A PRACTICAL 90-DAY COMPANION

Formation Workbook

The full journey, core worksheets, and practice tools

ONE PERSON. ONE PRACTICE. ONE SEASON.

Start Here and the four core worksheets

All 14 printable practice tools

Use on paper, offline. Paper answers do not sync to the app.

Keep private disclosures and personnel evaluations off these pages.

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Start with the journey. Choose only the practice that fits this season.

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A conversation you can lead.

Your aim: Help one person grow in one area of following Jesus, with a small practice and a time to talk again.

Use with the section you chose from Healthy Pastor. Everyone may pass. Alone? Write or pray instead of taking turns.

1. **Get ready.** Choose one person and one practice from the Library, not all 14. Invite them to a quiet conversation. Allow 45–60 minutes. Bring a Bible and the chosen practice. A 90-day focus helps you return to it over time; this is not a staff evaluation.
2. **Welcome and look back.** Look at the step you wrote at your previous meeting. Ask: What did I try? What happened? What helped or got in the way? First meeting, no note, or no step chosen? Skip the look back. Simply ask: How are you doing, and what would you like to learn today? If you have not tried your step, say not yet. There is no score. Choose to try again, make it smaller, or choose a different step.
3. **Open Scripture.** Open the chosen practice. Read its passage in your Bible and its short explanation. Ask: What does this show about God and following Jesus? Let the passage guide the conversation rather than using a verse to support your own advice.
4. **Talk and listen.** Ask how the person is doing, then choose two or three prompts from the focus. Ask one question at a time and listen. You do not need to cover every prompt.
5. **Choose and write one step.** Ask: What is one small response you want to try? What support would help? Let the person choose rather than prescribing a step. Write one thing you will do and when you will do it. Keep this note. At your next meeting, return to it before choosing another step. Example: On Tuesday and Thursday, I will take ten quiet minutes to read the chosen passage and pray.
6. **Pray and arrange the next meeting.** Pray together and agree when to return to the step. Record only what belongs in your private account; sharing a recap is a separate, deliberate choice.

After your final session: choose when to review your step privately or with a trusted person. Another group meeting is not required. If you have not prepared, read together and begin where you are.

A PRACTICAL 90-DAY COMPANION

Walk with one person through a full season.

The library is a set of practices to choose from, not a curriculum to complete. Start with one staff member or fellow pastor; repeat the rhythm separately with others. Use the PDFs on paper, or use the app to keep brief private formation records; the two do not sync automatically.

A healthy starting posture

Ask permission, listen before naming a focus, and let the person speak for themselves. Formation is not a personnel assessment or a requirement to disclose sensitive experiences.

STEP 01

Invite and listen

Invite privately. The person keeps their baseline and shares only what they choose. No scores or staff evaluation.

Use: Baseline Self-Assessment · 5 pages

Leave with: Their present hopes and needs.

STEP 02

Choose one practice

Listen first. Agree on one practice for this season, not all 14. Read its Scripture together.

Use: Practice packet · 3 pages each

Leave with: One practice and its Scripture.

STEP 03

Plan the season

Name why this matters, what growth might look like, one or two rhythms, support, and the review date.

Use: 90-Day Formation Focus Planner · 2 pages

Leave with: A small plan and meeting dates.

STEP 04

Meet and follow through

Arrive → Return → Word → Wonder → Walk → Pray. Revisit the last step. Choose two or three questions, not every question.

Use: Formation Conversation · 3 pages

Leave with: One step, owner, support, and follow-up.

STEP 05

Check in at days 30 and 60

In a normal conversation, notice what helps, what is difficult, and whether this practice still fits. Adjust together.

Use: Planner page 2 + Conversation guide

Leave with: An adjusted step or support.

STEP 06

Review at day 90

Notice what grew and what needs support. Decide: continue, change practice, pause, or seek other support. Another season is not required.

Use: 90-Day Formation Review · 3 pages

Leave with: A brief takeaway and shared decision.

The result of the season

A brief shared review of what grew, what needs support, and what happens next. Keep only the agreed focus, Scripture, support, and next step—not counseling disclosures, private confessions, or HR notes.

BEFORE THE FIRST CONVERSATION

Invite, prepare, and begin.

Use this sequence with a staff member you lead or another pastor. It is a shared formation invitation, not a review of their job or ministry results.

1. **Invite privately.** Explain the purpose and ask if they want to try a 90-day season. If you supervise them, say clearly that participation and what they share are not part of a personnel evaluation. Let them decline or name a different conversation partner.
2. **Agree on a simple rhythm.** Suggest a 45–60 minute conversation every other week (about six conversations), with brief check-ins near days 30 and 60 and a review near day 90. Pick a private place and calendar the first meeting and review now. Adjust the pace together if needed.
3. **Prepare only what you need.** Bring the Baseline Self-Assessment for their own reflection, the Focus Planner, the Formation Conversation guide, and one practice tool if a focus emerges. They keep their baseline; do not request a score or copy. Read the Scripture for the chosen practice ahead of time.
4. **Begin by listening.** Ask what is life-giving and what feels difficult. Let the other person choose whether to share anything from the baseline. Do not choose a practice for them before hearing their priorities.

> **Words you can use**
>
> "Would you be open to meeting for a 90-day season to pay attention to your life with Jesus and your leadership? We can choose one area together. This is not a performance review, and you choose what to share."

First meeting • 60 minutes

0–10: Explain purpose, choice, confidentiality, and its limits. Pray if welcome. **10–25:** Listen to their hopes and optional baseline reflections. **25–40:** Read one practice's Scripture; ask what stands out and where it meets their real life. **40–55:** Complete the Focus Planner together: one practice, why it matters, one small rhythm, support needed, and a review date. **55–60:** Agree on one next step and the next meeting.

If you do not agree on a focus today, do not force one. Meet again to listen, read, and discern.

CONVERSATIONS THROUGH THE SEASON

Lead the next meeting.

Bring the Formation Conversation guide each time. Reuse this pattern; the practice tool supplies questions, not a lesson to finish.

Every 45–60 minute conversation

1. **Arrive • 5 minutes.** Ask, "How are you arriving today?" Listen without turning the answer into an update report.
2. **Return • 5–10 minutes.** Ask what happened with the last agreed step. If it did not happen, ask what got in the way without shame; revise it together.
3. **Word • 10 minutes.** Read the selected practice's Scripture aloud. Pause. Ask, "What do you notice about Jesus, yourself, or your responsibility?"
4. **Wonder • 15 minutes.** Choose two or three questions from that practice tool. Ask one at a time, allow silence, and reflect back what you hear. Ask permission before offering counsel.
5. **Walk • 10 minutes.** Ask, "What is one faithful action before we meet again?" Name who will do it, by when, and what support they need. Keep it small and observable.
6. **Pray and close • 5 minutes.** Ask how to pray, confirm the next meeting, and let them keep their private reflections. Record only a brief mutually agreed focus or next step.

> **Between meetings**
>
> Make space for the person to practice the agreed action in ordinary life. If welcomed, send a brief reminder or offer the promised support. Do not ask for private disclosures by text or turn the action into a compliance check.

Staff example

Focus: share responsibility with a teammate. Step: invite that teammate to lead one planning conversation by Friday. Next time: ask what changed, not whether the person "passed."

Pastor example

Focus: protect margin for mission. Step: reserve one uninterrupted hour for prayer and reflection this week. Next time: ask what made it possible or difficult.

CHECK IN & FINISH THE SEASON

Review and decide what's next.

The dates are guides, not deadlines. A faithful season may include missed meetings, changed circumstances, or a different focus.

Near days 30 and 60 • use the Focus Planner

1. **Look back:** "Where have you noticed change, resistance, or grace?" Compare with the chosen focus, not with other people or a score.
2. **Adjust:** "Is this practice still the right one? Is the action small enough? What support do you need from me?" Revise the plan together and agree on one next step.
3. **Schedule:** Confirm the next conversation and the day-90 review. If a meeting is missed, reschedule without treating absence as spiritual failure.

Near day 90 • use the Formation Review

1. Invite the person to reflect first: what grew, what remains hard, and where they saw Jesus at work.
2. Review the original focus, the rhythm you tried, and any support that helped. Celebrate concrete changes without assigning a rating.
3. Finish the review with a brief season takeaway and a shared decision: continue this practice, choose a new one, pause, or seek other support. Pray together. Name a step or date only if both agree; another season is not required.

> **Care and boundaries**
>
> Keep private disclosures, counseling details, and personnel evaluations out of the packet and app. Agree on what may be shared before sharing anything. Do not promise absolute secrecy: if safety or abuse concerns arise, follow your church's safeguarding policy and local reporting obligations, and seek appropriate help.

Use the pages in this order: Start Here → Baseline Self-Assessment (kept by the person) → Focus Planner → one selected Practice Tool + Formation Conversation at each meeting → Focus Planner check-ins → 90-Day Formation Review. The practice library is a menu, not a course.

Paper answers remain on paper. The app can hold brief private formation records if you choose to enter them; nothing from these worksheets syncs automatically.

Healthy Pastor Baseline

A starting picture for your own reflection—not a verdict, employee rating, or performance score.

PATHWAY 1 OF 5

Shepherd the Heart

Remain close to Jesus, understand the mission, and recognize how God has formed and gifted you.

Think about your ordinary pattern over the last 30 days. For each practice, mark one description that best fits you today.

1 Needs attention • 2 Needs support • 3 Growing • 4 Strong and steady

Shepherd the Heart

In this season, how present are prayer, Scripture, honest attention to your inner life, and trusted support?

- ☐ **1** Spiritual rhythms and honest self-attention feel absent or under pressure.
- ☐ **2** I see the need, but need help or a clearer rhythm to sustain it.
- ☐ **3** Prayer, Scripture, and honest reflection are becoming regular.
- ☐ **4** These rhythms are steady, supported, and grounded in trusted relationships.

Carry a Vision That Multiplies

How clearly does a shared mission shape what you and others carry?

- ☐ **1** The mission feels unclear or rests mostly in my head.
- ☐ **2** I can name it, but others need help connecting their work to it.
- ☐ **3** The mission is becoming clear and informs some shared priorities.
- ☐ **4** People can repeat the mission and use it to guide decisions and next steps.

Recognize Calling and Gifts

How intentionally do you notice and make room for the gifts and calling of others?

- ☐ **1** I rarely notice or name others' gifts and faithfulness.
- ☐ **2** I notice some strengths, but need help creating fitting opportunities.
- ☐ **3** I am increasingly naming gifts and offering appropriate ways to grow.
- ☐ **4** I consistently recognize, encourage, and make room for gifts to serve others.

What is one area you would like to understand or support next?

Privacy: Record formation rhythms and next steps only. Do not write sensitive pastoral or counseling disclosures.

Healthy Pastor Baseline

A starting picture for your own reflection—not a verdict, employee rating, or performance score.

PATHWAY 2 OF 5

Form Faithful People

Move beyond ministry activity toward people who follow Jesus and help others follow Him.

Think about your ordinary pattern over the last 30 days. For each practice, mark one description that best fits you today.

1 Needs attention • 2 Needs support • 3 Growing • 4 Strong and steady

Build Disciples Who Reproduce

How intentionally are you helping people follow Jesus and invest in others?

- ☐ **1** Most of my attention goes to activity; intentional formation is limited.
- ☐ **2** I see people to invest in, but need a clear and supported rhythm.
- ☐ **3** I am walking with people and helping connect Scripture to daily obedience.
- ☐ **4** People are being formed to follow Jesus and help others take faithful steps.

Lead Like Jesus

How do relationship, meaningful responsibility, and release shape your leadership?

- ☐ **1** People mainly receive tasks, with little relational formation or follow-through.
- ☐ **2** I want to form people, but need to make time and share responsibility.
- ☐ **3** I know people beyond roles and stay close as they take appropriate responsibility.
- ☐ **4** I form through relationship, trust responsibility, guide, and release with care.

Have Conversations That Form

How well do your conversations make space for honest listening and faithful response?

- ☐ **1** I often rush, avoid hard conversations, or leave without a next step.
- ☐ **2** I see what needs attention, but need support to listen and follow through.
- ☐ **3** I am growing in patient listening, truthful words, and thoughtful follow-up.
- ☐ **4** Conversations regularly hold honest listening, grace, clarity, and one next step.

What is one area you would like to understand or support next?

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Healthy Pastor Baseline

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PATHWAY 3 OF 5

Build for the Future

Share responsibility, develop others, lead with humility, and prepare the work to continue beyond one person.

Think about your ordinary pattern over the last 30 days. For each practice, mark one description that best fits you today.

1 Needs attention • 2 Needs support • 3 Growing • 4 Strong and steady

Build Legacy Before Transition

How ready is the ministry to continue beyond your current season of leadership?

- ☐ **1** Key responsibilities, knowledge, or decisions depend heavily on me.
- ☐ **2** I see the concentration, but need help preparing others and sharing work.
- ☐ **3** I am developing people and beginning to make responsibilities clearer.
- ☐ **4** Mission, responsibility, and transition preparation are shared beyond me.

Build Ministry Teams That Carry Weight

How well can teams carry clear responsibility with support and shared purpose?

- ☐ **1** Teams lack clear ownership or depend on me to carry the work.
- ☐ **2** Some responsibility is shared, but purpose or leader support is uneven.
- ☐ **3** Teams are gaining clarity, support, and responsibility tied to the mission.
- ☐ **4** Teams carry meaningful work with clear purpose, capable leaders, and care.

Lead from Humility

How freely can you celebrate, release, and receive correction?

- ☐ **1** Comparison, control, or defensiveness often shapes my response.
- ☐ **2** I notice these patterns, but need trusted support to respond differently.
- ☐ **3** I am increasingly able to celebrate others and receive correction openly.
- ☐ **4** I lead with open hands, release others, and welcome honest correction.

What is one area you would like to understand or support next?

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Healthy Pastor Baseline

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PATHWAY 4 OF 5

Lead with Health

Create role clarity, healthy rhythms, boundaries, shared responsibility, and margin for faithful leadership.

Think about your ordinary pattern over the last 30 days. For each practice, mark one description that best fits you today.

1 Needs attention • 2 Needs support • 3 Growing • 4 Strong and steady

Create Clarity in the Work

How clear are purpose, ownership, expectations, and next steps in your work?

- ☐ **1** Confusion about direction or responsibility often remains unaddressed.
- ☐ **2** Some expectations are clear, but roles or next steps need support.
- ☐ **3** I am clarifying ownership, decisions, and follow-through more consistently.
- ☐ **4** People understand purpose, roles, next steps, and how to raise confusion.

Protect Margin for Mission

How well do your rhythms and boundaries make room for faithful, sustainable leadership?

- ☐ **1** Urgency regularly crowds out prayer, rest, health, or important relationships.
- ☐ **2** I see the strain, but need help protecting rhythms and sharing work.
- ☐ **3** I am protecting meaningful space and discerning what to share or release.
- ☐ **4** Prayerful boundaries and sustainable rhythms shape what I carry and release.

What is one area you would like to understand or support next?

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Healthy Pastor Baseline

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PATHWAY 5 OF 5

Multiply What Lasts

Form leaders over time, strengthen healthy community, and release people into meaningful responsibility.

Think about your ordinary pattern over the last 30 days. For each practice, mark one description that best fits you today.

1 Needs attention • 2 Needs support • 3 Growing • 4 Strong and steady

Form Leaders Over Time

How steadily are you walking with emerging leaders through formation and responsibility?

- ☐ **1** I mostly look for people to fill needs; investment is sporadic.
- ☐ **2** I see people to develop, but need a repeatable rhythm and support.
- ☐ **3** I am helping leaders grow in character, Scripture, service, and feedback.
- ☐ **4** Ongoing relationships and meaningful opportunities help leaders mature over time.

Strengthen Community

How well are leaders known, encouraged, prayed for, and able to speak honestly?

- ☐ **1** Leadership feels isolated; honest mutual care is limited.
- ☐ **2** Some support exists, but connection or truthful conversation is inconsistent.
- ☐ **3** I am making regular space for prayer, encouragement, and honest conversation.
- ☐ **4** Trusted community makes room for truth, care, correction, and shared faithfulness.

Bless and Send

How intentionally do you affirm, release, and continue caring for people taking new responsibility?

- ☐ **1** People's gifts and readiness are rarely named or blessed publicly.
- ☐ **2** I see people ready for more, but assignments or ongoing care need clarity.
- ☐ **3** I am naming faithfulness, clarifying assignments, and offering support.
- ☐ **4** People are prayerfully affirmed, clearly sent, and cared for after release.

What is one area you would like to understand or support next?

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90-Day Formation Focus

Choose one area for this season. Formation is relational and gradual—not a project scorecard.

NAME _____ **DATE** _____

ONE FOCUS

HEALTHY PASTOR PATHWAY

_____

ONE PRACTICE

_____

WHY THIS MATTERS NOW

What feels important in this season? What have you noticed in your life, calling, relationships, or work?

A FEW WORDS

_____

_____

_____

WHAT GROWTH MIGHT LOOK LIKE

Name a change in faithfulness, clarity, relationship, or practice—not a number to hit.

I HOPE TO NOTICE…

_____

_____

_____

START DATE _____ **90-DAY REVIEW DATE** _____

_____

Privacy: Record formation rhythms and next steps only. Do not write sensitive pastoral or counseling disclosures.

FORMATION PLANNING

A Rhythm for the Next 90 Days

Keep the plan light enough to live. Let conversation, Scripture, and one faithful response shape the season.

SUPPORTING RHYTHMS

Choose one or two simple practices that support your focus.

RHYTHM 1

RHYTHM 2 (OPTIONAL)

CHECK IN ALONG THE WAY

Around day 30 What is becoming clearer? What support or adjustment would help?

Around day 60 What is becoming clearer? What support or adjustment would help?

Around day 90 What is becoming clearer? What support or adjustment would help?

SCRIPTURE (OPTIONAL)

PASSAGE OR PHRASE TO CARRY

PASTOR / COMMUNITY SUPPORT

WHAT SUPPORT WOULD HELP? WHO WILL OFFER IT?

Privacy: Record formation rhythms and next steps only. Do not write sensitive pastoral or counseling disclosures.

Formation Conversation

Arrive → Word → Wonder → Walk → Pray. Move at a human pace; you do not need to cover everything.

ARRIVE

PERSON _____ **DATE** _____

CURRENT FORMATION FOCUS

LAST FAITHFUL STEP (BRIEF REMINDER)

Before we begin, what from our last conversation should we return to?

A FEW WORDS

WORD / RECEIVE

Read Scripture together. Use the passage that fits this season; the Field Guide and book carry the deeper teaching.

SCRIPTURE PASSAGE

What is God showing you?

A SHORT REFLECTION

Read together • Pause • Share what you choose

Privacy: Record formation rhythms and next steps only. Do not write sensitive pastoral or counseling disclosures.

WONDER / REFLECT

Begin with the person, not a checklist. Choose just two or three questions that fit this conversation.

How is it with your soul?

- [ ] What has given you life since we last talked?
- [ ] What has taken energy from you?
- [ ] What are you learning or noticing?
- [ ] Where are you experiencing pressure?
- [ ] What is going well—or where do you feel stuck?
- [ ] What are you seeing in the people you lead?
- [ ] What responsibility could someone else begin carrying?
- [ ] What do you need from me?

Choose 2–3 questions. Skip anything that does not serve this conversation.

What matters most right now?

CAPTURE ONLY A BRIEF, SHARED FORMATION NOTE

What might Jesus be inviting you to notice?

Privacy: Record formation rhythms and next steps only. Do not write sensitive pastoral or counseling disclosures.

WALK / PRAY

Respond with one faithful step. Keep the shared record short and return to it next time.

ONE NEXT FAITHFUL STEP

What is one faithful response before we meet again?

ONE STEP ONLY

WHO OWNS THIS STEP?

FOLLOW-UP DATE

WHAT SUPPORT WOULD HELP?

PRAY

What should we carry before Jesus together? Pray together. Do not write private or sensitive disclosures here.

A WORD OR PHRASE TO HELP US REMEMBER THE PRAYER (OPTIONAL)

BEFORE YOU CLOSE

- [ ] We know the one step, who owns it, and when we will return to it.
- [ ] We have prayed together.

Shared formation record only: formation focus, one step, support, and follow-up. The Table is not for storing counseling records or sensitive pastoral-care disclosures.

Privacy: Record formation rhythms and next steps only. Do not write sensitive pastoral or counseling disclosures.

90-Day Formation Review

Pause, notice what God has been doing, and decide together how to walk into the next season.

NAME _____ **REVIEW DATE** _____

FORMATION FOCUS THIS CYCLE

CYCLE DATES

LOOK BACK

What changed during these 90 days?

What did God teach you?

Where did you experience growth?

What remains difficult or needs support?

Privacy: Record formation rhythms and next steps only. Do not write sensitive pastoral or counseling disclosures.

LOOK AT THE PERSON + WORK

Notice health, calling, responsibility, and the people around you—without turning reflection into a rating.

THE PERSON

WHERE ARE YOU HEALTHIER? WHAT ARE YOU LEARNING ABOUT YOUR CALLING?

WHERE DO YOU NEED SUPPORT?

THE WORK

WHAT SHOULD YOU CONTINUE CARRYING? WHAT RESPONSIBILITY COULD YOU RELEASE?

WHAT ARE YOU READY TO CARRY NEXT?

WHO ARE YOU BEGINNING TO DEVELOP?

One moment of gratitude from this season

Privacy: Record formation rhythms and next steps only. Do not write sensitive pastoral or counseling disclosures.

LOOK FORWARD

Your season takeaway

Use your reflections from the previous pages to agree on what matters now. A faithful season can end here; another 90-day season is not required.

PERSON _____ REVIEW DATE _____

What grew, and what still needs support?

Keep this to a brief, agreed formation takeaway—not a transcript, rating, or private disclosure.

What have we decided together?

☐ Continue this practice ☐ Choose a new practice

☐ Pause for now ☐ Seek other support

Practice / focus (only if continuing or choosing another)

One next faithful step, if agreed

A small response before the next conversation. If pausing without a step, leave this blank.

WHO WILL CARRY IT? _____ WHEN WILL WE RETURN TO IT, IF AGREED? _____

Support

What would help, and who has agreed to offer it? Keep sensitive care details off this page.

Close with prayer

Keep only what you have agreed may be recorded. Paper answers remain on paper; enter a brief private app review only if helpful. Nothing here automatically starts another focus.

A conversation you can lead.

Your aim: Help one person grow in one area of following Jesus, with a small practice and a time to talk again.

Use with the section you chose from Healthy Pastor. Everyone may pass. Alone? Write or pray instead of taking turns.

1. **Get ready.** Choose one person and one practice from the Library, not all 14. Invite them to a quiet conversation. Allow 45–60 minutes. Bring a Bible and the chosen practice. A 90-day focus helps you return to it over time; this is not a staff evaluation.
2. **Welcome and look back.** Look at the step you wrote at your previous meeting. Ask: What did I try? What happened? What helped or got in the way? First meeting, no note, or no step chosen? Skip the look back. Simply ask: How are you doing, and what would you like to learn today? If you have not tried your step, say not yet. There is no score. Choose to try again, make it smaller, or choose a different step.
3. **Open Scripture.** Open the chosen practice. Read its passage in your Bible and its short explanation. Ask: What does this show about God and following Jesus? Let the passage guide the conversation rather than using a verse to support your own advice.
4. **Talk and listen.** Ask how the person is doing, then choose two or three prompts from the focus. Ask one question at a time and listen. You do not need to cover every prompt.
5. **Choose and write one step.** Ask: What is one small response you want to try? What support would help? Let the person choose rather than prescribing a step. Write one thing you will do and when you will do it. Keep this note. At your next meeting, return to it before choosing another step. Example: On Tuesday and Thursday, I will take ten quiet minutes to read the chosen passage and pray.
6. **Pray and arrange the next meeting.** Pray together and agree when to return to the step. Record only what belongs in your private account; sharing a recap is a separate, deliberate choice.

After your final session: choose when to review your step privately or with a trusted person. Another group meeting is not required. If you have not prepared, read together and begin where you are.

SHEPHERD THE HEART · JOHN 10:11–18

Begin with Scripture.

Read John 10:11–18 in your Bible, including the surrounding verses. This explanation is a summary, not a Bible quotation.

> **Understand the passage**
> Jesus describes himself as the good shepherd who knows his sheep and lays down his life for them. A pastor is first someone cared for by Jesus, not a substitute for him. Begin by receiving his care before asking how to care for others.

Read, then talk together

1. What does this passage show about God and following Jesus?
2. Where does your heart need the care of Jesus in this season?
3. What part of your life feels tired, hurried, isolated, or unseen?
4. What rhythm could help you lead from a healthier inner life?

Ask one question at a time. Give each person time to think and listen before offering advice. Choose two or three questions; you do not need to answer them all.

Put it into practice

Use the worksheet on the next page to choose one response. Write what you will do, when you will try it, and when you will talk again. Pray for the support you need.

> **Next time**
> Return to the step you wrote: What did I try? How did it go? What helped or got in the way? First meeting or no previous step? Begin with how you are doing today.

SHEPHERD THE HEART / JOHN 10:11–18

Shepherd's Heart Inventory

Lead from an inner life that receives the care and guidance of Jesus before carrying care for others.

Before you begin

Invite the person to reflect on their own life before discussing ministry demands. Let them decide what they want to share.

PERSON (OPTIONAL) DATE

01 Notice

Where are prayer, Scripture, rest, trusted relationships, and honest self-attention present in an ordinary week? Where are they strained?

02 Name the pressure

What pace, responsibility, or expectation has made it harder to receive care? Do not ask for private disclosures.

03 Choose one rhythm

What small, sustainable practice of receiving Jesus' care could fit this season? What support would make it possible?

04 Return

When will you check in about the rhythm, without turning it into a performance target?

Return to it

Agree on one rhythm and a check-in date. Revisit what helped or hindered it at your next conversation.

Write only a brief shared formation focus or next step. Leave counseling details, private disclosures, and personnel evaluations off this sheet.

A conversation you can lead.

Your aim: Help one person grow in one area of following Jesus, with a small practice and a time to talk again.

Use with the section you chose from Healthy Pastor. Everyone may pass. Alone? Write or pray instead of taking turns.

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3. **Open Scripture.** Open the chosen practice. Read its passage in your Bible and its short explanation. Ask: What does this show about God and following Jesus? Let the passage guide the conversation rather than using a verse to support your own advice.
4. **Talk and listen.** Ask how the person is doing, then choose two or three prompts from the focus. Ask one question at a time and listen. You do not need to cover every prompt.
5. **Choose and write one step.** Ask: What is one small response you want to try? What support would help? Let the person choose rather than prescribing a step. Write one thing you will do and when you will do it. Keep this note. At your next meeting, return to it before choosing another step. Example: On Tuesday and Thursday, I will take ten quiet minutes to read the chosen passage and pray.
6. **Pray and arrange the next meeting.** Pray together and agree when to return to the step. Record only what belongs in your private account; sharing a recap is a separate, deliberate choice.

After your final session: choose when to review your step privately or with a trusted person. Another group meeting is not required. If you have not prepared, read together and begin where you are.

CARRY A VISION THAT MULTIPLIES · MATTHEW 28:18–20

Begin with Scripture.

Read Matthew 28:18–20 in your Bible, including the surrounding verses. This explanation is a summary, not a Bible quotation.

> **Understand the passage**
> The risen Jesus sends his disciples to make disciples, baptize, and teach obedience to him. He promises his presence. A church's mission serves that commission; a larger platform or a busier calendar is not the same as helping people follow Jesus.

Read, then talk together

1. What does this passage show about God and following Jesus?
2. How would you describe the mission Christ has given your church in simple words?
3. Where are people active but unclear about what they are building?
4. What next step could help more people carry the mission together?

Ask one question at a time. Give each person time to think and listen before offering advice. Choose two or three questions; you do not need to answer them all.

Put it into practice

Use the worksheet on the next page to choose one response. Write what you will do, when you will try it, and when you will talk again. Pray for the support you need.

> **Next time**
> Return to the step you wrote: What did I try? How did it go? What helped or got in the way? First meeting or no previous step? Begin with how you are doing today.

SHEPHERD THE HEART / MATTHEW 28:18–20

Church Vision Clarity Map

Help people understand the church's mission, find their place in it, and carry it beyond one leader.

Before you begin

Bring the church's current mission language and a real example of a decision that needs clarity.

PERSON (OPTIONAL) DATE

01 Jesus' commission

In light of Matthew 28, what are we helping people become and do? Say it in plain language.

02 Our shared mission

Write one sentence that connects that commission to this church's present work. What might be unclear to staff?

03 Connect the work

How does this person's role serve the mission? Which current activity helps, and which might be reconsidered?

04 Make it repeatable

Who else could explain the mission in their own words? What one conversation or decision will you make together?

Return to it

Test the sentence with someone outside this conversation, listen for confusion, and refine it together.

Write only a brief shared formation focus or next step. Leave counseling details, private disclosures, and personnel evaluations off this sheet.

A conversation you can lead.

Your aim: Help one person grow in one area of following Jesus, with a small practice and a time to talk again.

Use with the section you chose from Healthy Pastor. Everyone may pass. Alone? Write or pray instead of taking turns.

1. **Get ready.** Choose one person and one practice from the Library, not all 14. Invite them to a quiet conversation. Allow 45–60 minutes. Bring a Bible and the chosen practice. A 90-day focus helps you return to it over time; this is not a staff evaluation.
2. **Welcome and look back.** Look at the step you wrote at your previous meeting. Ask: What did I try? What happened? What helped or got in the way? First meeting, no note, or no step chosen? Skip the look back. Simply ask: How are you doing, and what would you like to learn today? If you have not tried your step, say not yet. There is no score. Choose to try again, make it smaller, or choose a different step.
3. **Open Scripture.** Open the chosen practice. Read its passage in your Bible and its short explanation. Ask: What does this show about God and following Jesus? Let the passage guide the conversation rather than using a verse to support your own advice.
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6. **Pray and arrange the next meeting.** Pray together and agree when to return to the step. Record only what belongs in your private account; sharing a recap is a separate, deliberate choice.

After your final session: choose when to review your step privately or with a trusted person. Another group meeting is not required. If you have not prepared, read together and begin where you are.

RECOGNIZE CALLING AND GIFTS · ROMANS 12:4–8

Begin with Scripture.

Read Romans 12:4–8 in your Bible, including the surrounding verses. This explanation is a summary, not a Bible quotation.

> **Understand the passage**
> Paul describes one body with different members and gifts. Gifts are received by grace and used in service, not as a ranking of people. Notice concrete evidence of service and listen to the person before inviting them into a fitting responsibility.

Read, then talk together

1. What does this passage show about God and following Jesus?
2. Who is already showing faithfulness that may be easy to overlook?
3. What gift or strength have you seen in this person, and what examples point to it?
4. What is a faithful next opportunity for this person to grow?

Ask one question at a time. Give each person time to think and listen before offering advice. Choose two or three questions; you do not need to answer them all.

Put it into practice

Use the worksheet on the next page to choose one response. Write what you will do, when you will try it, and when you will talk again. Pray for the support you need.

> **Next time**
> Return to the step you wrote: What did I try? How did it go? What helped or got in the way? First meeting or no previous step? Begin with how you are doing today.

SHEPHERD THE HEART / ROMANS 12:4–8

Leadership Discovery Worksheet

Notice the faithfulness and gifts God is forming in people, then give them a fitting place to grow.

Before you begin

Choose a person you know well. Bring specific examples rather than assumptions about their calling.

PERSON (OPTIONAL) _____ DATE _____

01 Connection

Where have you served together, and what does the person say they are interested in learning?

02 Evidence

What concrete moments of faithfulness, service, or gifting have you actually observed?

03 Discern together

Which strengths does the person recognize? What feedback or support would help them explore without pressure?

04 A fitting opportunity

What small responsibility could they try, with whom, and when will you debrief it?

Return to it

Offer the opportunity as an invitation, not a verdict about their calling. Debrief what they learned afterward.

Write only a brief shared formation focus or next step. Leave counseling details, private disclosures, and personnel evaluations off this sheet.

A conversation you can lead.

Your aim: Help one person grow in one area of following Jesus, with a small practice and a time to talk again.

Use with the section you chose from Healthy Pastor. Everyone may pass. Alone? Write or pray instead of taking turns.

1. **Get ready.** Choose one person and one practice from the Library, not all 14. Invite them to a quiet conversation. Allow 45–60 minutes. Bring a Bible and the chosen practice. A 90-day focus helps you return to it over time; this is not a staff evaluation.
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3. **Open Scripture.** Open the chosen practice. Read its passage in your Bible and its short explanation. Ask: What does this show about God and following Jesus? Let the passage guide the conversation rather than using a verse to support your own advice.
4. **Talk and listen.** Ask how the person is doing, then choose two or three prompts from the focus. Ask one question at a time and listen. You do not need to cover every prompt.
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6. **Pray and arrange the next meeting.** Pray together and agree when to return to the step. Record only what belongs in your private account; sharing a recap is a separate, deliberate choice.

After your final session: choose when to review your step privately or with a trusted person. Another group meeting is not required. If you have not prepared, read together and begin where you are.

BUILD DISCIPLES WHO REPRODUCE · 2 TIMOTHY 2:2

Begin with Scripture.

Read 2 Timothy 2:2 in your Bible, including the surrounding verses. This explanation is a summary, not a Bible quotation.

> **Understand the passage**
> Paul asks Timothy to entrust what he has heard to faithful people who can teach others. The aim is faithful teaching passed through relationships, not a recruitment target. Invest patiently in one person who can grow and, in time, help someone else.

Read, then talk together

1. What does this passage show about God and following Jesus?
2. Who could you walk with more intentionally right now?
3. Where might this person need formation as they follow Jesus?
4. What simple step could help them begin investing in someone else?

Ask one question at a time. Give each person time to think and listen before offering advice. Choose two or three questions; you do not need to answer them all.

Put it into practice

Use the worksheet on the next page to choose one response. Write what you will do, when you will try it, and when you will talk again. Pray for the support you need.

> **Next time**
> Return to the step you wrote: What did I try? How did it go? What helped or got in the way? First meeting or no previous step? Begin with how you are doing today.

FORM FAITHFUL PEOPLE / 2 TIMOTHY 2:2

Discipleship Multiplication Map

Walk with people as they follow Jesus and help them begin investing in someone else.

Before you begin

Think of one relationship to invest in, not a target number of people to recruit.

PERSON (OPTIONAL) _____ DATE _____

01 Who is near?

Who has invited deeper conversation about following Jesus? Is there mutual willingness and a healthy relationship?

02 Where to grow

What part of following Jesus would this person like to attend to now? Let them name it first.

03 A shared practice

What simple rhythm of Scripture, prayer, service, or conversation can you try together?

04 Invite investment

When ready, who might they encourage in the same relational way? What support will you offer?

Return to it

Set one meeting to try the shared practice; revisit whether it is life-giving before asking them to invest elsewhere.

Write only a brief shared formation focus or next step. Leave counseling details, private disclosures, and personnel evaluations off this sheet.

A conversation you can lead.

Your aim: Help one person grow in one area of following Jesus, with a small practice and a time to talk again.

Use with the section you chose from Healthy Pastor. Everyone may pass. Alone? Write or pray instead of taking turns.

1. **Get ready.** Choose one person and one practice from the Library, not all 14. Invite them to a quiet conversation. Allow 45–60 minutes. Bring a Bible and the chosen practice. A 90-day focus helps you return to it over time; this is not a staff evaluation.
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3. **Open Scripture.** Open the chosen practice. Read its passage in your Bible and its short explanation. Ask: What does this show about God and following Jesus? Let the passage guide the conversation rather than using a verse to support your own advice.
4. **Talk and listen.** Ask how the person is doing, then choose two or three prompts from the focus. Ask one question at a time and listen. You do not need to cover every prompt.
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6. **Pray and arrange the next meeting.** Pray together and agree when to return to the step. Record only what belongs in your private account; sharing a recap is a separate, deliberate choice.

After your final session: choose when to review your step privately or with a trusted person. Another group meeting is not required. If you have not prepared, read together and begin where you are.

LEAD LIKE JESUS · MARK 3:13–15

Begin with Scripture.

Read Mark 3:13–15 in your Bible, including the surrounding verses. This explanation is a summary, not a Bible quotation.

> **Understand the passage**
> Jesus calls the twelve to be with him and sends them to preach. This passage describes their particular calling; it is not a formula for assigning spiritual authority today. It helps us notice how relationship and preparation belong alongside responsibility.

Read, then talk together

1. What does this passage show about God and following Jesus?
2. What has this person learned about leadership through their relationship with you?
3. What responsibility could help them grow with appropriate support?
4. Where might you need to release control and trust them to lead?

Ask one question at a time. Give each person time to think and listen before offering advice. Choose two or three questions; you do not need to answer them all.

Put it into practice

Use the worksheet on the next page to choose one response. Write what you will do, when you will try it, and when you will talk again. Pray for the support you need.

> **Next time**
> Return to the step you wrote: What did I try? How did it go? What helped or got in the way? First meeting or no previous step? Begin with how you are doing today.

FORM FAITHFUL PEOPLE / MARK 3:13–15

Relationship, Responsibility, and Release Review

Form emerging leaders through relationship, real responsibility, patient correction, and release.

Before you begin

Choose one emerging leader and one real responsibility appropriate to their experience.

PERSON (OPTIONAL) _____ DATE _____

01 Relationship

How have you listened, prayed, and worked together? What does this person want to learn?

02 Responsibility

What meaningful task can they own? Define the boundaries, resources, and who makes which decisions.

03 Support

What coaching, feedback, and check-in rhythm would help without taking the work back?

04 Release

What decision can you entrust to them now? How will you celebrate learning even if the result differs from your approach?

Return to it

Agree on a trial responsibility and a debrief date. Ask what support they need before expanding it.

Write only a brief shared formation focus or next step. Leave counseling details, private disclosures, and personnel evaluations off this sheet.

A conversation you can lead.

Your aim: Help one person grow in one area of following Jesus, with a small practice and a time to talk again.

Use with the section you chose from Healthy Pastor. Everyone may pass. Alone? Write or pray instead of taking turns.

1. **Get ready.** Choose one person and one practice from the Library, not all 14. Invite them to a quiet conversation. Allow 45–60 minutes. Bring a Bible and the chosen practice. A 90-day focus helps you return to it over time; this is not a staff evaluation.
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6. **Pray and arrange the next meeting.** Pray together and agree when to return to the step. Record only what belongs in your private account; sharing a recap is a separate, deliberate choice.

After your final session: choose when to review your step privately or with a trusted person. Another group meeting is not required. If you have not prepared, read together and begin where you are.

HAVE CONVERSATIONS THAT FORM · PROVERBS 20:5

Begin with Scripture.

Read Proverbs 20:5 in your Bible, including the surrounding verses. This explanation is a summary, not a Bible quotation.

> **Understand the passage**
> Proverbs compares a person's purposes to deep water and describes understanding as drawing them out. This wisdom invites patient listening, not mind-reading. Ask a clear question, allow time, and check that you understood before offering advice.

Read, then talk together

1. What does this passage show about God and following Jesus?
2. What might be beneath the surface of what you are carrying right now?
3. What have I not yet understood because I have not listened long enough?
4. What truth or next step would help you move forward faithfully?

Ask one question at a time. Give each person time to think and listen before offering advice. Choose two or three questions; you do not need to answer them all.

Put it into practice

Use the worksheet on the next page to choose one response. Write what you will do, when you will try it, and when you will talk again. Pray for the support you need.

> **Next time**
> Return to the step you wrote: What did I try? How did it go? What helped or got in the way? First meeting or no previous step? Begin with how you are doing today.

FORM FAITHFUL PEOPLE / PROVERBS 20:5

Conversation Preparation Guide

Listen carefully and speak truth with grace so a person can find clarity and take a faithful next step.

Before you begin

Clarify your purpose before the meeting. Do not pre-write the other person's story or treat this as a script.

PERSON (OPTIONAL) _____ DATE _____

01 Make room

What open question will help you listen before giving advice? What assumptions do you need to set aside?

02 Listen beneath the surface

What has the person actually said about their life, calling, relationships, or work? What needs clarification?

03 Offer truth with grace

What Scripture or honest observation could serve them? Ask permission and leave space for disagreement.

04 Agree together

What one next faithful step, if any, do they choose? When and how will you follow up?

Return to it

Afterward, record only a brief formation focus and agreed next step; do not store confidential disclosures.

Write only a brief shared formation focus or next step. Leave counseling details, private disclosures, and personnel evaluations off this sheet.

A conversation you can lead.

Your aim: Help one person grow in one area of following Jesus, with a small practice and a time to talk again.

Use with the section you chose from Healthy Pastor. Everyone may pass. Alone? Write or pray instead of taking turns.

1. **Get ready.** Choose one person and one practice from the Library, not all 14. Invite them to a quiet conversation. Allow 45–60 minutes. Bring a Bible and the chosen practice. A 90-day focus helps you return to it over time; this is not a staff evaluation.
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6. **Pray and arrange the next meeting.** Pray together and agree when to return to the step. Record only what belongs in your private account; sharing a recap is a separate, deliberate choice.

After your final session: choose when to review your step privately or with a trusted person. Another group meeting is not required. If you have not prepared, read together and begin where you are.

BUILD LEGACY BEFORE TRANSITION · NUMBERS 27:15–23

Begin with Scripture.

Read Numbers 27:15–23 in your Bible, including the surrounding verses. This explanation is a summary, not a Bible quotation.

> **Understand the passage**
> Moses asks God to provide a leader for Israel, and Joshua is commissioned before the community. This is a particular moment in Israel's story, not a promise about every succession. It illustrates caring for people through preparation, shared responsibility, and a clear handoff.

Read, then talk together

1. What does this passage show about God and following Jesus?
2. What key responsibilities or knowledge currently depend on one person?
3. Who could be prepared to carry part of this work, and what support would they need?
4. What should be shared or clarified now to help the ministry continue through transition?

Ask one question at a time. Give each person time to think and listen before offering advice. Choose two or three questions; you do not need to answer them all.

Put it into practice

Use the worksheet on the next page to choose one response. Write what you will do, when you will try it, and when you will talk again. Pray for the support you need.

> **Next time**
> Return to the step you wrote: What did I try? How did it go? What helped or got in the way? First meeting or no previous step? Begin with how you are doing today.

BUILD FOR THE FUTURE / NUMBERS 27:15–23

Succession Planning Framework

Prepare people and share essential ministry knowledge before a leadership change makes preparation urgent.

Before you begin

Choose one ministry responsibility that currently depends too much on one person.

PERSON (OPTIONAL) DATE

01 What must continue?

Name the ministry's purpose, essential relationships, recurring responsibilities, and decisions.

02 What is held by one person?

Which knowledge or authority is undocumented? What can be shared safely and appropriately?

03 Who can grow?

Who might learn part of this work? What training, access, authority, and pastoral support would they need?

04 A first transfer

What specific responsibility can be practiced together now? Who will own it and when will you review?

Return to it

Document the first handoff, rehearse it with the person, and schedule a review; do not promise a role you cannot offer.

Write only a brief shared formation focus or next step. Leave counseling details, private disclosures, and personnel evaluations off this sheet.

A conversation you can lead.

Your aim: Help one person grow in one area of following Jesus, with a small practice and a time to talk again.

Use with the section you chose from Healthy Pastor. Everyone may pass. Alone? Write or pray instead of taking turns.

1. **Get ready.** Choose one person and one practice from the Library, not all 14. Invite them to a quiet conversation. Allow 45–60 minutes. Bring a Bible and the chosen practice. A 90-day focus helps you return to it over time; this is not a staff evaluation.
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6. **Pray and arrange the next meeting.** Pray together and agree when to return to the step. Record only what belongs in your private account; sharing a recap is a separate, deliberate choice.

After your final session: choose when to review your step privately or with a trusted person. Another group meeting is not required. If you have not prepared, read together and begin where you are.

BUILD MINISTRY TEAMS THAT CARRY WEIGHT · EXODUS 18:17–23

Begin with Scripture.

Read Exodus 18:17–23 in your Bible, including the surrounding verses. This explanation is a summary, not a Bible quotation.

> **Understand the passage**
> Jethro sees Moses carrying Israel's disputes alone and advises him to share responsibility with capable, trustworthy people. This is not a command to copy Israel's judicial structure. It offers wisdom about limits, clear responsibility, and support rather than making one person carry everything.

Read, then talk together

1. What does this passage show about God and following Jesus?
2. Which responsibility is returning to you that someone else could learn to carry?
3. Does this team understand what it owns and how its work serves the church's mission?
4. Who on the team needs clearer direction, support, or room to grow?

Ask one question at a time. Give each person time to think and listen before offering advice. Choose two or three questions; you do not need to answer them all.

Put it into practice

Use the worksheet on the next page to choose one response. Write what you will do, when you will try it, and when you will talk again. Pray for the support you need.

> **Next time**
> Return to the step you wrote: What did I try? How did it go? What helped or got in the way? First meeting or no previous step? Begin with how you are doing today.

BUILD FOR THE FUTURE / EXODUS 18:17–23

Ministry Team Health Map

Help teams serve with clear responsibility, shared care, and support rather than placing ministry on one pastor.

Before you begin

Bring one team's real work and invite its members into the conversation where appropriate.

PERSON (OPTIONAL) DATE

01 Purpose

Why does this team exist, and how does its work serve people and the church's mission?

02 Ownership

What decisions and responsibilities belong to the team, to the pastor, and to others? Where is ownership unclear?

03 Care and capacity

What support, training, rest, or resources do people need to carry this work sustainably?

04 Share the weight

Which one responsibility can be clarified or shared now? Who will do what, and when will you check in?

Return to it

Tell the affected team what changed and ask whether the new arrangement is working at the next check-in.

Write only a brief shared formation focus or next step. Leave counseling details, private disclosures, and personnel evaluations off this sheet.

A conversation you can lead.

Your aim: Help one person grow in one area of following Jesus, with a small practice and a time to talk again.

Use with the section you chose from Healthy Pastor. Everyone may pass. Alone? Write or pray instead of taking turns.

1. **Get ready.** Choose one person and one practice from the Library, not all 14. Invite them to a quiet conversation. Allow 45–60 minutes. Bring a Bible and the chosen practice. A 90-day focus helps you return to it over time; this is not a staff evaluation.
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6. **Pray and arrange the next meeting.** Pray together and agree when to return to the step. Record only what belongs in your private account; sharing a recap is a separate, deliberate choice.

After your final session: choose when to review your step privately or with a trusted person. Another group meeting is not required. If you have not prepared, read together and begin where you are.

LEAD FROM HUMILITY · JOHN 3:30

Begin with Scripture.

Read John 3:30 in your Bible, including the surrounding verses. This explanation is a summary, not a Bible quotation.

> **Understand the passage**
> John the Baptist points people to Jesus: Christ must increase, and John must decrease. John is speaking about Jesus' unique place, not saying people have no worth. Humble leadership directs attention to Christ and makes room for others without neglecting healthy responsibilities.

Read, then talk together

1. What does this passage show about God and following Jesus?
2. Where might recognition, comparison, or control be shaping how you lead?
3. Whose growth could you celebrate or encourage more openly?
4. What responsibility could you release, or what hidden act of service could re-center your heart?

Ask one question at a time. Give each person time to think and listen before offering advice. Choose two or three questions; you do not need to answer them all.

Put it into practice

Use the worksheet on the next page to choose one response. Write what you will do, when you will try it, and when you will talk again. Pray for the support you need.

> **Next time**
> Return to the step you wrote: What did I try? How did it go? What helped or got in the way? First meeting or no previous step? Begin with how you are doing today.

BUILD FOR THE FUTURE / JOHN 3:30

Open-Handed Leadership Review

Keep Jesus at the center, celebrate others, receive correction, and make room for people to grow.

Before you begin

Begin with your own leadership, not a critique of someone else's character.

PERSON (OPTIONAL) DATE

01 Notice

Where are control, comparison, recognition, or fear showing up in how you lead?

02 Receive correction

Who can speak truth to you safely? What feedback have you resisted or need to ask for?

03 Honor another

Whose faithful work could you celebrate specifically without claiming credit?

04 Open your hands

What responsibility could you release or hidden service could you offer this week?

Return to it

Choose one concrete act of service or release. Return to whether it created room for another person to grow.

Write only a brief shared formation focus or next step. Leave counseling details, private disclosures, and personnel evaluations off this sheet.

A conversation you can lead.

Your aim: Help one person grow in one area of following Jesus, with a small practice and a time to talk again.

Use with the section you chose from Healthy Pastor. Everyone may pass. Alone? Write or pray instead of taking turns.

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3. **Open Scripture.** Open the chosen practice. Read its passage in your Bible and its short explanation. Ask: What does this show about God and following Jesus? Let the passage guide the conversation rather than using a verse to support your own advice.
4. **Talk and listen.** Ask how the person is doing, then choose two or three prompts from the focus. Ask one question at a time and listen. You do not need to cover every prompt.
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6. **Pray and arrange the next meeting.** Pray together and agree when to return to the step. Record only what belongs in your private account; sharing a recap is a separate, deliberate choice.

After your final session: choose when to review your step privately or with a trusted person. Another group meeting is not required. If you have not prepared, read together and begin where you are.

CREATE CLARITY IN THE WORK · 1 CORINTHIANS 14:8

Begin with Scripture.

Read 1 Corinthians 14:8 in your Bible, including the surrounding verses. This explanation is a summary, not a Bible quotation.

> **Understand the passage**
> Paul uses an unclear trumpet call to explain why speech in gathered worship must be understandable. The passage is not a management formula. Applied here, it reminds us to speak clearly enough that people understand the purpose, responsibility, and next step.

Read, then talk together

1. What does this passage show about God and following Jesus?
2. Where are people confused or carrying different assumptions?
3. What responsibility or decision needs a clear owner?
4. What is the simplest way to communicate the next faithful step and follow up?

Ask one question at a time. Give each person time to think and listen before offering advice. Choose two or three questions; you do not need to answer them all.

Put it into practice

Use the worksheet on the next page to choose one response. Write what you will do, when you will try it, and when you will talk again. Pray for the support you need.

> **Next time**
> Return to the step you wrote: What did I try? How did it go? What helped or got in the way? First meeting or no previous step? Begin with how you are doing today.

LEAD WITH HEALTH / 1 CORINTHIANS 14:8

Leadership Clarity Map

Make the mission, responsibilities, decisions, and next steps clear enough for people to move forward.

Before you begin

Choose one current decision or recurring confusion; avoid trying to redesign every ministry at once.

PERSON (OPTIONAL) DATE

01 What is true?

State the goal, what is already decided, and what remains open. What assumptions differ?

02 Who owns what?

Name the decision-maker, people to consult, and person responsible for the next action.

03 What is the step?

Write the next concrete action, a realistic date, and what support is needed.

04 How will we communicate?

Who needs to hear the decision, through which channel, and when will you confirm understanding?

Return to it

Share a short summary with those affected and check whether the confusion actually decreased.

Write only a brief shared formation focus or next step. Leave counseling details, private disclosures, and personnel evaluations off this sheet.

A conversation you can lead.

Your aim: Help one person grow in one area of following Jesus, with a small practice and a time to talk again.

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6. **Pray and arrange the next meeting.** Pray together and agree when to return to the step. Record only what belongs in your private account; sharing a recap is a separate, deliberate choice.

After your final session: choose when to review your step privately or with a trusted person. Another group meeting is not required. If you have not prepared, read together and begin where you are.

PROTECT MARGIN FOR MISSION · MARK 1:35

Begin with Scripture.

Read Mark 1:35 in your Bible, including the surrounding verses. This explanation is a summary, not a Bible quotation.

> **Understand the passage**
> Mark describes Jesus withdrawing to pray amid growing demands. Read the surrounding story, including how he responds afterward. This is not a fixed daily schedule for every believer. It invites us to receive direction from the Father rather than letting every demand decide our priorities.

Read, then talk together

1. What does this passage show about God and following Jesus?
2. Where has your pace become unsustainable, and what is taking the most energy?
3. Which responsibilities belong to you, and which could someone else begin to carry?
4. What rhythm or boundary could you protect this week?

Ask one question at a time. Give each person time to think and listen before offering advice. Choose two or three questions; you do not need to answer them all.

Put it into practice

Use the worksheet on the next page to choose one response. Write what you will do, when you will try it, and when you will talk again. Pray for the support you need.

> **Next time**
> Return to the step you wrote: What did I try? How did it go? What helped or got in the way? First meeting or no previous step? Begin with how you are doing today.

LEAD WITH HEALTH / MARK 1:35

Pastor Margin Audit

Make room for prayer, rest, relationships, and faithful leadership instead of being governed by urgency.

Before you begin

Look at a real recent week together. Make room for honest reflection without collecting sensitive details.

PERSON (OPTIONAL) _____ DATE _____

01 Time and energy

What regularly receives your best attention? What drains it? Where is rest, prayer, and relationship squeezed out?

02 What is yours?

Which responsibilities truly require you? Which could be shared, delayed, stopped, or done differently?

03 A boundary

What small boundary or life-giving rhythm can you protect this week? What would make it realistic?

04 Support

Who needs to know about this change, and what help or authority is needed to sustain it?

Return to it

Try the rhythm for two weeks and notice its effect. Adjust the work, not just the person's resolve, if it is unsustainable.

Write only a brief shared formation focus or next step. Leave counseling details, private disclosures, and personnel evaluations off this sheet.

A conversation you can lead.

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FORM LEADERS OVER TIME · EPHESIANS 4:11–13

Begin with Scripture.

Read Ephesians 4:11–13 in your Bible, including the surrounding verses. This explanation is a summary, not a Bible quotation.

> **Understand the passage**
> Paul describes Christ giving people to equip the saints for ministry so the whole body grows toward maturity in him. Leadership development serves that shared growth, not merely filling vacancies. Ask what will help this person serve faithfully and become more like Jesus.

Read, then talk together

1. What does this passage show about God and following Jesus?
2. Who needs more intentional investment from you in this season?
3. What formation would support this person beyond developing their skills?
4. What experience, check-in, or next responsibility could help their growth over time?

Ask one question at a time. Give each person time to think and listen before offering advice. Choose two or three questions; you do not need to answer them all.

Put it into practice

Use the worksheet on the next page to choose one response. Write what you will do, when you will try it, and when you will talk again. Pray for the support you need.

> **Next time**
> Return to the step you wrote: What did I try? How did it go? What helped or got in the way? First meeting or no previous step? Begin with how you are doing today.

MULTIPLY WHAT LASTS / EPHESIANS 4:11–13

Twelve-Month Leadership Development Plan

Develop leaders patiently through Scripture, relationship, service, feedback, and meaningful responsibility.

Before you begin

Choose one willing emerging leader; development is an invitation, not a promotion promise.

PERSON (OPTIONAL) DATE

01 Present season

What character, gifts, interests, and faithful service are already visible? What does this person want to learn?

02 First three months

What relationship, Scripture, service, or shadowing rhythm will ground growth? Name a guide and check-in.

03 Next six months

What supported responsibility could grow? What feedback and authority are appropriate?

04 By twelve months

What could be entrusted or released if readiness and opportunity align? How will you discern together, without a scorecard?

Return to it

Put the first check-in on the calendar; adapt the later stages as the person and ministry change.

Write only a brief shared formation focus or next step. Leave counseling details, private disclosures, and personnel evaluations off this sheet.

A conversation you can lead.

Your aim: Help one person grow in one area of following Jesus, with a small practice and a time to talk again.

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STRENGTHEN COMMUNITY · HEBREWS 10:24–25

Begin with Scripture.

Read Hebrews 10:24–25 in your Bible, including the surrounding verses. This explanation is a summary, not a Bible quotation.

> **Understand the passage**
> Hebrews urges believers to consider how to encourage love and good works, continuing to meet and encourage one another. The purpose is mutual encouragement in faith, not checking attendance. Build relationships where people receive care and are helped to respond to Jesus.

Read, then talk together

1. What does this passage show about God and following Jesus?
2. Who knows how you are really doing beyond your public role?
3. Where might you or another leader be carrying too much alone?
4. What sustainable rhythm could create space for honest conversation, prayer, and follow-through?

Ask one question at a time. Give each person time to think and listen before offering advice. Choose two or three questions; you do not need to answer them all.

Put it into practice

Use the worksheet on the next page to choose one response. Write what you will do, when you will try it, and when you will talk again. Pray for the support you need.

> **Next time**
> Return to the step you wrote: What did I try? How did it go? What helped or got in the way? First meeting or no previous step? Begin with how you are doing today.

MULTIPLY WHAT LASTS / HEBREWS 10:24–25

Leadership Community Guide

Build trusted relationships where leaders are known, encouraged, prayed for, and able to speak honestly.

Before you begin

Ask whether a small group would welcome a rhythm of mutual encouragement; do not require disclosure.

PERSON (OPTIONAL) DATE

01 Purpose

Why gather: prayer, Scripture, honest conversation, encouragement, or mutual support? Keep the aim simple.

02 Shared expectations

Agree on participation, confidentiality limits, listening, and the freedom to pass on a question.

03 Sustainable rhythm

Who will convene, how often, for how long, and what will a typical gathering include?

04 Care beyond the meeting

How will you notice isolation, follow up, and connect someone with appropriate help when needed?

Return to it

Try a short season of gatherings, ask members what was helpful, and adjust together.

Write only a brief shared formation focus or next step. Leave counseling details, private disclosures, and personnel evaluations off this sheet.

A conversation you can lead.

Your aim: Help one person grow in one area of following Jesus, with a small practice and a time to talk again.

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BLESS AND SEND · ACTS 13:1–3

Begin with Scripture.

Read Acts 13:1–3 in your Bible, including the surrounding verses. This explanation is a summary, not a Bible quotation.

> **Understand the passage**
> The church at Antioch worships, fasts, and prays before sending Barnabas and Saul in response to the Spirit. Their calling is specific to this account. We can learn to discern together, pray, clarify responsibility, and continue caring for those we send without claiming every assignment has the same authority.

Read, then talk together

1. What does this passage show about God and following Jesus?
2. Whose faithfulness and growth should be named and affirmed?
3. What responsibility might this person be ready to carry, with what support?
4. How could leaders pray for and continue caring for them after they are sent?

Ask one question at a time. Give each person time to think and listen before offering advice. Choose two or three questions; you do not need to answer them all.

Put it into practice

Use the worksheet on the next page to choose one response. Write what you will do, when you will try it, and when you will talk again. Pray for the support you need.

> **Next time**
> Return to the step you wrote: What did I try? How did it go? What helped or got in the way? First meeting or no previous step? Begin with how you are doing today.

MULTIPLY WHAT LASTS / ACTS 13:1–3

Leader Commissioning Guide

Recognize faithful growth, give a clear assignment, bless people as they are released, and continue caring for them.

Before you begin

Discern a real opportunity with the person before announcing a commissioning or assignment.

PERSON (OPTIONAL) DATE

01 Name the growth

What faithfulness and character have you seen? Offer specific, honest affirmation.

02 Clarify the invitation

What responsibility is being offered? What authority, boundaries, training, and support come with it?

03 Bless together

How would the person want to be prayed for or affirmed? Who should participate, with their consent?

04 Keep caring

When will you follow up? Who will support them after the initial sending?

Return to it

Agree on the assignment and support plan, pray together, and schedule the first follow-up before the handoff.

Write only a brief shared formation focus or next step. Leave counseling details, private disclosures, and personnel evaluations off this sheet.