

BIBLICAL CONVICTIONS
MINISTRY PHILOSOPHY
PART 3: LEADERSHIP CULTURE DNA





LEADERSHIP CULTURE

LESSON 1 - Glory to God, Living and Leading for an Audience of One

LESSON 2 - Genuine Love, Encouraging One Another

LESSON 3 - Humility, Excelling as Servants

LESSON 4 - Unity, Moving Forward Together

LESSON 5 - Purposeful Investment, Developing Leaders

LESSON 6 - Empowerment, Honoring One Another's Gifts

LESSON 7 - Missional Living, Leading by Example

LESSON 8 - Multiplication, Church Planting Churches

Each church in The Crossway Network is committed to creating a leadership culture that reflects the eight values listed above. As with the previous studies in DNA, each value comes with a cross section of Biblical references that will require prayerful reflection and investigation within a given context.

For each of the eight lessons, please study the listed passages in context and answer the questions as you go. Always feel free to bring other passages into the discussion as you discover more. List specific principles that you glean from your study of these passages and note where your discoveries are coming from in God's word. Finish the lesson by summarizing what you have learned into a short principle statement and write it in the space provided at the end of the lesson.

LESSON 1

GLORY TO GOD – Living and Leading for an Audience of One

DRIVEN BY WORSHIP

We desire for our leaders and influencers to be motivated by an “Audience of One.” Do they seek God’s glory alone? Do they reflect John the Baptist’s heart when he said in John 3:30, “He (Jesus) must increase and I must decrease.” We want to avoid the hazards that come with self-importance and the need for personal recognition. No one individual is irreplaceable. It’s not about personalities, but the glorious person of Jesus Christ.

PASSAGES TO STUDY

John 3:25-30; 1 Corinthians 3:1-9; 2 Corinthians 5:15, Colossians 3:23; Hebrews 1:2; Revelation 5:11-14.

1. What are the ways in which a commitment to “the glory of God” will show up within the Crossway leadership culture? Describe what it means to you to “live and lead for an audience of One. Why is this so vital?
2. What might be some notable differences in a more human-centered (and therefore less God-glorifying) approach to life and leadership?
3. What potential challenges or obstacles could make it difficult to maintain and grow a God-glorifying leadership culture?
4. How do these two statements fit with the value of giving all glory to God?

“We’re not concerned with who gets the credit as long as God gets the glory.”

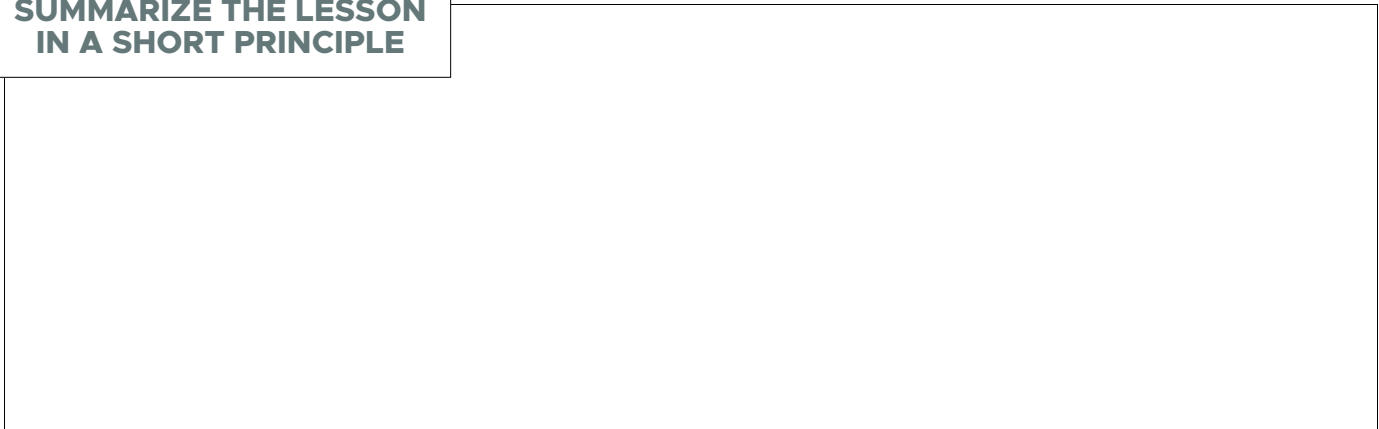
“No one person is irreplaceable.”

5. What are examples in your life when you have been tempted to grab the spotlight that is reserved for God alone?

6. What are the specific ways the Spirit is growing you in a more God-glorifying heart in your life and leadership?

7. How can you lead and challenge others in your ministry in this same God-glorifying direction?

**SUMMARIZE THE LESSON
IN A SHORT PRINCIPLE**



LESSON 2

GENUINE LOVE – Encouraging One Another

DEMONSTRATING ENCOURAGING LOVE

We are committed to live Jesus' "new commandment" to love one another as we have been loved so that all people will know we are his disciples. The greatest demonstration of true gospel faithfulness and obedience is to love God with all our hearts, our souls, our minds, and all our strength; and to love our neighbor as ourselves. That love is clearly seen and described in God's word, is evident in every true believer's life, and must be exemplary in church leaders and influencers.

PASSAGES TO STUDY

Psalm 136; Matthew 22:37-40, Mark 12:30-31; John 13:34-35; 1 John 3:11-18; 4:7-21; 1 Corinthians 13:1-7, Ephesians 4:15-16, Colossians 3:12-14, 1 Peter 4:8.

1. What is the significance of the "holistic" love of God described in Matthew 22:37-40? How are love for God and love for others related to one another?
2. In John 13:5-17 Jesus, the King and Lord of all, washes the disciple's feet. How does that act connect with and help define his command for his people to "love one another" in John 13:34-35?
3. According to I John 4:7-12, what is the importance of love for the believer?
4. What does God want us to know about His love from Psalm 136? How does this specific attribute of his love for us instruct us about our love for others?
5. I John 4:19 tells us that we can love because God loved us first. Why can we love? If we have difficulty loving, how does reflecting on God's love for us help us to love others?

6. What does “speaking the truth in love” that Paul talks about in Ephesians 4 look like with one another? What is the danger of trying to speak the truth without loving? What is the danger of trying to love without speaking the truth?

7. Since we should speak the truth in love, how does the power of love to “cover a multitude of sins” (I Peter 4:8) impact our motivation and our approach?

8. Believers will stumble and get discouraged. How does the biblical love described in this lesson create an atmosphere of grace and encouragement in a church especially in those difficult times of weakness?

9. How does love create harmony in the church (Colossians 3:12-14)?

10. What does love look like according to I Corinthians 13? Think through and list several practical implications from Paul’s description.

**SUMMARIZE THE LESSON
IN A SHORT PRINCIPLE**

5. Within the Crossway Network, we often say, “As leaders, we need to have freedom to speak into one another’s lives” and at the same time cultivate “an environment of grace.” Describe how you think these two ideas can come together in harmony.

6. How have you seen leaders within the Crossway Network exhibit humility?

7. What are some specific examples of critical input you have received? Constructive input? How did you respond to each? What can we learn from the above passages concerning unfair and/or ungracious input or criticism?

8. What are some specific ways besides just saying that you are “always open” that you can present yourself as a “learner” with an openness to input into your life from others? What are the other practical ways God is growing you in humility?

**SUMMARIZE THE LESSON
IN A SHORT PRINCIPLE**

LESSON 4

UNITY – Moving Forward Together

EAGER FOR HARMONY

Leaders within The Crossway Network will seek to understand and embrace biblical principles of unity. They must honor one another in speech and be quick to forgive. With the scripture and its gospel message as the foundation, leaders and ministry teams must seek God's wisdom in a spirit of love and deference.

PASSAGES TO STUDY

John 17:10-11; Acts 10; 13:1-4, 15; Romans 12:10; 1 Corinthians 13:4-8; Ephesians 4:1-3, 29, 32; Philippians 2:1-4; 1 Timothy 5:19.

1. Why do you think unity is an important value among Crossway leadership? Specifically, why is it so vital for functioning in God glorifying plurality at the church, regional, and Network levels? Can you give specific illustrations or examples where it would be important?
2. Describe how a leadership team should work through a difference of opinion. What are the key biblical elements for moving forward together?
3. What does true unanimity mean among a group of leaders on the team? How do humility and character factor into this question? What does it look like to prefer one another in honor?
4. Can you think of example(s) of when you have disagreed with other Christians and have processed through the differences in a healthy manner? How did it contribute to unity? Please specify.

5. How do the preceding character qualities and biblical principles in Crossway's Leadership Culture factor into unity?

6. How does unity put God on display?

7. What are the specific ways in which you know God wants to grow you in true unity as you serve and lead? Write your answer in the form of a prayer to the Lord for help in these areas.

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IN A SHORT PRINCIPLE**

LESSON 5

PURPOSEFUL INVESTMENT– Developing Leaders

DEVELOPING PASSIONATE LEADERS

Just as Jesus chose and trained leaders to carry on the work of the gospel after his life on earth, so we seek to raise up passionate leaders who desire to follow hard after him. Paul followed the lead of Jesus and also chose men to partner with him (i.e. Silas, John Mark, Timothy, Luke, and Titus). He taught, trained, and sent them out to serve and lead churches.

PASSAGES TO STUDY

Exodus 18:17-27; Joshua 1:1-9; Matthew 4:18-22; 5:1-7:29; 10:1-42; Mark 1:16-20; 2:14; 3:13-19; 6:6-13; 13:1-37; Luke 5:1-11; John 1:35-51; 13:1-17; 14:1-17:26, Acts 20:17-24, 1 Thessalonians 2:7-8; 1 Timothy 1:18-19; 2 Timothy 1:6-14; 2:1-2. For broader study, see all of 1 and 2 Timothy and Titus as a whole.

1. What pattern do we see in the two Old Testament passages that tell us about the need for purposeful investment in developing leaders on various levels?
2. How do we see Jesus continue this model with the twelve? What observations can you make about Jesus' relationship with the twelve?
3. As you survey the passages through the gospels, who did Jesus invest most of His time in? Why? What patterns can we follow from his example?
4. How do we see the apostle Paul continue this pattern of purposeful investment in leaders?

5. How do these patterns help inform how we should view all the demands on a church leader for his or her time?

6. What are some examples of those who have made or are making a purposeful investment into your life?

7. How can you personally grow as one who invests in others who will have influence? What are some practical steps you can begin to take today?

8. How does this approach contribute to a church becoming more and more a “community on mission?”

**SUMMARIZE THE LESSON
IN A SHORT PRINCIPLE**

LESSON 6

EMPOWERMENT – Honoring One Another’s Gifts

FUELED BY ENCOURAGEMENT

Leaders are empowered and released for service with a dependent but “can-do mentality.” We must strive to spur one another on as Crossway Network leaders are unleashed for service within their areas of gifting and passion. We are committed to celebrating one another’s talents and gifts and will leave competition behind. We seek to be “relentlessly for one another.” There is also a never-ending commitment to develop more leaders to replace those who depart or are sent out.

PASSAGES TO STUDY

John 15:5, 16; Acts 8:1-4; 13:1-4; 15:6-21; Romans 12:3-8; 1 Corinthians 12:7; 2 Corinthians 5:18-20; Ephesians 2:10; 4:11-13; Philippians 2:19-30; 2 Timothy 2:2; 1 Peter 2:9-10.

1. Why is it important for every believer and particularly for leaders to see themselves called into service by God? Why is it also important for existing leaders to assume there is a call of God on the lives of emerging leaders in the church?
2. The Crossway Network seeks to cultivate a “can-do-mentality” versus “not called” or “not gifted enough.” How might you contrast the two mentalities within a church that is developing leaders?
3. Notice how Paul celebrates fellow leaders in Philippians 2:19-29. What specific things can leaders do to create this kind of strong climate of affirmation and empowerment? In other words, how do they cultivate a culture where leaders are “relentlessly for” one another?
4. Read Acts 15:6-21 (the Jerusalem Council) again. What observations can you make about the different leaders and how they function in the situation? How does the variety of gifting contribute to a great outcome in the advance of the gospel in the story?

5. How might our commitment to leadership teams with a variety of giftedness (apostles, prophets, evangelists, shepherds, and teachers – Ephesians 4:11-12) factor into this discussion?

6. How might you need to balance filling certain necessary roles in the church and a commitment to unleashing people into their specific areas of passion and giftedness?

7. Are there steps you may need to pursue in order to be more readily raised and prepared in your area of passion or giftedness?

8. How would you see this value of empowerment contributing to Crossway Network’s commitment to church planting?

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IN A SHORT PRINCIPLE**

LESSON 8

MULTIPLICATION – Church Planting Churches

DEDICATED TO STARTING NEW CHURCHES

As leaders on Jesus' mission to make disciples we believe the best way the church fulfills its mission is through the intentional sending and starting of new churches. Every individual church, and local region of churches, seeks to plant new churches through sending teams of diversely gifted, and tested leaders, who have a heart to see many come to faith and healthy churches established.

PASSAGES TO STUDY

Matthew 28:18-20; Mark 16:15-16; Luke 24:44-49, Acts 1:8, 2:42-47, 8:1-8, 9:31; 11:19-26; 13:1-4, 48-49; 14:19-28; 16:4-5, 18:22-23; 19:1-10; 20:27-28; 28:30-31. Also note specific references to the locations of churches in New Testament letters: 1 Corinthians 1:2; 2 Corinthians 1:1; Galatians 1:1; 1 & 2 Thessalonians 1:1; Revelation 2 and 3.

1. What are the key elements of Jesus' commission given to his followers (and therefore Christians of every age)?
2. As the apostles and other followers of Jesus begin to proclaim the gospel, what starts to happen among the many people God is saving?
3. Continue to trace carefully through the passages in the book of Acts. What observations can you make about the establishment, strengthening, and expansion of the church?
4. How does this model of gospel expansion in the 1st century inform our passion for and commitment to planting churches in the 21st century?

5. How might a constant movement toward starting new churches help our established churches not to “settle in” or become complacent about the mission of Jesus (discipleship)?

6. What are the ways you can engage more in the work of discipleship and invest more in the work of church planting in your own life?

7. Do you have a specific sense of how God might use you on a church planting team? What steps can you take to explore this and see if God might want to send you to help start a new church?

8. If you don't see yourself as a part of a church planting team that is sent out in the future, how can you help strengthen the focus on church planting in your church as one (like most) who will stay?

**SUMMARIZE THE LESSON
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CROSSWAY NETWORK

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