



# PLANTING COVOCATIONALLY

*How to Start and Sustain  
a Church While Working a  
Full-Time Job*



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# INTRODUCTION

## *A Different Way of Beginning*

Covocational church planting is best thought of as a strategy, not a model. Too often, when people hear the word covocational, they think small. They assume it refers to planting *models* like house church or micro church. In reality, covocational church planting is a *strategy* that isn't limited to a single *model*. It is an approach to mission and leadership that integrates vocation, community presence, and long-term sustainability.

At its core, covocational ministry is both a missiological posture and a financial framework. It is a flexible, adaptive strategy that recognizes God is already at work in neighborhoods, workplaces, and everyday life, and that churches can take shape from within those spaces. Because of this, there isn't a single way to "do" covocational planting. Instead, leaders must discern and design approaches that align with their unique calling, context, and capacity.

Before exploring the many ways a covocational calling can take shape, it is important to name the realities that shape covocational leadership on the ground. Time is limited. Energy is finite. Family, work, ministry, and personal health must be held together in sustainable ways. How leaders respond to these constraints matters. When limits are ignored or leadership is carried alone, even the best intentions can lead to exhaustion or drift. But when leaders acknowledge their limits, share responsibility, and build with sustainability in mind, those same constraints can become a source of clarity rather than frustration.

From that foundation, many ways of living out a covocational calling become possible. Marketplace vocations, entrepreneurial ventures, and nonprofit initiatives can all serve as faithful pathways for planting churches that are deeply embedded in their communities and rooted in long-term presence.

# CHAPTER 1

## *Overcoming the Greatest Covocational Challenge*

The single greatest challenge for covocational leaders is time. For leaders carrying a full workload in the marketplace, sustaining healthy rhythms across family life, vocation, ministry, and personal health can quickly become a strain. I want to share five words that can help frame how to navigate this tension: calendar, priorities, distractions, margin, and team.

### ***Calendar***

A calendar can be a powerful tool for effective time management. However, whenever it is possible, you must be the one managing your calendar. Take a serious look at your calendar to examine what an average week looks like.

In the book *Time Traps*, author Tom Duncan argues for a time budget. The idea is like a financial budget; the only difference is that you plan how you will spend your time rather than money. Are you overloaded? Does your calendar cause you anxiety? Are you trying to squeeze too much into a small space of time?

Perhaps before saying “yes” to the next meeting request, examine your calendar and determine if it is a good fit for that time and day. And remember you don’t have to say yes to everything. Saying no is not just a good idea—it has now become a mathematical necessity. If there are 15 good things to do today and you only have time to do 10 of them, you will need to say no five times. “No,” says author Anne Lamott, “is a complete sentence.” You must embrace your limits. Use your calendar to help set those limits.

## ***Priorities***

One of the most important aspects of time management is setting priorities. We all have a limited amount of time, and we must use it wisely. By setting priorities, we can identify the most important tasks and ensure that we are devoting our time and energy appropriately. This can involve making to-do lists, breaking down larger tasks into smaller, more manageable ones, and identifying deadlines and timelines for completing tasks. This also involves making choices about which activities to focus on and which ones to put on hold or delegate to others.

One strong recommendation when considering priorities is to start with family and personal health. Your commitment to family relationships and to your own care (physical, emotional, and spiritual health) must be your first priority. This may mean that you place these commitments on your calendar like any other appointment, and when someone asks if you are available, you can tell them that you have a prior commitment. If either your family or personal health fails, whatever “success” you experience at work or church means nothing.

## ***Distractions***

Another important aspect of time management is eliminating or at least minimizing distractions. With the advent of smartphones, social media, and other technological advancements, distractions are everywhere. There are several simple steps we can take to ensure we minimize distractions and focus on what is truly important. This can involve turning off your phone or notifications to social media apps. Limit or even eliminate social media platforms. Consider taking regular breaks from all social media. Be mindful of the content you consume. Unfollow or mute certain accounts that cause stress or attempt to pull you into foolish arguments.

## ***Margin***

When attempting to manage our time around different aspects of life, it is important to have a common language that speaks to the challenge. In the book *Margin: Restoring Balance to Busy Lives*, author Richard Swenson offers an excellent metaphor for time management. He asks the questions: How ridiculous would it be if the pages of a book had no margin? And what would be your opinion of a publisher who tried to cram the print from top to bottom and side to side so that every blank space was filled up? The result would be aesthetically displeasing and chaotic—much like many of our lives.

He goes on to say that margin is the space between our load and our limits, between vitality and fatigue. It is the opposite of overload and, therefore, the remedy for our troublesome condition.

Margin is this space that guarantees sustainability. It is in this space where healing occurs, where our batteries are recharged, where our relationships are nourished, and where wisdom is found. Without margin, both rest and contemplation are but theoretical concepts, unaffordable and unrealistic. We do not follow two inches behind the next car on the interstate—that would leave no margin for error. We do not allow only two minutes to change planes in Chicago—that would be foolish in the extreme. We do not load boats until they are nearly submerged—that would invite disaster. Why then do we insist on leaving no buffer, no space, no reserves in our day-to-day?

This metaphor is helpful when considering the balance of family, work, ministry, and church because it provides common, shared language that we can use when discussing time. When examining our calendars or talking with our families or other church leaders, we can ask and hold each other accountable for our margin, or lack of margin in our lives.

Margin is not something that just happens. You must plan for it. In a culture that applauds ambition and perpetual activity, you will

have to fight for it. It is rare to see a life prescheduled to less than 100 percent. But if we want to live relationally connected, healthy lives, we must learn to plan our lives at less than full capacity.

How serious is the lack of margin in your life? Consider making a list of the areas of your life where you know you currently lack margin. Ask a family member or close friend to give you feedback on the list. Introduce the concept of margin to your church and encourage people to use the language when discussing how they are creating healthy margin in their own lives.



# CHAPTER 2

## *Building the Right Team*

The inability of a covocational pastor to develop a team is the single greatest contributor to a lack of time margin. A covo leader who is working in the marketplace has no other option than to lead with a team that shares in the ministry responsibilities. But how do you foster team dynamics to develop a healthy church that is effectively engaging its context?

When considering the development of a leadership team, most people think of ministry categories. In other words, we think about the need for a worship leader, youth pastor, children leader, perhaps even an executive pastor. However, if, as a covo leader, you desire to lead a church through your own personal gifting, you should consider team dynamics informed by the five-fold APEST typology of Ephesians 4.

If you are not familiar with APEST, it is simply an acronym that stands for Apostle, Prophet, Evangelist, Shepherd, and Teacher. Let's look at a simple overview, then discuss a couple of key aspects of this passage, as well as the implications for team development.

How do we understand each of these gifts?

### ***Apostle***

The word "apostle" literally means "sent one." The Latin form of this word is *missio*, which is where we get our English word "mission." The apostle is the one most responsible for activating, developing, and protecting the missionary "sentness" of the church. This sent quality gives the apostle's life a catalytic influence, often playing the role of an entrepreneur at the forefront of new ventures.

## ***Prophet***

The prophet is the one who questions and reforms. Those with a more prophetic gifting are sensitive to what is important to God. They often have a sense of what truth needs to be emphasized for a particular time and place. They're quick to recognize the gap between "what is" and "what should be" – not only within the church but also in how the church ought to be engaged in the city's brokenness. They like to question the status quo.

## ***Evangelist***

They are the recruiters to the cause. Evangelists communicate the message of the Good News in joyous, infectious ways. They are avid communicators of ideas and often share their thoughts and feelings in convincing ways. As people who are bearers of good news, they have an attractional quality to their ministry.

## ***Shepherd***

They protect and provide. Shepherds have a natural instinct to protect the community from danger and to provide for its needs, at both the individual and communal levels. They often notice when people are alone or hurting and feel drawn to nurture the spiritual and communal health of the church.

## ***Teacher***

They love to understand and explain. Teachers find great satisfaction in helping people learn truth and wisdom. They grasp complex truths and then help people understand them. They ensure that the truths of Scripture are passed along from generation to generation.

Now, with a basic understanding of each of the gifts, let's consider a couple of interesting aspects of this passage.

First, historically, we have interpreted this text as a leadership text, or perhaps you could say we have interpreted it as a clergy text. In other words, these gifts were given to the clergy to equip the saints for the work of ministry. However, this passage is not primarily a leadership text; it is a body text. Or you could say a ministry text. These are gifts given to the entire body, so we can all be involved in the equipping of the saints.

A second key aspect of this passage is that these are not roles or offices; instead, they are gifts or callings given to the body. But perhaps the most important aspect of this passage is that Paul states that if all five of the gifts are not being exercised in the body, the church will not reach maturity. In fact, he says the church will not experience the fullness of Christ.

But practically speaking, how do you go about incorporating APEST into the development of a team that in turn helps to diminish the challenge of limited time? One way to frame this conversation is by sharing four sequential points:

First, the church planter needs to understand their own gifts regarding APEST because it will influence where they focus much of their ministry. (i.e., if a teacher, they often focus on the Sunday gathering so they can teach; if a shepherd, they will lean towards the gathering community; etc.)

Second, the planter needs to understand the makeup of their team and recognize what gifts may be missing. If you are a gifted shepherd, then you need to ensure you have someone more apostolic on your team, or you will never start something new. But likewise, if you are highly apostolic or prophetic, it is important you have a shepherd on your team, or you will likely push people too hard and risk burnout.

Third, the covocational planter will need to determine how each gift will have equal input into the mission and ministry of the church. Remember: A key aspect of the passage is that the church will not

reach maturity unless all five gifts are being activated and exercised. How will you make sure each gift is being listened to?

Fourth, the team will need to determine how to ensure the equipping of the saints. In other words, how will the church encourage and empower those with the gift of teaching to equip other teachers? How will those who have an apostolic calling fan the flames of other “sent ones”? How will the gifted evangelist equip others who have the evangelistic calling?

Remember, a church that can bring together, encourage, and capture the gifting of a fully functioning team will succeed in whatever it is seeking to achieve. Each of the APEST vocations adds a necessary ingredient to the overall missional fitness and maturity of the church, but each vocation needs to be informed and shaped by the others to anchor the church in the fullness of Christ’s nature and mission. This should also allow you, as a covocational leader, the opportunity to lead out of your own personal gifting and allow others to do the same.

# CHAPTER 3

## *Marketplace Callings That Align Well with Covo Planting*

Healthy teams and shared leadership create the capacity for covocational ministry to flourish, but they do not answer every practical question a planter must face. One of the most common is vocational: What kind of work best supports a covocational calling? The answer will look different for each leader and context, but certain marketplace vocations tend to align more naturally with the demands and opportunities of covocational church planting.

A covocational church planter balances the dual role of planting a church while maintaining a career outside of traditional ministry. The right marketplace vocation should offer flexibility, align with the planter's skills, and complement their church-planting strategy. Here are 12 vocations that can be a good fit.

### ***12 Possible Covocational Marketplace Callings***

#### **1. Teaching/Education**

Teaching roles often offer flexible schedules, extended breaks, and the opportunity to invest in people's lives. Being a teacher allows for intentional relationships and can serve as a platform for mentoring, community building, and leadership development.

#### **2. Entrepreneurship/Small Business Owner**

Owning a business provides flexibility with work hours and the ability to connect with the community. Entrepreneurs often have influence in their local area. It also allows integration of faith principles into the marketplace.

### **3. Consulting**

Consulting offers flexibility and can provide an opportunity to work part-time or on a project basis. Consulting roles often involve leadership development and strategic thinking, which can benefit church planting efforts.

### **4. Real Estate**

Real estate agents often have flexible schedules. Additionally, real estate offers opportunities to network with people in the community and build relationships.

### **5. Freelancing (Writing, Graphic Design, Marketing, Web Development)**

Freelancers can control their own schedules. These roles can often be done remotely, allowing for mobility and flexibility in managing multiple commitments.

### **6. Healthcare (Nursing, Therapy, etc.)**

Healthcare roles, such as nursing, physical therapy, or counseling, often offer shift-based work, which can create flexibility. Additionally, healthcare vocations are people-centered, offering many opportunities to demonstrate care, build relationships, and show God's love in practical ways.

### **7. Social Work/Nonprofit Sector**

Working in a nonprofit or social work capacity allows individuals to be deeply involved in the needs of the community. This can align well with the mission focus of church planting.

### **8. Trades (Carpentry, Electrician, Plumber)**

Skilled trades often offer flexibility with self-employment or project-based work. These professions also create regular interactions with different people in the community, opening doors for relationship-building and outreach.

## **9. Technology (Software Developer, IT Specialist, Cybersecurity)**

Many technology roles allow for remote work or flexible schedules. The tech industry also offers significant income potential.

## **10. Sales**

Sales roles, particularly those that offer commission-based income, often come with a degree of schedule control and flexibility. Salespeople are also in regular contact with the public, giving them opportunities for engagement and relationship-building.

## **11. Financial Planning/Advising**

Financial advisors often work flexible hours and build long-term relationships with clients, which can provide opportunities to engage in deeper conversations about life and values. This vocation also allows the church planter to manage their time effectively while helping individuals and families with their financial futures.

## **12. Hospitality Industry (Restaurant Owner, Coffee Shop Manager)**

Owning or managing a business in the hospitality sector, such as a restaurant or coffee shop, provides many opportunities for community engagement and relationship-building. These businesses can also serve as gathering spaces for church-related events or small group meetings, creating a natural overlap between vocation and ministry.

# CHAPTER 4

## *Entrepreneurial Start-ups That Support Covocational Church Planting*

If you're looking to start a new business that can support your covocational call, here are some opportunities that work well for church planters, along with some things to consider.

This path requires choosing a venture that provides flexibility, aligns with your skills, and offers opportunities to engage with the community. Here are **13 business startup options** that can complement your church planting efforts.

### **1. Coffee Shop, Coffee Cart/Trailer, or Café**

- **Why it works:** A coffee shop can become a community hub where people gather, providing a natural environment for building relationships and engaging with the local community. It may also allow for flexible hours and can host community and church-related events.
- **Considerations:** Requires initial investment, managing staff, and maintaining consistent quality and service.

### **2. Coworking Space**

- **Why it works:** Coworking spaces are increasingly popular and create opportunities to meet professionals from various backgrounds. They can host workshops, networking events, and small group meetings, making them ideal for community building.
- **Considerations:** Requires suitable location and managing leases and memberships.



### 3. Event Planning and Coordination

- **Why it works:** This business allows for flexibility in scheduling and can easily align with church events like weddings, conferences, and community outreach programs. It's a great way to connect with the community and provide valuable services.
- **Considerations:** Requires strong organizational skills, networking, and the ability to manage multiple projects simultaneously.

### 4. Real Estate Services

- **Why it works:** Real estate offers a flexible schedule and numerous opportunities to meet and interact with people. As a realtor, you can work part-time while focusing on church planting and use your connections to invite people to church.
- **Considerations:** Requires a real estate license, knowledge of the market, and strong networking skills.

### 5. Freelance or Consulting Business

- **Why it works:** Freelancing or consulting in areas like marketing, web design, business strategy, or writing allows for a highly flexible schedule. This business can be scaled up or down depending on the demands of church planting.
- **Considerations:** Requires expertise in a specific field, self-discipline, and the ability to manage clients effectively.

### 6. Tutoring or Educational Services

- **Why it works:** Offering tutoring services or running an educational program provides flexible working hours and allows you to build relationships with families in the community. It also allows you to integrate values-based education if appropriate.
- **Considerations:** Requires teaching skills and the ability to market your services effectively.

### 7. Home Services (e.g., Handyman, Landscaping, Cleaning)

- **Why it works:** Home services are always in demand, offering flexible scheduling and the ability to build a local client base.

These services often lead to opportunities to connect with homeowners and discuss life, values, and faith.

- **Considerations:** Requires skills in the specific service offered, good customer service, and effective time management.

## 8. Retail Business (Online or Local)

- **Why it works:** Retail businesses, particularly niche markets, can be operated online, offering flexibility and the potential for significant reach. A local retail store can also become a community gathering place, fostering connections.
- **Considerations:** Requires understanding of inventory management, marketing, and customer service.

## 9. Health and Wellness Coaching

- **Why it works:** This business can be part-time and can be done virtually or in person. It allows you to build deep relationships with clients and can include elements of spiritual and emotional well-being, aligning with ministry goals.
- **Considerations:** Requires certifications, building a client base, and continuous learning.

## 10. Artisan Crafts or Handmade Goods

- **Why it works:** Selling handmade goods or crafts, either online or at local markets, offers creative expression and flexible hours. This business can also be a way to engage with the community through craft fairs and local markets.
- **Considerations:** Requires craft skills, marketing, and an understanding of the market for handmade goods.

## 11. Fitness Trainer or Yoga Instructor

- **Why it works:** Running a fitness or yoga business allows you to build a community centered on health and well-being, which can naturally transition into deeper conversations and relationships. Classes can be scheduled around church activities.
- **Considerations:** Requires certifications, ongoing training, and effective marketing to build a client base.

## 12. Mobile Food Truck

- **Why it works:** A food truck offers mobility, allowing you to engage with different parts of the community. It can also serve as a platform for outreach by providing food at church events or in underserved areas.
- **Considerations:** Requires culinary skills, licensing, and an understanding of local regulations.

## 13. Nonprofit Organization

- **Why it works:** Starting a nonprofit aligned with your church's mission (e.g., food bank, youth outreach, counseling services) can complement your ministry efforts directly. More benefits of starting with a nonprofit are shared in the next section.
- **Considerations:** Requires understanding of nonprofit management, fundraising, and grant writing. Because of its unique missional and structural implications, starting with a nonprofit deserves closer attention.

# CHAPTER 5

## *7 Reasons to Start a Nonprofit*

In today's post-Christian, highly skeptical culture, many church planters are discovering that starting a Sunday service is no longer the most strategic first step to planting a church. What if, instead of launching a worship gathering, we began with a tangible expression of the kingdom—addressing real needs, building trust, and embodying good news through service?

Let's explore **seven compelling reasons** why beginning your church plant with a nonprofit initiative might not only be more effective but also more faithful to the redemptive mission of Jesus. It's a shift from *starting with church* to *starting with impact*—and allowing church to emerge over time from the soil of community transformation.

### **1. Anchors the Church Plant in Restorative Mission(s)**

When mission is the organizing principle, it not only provides a clear vision for engaging the brokenness in a community, but it also helps to produce an internal missional culture. This missional focus provides a filter that helps to engage people who are serious about making a difference in their community. Further, this reality is extremely helpful for a church planter's health and perseverance. Church planters don't usually experience burnout because the mission is too intense; instead, they experience exhaustion from the drama of trying to please consumers and critics. Mission-centered work helps to keep planters healthy.

### **2. Unlocks Ecclesial Innovation**

In the book *The Permanent Revolution*, authors Alan Hirsch and Tim Catchim write, "Mission is the mother of adaptive ecclesiology." In

other words, if we begin with God's redemptive mission, there ought to be lots of wild and wonderful expressions of church. However, when we start with ecclesiology, then every church looks like every other church. Further, when we start with church, we frequently allow our idea of church to govern our sense of purpose and mission. This, in turn, leads to spending too much time discussing (or arguing) about forms of worship, church structure, and types of programs, and failing to recognize that our ecclesiology flows more naturally from a deep sense of mission. Jesus determines our purpose and mission in the world, and as we follow Him into that mission, we should discover different expressions of being the church.

### **3. Reimagines Church Metrics**

When it comes to “keeping score,” churches in North America have typically focused on three metrics: buildings, budgets, and butts. While there is nothing inherently wrong with counting these things, we need to ask if keeping score of how big our buildings are, how much money people give, or how many people show up when we meet is the best indicator of how a church is doing.

The fact is that these three metrics give no real sense of the influence a church is having on its community. Does the number of people who attend a Sunday gathering give any indication of the impact the church is having on an individual neighborhood or city? The answer has to be a resounding no! There is no correlation between the number of people who show up for an event and the difference those people are having where they live. The same is true with how much money people give to the church or how large a church's building is. The reason we “count” those three things is because they are easy to count. But we must be challenged not to *count* what is easy, but instead *measure* what is important.

When starting with a nonprofit, the church can focus on measuring restorative change connected to issues of poverty, housing, education, crime, human trafficking, etc. Further, when the church is focused on community transformation, it can rightly give greater attention

to metrics that empower the priesthood of all believers to engage in mission rather than counting program attenders.

#### **4. Builds Trust and Credibility**

In a post-Christian context, where people are at best skeptical and at worst hostile towards the church, a nonprofit can provide significant “street cred” with those outside the church. A nonprofit seeking to bring positive change to the city can gain immediate access to relationships and resources within it. A nonprofit can open doors that would otherwise be closed to the church. Moreover, the nonprofit will provide opportunities for non-Christians who may not be open to attending a church program to engage in a missional endeavor.

#### **5. Creates a Missional Context for Discipleship**

Too often, the missing component in a disciple-making environment is the lack of connecting discipleship and missional engagement. For too long, the church has associated discipleship with the transfer of information, often within the four walls of the church. In doing this, we have neglected the biblical mandate to *go* and *make disciples*. In other words, making disciples happens best “on the move.” Traditional disciple-making strategies struggle to form people as missionaries because the model extracts people from incarnational mission. How can we be disciplined into the ways of Jesus if we are not engaged in the mission of Jesus?

#### **6. Strengthens Financial Sustainability**

A nonprofit can develop a stronger financial base through fundraising and grants. There are many people, both Christian and non-Christian, who want to donate to a cause they believe represents the best use of their funds. There is an increasing number of people who are skeptical of giving to a church because too often the majority of a church’s budget goes to facilities and salaries. In addition, a nonprofit can apply for a wide range of grants that are not available to churches. Studies also show that a clearly defined mission produces better givers. When people can make a direct connection between their giving and the impact those funds have on their city, they will always be more generous.

## **7. Ensure External Accountability and Transparency**

Initially this last benefit might not seem like an advantage—but it is. Having greater oversight and accountability is seen as a good thing from those outside the church. Further, it can protect the church from potential accusations around finances because the church is forced to keep better records.

### ***Next Steps for a Nonprofit First Strategy***

#### **1. Clarify Your Kingdom Mission**

- Start with prayer, research, and listening to local leaders to discern a focused mission.
- What's the specific burden or injustice you feel called to address in your city?

#### **2. Identify Needs and Assets in the Community**

- Conduct a basic community needs assessment.
- Look for where brokenness and opportunity intersect—and where the church can uniquely serve.

#### **3. Build Partnerships and Credibility**

- Meet with other nonprofits, civic leaders, and community stakeholders.
- Ask, “How can we serve what’s already happening here?”

#### **4. Form a Core Team Around the Mission**

- Gather people not just around a vision for the church, but for local restoration.
- Look for teammates who are energized by missional engagement, not just Sunday gatherings.

#### **5. Start Small, Start Specific**

- Pilot one focused initiative (mentorship, housing support, food access, etc.).
- Let this effort become the relational and spiritual soil from which a faith community can grow.

## **6. Explore Legal and Financial Structures**

- Research the process for launching a 501(c)(3) or partnering with an existing fiscal sponsor.
- Begin thinking about how sustainability, fundraising, and grants can fuel the mission.



# CONCLUSION

## *Planting with Wisdom*

Covocational church planting invites leaders to hold together realities that are often kept separate—work and ministry, presence and productivity, vision and limitation. It is not a shortcut around the challenges of church planting, nor is it a lesser expression of pastoral leadership. Instead, it is a way of planting that takes seriously the places where God is already at work, and the lives leaders are already living.

How to plant covocationally is ultimately not a question of replicating a model, but of leading faithfully within a particular context. The form a church takes will vary, as will the pathways leaders follow. What remains constant is the call to plant with wisdom, attending to rhythms that can be sustained—and with presence, remaining deeply embedded in the communities God has entrusted to us.

As you continue to discern what covocational church planting might look like in your own life and setting, allow space for the process to unfold over time. Faithful planting happens through prayerful attentiveness, shared responsibility, and a willingness to grow alongside the people and places you serve. When vocation and mission are held together with care, the church slowly forms through presence, relationship, and faithfulness.

# APPENDIX

## *Covocational Church Planter Questionnaire*

As a covocational church planter, it is crucial to align your marketplace calling, family commitments, and church planting objectives. The questions below are designed to help you reflect on how well you are equipped to handle the complexities of managing a full-time vocation in the marketplace while initiating and leading a new church. Your answers will help you assess your preparedness, identify areas needing development, and ensure you have considered the significant aspects of this unique calling.

### ***Marketplace Vocation Alignment***

1. Describe how your current profession aligns with your vision for church planting.
2. What skills from your marketplace job can directly benefit your role as a church planter?
3. How does your work in the marketplace influence your approach to ministry?
4. What opportunities does your vocation provide for evangelism and discipleship?
5. How do you see your professional network as a resource for your church planting efforts?

## ***Personal Habits and Spiritual Health***

1. How do you maintain your health amidst professional and ministerial commitments?
2. What daily practices do you have in place to ensure you are spiritually nourished?
3. How do you incorporate prayer, contemplation, and Bible study into your daily routine?
4. Describe a time when you had to rely on your faith to make a professional decision.
5. How do you stay refreshed and avoid burnout while juggling multiple responsibilities?

## ***Family Life***

1. How involved will your family be in your church planting journey?
2. How does your spouse feel about your dual vocational calling?
3. What mechanisms do you have in place to ensure family time is not compromised?
4. How does your family handle stress related to work and ministry?
5. What conversations have you had with your family about the implications of covocational church planting?

## ***Time Management Skills***

1. How do you prioritize tasks across your professional and ministerial roles?

2. What tools or systems do you use to manage your time effectively?
3. Describe a typical week in your life. How would you integrate church planting activities?
4. What strategies do you have for dealing with unexpected work and ministry demands?
5. How flexible is your job in accommodating your ministry activities?

If you are interested in learning more about covocational church planting, go to [CovoChurchPlanting.com](https://CovoChurchPlanting.com) where you can download additional resources.



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