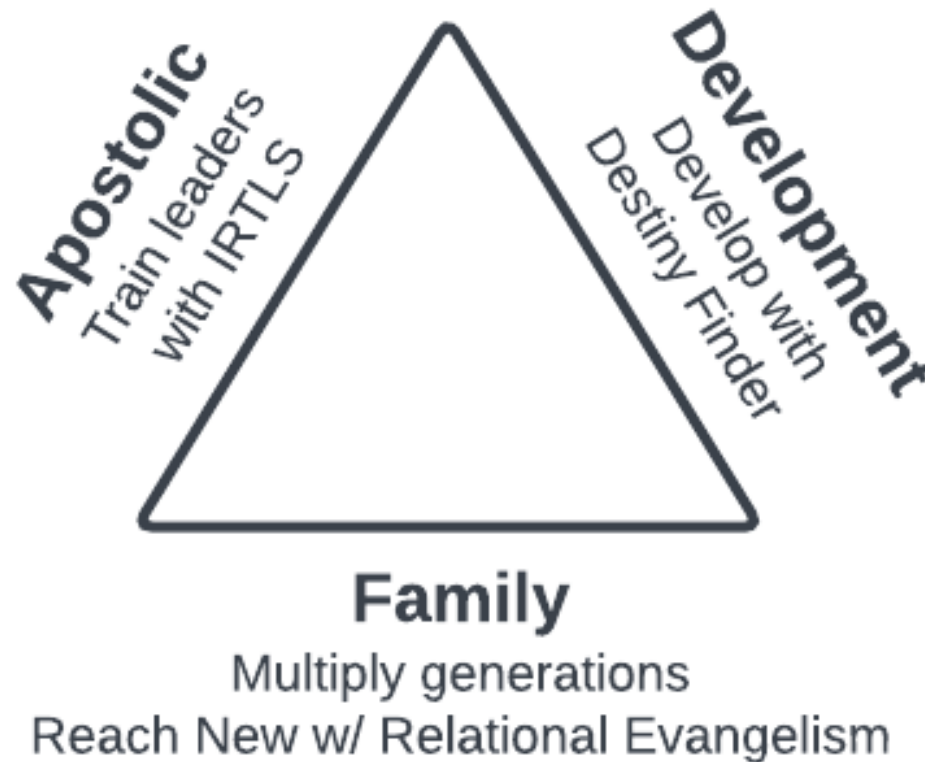
Paradigm Shift

- What is a paradigm?
- Insanity is doing the same thing over and over again and expecting different results.
- We have to do church differently.
- This is extremely challenging because of the traditional mindset.
- We called this “Church CPR” for a reason...



Apostolic Family Development

Solution Framework



Apostolic Family Development Framework

Apostolic

- Shift from pastoral to apostolic (train and send) and be proactive.
- Train leaders using Identify-Recruit-Train-Launch-Support (IRTLS) model.

Family

- Shift from fantasy and factory to family model. Multiply generations: Grandparents – Parents – Children.
- Healthy parents reproduce: Reach new people with relational evangelism.

Development

- Shift from delegation to development: a more holistic and comprehensive (and biblical) approach to discipleship.
- Use Destiny Finder approach: develop people to fulfill God-given calling.



Develop Leaders



Jesus' Model for Ministry

Jesus' primary means of developing disciples/leaders was a small group

- He preached and taught to thousands.
- He healed and cast out demons from hundreds.
- He interacted with various individuals on a daily basis.
- BUT he spent the bulk of his time for three years with the 12 apostles
- He used the apprenticeship model (showed them, then helped them do it , then let them do it on their own.)
- Sometimes he would just thrust them into ministry and explain later.
- He did “life on life” with them.

Key: He focused on 12, and especially on 3, and they became the leaders for the new church.



Developing Leaders

Keep in Mind: Family is the basic model and value system

- Family exists for the benefit of the next generation.
- Spiritual reproduction. You are the grandparent to leaders of leaders who are parents to the next generation of leaders.

General Leader Development Model - IRTLS

- Identify: Look for FATR people: Faithful, Available, Teachable, Reproducers
- Recruit: Personally recruit, lead with vision and personal destiny
- Train: Apprentice model: I show you, I do - you help, you do- I help, you do it
- Launch: Leader recruits a team for a ministry, launch ministry with goal
- Support: You oversee the leader and provide nurture and feedback



Leaders of Leaders (Elders)

Breaking growth barriers requires leaders who lead other leaders

The key to breaking 70 is developing leaders. The key to breaking 200 is developing leaders of leaders. Must multiply yourself through other leaders.

- Helper: Helps spontaneously, no job description (set up chairs, etc.)
- Worker: Defined job description (group, set up team, serves regularly)
- Assistant Leader: Leads in presence of their leader (assistant in a team)
- Leader: Leads in absence of their leader (leads a team or ministry)
- **Overseer:** Leader of leaders, also called Elders; volunteer position
- Staff Pastor: Leads overseers, paid position (associate pastor, etc)

KEY: Develop your overseers / leaders of leaders who are volunteers. This shows the value of every member contributing, not just paid staff.



Develop Members



Create a Model of Development

Clarify your values and priorities

- Define the goals and processes of discipleship in your Church.
- Develop an “onboarding track” of classes (membership or how to get involved, etc. classes).
- Develop Small Groups, and Departments. Do development in each of them.
- Destiny Finder, a fresh approach: <https://destinyfinder.com/> Delight Directed Discipleship.
- Destiny becomes the key, the vision that motivates people from the heart.



Destiny Finder Approach

Destiny: an individual's mission, calling, ministry, purpose, or dream.

- We are designed for destiny: Ps 139 Created for good works: Eph 2:10
- Our gifts and passions point towards our destiny.
- Each believer will be accountable for what they have done. 2 Cor. 5:10
- Every person in the Bible was called to a mission or ministry – to DO something.

Problem: How to develop people: need to customize for each individual.

- Every church needs to be a destiny incubator.
- Reward-based motivation is the primary way God works (70% of promises). Heb 11:6, 12:2
- Shift from duty-driven to delight-directed discipleship.
- People will be most fulfilled AND most productive when fulfilling their calling.
- Bring personal destiny and organizational destiny together: win-win.

KEY: Develop each individual for destiny; use the DestinyFinder.com tool.



The Journey Guide

Online tool for discovering and fulfilling one's God-given calling.

- Who Am I? Understand my design, wiring, gifts, talents, experiences, passions.
- Where am I going? Clarify my dream (destiny, calling, mission, purpose, ministry).
- How can I get there? Service is the way to develop. Create a life map, set practical goals to begin doing what God has called you to do.

It has three sections:

- The *Profiler* covers the first two questions, with assessments and worksheets to discover one's gifts and design, culminating with defining one's dream or destiny.
- The *Mapper* covers the last question. It includes worksheets and assessments to address ministry requirements, personal growth issues, and team needs. The user sets goals in each area.
- The *Tracker* lists all the goals, and enables the user to manage their goals.

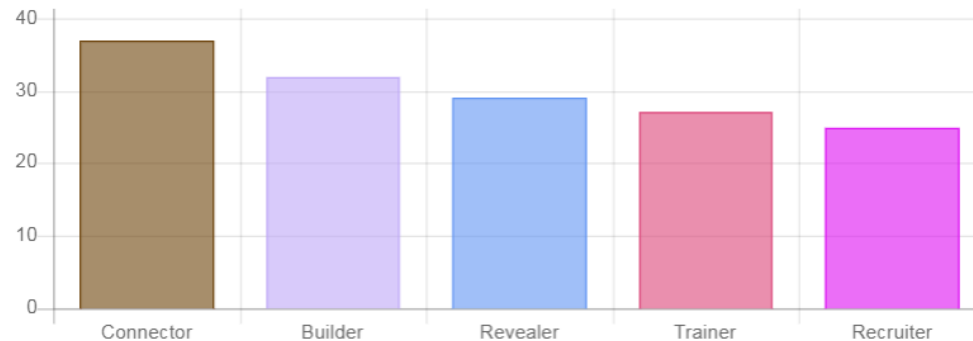


Journey Guide Assessment Results

Assessment Summary

Ministry Orientations

1. Primary D.O: **Connector**
2. Secondary D.O: **Builder**
3. Bar Chart



Motivational Orientations

1. Primary M.O: **Server**
2. Secondary M.O: **Leader**



Destiny Fulfillment

Once you understand the destination (the dream) then you need to develop a plan to fulfill it.

- Leadership works with the person to develop them according to their gifts, passions & calling.
- Service is the vehicle for development.
- Create a win-win between individual and church.
- This is discipleship: develop each person in their calling and reproduce in others.



Reach the Lost



The Biblical Basis for Outreach

For God so loved the world...

- Jesus came to seek and save that which was lost. Luke 19:10
- Jesus commands us to go and to preach. Mark. 16:15
- The Gospel is the power of God for Salvation. Rom. 1:16
- The Great Commission: Go... Make disciples... and teach them what I've taught you = Make disciplemakers.
- Everything we do can be accomplished better in heaven...except evangelism. We must make evangelism a priority.



Relational Evangelism

Reach one's sphere of influence (SOI).

- Relational evangelism proven to be the way most people come into the Kingdom. Other types of evangelism should supplement it.
- Relational: Invite to coffee, lunch, etc.; food is great! Have conversations, and build trust, so that the person will truly listen to the message.
- Look for felt needs (health, job, family) and try to meet needs.
- Pray for the need in their presence. Keep it simple and non churchy.
- They will be impacted: if they are open at all they will ask you questions; that gives you permission to share more.
- Train your members to share the gospel (4 spiritual laws), use role playing.
- Celebrate every effort – even the unsuccessful ones. Do testimonies, etc.



Create a Culture of Outreach

Clarify your values and priorities.

- Develop a culture of outreach and evangelism.
- You are the primary cultural influencer in your church.
- You and your leaders must teach, model and celebrate evangelism.
- Use IRTLS to develop the evangelists and help them understand they need to equip others.
- Weave evangelism into every small group and ministry.



Q & A



Next Steps

Pastors: Could you use some help shifting your church?

- We've given you some of the keys. You can apply them yourself or you can have someone who's been there help you.
- We can help you!
- Our answer is the Church Growth Track with the ***Boot Camp***
- It's a unique training experience that provides a proven process you can follow to shift your church.

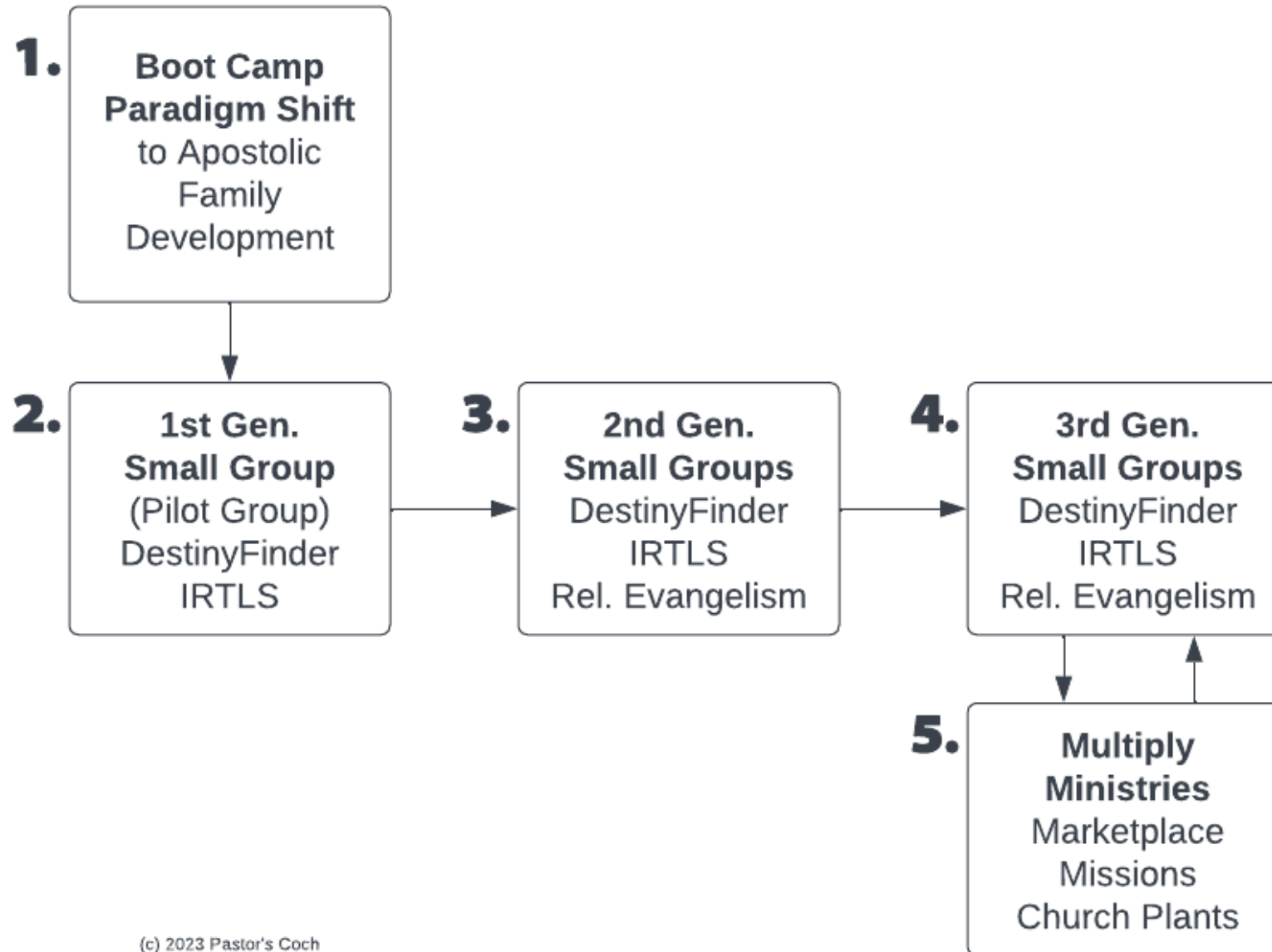


The Track Includes

- Step 1 is a three-month *Live Boot Camp*.
- Steps 2-5 take place over the next 2-3 years as you implement the program.
- We'll be launching a *Group Coaching Program* and a *One-On-One Coaching Program* after the Boot Camp.



The 5 Growth Steps



The 5 Growth Steps

- **Step 1:** Boot Camp 12 wks. - Senior pastor gets basic concepts, models, best practices, small group model, makes the paradigm shift personally.
- **Step 2:** Pilot group 12 wks. – Pastor takes leadership team through Destiny Finder, sm. group model, trains them to develop people and lead groups.
- **Step 3:** 2nd Gen Groups 9 mos. – Pilot Group launches groups for the church, do Destiny Finder, lead great meetings, start developing people.
- Reach and Keep – Members reach their Sphere of Influence, some get saved, added to the groups. Church does events, enfolding etc.
- Develop Leaders – In each group, the team develops assistants using apprenticeship model.
- **Step 4:** 3rd Gen Groups 9 mos. – New teams launch new groups, leads great meetings, develops new leaders, etc.
- **Step 5:** Multiply – Continue multiplying everything, launch new ministries, marketplace emphasis, send missionaries, plant churches.



Step 1: the Boot Camp

Step 1 is the *Boot Camp Yr 1*.

- It's 12 weeks that will revolutionize your leadership.
- Goal: Give the senior pastor a **plan** to follow that builds a developmental process so that every person in the church becomes a healthy disciple who fulfills their calling and reproduces.
- It's an "inside-out" approach.



The Live Boot Camp

This is the best of the best of our material and training!

- 12 weeks live 90-minute training session each week online (Zoom).
- 12 weeks optional live group coaching call for support, Q&A.
- Complete detailed Action Plan covering the first 2 years of transition.
- Online Road Map with all assignments and schedule.
- Complete *Destiny Finder Small Group Program*: online tool, 8 videos, *Leader Guide*, *Workbook*, email templates, flyer, handout, more.
- *Quintessential Church Revolution* Book: Boot Camp textbook, 260 pages.
- Additional video courses.
- Real Support: Email, phone, Zoom, Help ticket system.
- Lifetime access to the included training videos and additional video courses.
- Averages 3-4 hours of work per week (includes the weekly training).



Boot Camp Class Topics

Teaching that's spiritual, strategic, biblical AND practical

- Shifting from pastoral to apostolic
- Implementing the Quintessential “Fivefold” Ministry Gifts in your church
- Doing church as a spiritual family
- Creating a dynamic church culture
- Developing people using Destiny Finder
- Developing leaders using our 5-step Leader Development model
- Developing teams and realigning your elder team
- Launching small groups that develop people and multiply
- Reaching and keeping new people – achieving 50% yearly growth
- Multiplying leaders, groups, ministries, facilities, missions



Road Map

Church Multiplier Boot Camp

Next Boot Camps start Oct. 14 & 15

[Learn more](#)

Module 1: The Mandate (0 of 5)

Module 2: The Mission (0 of 6)

Module 3: People Development (0 of 6)

Module 4: Leadership Development (0 of 4)

Module 5: Team Development (0 of 4)

Module 6: Small Groups (0 of 4)

Module 7: Outreach & Enfolding (0 of 3)

Module 8: Implementation & Expansion (0 of 2)



Module Assignments

Assignments

1. Read *How to Build a Thriving Church – Leader Notes – Chapter 5 Thriving Members* (Links) (.5 hrs)

or watch the *How to Build a Thriving Church – Members* videos (Links) (1 hr)

☐ Completed

2. Watch the *Destiny Finder Small Group & Workshop Teaching* Video 1 (Training) (.5 hr)

Direct link to the Workshop course. Only watch Video 1; the rest is optional.

☐ Completed

3. Complete all sections of the *Destiny Finder Profiler* online tool. (Links) (1.5 hrs)

☐ Completed

4. Skim-read the *Destiny Finder Small Group Program Workbook*. (Links) (.25 hr)

☐ Completed

5. **Coaching Call:** Join the call or watch the recording. (1 hr)

Module 3 Recording TBD

- Intro to Destiny Discovery
- Intro to the *Destiny Finder Profiler* and website
- Intro to the *Destiny Finder Small Group Program*
- Intro to Destiny Coaching
- The Personal Development Meeting model

☐ Completed



Boot Camp Starts April 18

This is an amazing 12-week training experience.

Boot Camp Training Sessions:

- Tues April 18-July 6 from 9-10:30 AM Pacific Time

Group Coaching and Support Call (Optional)

- Thursdays from 9-10 AM Pacific Time
- More info and sign up: <https://pastorscoach.com/>



Boot Camp Pricing

This is the best of the best of our material and resources! Includes:

- 12-week program with weekly live training sessions, courses, *Destiny Finder Small Group Program*, lifetime access to the material, live support, and more.
- Only offered live once. It will be recorded and included in other programs.
- Total value: Over \$5000.
- **Boot Camp Investment: \$1997 or 3 x \$749 (3 monthly payments).**
- Go to pastorscoach.com, select the option, complete the order.

Special Offer for Webinar participants: If you sign up by April 10 you will receive two free personal one-on-one coaching calls (reg. \$400).

- **Special Offer expires Mon April 10 at midnight! *****



Testimonies

There is nothing else quite like this available anywhere!

- *"Pastor's Coach shaped our journey as we prepared to plant a church."*
-- Banning Liebscher, Director, Jesus Culture Church Sacramento CA USA
- *"I haven't had so much fun in ministry since I was in my twenties!"* -- Paul Berteig, pastor of Genesis Community Church in Prince George Canada:
<https://pastorscoach.com/video/boot-camp-testimony-paul-berteig/>
- *"20 years in ministry, seven as a Senior Pastor... But I have NEVER come across anything like Pastor's Coach. I'm only one month into their 2 year Q2Q Church Growth Track, but I am fast becoming convinced that this is THE BEST MATERIAL and MOST EXTRAORDINARY COACHING that I have EVER come across. Do yourself a favour - connect with Pastors Coach - it'll be one of the best and most defining decisions of your ministry."* -- Luke Harris, Senior Pastor, Empower Church - The Shire, Cronulla, Australia.



Contact

Please contact us with any questions or meeting requests:

- We can do a zoom or Skype meeting with your team or elder board to talk about how this will work for your church or ministry.
- Call us at +1 (916) 467-9934
- Email us at info@pastorscoach.com
- ***Destiny Finder Small Group Program:*** <https://destinyfinder.com/smallgroups/>



Boot Camp Starts April 18

This is an amazing 12-week training experience.

Boot Camp Training Sessions:

- Tues April 18-July 6 from 9-10:30 AM Pacific Time

Group Coaching and Support Call (Optional)

- Thursdays from 9-10 AM Pacific Time
- More info and sign up: <https://pastorscoach.com/>



Boot Camp Pricing

This is the best of the best of our material and resources! Includes:

- 12-week program with weekly live training sessions, courses, *Destiny Finder Small Group Program*, lifetime access to the material, live support, and more.
- Only offered live once. It will be recorded and included in other programs.
- Total value: Over \$5000.
- **Boot Camp Investment: \$1997 or 3 x \$749 (3 monthly payments).**
- Go to pastorscoach.com, select the option, complete the order.

Special Offer for Webinar participants: If you sign up by April 10 you will receive two free personal one-on-one coaching calls (reg. \$400).

- **Special Offer expires Mon April 10 at midnight! *****



Questions

- Why does it take 2-3 years to fully implement? This is a big shift, it takes a lot of time to change the culture in a church.
- Can I do it on my own? Yes but working with a coach will greatly accelerate your progress.
- Will it really work in my situation (culture, age group, rich/poor, etc.)? Yes, we work with all types of churches around the world.



Conclusion

- A copy of these slides will be sent by email.
- A recording of this webinar will be available.
- Questions: Call us at +1-916-671-0146 (mobile or WhatsApp).
- Your future self is begging you to get on board!



Q&A

Ask please!



More Testimonies

- *“Michael and Glen, I want to express my huge appreciation to you for the Pastor's Coach program. I want to let you know that I get it.*
- *It's not a program. It's a total paradigm shift for ministry, out of traditionalism and into the leadership model and church building strategy that Jesus intended. I get the big picture.*
- *The moment I heard that Michael spent 20+ hours per week in face-to-face mentoring, my life was changed forever and there's no going back. When I understood that personal leadership development and small group team ministry were higher priority than the weekend service, my life changed forever. No going back. Thank you both!”*
- -- Mike Harding, Senior Pastor, Love Gospel Church, Apache Junction, Arizona, USA (Boot Camp March 2018)





QUALITY

QUANTITY



Pastor's Coach



Pastor's Coach