

Leadership Community, October 19, 2009.

Opening Worship Set:

Mighty To Save

[ditto]

Amazing Grace/My Chains are Gone

Indescribable

Leadership Community

Alright gang, this is leadership community. You are here, because you are a leader—that is responsible for others—spiritually or task wise. You are here, because you serve on a team and your leader wanted you to come.

The purpose of LC is to **Connect, encourage, equip** the leaders of CTV and those who will be leaders of CTV. One of the challenges of leadership, as we saw last month in the story of Elijah, is the feeling that we're alone. We are alone in trying to fit this in, to our already hectic crazy lives, we are alone in trying to make a spiritual difference, when everyone else is just trying to survive. So here, we see the faces, we learn for real, we are not alone, we are not crazy.

In addition to the connect, we want to encourage and equip in your service to God through our church.

Leadership Community is something that fits into part of the church without walls plan: **Simplify and Intensify**. Last year, we are doing some leadership events in addition to the other stuff you guys were already doing with your ministry teams. And so this year, we've combined into one evening. Where you'll get leadership level teaching, interaction, and team time.

Leadership Community is time set aside to **work on it, not just in it**. The only way we can go after our mission together is if we take time to step back from the church to do list, and ask how does God want us to do this better.

Part of our routine is the ministry spotlight. Where we meet and pray for one of our leaders.

Mission Spotlight

CTV's mission is to bring honor and joy to God by:

Growing as a community where all are invited to pursue and experience the fullness of life that is found only in Jesus Christ.

Serving our neighbors and the world in such a way that they experience the love of God and are invited into a personal relationship with him.

Where We Are:

One of things leaders do, or should do, is that say where we are. They tell the truth as best they can understand it, even when the truth isn't oh happy day, even when it's challenging. So I wanted to share a bit about where I see us, and it will kind of put everything else in perspective in terms of what were asking you guys to do in LC.

1 Wall = Leadership

First of all, we said this year, that we wanted to start out on a journey to become a church with out walls. That involved basically a 2 step process-identify our walls and then devise a plan to tear them down. Walls are things that keep us from changing the world the way God wants us to.

We're not completely done the assessment process, but we have a handle on some of them. And the top wall was leadership. Now I'm not saying that you are our biggest barrier to God's best future. I'm not saying that I am either. But the capacity and health our collective spiritual leadership holds us back. Back in the summer, anticipating the normal enthusiastic fall season, the board and a few others said, you know, we have one pastor, he has limits like everyone else, we have tired and stretched leaders, we don't have a system to encourage and equip them. This is a big wall, short on staff, short on the ability to equip leaders to be focused and energized, we all just kind of floating.

So that's where the reboot of LC came from and the notion we need to do more. And then we've hit the fall. 2 months into it and from vantage point its been rough.

Stormy Weather, Winter, Pruning, Better than We Look

We're not supposed to care about the numbers, but they're down, across the board—giving, attendance, number of people serving, number of people in groups. Not a huge amount, particularly given the folks the who have moved. But still not the bump you'd like.

Some have pointed out the big numbers drop in the baptism service—both in terms of attendance and people taking the plunge. It's real.

I know a couple things from talking to colleagues. First many churches are hurting financially. Some are even closing. So we're not even close to that. Second, there are times of growth and there are times of contraction. It's dangerous for me and you to assume God has left us because the graph is not up and to the right.

Pete Scazzero says churches go through seasons. I think in a kind of winter season, our teams look sparse, their thin. And we're afraid of the cold.

The biblical picture is pruning. God the gardener prunes for future growth.

And Dave Ramesey, who I just heard live at a conference, was talking about momentum. He said when you have it, you look better than you. When you don't you are better than you look.

They board and I don't feel like we're screaming with momentum right now, more like we're slowing getting moving. So I take some heart from that, we're better than we look or feel. And given this vide, I want to spend some time with Gideon tonight.

Gideon's Army

Gideon was a reluctant leader.

¹¹Then the angel of the LORD came and sat beneath the oak tree at Ophrah, which belonged to Joash of the clan of Abiezer. Gideon son of Joash had been threshing wheat at the bottom of a winepress to hide the grain from the Midianites. ¹²The angel of the LORD appeared to him and said, "Mighty hero, the LORD is with you!"

¹³"Sir," Gideon replied, "if the LORD is with us, why has all this happened to us? And where are all the miracles our ancestors told us about? Didn't they say, 'the LORD brought us up out of Egypt'? But now the LORD has abandoned us and handed us over to the Midianites."

¹⁴Then the LORD turned to him and said, "Go with the strength you have and rescue Israel from the Midianites. I am sending you!" Judges 6:11-14 NLT

Gideon does the sacrifice test and the fleece test. Then prepares for battle.

The LORD said to Gideon, "You have too many warriors with you. If I let all of you fight the Midianites, the Israelites will boast to me that they saved themselves by their own strength. ³Therefore, tell the people, 'Whoever is timid or afraid may leave and go home.'" Twenty-two thousand of them went home, leaving only ten thousand who were willing to fight.

⁴But the LORD told Gideon, "There are still too many! Bring them down to the spring, and I will sort out who will go with you and who will not." ⁵When

Gideon took his warriors down to the water, the LORD told him, “Divide the men into two groups. In one group put all those who cup water in their hands and lap it up with their tongues like dogs. In the other group put all those who kneel down and drink with their mouths in the stream.”⁶ Only three hundred of the men drank from their hands. All the others got down on their knees and drank with their mouths in the stream.⁷ The LORD told Gideon, “With these three hundred men I will rescue you and give you victory over the Midianites. Send all the others home.”

⁸So Gideon collected the provisions and rams’ horns of the other warriors and sent them home. But he kept the three hundred men with him.

The people of the east had settled in the valley like a swarm of locusts. Their camels were like grains of sand on the seashore—too many to count!

He snuck into their camp and heard a dream and its interpretation that indicated that he would win.

“Get up! For the LORD has given you victory over the Midianites!”¹⁶ He divided the three hundred men into three groups and gave each man a ram’s horn and a clay jar with a torch in it.¹⁷ Then he said to them, “Keep your eyes on me. When I come to the edge of the camp, do just as I do.”¹⁸ As soon as my group blows the rams’ horns, those of you on the other sides of the camp blow your horns and shout, ‘For the LORD and for Gideon!’”

They formed circle, they blew their horns, they smashed their pots, they threw them into confusion. They stood there and let them kill each other. And then cleaned up—a great victory, a God victory.

God can accomplish much with few, but the few must approach the battle his way. When we have less warriors, it means he wants us to approach things differently. I think that the reality is, our leadership situation, in terms of what we can give you give guys, won’t change quickly. Even if you had a line of 50 volunteers next week, you’d have train him, orient them, etc. It takes time, there is not instant relief. And so if we’re moving through winter with Gideon’s army, we need to do what he did, form circles.

Lightening bolts, lines or circles.

When it comes to us, the leaders of CTV, we have 3 choices as we keep going. Each has a symbol. And the first is lightening. More maybe better, a spark. Because lightening is

huge and impressive and overwhelming. And I don't think our communication with each other is those things.

Lightening bolts are sporadic communication. We connect every now and then. This is another where we are. From time to time, we share an email, we sit down and talk, we connect. Sometimes we have meetings but a lot has gone on or is going on in our lives and ministries that we aren't sharing.

So lightening fits into my schedule, and yours, but it's not healthy, it leaves us fried. My instinctive reaction to lightning is lines of communication.

Lines are about authority and the chain of command. In our original leadership development plan for this year, I told the board, we need the FMP to oversee amped and arbor, we need an executive pastor to oversee everyone else. Every one needs a leader who is coaching and holding them accountable. They board agreed. It would be great if we could do that. But the FMP is taking way long, and we will have to stretch to afford 1 additional pastor, 2 is way out there.

The other thing about lines, is that they are easily broken. If one person doesn't communicate, the whole line shuts down. I like lines, I like clearly defined levels of authority, and we need some of that, but that's the not the answer, tha'ts not Gideon enough, that's not being ready for winter.

Circles represent the strength we need to get through the winter.

They are about communities built around a mission. In a community every one shares in the mission. People know enough about what's going on, so they can pick up the ball, when someone else can't. I think the amped team is a good example of this. I have been observing that team now since February. With Kellie's transition to full time work, I've become more involved with that team, and one of the things that has impressed me all along, is that everyone is so devoted to the spiritual growth of kids, that they step up. It's a circle, a community built around a mission.

They are more about equipping and celebration then they are accountability. There are times when I think, we need to whip this place into shape, hold people accountable for their roles. I read too many novels on the British Navy during the age of sail.

The truth is, we are supposed to be people who want to serve Chrsit with our gifts. If we need constant reminding and correcting and bugging, then maybe something is wrong.

No I think we need circles because we can equip each other with insights and skills. I think we need circles because good stuff is going on, and we

never, ever share it. And all we're left with at times is question marks and bad news.

So we want form circles, communication links, where we share with each other, regularly what is happening in our ministry good and bad, celebration and challenge.

We want a board member to be part of every circle. We want a pastor to be part of every circle. And that's just me for just now. And that's ok. Forming you guys into circles is part of how we want to deal with the winter—we keep warm in circles, and part of our how we deal with our leadership wall.

There's two other ways, a uniform job description for leaders and 2 very simple understanding of leadership itself.

Every Leader's Job Description

As a board, we have worked through a generic job description for leaders at our church. We want the expectations to be clear. We don't expectations to be a stick that we chase you away with. We want them to be a vision that we help you move towards. And we're all about grace and process here, but we need basic assumptions.

Be careful, remember Gideon, he was full of doubts and feelings of inadequacy but God used him. I know its possible that some of you will want no parts of this, I think most of you will thrive when you know what's expected, and how we hope to get you there.

This represents a reboot of leadership @ CTV.

As leaders we are called to invest in five relationships:

1. Relationship with God:

Leaders relate to God in a surrendered, trusting, and grateful way. Leaders are Christians who know how to grow their relationship with Christ. This is a regular part of their lives and includes:

- a. Intake of biblical truth in a manor that works for them
- b. Talking back to God in regular prayer
- c. Evaluating their lives (emotionally, relationally, habits, finances) in light of Scripture and making appropriate adjustments
- d. The ability to describe the growing edge of their lives

2. **Relationship with yourself.** Our first leadership responsibility is leading ourselves—setting ourselves up to be focused, energized and effective.

3. **Relationship To Your Team:**

Leaders maintain a healthy relationship with their team. They embrace a healthy sense of responsibility for leading their team in their task and for maintaining the health of their team. Leaders:

- a. Connect the team task with dependence on God through prayer
- b. Care for team members, providing a front line in pastoral care for those individuals
- c. Regularly remind team members of the team vision and how it relates to God and the mission of CTV
- d. Show concern for the spiritual lives of their team members
- e. Guide people into roles that will be a win-win (Good fit for them, God-benefit for his kingdom)
- f. Address problems/conflicts quickly and biblically

4. **Relationship To Those You Serve:**

CTV leaders relate to the members of the CTV community/the wider community that they serve. Towards those they serve, leaders are:

- a. Respectful, caring and helpful
- b. Compelling in their passion for what they offer
- c. Committed to service that will draw people towards Christ with the purpose of nurturing life change.

5. **Relationship to CTV Leadership:**

Leaders positively relate to the leadership of CTV in ways that are communicative, respectful and contribute to unity as we all work for a common mission. As part of the CTV leadership community, each individual...

- a. Maintains open lines of communication and clear relationship with their ministry area supervisor (MAS)
- b. Proactively seeks out the input and direction of their MAS before making key decisions
- c. Operates with an up-to-date understanding regarding how the purpose of their ministry relates and contributes to God's mission for CTV.
- d. Shows respect and positive regard for the other leaders of CTV
- e. Makes participation in Corporate Worship and Leadership Community a personal scheduling priority.
- f. Grow new leaders.

We went over this briefly last time, and then I gave you homework. How many of you did it? You're busy, you're tired. We want this to simplify and intensify, not just intensify with more

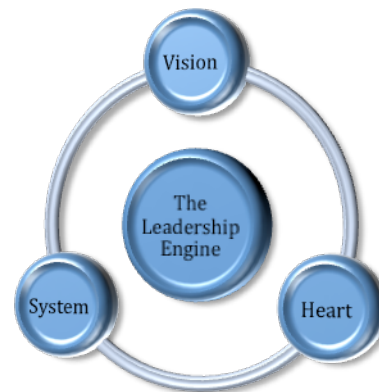
work. So I'm going to give you time to do this now. Give yourself a score and share your top and bottom with your table.

So, where we—winter, doing the Gideon things—answering that with circle, answering that with 5 relationships we embrace as leaders, answering it with one more thing—an understanding of what drives leadership

What Drives Leadership?

1. Heart: The real you, what is happening down inside.

Nothing reveals our hearts like resistance to our leadership. It's in our hearts where our motives live—the why behind our doing. When people resist, we'll see are we older brothers or are we the father in the prodigal story?



Next month we will dig deeply into this topic.

The heart is huge. And it's in our hearts that we get captured by something called vision.

2. Vision: a God-sized picture for you sub-ministry that meshes with and supports the mission of the church.

Last month, when we pondered Elijah and his broom tree, we said part of what God gave him to get him out of the pit, was fresh vision, a fresh picture of what he would accomplish.

Last month, I was hit with something. You guys are here, because God has touched you in some way, and you want to touch others. So part of the homework, which you didn't do, was to get back in touch with the vision. So there's questions, I put them in your book. Answer them, now.

What was the initial stirring that God gave you to serve in the way you do?

What do you hope will change as a result of your leadership?

What do difference do you see your ministry team making?

How does the above difference contribute to the mission God has given CTV?

How will you share vision with your team?

3. System—the way their team does ministry on a weekly basis to honor the vision and a spirituality of the heart.

The last piece of the puzzle is the system—the habit of action of your team. Sometimes the way we act doesn't really nurture the 5 relationships, doesn't really contribute to the mission. Something about the system around here makes it ok to leave crap around and not clean up your spilled coffee.

In Amped, we realized that we were missing something in our system. The group gathered for prayer, but prayer went right up to start time. So kids were wandering around the building as they arrived. We pray earlier now, so kids can be greeted. Kellie and Nathan and Thea are sold out to a relational ministry, but the way we were doing the ministry was cutting out time for relationships.

We will be digging into Andy Stanley's systems talk, probably in December, and encouraging you to work on the system of your ministry.

So we believe as a board, that if all of us will be open to learning, growth and action based on these 3 things, we can bump our collective leadership, even in the winter, even with a Gideon army.

Action Items:

1. Share your vision with me and then with your team.
2. Get into the habit of touching base every time you do ministry with the others in your ministry circle. Use email, share a simple highs/lows from this weeks ministry.

Circles:

- Amped
- Arbor
- Hospitality—Host Team, Café and Communion
- Small Groups, Women's Ministry & Care.
- Worship & Tech
- GO Team & Board
- Finance Team & Board