



DISCIPLESHIP **PATHWAY** TRAINING HANDBOOK

COACHES • CONNECT LEADERS • TEAM LEADERS

ASMB

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SECTION ONE

GENERAL PARAMETERS

Culture · Core Beliefs · Core Values · Spirit of the Team · Pastoral Support

C3 CULTURE

WHO WE ARE

Every church has a culture whether they know it or not. It is either intentionally created and reinforced or unintentionally formed. Simply put, culture is **'who we are and how we behave.'**

It is said, "Culture Trumps Vision" because without the right culture, the vision won't be a reality. As leaders, we must be the first to prioritize it. That means celebrating what we want more of and not tolerating what we want less of.

Culture vs. Vision

Without the right culture, the vision won't be a reality. Celebrate what you want to see more of — don't tolerate what you want less of.

Accountability

We are a representation of our church and a witness to Christ. We hold ourselves to a high standard — accountable to each other, our leaders, and most importantly God.

Who Sets Culture

We are a representation of our church. There is a specific way to think and behave that reflects C3 Assembly. Leaders must embody this and go first.

WHAT WE STAND ON

CORE BELIEFS

As leaders, we need to be clear and aligned on our beliefs so that we can lead others well and promote unity.

- 01 There is one God: God the Father, God the Son, and God the Holy Spirit.
- 02 In the deity of our Lord Jesus Christ the Son of God — His virgin birth, sinless life, miracles, victorious and atoning death, bodily resurrection, ascension to the right-hand of the Father, constant intercession, and imminent return.
- 03 In the person and work of the Holy Spirit with His fruits and gifts available in the Church.
- 04 The Bible is the living word of God — infallible, authoritative, and everlasting, the foundation of all Christian doctrine.
- 05 In the existence of an evil spiritual being known as the devil.
- 06 In the spiritually lost condition of all people and the essential need for a new birth by faith in Jesus Christ.

- 07 In the baptism of the Holy Spirit as a gift available to believers subsequent to the new birth, with normal evidence of speaking in other tongues.
- 08 In the sacraments of the Lord's Supper and baptism by full immersion in water for all believers.
- 09 In the resurrection of both the saved and the lost — the one to everlasting life, and the other to everlasting separation from God.
- 10 In the church being the body of Christ, and each member being an active part of a local church, fulfilling the Great Commission.
- 11 Marriage was instituted by God, ratified by Jesus, and is between a man and a woman. It is a picture of Christ and His church.
- 12 Sex is a gift from God for procreation and unity, and it is only appropriate within and designed for marriage.

"We are a representation of our church, a witness to Christ, so we have the responsibility to hold ourselves to a high standard which looks like being accountable to each other, to our own leaders and most importantly God."

CORE VALUES

These values guide how we behave as a church, derived from Scripture.

OUR LIFE IS NOT OURS BUT GOD'S

We lay down our agenda for God's agenda. We recognize that every day carries opportunities for eternal, Kingdom impact — it's up to us whether we seize it. What we do today matters!

WE ARE SPIRIT-FILLED & DOWN TO EARTH

We are led by the Spirit. We're transparent about the struggles, sin, and mistakes. We acknowledge and rely on His Holy Spirit to transform us daily.

WE WALK ON WATER

We are risk-takers and big-thinkers. If we're comfortable, it's time to step out of the boat again. We don't think small because we serve a big God.

THE SPIRIT OF OUR TEAM

How we serve as a team makes a statement about our culture. The story of Mark 2 describes the C3 Team — the spirit of faith that we carry as we serve the Lord and His church.

"When Jesus saw their faith, he said to the paralyzed man, 'Son, your sins are forgiven.'"

MARK 2:5 (NIV)

FOUR OBSERVATIONS

1

TEAM EFFORT

The four men worked together. It was a team effort — one person could not have done this alone.

2

WENT THE EXTRA MILE

They did not give up due to obstacles and made no excuses along the way.

3

TOGETHER FAITH

They went through the roof! 'Together Faith' will break through barriers and obstacles.

4

HOW CAN THIS BE

The crowd said "We have never seen anything like this!" or "how can this be". Our city will be amazed at the breakthrough through the faith of this team.

HANDLING PASTORAL SITUATIONS

EMERGENT SITUATIONS

These require urgent attention because someone's safety or wellbeing is at risk. Examples include suicidal thoughts, abuse disclosures, medical emergencies, threats of harm, or sudden traumatic events.

Contact Ps Vanessa immediately:

416-949-4305

NON-EMERGENT SITUATIONS

These still matter deeply but are not life-threatening — marriage struggles, feeling spiritually disconnected, mild anxiety, life transitions, conflict, questions about faith or purpose.

Rule of Thumb

Urgent + unsafe = emergent → escalate quickly | **Important but stable**
= non-emergent → journey with them through it

Key mindset: Walk with them, don't carry them. It is never our expectation that you do anything beyond what you feel equipped for.

EMERGENT RESPONSE: WHAT TO DO

- 1 STAY CALM + STAY WITH THEM**
Keep your voice steady. Don't panic. If in person, do not leave them alone. If on the phone, keep the conversation going and determine their location.
 - 2 ASSESS IMMEDIATE SAFETY**
Gently ask direct questions: "Are you safe right now?" and "Are you thinking about hurting yourself or someone else?"
 - 3 TAKE IT SERIOUSLY**
Believe them. Don't try to fix, preach, or offer quick solutions. Acknowledge their feelings. Let them know you are there with them.
 - 4 CONTACT PS VANESSA**
This is non-negotiable. Call or message immediately and clearly explain the situation. If you can't reach her, move to the next step.
 - 5 ESCALATE TO EMERGENCY SUPPORT**
If there is immediate danger: Call 911. Help them get to a hospital if appropriate. Stay with them until help arrives. Do not carry this alone.
- + FOLLOW UP AFTER**
Once stabilized, check in within 24–48 hours. Let your Coach / Staff guide ongoing care. You are part of the support system, not the solution.

SECTION TWO

COACH TRAINING

Why We Coach · How We Coach · Identify · Activate · Empower · Targets · Rhythms

OUR CALLING

WHY WE COACH

We are Coaches because we have caught the heart and conviction of discipleship in our church. We carry influence, our voices carry weight, and God has called us to make disciples and mature them beyond their salvation.

Moving people from calling Jesus their *Saviour*, to truly living like Jesus is **Lord** of their life.

"Imitate me as I imitate Christ."

1 CORINTHIANS 11:1

The leaders we invest into will imitate the ways we live, and eventually lead the way we lead.

C.O.A.C.H.

CALL OUT AND CALL HIGHER

Be ready to challenge your leaders. Use your voice to help them break through ceilings and call them to live higher than the norm. If we love them, we won't run away from difficult conversations — call them 'carefrontations.'

RESPONSIBILITIES

HOW WE COACH

COACHES MATURE LEADERS

Use your voice to challenge leaders and have difficult 'carefrontations.' Equip leaders for uncomfortable conversations. Know the state of teams/groups they lead and coach with direction. Keep leaders in the game when they want to quit.

COACHES MULTIPLY MULTIPLIERS

We are not looking for people to do a job — we are looking for leaders to multiply themselves. Multiplication happens through: Identification → Activation → Empowerment.

COACHES PRIORITIZE PRAYER

We engage in personal prayer daily. Present at Corporate Prayer on Tuesdays and/or Thursdays and encourage those you lead to attend. Corporate prayer is a fishing pool — those who attend reveal commitment or hunger.

COACHES SEEK UNITY

Unity in how we "do" discipleship is key. Be convicted on both Connect Group and Team — they feed each other! Be behind the Vision Builders campaign.

BEING PRESENT

COACHES PRIORITISE BEING PRESENT

We cannot coach if we aren't present. We never switch it off and become spectators. Every event or service is an opportunity to speak into someone's life.

Always "On"

There is no such thing as "I am not on today." On means being available and ready at every service and event.

Team Huddle

Sets the tone; enables you to pick up direction from location pastors. Be intentional and present.

Post-Service: Next Steps

The play that every team unifies around. Be there when you aren't rostered elsewhere.

Present in Leaders' Lives

Attend their CG, serve alongside their team. Observe, debrief. Expected at least once for each new leader. Encouraged as part of regular discipleship rhythms

KEY COACHING TARGETS

LORDSHIP

Surrendering to Jesus as Lord. Kingdom-centred lives. Evidenced by tithing, Vision Builders, Holy Spirit baptism, and biblical submission.

OWNERSHIP

Understanding holistic discipleship. They carry our culture wherever they are. Culture is corrected when they are present.

DISCIPLESHIP

Multiplying leadership by inviting others into responsibility. "Imitate me as I imitate Christ."

IDENTIFY

Look for **patterns** — not just potential. Everyone has potential; we identify by observing patterns of behaviour.

Fruitful — Can they gather people? Raise others up?

Reliable — Entrust measurable responsibility. Availability alone is not qualification.

Unified — Own the culture. Teachability is listening AND applying.

EMPOWER

Use your voice to **celebrate** and call people forward. Empowering carries a strong tone of celebration and exhortation.

During empowerment month, raise future CG leaders, co-leads, and team leads. Share stories publicly — culture is reinforced by celebration.

Delegate responsibility before titles.

ACTIVATE

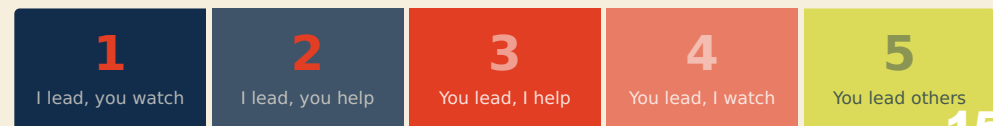
Use your voice: **"I see something in you!"** ought to be the words from your mouth when you delegate responsibility.

Speak vision into their life. Invite them into a role, responsibility, or spiritual discipline.

Delegation is not dumping. Continual check-in while the task is being executed ensures we are delegating well.

Foster spiritual disciplines: solitude & prayer, Bible reading, scripture memorization, fasting, evangelism, stewardship, celebration and gratitude.

THE TRAINING HANDOVER MODEL



SECTION THREE

CONNECT LEADER TRAINING

New · Continuing · Curriculum · Expectations · Rhythms

OUR CALLING

WHY WE LEAD

Church is not only about Sundays. Church is the body of Christ that is meant to be active throughout the week, so it is essential for us to gather midweek in Connect Groups.

The continual gathering throughout the week gives people opportunities to learn and mature as believers — to love, encourage, and challenge one another toward God's mission.

"...not giving up meeting together, as some are in the habit of doing, but encouraging one another."

HEBREWS 10:25 (NIV)

HOW TO RUN AS A CONNECT LEAD

1 — Preparation

Don't rely on sign-ups alone. Call every member to welcome them. Create a group chat. Send details at least 3 days in advance. Every sign-up gets a call or text within 48 hours.

2 — Set the Environment

Food is the most important hospitality tool — it invites people in and brings them back. Ensure your space is clean and ready. Ask for help — don't carry it all alone.

3 — Be a Facilitator, Not a Preacher

80/20 Rule: Connect Leads do 20% of the talking, listen 80%. Our responsibility is to pull things out of people through questions, not to preach a sermon. Give biblical advice, not human advice.

HOW EVERY LEADER RUNS EACH SEMESTER

Each month of the CG semester has a focus. Without intentionality, we can stay the same from semester to semester.

01 IDENTIFY	LOOK FOR PATTERNS Ownership & Contribution — do they commit and follow through? Reliability & Consistency — how often do they show up? Teachability — are they asking questions and open to feedback?
02 ACTIVATE	USE YOUR VOICE "I see something in you!" Delegate something measurable. Responsibility first, titles later. Check in continually — delegation is not dumping.
03 EMPOWER	CELEBRATE & CALL FORWARD The tone of the empowerment month must carry celebration! Share stories publicly. Empower those ready to lead or co-lead next semester.

CONTINUING LEADERS

As continuing CG leaders, fight the danger of familiarity. Run with the same excitement as when you first stepped out. Check in with CG members outside group time. Address disciplines: daily prayer, Bible reading, corporate prayer attendance, church consistency. **We can only lead others as far as we are willing to go ourselves.**

RUNNING WITH CURRICULUM

PREPARATION

Pray throughout the week and right before the CG gathering to invite the Holy Spirit. This is non-negotiable. Be familiar with the curriculum in advance. Pre-select discussion questions that meet the specific needs of your group. For Finding Freedom and Alpha groups — prioritize spiritual prep because the coursework deals with spiritual opposition.

SET THE TONE

Determine commitment levels from the beginning. For members who can't attend consistently, encourage them to join a non-curriculum group. Vulnerability fosters trust — be the first to step out. Do not share personal matters outside the group without permission.

FACILITATE (DON'T PREACH)

Let the content do the work. You are not a counsellor and not expected to know all answers. Navigate discussions with the Holy Spirit. Keep bringing discussions back to the coursework. If there is conflict, ask members to pray over the week and come with a thought next time.

START & FINISH WELL

Design the semester well — since no CGs gather during ALLIN weeks, be creative to ensure curriculum completion. Bundle weeks with less content. Finish before 9:30pm to honour people's time.

EXPECTATIONS

INTIMATE RELATIONSHIP WITH JESUS

Our leadership comes from knowing Jesus experientially. Maintain a healthy daily Bible and prayer rhythm — revelations from your devo time are directly linked to your strength of leadership.

SUBMIT TO AUTHORITY

Approach your coach and continually ask questions. Don't expect your coach to constantly check in. The hallmark of teachability is our ability to ask good questions, not assume leaders will come to us.

SET THE EXAMPLE

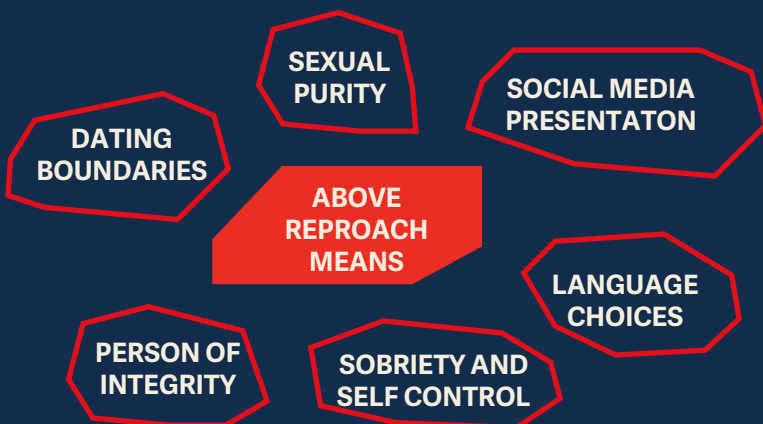
CG members will imitate you as you imitate Christ. Be present at Sunday services. Attend bi-annual training even if you've attended before — we never stop learning.

COMMITMENT TO BUILD THE LOCAL CHURCH

Honour God with time, talent, and treasure. Obedience through giving our tithe · Participate in Vision Builders · Serve on a Sunday team · Invest one-on-one time as God highlights.

LIVE ABOVE REPROACH

Pursuing a lifestyle that reflects genuine commitment to Jesus — credible inside and outside the Church. Your public and private life are aligned. Pursue spiritual maturity and make choices that reflect the values of Jesus. This does not mean your life is sinless, it means living a life that is blameless



CONNECT LEAD RHYTHMS

Evaluation and repositioning happens between each semester: **May · August · December + January**

The evaluation month is not to evaluate whether you will continue — but to help position those under you along their next steps.

Go Fishing

This is the opportune time to invite CG members to join a Sunday team as they've established themselves in church life. Team Hangs in evaluation months are a great opportunity for prospective members.

Approach Your Coach

Coaches are the leadership authority set up to cover and guide you. Do not wait to be approached — be proactive. Value and attend monthly coach group gatherings.

Discipleship Forms

At the end of every season you will be sent a discipleship self-evaluation form — use this as a tool, not merely a task. They are helpful to refer back to and measure progress in growth.

WHY DELEGATION MATTERS

"If you do this thing, and God so commands you, then you will be able to endure, and all this people will also go to their place in peace." — Jethro to Moses, Exodus 18:23

1) Longevity in leadership · 2) People will be led well · 3) New leadership raised up

SECTION FOUR

TEAM LEADER TRAINING

Why We Lead · How We Lead · Identify · Activate · Empower · Expectations

PURPOSE OF SERVING

WHY WE LEAD

Joining the team is not the end goal — it is a means to our spiritual growth. As we engage on a team, opportunities arise for character development, habits will be formed, and we get to make a difference in the lives of others.

Team is where we are equipped and mature as followers of Christ. At the core, serving comes from a place of **worship**. **Our life is not ours but God's!**

"...to equip the saints for the work of ministry, for building up the body of Christ..."

EPHESIANS 4:12 (ESV)

THE EXODUS 18 PRINCIPLE

Jethro observed Moses leading alone — isolated and heading toward disaster. Moses was doing everything as the leader. He needed to delegate responsibility and appoint new leaders to ensure longevity for him and the people.

"Select capable men from all the people — men who fear God, trustworthy men who hate dishonest gain — and appoint them as officials."

Exodus 18:21 (NIV)

SUNDAY RHYTHM

HOW TO RUN ON SUNDAYS

Our purpose is to disciple through our serving, not just get a job done.

1 PREPARATION

Connect with the team early in the week to ensure readiness. Problem-solve gaps in advance. We cannot lead effectively without mid-week preparation.

2 SET THE TONE

Prepare for your team huddle. Decide what to focus on, tighten up, or celebrate. Celebration is a great tone-setter — highlight a team member who embodies what you want more of.

3 ACT AS A COACH

You cannot do everything. Delegate, observe how someone handles the task, and circle back with feedback. Ask questions that help people find their own revelation.

4 SET THE EXAMPLE

Leading the team should not take us out of the service. Be the example — ensure all team members sit in for at least one full service.

5 FINISH WELL TOGETHER

Fight the culture of rushing out. It is our service and worship to God. Steward the time well, leave the church better than you found it. Always close in prayer.

TEAM HANGS

HOW TO RUN TEAM HANGS

An opportunity to have the whole team in one room and give vision. Team Hangs only take place in evaluation months.

One Cultural Element

Decide one cultural element to reinforce. Paint what good culture looks like with a specific example. Address what you can't tolerate through celebration of what you want to see.

Fun, Food & Fellowship

This is what creates the family vibe and camaraderie that flows into how the team serves. Culture is in the atmosphere and felt by all.

Keep It Focused

Any speaking portion should be max 20 mins + 10 mins Q&A. This is a motivational talk to rally the team, not a preach.

End on a High

Give vision of how you see the team running at the end of the night. Close in prayer with a tone of thanksgiving for the team you have.

TEAM LEAD RHYTHMS

Evaluation months: **May · August · December + January**

Identify who has been reliable and teachable — empower them with further responsibilities. Approach your coach for insight and feedback on how to grow.

HOW WE LEAD

Raising mature disciples takes practical measures. It's a spiritual activity that takes physical steps.

1 IDENTIFY

Look for consistent patterns of ownership, reliability, and teachability. Pay attention to those who show up faithfully, take initiative, follow through, and respond well to feedback

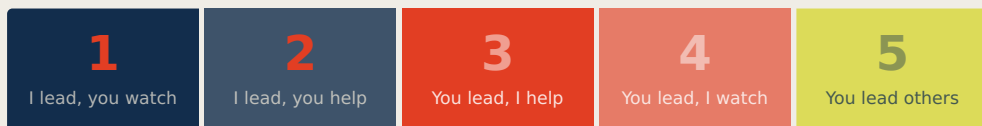
2 ACTIVATE

Use your voice to call out potential and invite people into greater responsibility. Delegate meaningful tasks with clear expectations, regular check-ins, and feedback along the way.

3 EMPOWER

Give trusted individuals clear authority and accountability to lead an area. Whether or not they receive a formal title, they should know they are the primary owner of that responsibility.

THE TRAINING HANDOVER MODEL



EXPECTATIONS

INTIMATE RELATIONSHIP WITH JESUS

Our leadership comes from knowing Jesus experientially. Maintain a healthy daily Bible and prayer rhythm — revelations from your devo time are directly linked to your followability.

SUBMIT TO AUTHORITY

Approach your coach and continually ask questions. The mark of teachability is asking good questions rather than assuming leaders will come to you. Teachability is listening AND applying.

BE PRESENT AT CHURCH TO BE EQUIPPED

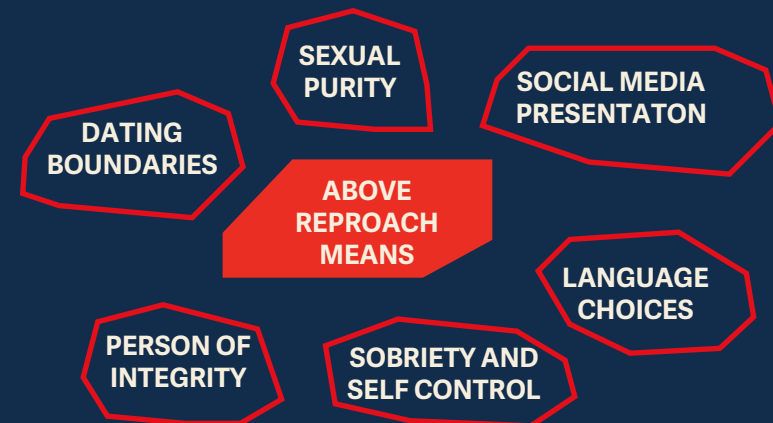
Presence is vital. Be present at all church events — Coach gatherings, weekly prayer, Sunday service, team hangs. There is always something to be picked up.

COMMITMENT TO BUILD THE LOCAL CHURCH

Honour God with time, talent, and treasure. Give the tithe · Participate in Vision Builders · Serve on a Sunday team · Invest one-on-one time as God highlights.

LIVE ABOVE REPROACH

Pursuing a lifestyle that reflects genuine commitment to Jesus — credible inside and outside the Church. Honour biblical standards in relationships, pursue sexual purity, exercise wisdom with alcohol and substances, conduct yourself with integrity online.





**NOT
SPECTATORS,
BUT BUILDERS.
NOT
CONSUMERS,
BUT CARRIERS.
NOT SCATTERED,
BUT ASSEMBLED.**