

Powerful Questions for Churches on a Missional Journey

by Eddie Hammett, PCC, Church and Clergy Coach, CBFNC

Effective churches for a 21st century world are those who pay attention to the context, streamline their organization to maximize their energy, budget and resources, and mobilize their membership inside and outside the walls of their church building. While these are not unknown challenges for most, the unknown seems to be **how do we move from where/who we are (without losing our identity and integrity) and move into the challenges confronting us to reach a new generation?**

These are the issues that a coach loves to work with when the leaders and congregation are open to the Holy Spirit and exploration. The skills of a Christian coach are a keen synthesis of deep listening on multiple levels, posing powerful and well-timed coaching questions, keeping a focus and alignment with the mission unique to the leader or group being coached and moving them to find and take the next steps in forward movement. Coaching is not just about talking; in fact, we often say ‘you haven’t really coached until there is action.’

As the Church and Clergy Coach for CBFNC, I have the distinct privilege of watching the Spirit move in people’s lives in some very powerful ways. What fun! I also have the honor of walking with leaders and congregations who choose to face the unknown with faith, their fears with courage and their challenges with intentionality. Walking with persons into these and other steep learning curves, within a confidential coaching relationship, has proven to bear more fruit more quickly than any skill set I have ever been taught. Being coachable and determining coachability is key and essential for a meaningful coaching

relationship to bear fruit. In short, this is determined by assessing their openness to explore, openness to change and willingness to discern the movement of the Spirit in their midst rather than just following their personal comfort zones and agendas.

Coaching is about asking powerful questions more than offering advice or counsel (that is left to consultants). Coaching is more about moving forward than unraveling the past (that is for counselors). When that chemistry is present – coaching may just be the most effective toolkit to tap into with a leader, pastor, church or group.

Below are just 15 of the powerful coaching questions a missional leader or church might wrestle with. Which three of these questions resonate with you most? What is that about? How will you discover the answer? Maybe you need a coach. If so, I’m here to train persons in the coach approach (you’ll hear more about this very soon) and coach leaders and congregations forward. Let me hear from you if you think I can help (EHammett@cbfnc.org). [Making Shifts Without Making Waves: A Coach Approach to Soulful Leadership](#) is my new book that addresses these issues in greater detail. If interested, it can be ordered through my personal website, www.transformingsolutions.org, or www.amazon.com.

CBFNC’s partnership with Eddie Hammett involves the following **funding agreement**:

- CBFNC engagements will represent about 25% of Eddie’s work calendar.
- CBFNC encourages that most of his planned events be regional events, hosted by a CBFNC church, and reach out to other CBFNC affiliated groups in the area. These events will primarily be funded by CBFNC budget and registration fees.
- Local CBFNC churches who want to contract with Eddie for individual consultation, seminars or coaching will be between the church and Eddie at a 50% discount from his normal rates.
- CBFNC will work to provide minimal scholarship help for CBFNC affiliated churches who might face hardship but need Eddie’s expertise. Contact for this should begin with Larry Hovis.
- Learn more at www.cbfnc.org.

What might be some powerful coaching questions a coach would use with churches on a missional journey?

1. What is working?
2. What is not working?
3. How does what you do and who you are line up with your divine mission?
4. What is missing?
5. What adjustments is the Spirit calling you to make now?
6. What is needed to make the needed shifts?
7. Who can help make this happen?
8. How does our heavenly Father evaluate our effectiveness in today’s mission field/culture?
9. What would please Him more?
10. Who is He calling us to be now?
11. How does this differ from who we have been?
12. What kind of leader do I need to be to make this happen in the next 6 months? One year?
13. How would we define success for our church?
14. How successful are we being in light of this definition?
15. What is needed now?