

Opening Worship Set: [each song, as we do in worship]

In Wonder

Indescribable

You Never Let Go

Leadership Community [this title with each of the following subs coming in cue]

The purpose of LC is to **Connect, encourage, equip** the leaders of CTV

Leadership Community is a way to **Simplify and Intensify**.

Leadership Community is time set aside to **work on it, not just in it**.

Mission Spotlight [as before]

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.

Church Without Walls – Roadblocks Exercise [just this title by itself] [MOVE TO END]

LCom In Review [this is the heading, add the subs one at a time, keeping them up]

1. **Like Elijah we hit the wall, and God gives us time with him, renewed vision and fresh work to help us through the times of discouragement in our lives.**
2. **Like Gideon, God is calling us to form circles, multiple and regular connections in communities of service, to “win” in this season of challenge.**
3. **Leadership this year is the coming together of 3 things: vision, heart, and systems.**

Matters of the Heart [this heading, through out the section]

The Most Significant Thing About You As Leaders and As People Is your Heart
[this becomes a sub-section heading over the next 3 sub points. Bring each sub with its verse/explanation, one at a time]

The Heart Defined:

The inner you—where you feel, think, determine value and decide.

The Heart Drives Our Lives

My child, listen and be wise. Keep your heart on the right course.
(Proverbs 23:19 NLT)

The Heart Drives Leadership

Three days after my arrival at Jerusalem, ¹²I slipped out during the night, taking only a few others with me. I had not told anyone about the plans God had put in my heart for Jerusalem. (Nehemiah 2:11)

Our Hearts Are Leaking Out [this becomes a sub-section heading over the next 3 sub points. Bring each sub with its verse/explanation, one at a time]

For whatever is in your heart determines what you say. ³⁵A good person produces good words from a good heart, and an evil person produces evil words from an evil heart. (Matthew 12: 34-35 NLT)

Evil words come from an evil heart and defile the person who says them. ¹⁹For from the heart come evil thoughts, murder, adultery, all other sexual immorality, theft, lying, and slander. ²⁰These are what defile you. Eating with unwashed hands could never defile you and make you unacceptable to God!" (Matthew 15:19-20 NLT)

We Must Learn to Guard Our Hearts [this becomes a sub-section heading over the next 3 sub points. Bring each sub with its verse/explanation, one at a time: keep the proverbs verse up the whole time]

Above all else, guard your heart, for from it flows the wellspring of life.
(Proverbs 4:23)

Awareness, Vulnerability in Community, and Mentors

Most importantly, Only God is Qualified To Deal with the Heart

“The human heart is most deceitful and desperately wicked. Who really knows how bad it is? ¹⁰But I know! I, the LORD, search all hearts and examine secret motives. Jeremiah 17:9-10 NLT

I will give you a new heart with new and right desires, and I will put a new spirit in you. I will take out your stony heart of sin and give you a new, obedient heart. (Ezekiel 36:26 NLT)

*Create in me a clean heart, O God.
Renew a right spirit within me. (Psalms 51:10)*

Questions For Leaders [just this point, no subs]

1. What do your responses to the challenges of leadership (and life) reveal about what's in your heart?
2. What are 3 things you will do to guard your heart?
3. What would it look like for God to give you a clean heart?
4. Imagine 3 effects growing from the heart would have on your leadership?

Church Without Walls – Roadblocks Exercise [just this title by itself]

News and Action Items

Manuscript

Opening Worship Set

In Wonder

Indescribable

You Never Let Go

Leadership Community

Welcome to November's leadership community. I'm encouraged that you guys are carving out the time to be here and encouraged to see

The purpose of LC is to **Connect, encourage, equip** the leaders of CTV

Leadership Community is a way to **Simplify and Intensify**.

Leadership Community is time set aside to **work on it, not just in it**.

Every month, we take a different sub ministry and invite you to share with us the vision for what you do and how it connects with the mission God has given us as a church.

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.

LCom In Review:

Here's a quick review of the ground we've covered so far in Leadership Community. In September, we camped out with Elijah:

- 1. Like Elijah, we hit the wall, and God gives us time with him, renewed vision and fresh work to help us through those times of discouragement.**

The Vision exercise, which still needs done by many of you, and the idea of focusing on 5 relationships as leaders came from this talk. What were the relationships?

And then last month, who'd we talk about? Gideon.

2. Like Gideon, God is calling us to form circles: multiple and regular connections in communities of service, to “win” in this season of challenge.

And Gideon was the leader with the shrinking army. God led him to win by directing him in a very unconventional strategy. We believe God is calling us to emulate an aspect of that strategy, through circles. If you're a leader in your circle, we want you to initiate that weekly conversation about how it's going via email. Everyone who serves on a given week is invited. Those of you who lead groups or teams are expected to chime in.

3. Leadership this year is the coming together of 3 things: vision, heart, and systems.

And then one final thought that's important for context. As a board, leadership development is our top priority for this ministry season. And we see leadership as the overlap of 3 things: vision, heart, and systems. Vision is the picture that God is pulling us to, heart is our focus tonight, and system is the way we do it, our habit as a team.

Working on it instead of just in it, means helping you guys tune into your vision and how it connects with our mission. It means equipping you to live a spirituality of the heart. And it means giving opportunities to improve the system, the way you do it.

So tonight we turn to matters of the heart.

Matters of the Heart

The Most Significant Thing About You As Leaders and As People Is your Heart

The most significant, important, direction shaping, life guiding thing in us is our heart. Tonight I want to spend a few minutes making a case this point, and I want to share some thoughts with you about how we live in light of this truth.

In Samuel Chapter 16, something significant is happening. Israel's first king has turned out to be a dud. His name was Saul. And he started well but was constantly giving into the wishes of the people and the pressures of the moment instead of following God. And then he had a tendency to lie about it. So it was time for a new leader. And that was Samuel's job, to anoint, or publically identify the new king.

So God sends Samuel to Bethlehem—sound familiar? And he goes to the family of a man named Jesse. And Jesse had a bunch of fine looking sons. When Samuel saw the first one, tall, handsome, strong, he assumed he was the one. But then we see that God whispers the following in his ear:

But God told Samuel, “Looks aren't everything. Don't be impressed with his looks and stature. I've already eliminated him. God judges persons differently than humans do. Men and women look at the face; God looks into the heart.” (1 Samuel 16:7 MSG)

See guys, as far as God is concerned the most important thing about and me, is our hearts, it's not our gifts, our sacrifices for ministry, not our baggage or wounds that we've had in the past, it's our heart. And as a board, we're convinced that a deeper spirituality of the heart a key to reaching our God-given potential for impacting the world.

So what is the heart?

The Heart Defined:

The inner you—where you feel, think, determine value and decide.

In Hebrew thought the heart was the inner self. It was more than just feelings, but it most certainly included them. They didn't separate heart and head, it was all one—the inner self. God looks at that, God is after that, God is going for what's inside.

And from the perspective of scripture, everything we do, everything we say, everything we don't do, everything we're afraid to say, it's all a matter of the heart.

The Heart Drives Our Lives

My child, listen and be wise. Keep your heart on the right course.
(Proverbs 23:19 NLT)

This proverb is built on an assumption, the wise way to life is to focus on your heart, on the course or direction of your inner self—because that is what drives your life.

Even when we say we are stuck—I have to have this job, I have to put up with this marital dysfunction, etc. Even as we want to blame our present status on the circumstances, God is saying, no. Underneath it all is your heart and the fear or resentment or hopelessness deep within that keeps you stuck.

The heart doesn't just drive our lives, it drives our leadership. Here we jump to the story of Nehemiah:

The Heart Drives Leadership

Nehemiah served in the court of the Persian king. Some Jews had returned from exile to Jerusalem just before his time. They had rebuilt the temple. But then Nehemiah got word that the city didn't have any walls and was a mess. This news broke his heart.

After a few amazing God moments and a long journey, Nehemiah ends up in Jerusalem and we read these words.

Three days after my arrival at Jerusalem, ¹²I slipped out during the night, taking only a few others with me. I had not told anyone about the plans God had put in my heart for Jerusalem. (Nehemiah 2:11)

There was a gap between what was and what should be and that drove him to lead. The vision gap gets stuck in our hearts, it grabs ahold of us and it moves us to move others.

As we started this fresh season of leadership community, I suggested that the reason you are here, leading and serving @ CTV, is because God has touched you and you want to touch others. Some of you, particularly you guys who work with kids, are saying, I didn't have anyone point me to God when I was a kid. It breaks my heart to think that kids would go through their teen years without someone pointing them to God. And through that God places plans in your heart.

Here is where we distinguish what we are after at CTV from other volunteer organizations and even from some other churches. We don't want warm bodies, we want leaders who have God's plans in their hearts. This deep sense that there is a gap he is calling us to fill.

This is why this vision thing is so important. Some of you need a reminder of why you do it. Some of you may not have this and changes may be in the offing. Some of you, well, you know why, but you don't articulate it, don't share it with those you lead. And they need your vision, they need to know the reasons God has placed in your heart to lead what they do—that vision helps them see the spiritual significance of what your team does.

I have to believe that the reason Malora has stayed with GO is because in her heart God has impressed on her the importance of going to those who are different and sharing his love.

I have to believe that God has worked plans in Kellie's heart, a vision for the next generation.

I have to believe that if we are going to make it, and make it good, it will come from tuning into the vision God has placed in our hearts, it's part of leadership.

Heart is the most significant thing, and even though the human tendency is to ignore the heart as a key and just look on the outward appearance, our hearts are leaking out.

Now to some words from Jesus on the subject.

Our Hearts Are Leaking Out

For whatever is in your heart determines what you say. ³⁵A good person produces good words from a good heart, and an evil person produces evil words from an evil heart. (Matthew 12: 34-35 NLT)

Evil words come from an evil heart and defile the person who says them. ¹⁹For from the heart come evil thoughts, murder, adultery, all other sexual immorality, theft, lying, and slander. ²⁰These are what defile you. Eating with unwashed hands could never defile you and make you unacceptable to God!” (Matthew 15:19-20 NLT)

Here’s what Jesus is saying. My words and actions reflect my heart not my circumstances, but my heart. See we think our words and actions reflect our circumstances—the traffic made me mad, I am so frustrated with her and what she did or didn’t do, this church (when every someone starts a sentence with that, I know it’s not going to be positive). You. I need you to be more or be less, or whatever, I hear that.

Here’s an illustration, I stole this from Andy Stanley. These are the mugs. He calls them mr and mrs. Mug for a bit he does no marriage. We can call them pastor mug and church member mug, or small group leader mug and jr high student mug, or youth leader mug and parent mug. And what happens is that we bump into each other and oops, some marbles pop, anger, fear, resentment, feeling like a failure. And we want to blame the other mug.

And God is saying, no. It’s not the other mug. They were just the tipping point, the force that revealed what was in your mug.

And see here’s what happens in leadership—I’ll use a cup for this one.

We feel a squeeze. We already have a squeeze in our lives, the pressure we feel to do everything we want and are expected to do—work, marriage and family, there’s extended family. And they put you in leadership, driven by the pressure of a vision and your own expectations. Put you there and you feel even more of a squeeze. The people on your team, well sometimes their late or their sloppy, or the bale at the last minute. The people you serve, some times they complain, they don’t appreciate the sacrifice. And on top of that, you’ve got Chip out there, giving you assignments. Squeeze. And oops, marbles are coming out.

It’s not your schedule, it’s your heart. The reason we get over extended is because of issues in our hearts, like fear, insecurity, etc. It’s not CTV leadership, it’s your

heart. It's not the people on your team, it's your heart. It's not the people you serve, it's your heart.

I believe one of our weaknesses is that we are not creating people with healthy and secure enough hearts to really do this well. At times, we are way too sensitive to feedback—you can't get good at something unless you open yourself up to the correction of a coach. And at other times, we are way too concerned about keeping everyone happy. Our vision is not to keep everyone here or happy, our vision is to go after God with the hope that many will come along.

Heart is the most significant thing about us.

Our hearts are leaking out, and some of what is leaking out is fear, anger, defensiveness and a lack of hope. So what do we do?

We Must Learn to Guard Our Hearts

Above all else, guard your heart, for from it flows the wellspring of life.
(Proverbs 4:23) Proverbs is how to do it, how to do life with God. Proverbs contains hundreds of sayings about what to do and what not to do. And this is what makes this statement so profound. Above all else. The most important thing, the most important thing—

The most important thing to do in your life is guard your heart. More important than getting your tasks done. More important than making a good impression on me or other leaders or your team. More important than keeping your family happy or being an over the top performer at work. Is learning to guard your heart.

Here are some ideas about how to do this:

Awareness: you can't guard your heart, if you don't know what's happening in it! Andy suggests that his nighttime conversation with his kids is "how is your heart today?" Now listen, this isn't the goal, this is the path. What is happening inside, what is in my heart? Our angry defensive reactions, often cover a heart that is afraid of failure and rejection, a heart that is sad because of hurts we've received, often in the distant past.

Generally I find it takes quiet time, silences and solitude time, to tune into my heart. If I blow through my morning time with God, if I have constant noise around me—music, tv, people—it is easy to ignore my heart. Awareness is where we start.

Vulnerability In Community

As I become aware of my heart, I need to share it. This is already starting to happen in the circles conversation—at least in the amped circle. And I'm an observer to this, but people are sharing their hearts and others are encouraging them. This is the key to a good small group or a good ministry team. When I'm real about some of my heart stuff in a sermon, you guys are all over that.

When we start to share the real stuff that's in our hearts it neutralizes the power of the bad stuff.

Another piece of guarding our hearts deals with a very focused form of community.

Mentors:

I believe all of us, at times, need someone to walk with us and help us sort through the deeper things in our hearts. Call them mentors, counselors, spiritual directors, coaches, whatever. And the way you get a mentor is you ask. You go to someone and say, I've been wrestling with such and such, and I wanted to know if you'd help me process that?

Beyond and really before awareness, community and mentors, we need God. God is the only one who can really deal with our hearts—he uses people to do it, but it's really about him.

Most importantly, only God is qualified to deal with our hearts.

“The human heart is most deceitful and desperately wicked. Who really knows how bad it is? ¹⁰But I know! I, the LORD, search all hearts and examine secret motives. Jeremiah 17:9-10 NLT

I will give you a new heart with new and right desires, and I will put a new spirit in you. I will take out your stony heart of sin and give you a new, obedient heart. (Ezekiel 36:26 NLT)

*Create in me a clean heart, O God.
Renew a right spirit within me. (Psalms 51:10)*

This could take you to a whole new level. Instead of saying, well the devil or the church or the parent or the whatever made me do it, realize that your heart is leaking out and needs changed. We need to be freed from the junk that resides in our hearts to run after the vision God has placed in our hearts.

When we find unjustified anger, defensiveness, fear, feelings of rejection and worthlessness, resentment, and hopelessness leaking out—it's time to pray this prayer—create in me a clean heart God. This is not a situation issue, this is a heart issue and I need your help changing me.

Questions For Leaders

1. What do your responses to the challenges of leadership (and life) reveal about what's in your heart?
2. What are 3 things you will do to guard your heart?
3. What would it look like for God to give you a clean heart?
4. Imagine 3 effects growing from the heart would have on your leadership?

Church Without Walls – Roadblocks Exercise [just this title by itself]

News Items:

FMP

Sunday Change

Audrey as Office Manager

Reminders:

- 1. Lead from Vision**
- 2. Initiate Circle's Conversations Weekly**

Resources:

- **Andy Stanley's *It Came From Within***