

**GENERATION CHURCH
LEADERSHIP PIPELINE**

**Leading Others
Leaders Guide**



Leadership Pipeline | Leading Others
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HOW TO FACILITATE LEADING OTHERS PIPELINE

Prerequisites for Team Leader Pipeline

Questions to ask before inviting them to start the process:

- Is he/she a partner of Generation Church?
 - Has he/she lead a small group?
 - Is he/she currently serving? Have they been empowered to serve as an Experience Leader?
 - Does he/she have a consistent pattern of giving?
 - Ask Direct Report for this step.
 - Is he/she spiritually ready for this next step?
- If the answer to any of these prerequisites is no, that does not eliminate them from the process, but gives an opportunity to have a conversation with them for growth.

If they meet all prerequisites, you can begin the process by setting up a meeting with them. Make sure to let your direct report know who you are multiplying in this season.

If you plan to meet in a group:

Make sure when you meet up and discuss, you allow everyone to speak during the discussion time. Help refocus the conversation on the pertinent content for the night. Make plans on the weekend to discuss the content with each individual, or allow them to shadow you.

If you plan to meet one on one:

Make sure you are meeting in a visible/accountable place. Make plans to meet up during the weekend to use practical experience to follow up with the discussion from lesson or allow them to shadow you so they can see ministry in action.

Leading Others Pipeline Meeting Format

- Attendee is to have completed the competency via Ministry Grid prior to your meeting.
- Attendee needs to commit to serving each weekend during the Pipeline process. May miss up to one week.

MEETING

- *Open in Prayer*
- *Open discussion on Competency*
 - *Go over Bible Story from the beginning.*
 - *How does this scripture apply to the ministry you are leading?*
 - *Go through the Time to Think Section - discussing the main topic of the competency.*
 - *Go through the Homework portion - "Time to Try".*
 - *Go over how they evaluated themselves in the "Time to Talk" section.*
 - *Finish up with a discussion on "Equip - Put it all into Action".*
 - *Q&A time over this week's competency.*
- *Close in Prayer.*

AFTER MEETING

- Over the next weekend, find a way to put this competency into practice or bring to light by conversation to help drive this point home. This may be through opportunities to serve/lead, or constructive conversations.
- After the meeting is over, you (the Mentor) complete the Assessment section at the end of the Competency according to where they are at right now in their understanding of the competency.

Leading Others Pipeline Assessment

Fill out Leadership Pipeline Assessment form.

- Assessment Numbers (Attendee and Mentor)
 - If the question is orange, the number they have will need to be changed to the opposite (ex. 1 is a 5, 2 is a 4, exc.) This will ensure that the calculation is accurate with a “negative” question.
- Assessment Result - Red light, Yellow Light, Green Light
- Next Steps - Any steps they need to work on to grow.
- Remarks - Any comments/words of encouragement.

Evaluation Meeting

- *Set up a time to meet with Attendee to go over the Assessment results.*
- *Open with prayer.*
- *Explain the chart at the top (Self Assessment/Mentor Assessment).*
- *Go over result (what does color mean for them).*
- *Go over any next step suggestions.*
- *Go over any comments.*
- *Q&A time.*
- *End in prayer.*

Turn in Assessment form once process is complete to your Direct Report.

LEADING OTHERS

Read over this in your first meeting together and discuss the questions below.

Since becoming a partner at Generation Church you have continued to make steps toward your full potential in Christ. In preparation for your next step of leadership, you and your trainer will review your journey so far...

When becoming a “Partner” of Generation Church, you took the step of “Leading Self” by making four basic commitments:

- Attending regularly
- Serving
- Being involved in a small group
- Tithing

What has been your favorite part of being in a small group?

How has being in a group challenged you?

How has your faith been stretched in generosity?

Was it difficult for you to begin tithing?

How do you feel the discipline of tithing has benefited you?

How has your life changed since you have been on a serve team?

What is something God is teaching you right now?

Now we will begin the journey into “Leading Others.” In this level, we will assess and work to develop the following competencies:

- Developing your personal mission and goals
- Leading from your strengths
- Practicing Personal Disciplines
- Becoming and Developing Culture Carriers
- Priorities and Manages Time Effectively

COMPETENCY #1:
**DEVELOPING YOUR PERSONAL
MISSION AND GOALS**

Developing Your Personal Mission and Goals

In this competency we will learn how to develop a personal mission for your life and develop goals on how to obtain that mission. We want you to Focus on WHO you want to become more than WHAT you want to do. There is a you, you haven't met yet. We won't ever meet them unless we develop a personal mission for our life.

Read Philippians 3:7-16 (ESV):

"But whatever gain I had, I counted as loss for the sake of Christ. Indeed, I count everything as loss because of the surpassing worth of knowing Christ Jesus my Lord. For his sake I have suffered the loss of all things and count them as rubbish, in order that I may gain Christ and be found in him, not having a righteousness of my own that comes from the law, but that which comes through faith in Christ, the righteousness from God that depends on faith— that I may know him and the power of his resurrection, and may share his sufferings, becoming like him in his death, that by any means possible I may attain the resurrection from the dead.

Not that I have already obtained this or am already perfect, but I press on to make it my own, because Christ Jesus has made me his own. Brothers, I do not consider that I have made it my own. But one thing I do: forgetting what lies behind and straining forward to what lies ahead, I press on toward the goal for the prize of the upward call of God in Christ Jesus. Let those of us who are mature think this way, and if in anything you think otherwise, God will reveal that also to you. Only let us hold true to what we have attained."

Question

1. According to the text, what is Paul's life mission? What is he counting as loss?
2. What does this text speak to you about personal growth and your own life mission?
3. Would you say that you've spent time thinking about future goals for you personally? Your family? Your calling? Explain.

Explore: A Time to Think

Read the following article by Will Mancini:

"For decades we have heard of the importance of the life mission statement sometimes referred to as a personal mantra or life purpose idea. But do you really need one? Can a simple little phrase make that much of a difference in your life?

The intentional living genre is literally the size of an ocean. Everyone is showing you a better way to "succeed in life" or a better methodology for planning your life or a new recipe for how to make New Year's resolutions that don't suck.

And just about all of these approaches point to some kind of life mission statement or idea that's a part of the mix. But most are ineffective. The reasons are pretty straightforward. The examples are often too generic or too lengthy because they are written on a whim without the context of good process and meaningful reflection.

For example, a top ranked Google search reveals a Fast Company article where they share the life mission statements of five famous CEOs. Two examples are:

* "To have fun in my journey through life and learn from my mistakes."

* "To serve as a leader, live a balanced life, and apply ethical principles to make a significant difference."

Really? While these sound nice they are a little too impotent and general, lacking a dynamic specificity. When people read examples like these it's all too easy to write off the idea of having a personal life mission.

But in reality knowing your mission can be one of life's most powerful tools.

Life mission examples are often too generic or too lengthy because they are written on a whim without the context of good process and meaningful reflection.

Several years ago, I launched Life Younique, a training company that certifies church leaders to offer gospel-centered life design through their church. I have been passionate about helping people get life mission right—what exactly is the best way to know and name what God has created you to do?

So let's start with the what and the why of life mission. (We will leave how to write one for a different post.) Years ago I decided to call life mission a "LifeCall" statement.

The most important reason is to see your mission in life as something created, designed and given by God.

Therefore we are called not just to follow Jesus (common call to all people) but we are called to accomplish something specific as a one-of-a-kind saint (your special assignment from God).

Your LifeCall is a brief and bold big idea that best captures today what God made you to do. Think of it as a golden compass pointing the way or a silver golden thread that weaves through every activity of your life. It's the enduring rally cry of team-you; it's the victory banner waving over everything you do. Ideally, every priority, project and penny is filtered through, guided by and championed for your LifeCall. Imagine every person in your sphere of influence being blessed better, served stronger and loved longer because you form a unique life mission every day.

Let's unpack the definition a bit further: LifeCall is a brief and bold big idea that best captures today what God made you to do.

- * It's brief: Stay between six and 12 words
- * It's bold: Declare something that fires you up and makes you confident
- * It's big: Account for every relationship, domain or "compartment" of your life
- * It's best for today: Write it down now, even though it may improve over time
- * It's about God: Reflect God's goodness and testify to his creative genius that is you
- * It's about doing: Capture a "being-doing fusion" that ultimately clarifies active output

Why is the knowing and naming your LifeCall so important?

In a nutshell, your LifeCall enables you to do more of what you do best. It enhances every aspect of what it means to be human; to be alive as a follower of Jesus.

Ponder these 10 benefits. Your LifeCall:

- * Solidifies personal identity in a way that nourishes intimacy with the God who created you
- * Generates internal confidence by revealing how God can use you each day
- * Unlocks deeper motivation that energizes your tasks and relationships
- * Refreshes others-centered thinking to build more love into the core of your being
- * Shapes vocational planning that moves toward increased value to the world
- * Empowers focused living by fortifying your resolve to say "no"
- * Diagnoses frustrating misalignments in the variety of life's roles at home and work
- * Provides long-term orientation in the midst of suffering or difficult circumstances
- * Produces increased passion that leads toward greater mastery and autonomy
- * Guides lifelong dreaming that fills your days with optimism and hope

Ideally, every priority, project and penny is filtered through, guided by and championed for your LifeCall.

Experience: A Time to Try

The following exercise(s) are designed to help reinforce the principles you are learning about this competency. Complete each assignment listed.

Discover Your “YOU”-nique Mission

Answer the following questions:

Exercise 1: “Is this what God would want for my life? Is this why God made me and put me here?” (Filter the next 5 questions through this question)

1. How do you want to be seen in 10 years?
2. What do you want to be known for in 10 years?
3. What do you want your family to look like?
4. What makes your heart sing? (from a career perspective)
5. Who in your life will tell you the truth about yourself?

Exercise 2: Develop Your Own “Life Call” Statement

Make it 6-12 words that answer the questions from Exercise 1. You may want to discuss with your spouse, friend, or family member. Don’t just come up with something cliché, really dig and find something that fits who you want to become and how you will keep yourself accountable.

Exercise 3: Develop Principles and Values to Live By

Name 5-10 Values that you want to define yourself by and hold yourself accountable to.

These values will help you accomplish your Mission and Life Goals.

Exercise 4: Set Goals for the next 6 Months

Set at least 6 goals for the next 6 months that will help you move towards the person you believe God is wanting you to become. Examples could include:

- * Read 6 books
- * Read the New Testament
- * Run a 5K
- * Start getting up earlier
- * Start arriving early or on time
- * Pray daily with appointed times
- * Serve someone daily

Whatever they are, make sure they are measurable.

Describe the results of your assignments below:

Evaluate: A Time to Talk

To guide your conversation with your mentor, discuss your response to the following:

1=Strongly Disagree 5=Strongly Agree

Setting goals comes naturally for me.

1 2 3 4 5

I have a strong sense of self awareness and always see room for growth.

1 2 3 4 5

I regularly accept accountability and correction in a healthy way.

1 2 3 4 5

I am naturally a driven person.

1 2 3 4 5

I don't tend to determine my worth by what I do.

1 2 3 4 5

I don't regularly depend on affirmation to make me feel whole.

1 2 3 4 5

Others are inspired by the focus I have on my goals.

1 2 3 4 5

Equip: Put it All Into Action

Once you have settled on your "Life Call" statement, have it creatively made and put in picture frame. Bring it to your evaluation.

Name who your accountability partner(s) will be in keeping you accountable on your goals and values.

Give your goals and homework to your table leader/evaluator. Make them known as to keep yourself driven towards reaching your goals.

Assessment:

Name: _____

To be completed by mentor after training for this competency is completed and discussed with apprentice.

1=Strongly Disagree 5=Strongly Agree

Demonstrates a priority on setting goals.

1 2 3 4 5

Demonstrates a priority on improvement and getting better.

1 2 3 4 5

Has no problem receiving correction and being held accountable.

1 2 3 4 5

Doesn't get bogged down by failure but uses it for fuel to improve and learn.

1 2 3 4 5

Fully understands the importance of having personal mission, values, and goals.

1 2 3 4 5

Displays a healthy priority on personal growth.

1 2 3 4 5

Passionate about learning and growing.

1 2 3 4 5

Demonstrates the ability to help others set goals.

1 2 3 4 5

COMPETENCY #2:

LEADING FROM YOUR STRENGTHS

Leading From Your Strengths

Everyone has their strengths and their weaknesses. In leading others, you will learn that you can't do everything nor should you. You have people around you that have different gifts and talents than you do. We will learn how to lead well by discovering what you do well and empowering what you don't do well.

Read Ephesians 4:11-13 (NLT):

"Now these are the gifts Christ gave to the church: the apostles, the prophets, the evangelists, and the pastors and teachers. Their responsibility is to equip God's people to do his work and build up the church, the body of Christ. This will continue until we all come to such unity in our faith and knowledge of God's Son that we will be mature in the Lord, measuring up to the full and complete standard of Christ."

Question

1. According to the text, why does God give us certain gifts or strengths?
2. How should you view your own strengths through the lens of building up the church?

Explore: A Time to Think

Read the following article by Missy Phillips from Orange:

Leading From Your Strength by Misty Phillips | Mar 11, 2015 | Advice from Orange Specialists, Orange Strategy |

"Ever identify with that infamous circus act of spinning plates? If you're a ministry leader I'm sure you can relate to this visual. If there is a Guinness record for ministry plate spinning, I may have been in the running for holding the record. Ever notice how Sundays come around at warp speed for a ministry leader no matter what the size of the ministry? Sometime you can't help focusing on keeping the plates spinning so ministry happens.

We all feel the weight of leading at times (virtual group hug here). But if you keep up that crazy pace, you can lose site that your leadership gift is borrowed from God. You know what I'm talking about. You know the story. A simple part time commitment unfolds slowly to full time hours to make ministry happen. Yikes! Ministry is not a nine to five job. If you're pretty good at plate spinning, consider two things you can choose to do to:

- (1) order yourself a superhero cape or
- (2) get into the zone where your strengths are.

I believe everyone has a God-given strength zone. Take a moment and think through where your personal strengths are. It shouldn't take long. Just ask other people around you. They see it in you every day. Are you great at listening? Casting vision? Organizing? A great pastor once said,

"For every strength you possess as a leader, you're probably weak in two other much needed areas to lead well."

Building others around you who are using their God given gifts helps keep both you and those you are teamed with energized and focused on going forward in ministry. We all need each other. Simply put, you were not designed to do it all!

So what if you leaned in and began to purpose to use your known strengths as you do ministry? (Plate spinners beware!) What happens?

You start asking and enlisting others to the serve. You give leadership away for a stronger team. Others bring gifts you couldn't possibly offer. You share the joy of leading. When everyone gets in their "zones" it makes room for ministry to happen.

There will always be times in ministry with more demands than others. It is the life of a ministry leader. The plate spinning can sneak up on you. The outlook for those demands of ministry changes when we remember to enlist others to use their "zone" of gifts and strengths. Stepping out of your strength zone for any length of time is that you can lose vision and, more importantly, joy (which is your strength according to Nehemiah) when you take on too much.

Strength zones are God's idea! Ephesians tells us how as the Body of Christ, every part is important. From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work. The end of that sentence is very important. It's when each part does its work. (Eph 4:11)

One of my all time favorite leadership books is Seven Practices (Andy Stanley, Reggie Joiner, Lane Jones <https://tinyurl.com/q4jvlnq>). It describes how a baseball team is quite like leading a team & ministry. Coaches develop and grow players in their position and strength zone. Pitchers pitch. Catchers catch. They get better at what they do as they practice their strength. It's a vivid illustration of how to focus everyone's God-given strengths and talents. It also helps us to know, as leaders, we need to continue to develop the gifts and strengths we have to be our best. We get better in our zone if we practice! Stay a learner of all things in your gift. Connect with people who have your same strengths to talk through what this strength gives opportunity for. When we acknowledge needing help and enlist others to help with our weaker side, it helps to make authentic servant ministry happen. Suddenly you can't wait for a Sunday to come around again.

Think about making a move to lead from your strength zone. Where can you begin to get better at what you do using your strengths? Where can you give away ministry where you are weak, and allow others gifts to shine? Get in the zone, and watch the view of the spinning plates change.

Experience: A Time to Try

The following exercise(s) are designed to help reinforce the principles you are learning about this competency. Complete each assignment listed.

Discover Your Own Spiritual Gifts

1. Take a Spiritual gifts test And list your top 5 Spiritual Gifts <https://giftstest.com>

2. Take D.I.S.C. Assessment and list your Result along with your score for each classification.

<https://cloverleaf.me/disc?>

[utm_source=google&utm_medium=cpc&utm_campaign=disc&utm_source=google&utm_medium=cpc&utm_campaign=disc&gclid=Cj0KCQiA4NTxBRDxARIsAHyp6gDgMnn1M383alk6i205zVR0sy6bx5Tmuh0omnBgMaSMplO8yuZ4iMEaAiZ0EALw_wcB](https://cloverleaf.me/disc?utm_source=google&utm_medium=cpc&utm_campaign=disc&utm_source=google&utm_medium=cpc&utm_campaign=disc&gclid=Cj0KCQiA4NTxBRDxARIsAHyp6gDgMnn1M383alk6i205zVR0sy6bx5Tmuh0omnBgMaSMplO8yuZ4iMEaAiZ0EALw_wcB)

Result: _____

- _____ Dominance
- _____ Influence
- _____ Conscientiousness
- _____ Steadiness

Discussion Questions:

1. What did you learn about your personality and strengths?
2. Discover Outside Perspective - Ask at least 10 other people that serve with you or know you the following questions (ask for honest opinions!).
 - Am I a good listener?
 - Am I a visionary?
 - Am I an organized person?
 - Do I ask for help?
 - Do I tend to just “do it myself” anyway?
 - Am I an encourager?
 - Am I easy to work with?
 - Am I dependable?

3. Discover Your Ability to Be Led - Now, find out how your leader/employer perceives your strengths by asking them the same questions as #2. (BE PREPARED FOR HONEST, RAW ANSWERS.)

Remember, this is to help you grow and become better, so let them know that you welcome healthy feedback.

Describe the results of your assignments below:

Evaluate: A Time to Talk

To guide your conversation with your mentor, discuss your response to the following:

1=Strongly Disagree 5=Strongly Agree

I am self aware of my strengths

1 2 3 4 5

I use my strengths well to lead

1 2 3 4 5

I surround myself with people who are strong where I am weak

1 2 3 4 5

I am comfortable with my weaknesses and can empower well

1 2 3 4 5

I tend to have a “hero” complex and do most of the work myself

1 2 3 4 5

I love discovering and highlighting strengths in others

1 2 3 4 5

My team/people around me are better because I operate in my strengths

1 2 3 4 5

Equip: Put it All Into Action

Write down what you learned from your questions. Make a list of things you need to:

- Start Doing
- Stop Doing
- Improve At
- Hand off to someone else

Assessment:

Name: _____

To be completed by mentor after training for this competency is completed and discussed with apprentice.

1=Strongly Disagree 5=Strongly Agree

Demonstrates self awareness of their strengths.

1 2 3 4 5

Demonstrates a priority on empowering their weaknesses and highlighting others' strengths.

1 2 3 4 5

Doesn't display a "hero" complex to try and do everything on their own.

1 2 3 4 5

Seeks to ask "how can I involve my team" when given a task or an objective.

1 2 3 4 5

Able to take constructive criticism on how to become better.

1 2 3 4 5

Displays a healthy priority on serving out of their strengths.

1 2 3 4 5

Passionate about learning and growing.

1 2 3 4 5

COMPETENCY #3:

PRACTICING PERSONAL DISCIPLINES

Practicing Personal Disciplines

Personal disciplines are helpful to the growth of a believer. When you develop personal disciplines it help you to become the you, you haven't met yet. Personal disciplines help to grow yourself spiritually.

Read Galatians 5:16-26 (ESV):

"But I say, walk by the Spirit, and you will not gratify the desires of the flesh. For the desires of the flesh are against the Spirit, and the desires of the Spirit are against the flesh, for these are opposed to each other, to keep you from doing the things you want to do. But if you are led by the Spirit, you are not under the law. Now the works of the flesh are evident: sexual immorality, impurity, sensuality, idolatry, sorcery, enmity, strife, jealousy, fits of anger, rivalries, dissensions, divisions, envy, drunkenness, orgies, and things like these. I warn you, as I warned you before, that those who do such things will not inherit the kingdom of God.

But the fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, self-control; against such things there is no law. And those who belong to Christ Jesus have crucified the flesh with its passions and desires. If we live by the Spirit, let us also keep in step with the Spirit. Let us not become conceited, provoking one another, envying one another. “

Question

1. According to the text, does having the fruit of the Spirit require any effort on our part? Explain.
2. What are some key words that tell us that the fruit of the Spirit requires action on our part?
3. Would you say that you are self disciplined or practice self control?
4. Why is that part of the fruit of the Spirit not talked about as often as the others? Explain.

Explore: A Time to Think

Read the following article by Carey Nieuwhof:

"Now that it's fall, that means my bike is going to go away soon and I will have to resort to other forms of exercise, which means the likelihood of me exercising plummets. Worse, my appetite always spikes when the temperature drops.

Enter the long lost art of self-control. I'm a hit and miss guy when it comes to self control. I have learned the art well in a number of areas of my life, but diet and exercise (and a few other persistent pests) still lag.

It always surprises me when I read through the classic passage in Galatians on the fruits of the Holy Spirit that self-control is listed in the same sentence as love, joy, patience and kindness.

If we're really relying on God, self-control will factor huge into our walk with Christ.

This article argues that self control is easier when we focus on the overall picture and goal, not the specifics of the moment. For example, instead of thinking how not to eat more cake, think instead about overall health and the goal of eating better.

Participants who thought big-picture and long-term exercised more self control.

It reminds me of God's promise to always help us when faced with a self control issue if we would turn to Him (big picture v. small picture).

It also reminded me of one of the parenting principles we teach in Orange: imagine the end. Parents often get stuck in parenting because we get lost in the details of the moment – life is so busy we let our tempers fray and petty things ruin the day, or we lose patience because of our daughter's attitude. When that happens, we lose focus on the overall goal of raising kids who are fully alive in Christ. Self-control in those moments comes more easily if we constantly keep the end in mind. When we keep the end in mind, we'll focus our parenting on what matters most.

How's your battle with self-control? Any of these learnings helpful? What do you find helpful?"

Additional Thoughts on Self Discipline/Self Control:

Self Discipline is Not the Same as Goals

Goals are formed to have an end date in mind. Disciplines are consistent behaviors that help shape your character, develop healthy habits that help accomplish your life mission.

If a discipline comes to an end, it wasn't a discipline, it was a goal. Disciplines grow and change over the years, but they don't stop if it's something you're truly striving towards and becomes a personal value.

Self Discipline Starts with Self Awareness

That's why you need the Holy Spirit's help; we are not inclined to be honest with ourselves and deal face to face with our struggles.

When you ask the Holy Spirit to point out your offenses, brace yourself...He will show you! (Psalm 139:23-24 (NLT))

Have you been brutally honest with yourself about your personal disciplines and self control?

Everything Points Back to Who You Are Becoming

Most people set short term goals (read through the Bible in a year, lose 20 pounds, read 6 books, etc.)

But the better way to define a discipline is this:

Becoming a person who reads the Bible daily

Becoming a person who takes care of their health
Becoming a reader
Becoming someone who prays
Disciplines always lead to life change and constant growth.

Experience: A Time to Try

The following exercise(s) are designed to help reinforce the principles you are learning about this competency. Complete each assignment listed.

1. Who Are you Becoming? What part of your spiritual/physical life do you struggle the most?

Be honest! It's not meant to be condemning or to make you feel bad about yourself, it's just an honest evaluation.

2. Think through the Competency of Developing Your Personal Mission and Goals and figure out what disciplines you need to create to move toward becoming that person. If you don't have a vision of who you want to be, your disciplines will be short lived.

3. Name at Least 3 New Disciplines You Are Going to Start

Name 3 Disciplines you are going to start and write how they tie back to your "Life Call" Statement.

4. Now, write down in detail how you will make that discipline stick. Example: "I am becoming someone who reads the Bible daily"

I will place my Bible on my night stand or kitchen table to remind me of my discipline

I will get up 10 minutes earlier daily

I will wash my face, make coffee, then sit down at the kitchen table to read

I will read a devotion or at least 2 chapters from the Bible. It's more about quality than quantity.

I will write down one verse from my reading daily to remind me to focus on what I read.

- For each discipline, create your own list of actions that lead to accomplishing the discipline.

5. Do this for 7 days and write down your thoughts/discovery of practicing it daily. Write down your struggles and successes.

Find Accountability

Who do you trust to help keep you accountable?

Share with your table/group your successes and struggles.

Describe the results of your assignments below:

Evaluate: A Time to Talk

To guide your conversation with your mentor, discuss your response to the following:

1=Strongly Disagree 5=Strongly Agree

Self control is a major issue with me.

1 2 3 4 5

I tend to write off or ignore major discipline issues with excuses.

1 2 3 4 5

I regularly take full responsibility for who I'm becoming.

1 2 3 4 5

I am naturally a disciplined person.

1 2 3 4 5

I fully believe there's a better version of myself I've yet to meet.

1 2 3 4 5

I believe I can become more self disciplined in all areas of my life.

1 2 3 4 5

Even if I'm disciplined in some areas, I believe I always have room for improvement.

1 2 3 4 5

Equip: Put it All Into Action

Do a 21 Day Devotion on YouVersion with at least 5 other people (your choice of plan and people). Be intentional about commenting on the plan every day of the devotion.

If you are still struggling with a discipline, are you willing to do whatever it takes to overcome your struggle? That may include hiring a personal trainer, asking someone to mentor you, or cutting out something that is distracting you. Make a list of some struggles that you still need to become disciplined in and write down possible solutions.

Describe the results of your assignments below:

Assessment:

Name: _____

To be completed by mentor after training for this competency is completed and discussed with apprentice.

1=Strongly Disagree 5=Strongly Agree

Demonstrates a priority on becoming more disciplined.

1 2 3 4 5

Demonstrates a priority on improvement and getting better.

1 2 3 4 5

Makes self discipline a priority and is willing to do whatever it takes to grow.

1 2 3 4 5

Doesn't get bogged down by failure but uses it for fuel to improve and learn.

1 2 3 4 5

Understands the importance of becoming a person who is focused on self growth.

1 2 3 4 5

Displays a healthy priority on personal growth.

1 2 3 4 5

Passionate about learning and growing.

1 2 3 4 5

COMPETENCY #4:
BECOMING AND DEVELOPING
CULTURAL CARRIERS

Becoming and Developing Culture Carriers

In this competency we will learn how to become and develop culture carriers. If you don't have a culture, there will be a culture created by those on your team. It probably won't be the culture that you want, so you have to be intentional about the culture that is created in each team at Generation church. We have to understand the culture, live it out, and develop others who carry the culture of the church.

Read Judges 5:1-2 (ESV):

Then sang Deborah and Barak the son of Abinoam on that day:

"That the leaders took the lead in Israel, that the people offered themselves willingly, bless the Lord!"

Question

1. According to the text, what has to happen before people will willingly offer themselves to the service of God's Kingdom?
2. Whenever there's a spot where people won't offer themselves, there's a leadership problem going on. Culture is always built by good leadership. It's not just how we TELL people to behave; it's how we LIVE it out. Name one or two things about the culture of the church that drew you to begin serving and wanting to offer your time, talent, treasures:
3. How would you rate yourself as a person who displays good, healthy culture? (1-5. 1=poor, 3=average, 5=example for others to learn from)

Explore: A Time to Think

Take some time to read through the sermon notes from Pastor Brandon on Becoming a Culture Carrier.

Leadership is not seen in your presence; it's seen in your absence.

Culture is how the house behaves.

- You have to talk about it, inspect it, and talk about it some more.
- Be specific/clear on who you are, so you know who you aren't.
- Out of every problem you face, 99% are leadership problems.
- YOU are the solution to your problems.
- No, they haven't been led to do it. Change your language. At the root, YOU probably don't want to do it. (Jesus feeding the 5,000. Real issue wasn't lack of food for the people, it was the lack of food for the disciples. The people never complained about not having food, the disciples wanted to send everyone home.)
- The better you get, the better they will get.

6 Ways to Create Culture Carriers

People who care about what YOU care about, think about what YOU think about, and talk about what YOU talk about.

1. Be What You Want to See

As leaders, WE always go FIRST.

Worship, inviting, groups, giving, etc. Starts with leaders.

If you want people to have energy, you have to bring energy!

Start with our values—BE those.

I can't teach what we're not willing to practice.

2. Clarify Team Roles

Be crystal clear about what you need people to do.

Not just a job title—use gifting to carry culture.

Who are the "Culture Catchers"? Point it out, speak it out...REWARD CULTURE!!

THAT doesn't show up on an Org. Chart!

Clarify gifts, not just tasks ("You're really great at _____! Can you help others with that?")

What do they bring to the team?

3. Change Confrontations Connotation

Things can only grow in areas where healthy conflict/confrontation is allowed AND encouraged. Iron sharpens iron.

The moment a coach quits talking to you, he quits playing you. When a coach is hard on you, he sees more potential inside of you.

Learn to eat awkward conversations for lunch.

It's not just about who we want to be; it's about challenging who we're NOT!

You can't change what you fail to confront. You get what you tolerate...and the worst behavior allowed is what will shape your culture.

Only way it changes is by confronting it.

Hebrews 12:7-8 (ESV): "7) It is for discipline that you have to endure. God is treating you as sons. For what son is there whom his father does not discipline? 8) If you are left without discipline, in which all have participated, then you are illegitimate children and not sons."

A Father's heart is twofold: Affirmation and Correction.

Celebrate AND Coach!

Confrontation has an expiration date—don't put it off!

When you put confrontation off; emotions build up.

Culture of confrontation is about making each other better.

If you're afraid to confront, you actually care more about your feelings/personality than you do the other person getting better.

4. Get Insanely Specific

Nothing JUST happens—must be intentional and specific.

What behavior do you want to see? Teach and live it.

What behavior do you want to see when:

- People come to the Orange Room to pray
- Parking is full
- People are sitting in Growth Track
- I'm dropping my kid off at Pulse for the first time or when I pick them up
- Someone is frustrated
- Worship for kids/students

Taking notes/responding

Teach and build systems for what you expect.

Language matters! What do we say and don't say?

(Illustration: have everyone say favorite color as loud as they can—then say the same color quietly)

Look what happens when you get insanely specific...clarity.

Know who you are and who you aren't.

Submit your preferences over to the purpose.

Song of Solomon (ESV): "Catch the foxes for us, the little foxes that spoil the vineyards, for our vineyards are in blossom."

5. Praise Participation

What's better than correction? Celebration.

Look for what's right and tell them! Write cards, do it publicly.

Worst thing you could do is promote someone who you feel sorry for—promote participation.

Choose culture over skill. Don't praise people's talents as much as participation.

You can hire a gift, but you can only raise sons and daughters who carry culture.

6. Never Stop Talking About It

You are the C.R.O. —Chief Reminding Officer.

We should create space to talk about culture; always.

Jesus had to constantly remind His disciples. I can't talk about it enough.

Discussion Questions:

1. After going through the 6 ways to become a culture carrier, which one would you say you might struggle with? Why or why not?
2. What are 2-3 action steps you can take to start creating healthy culture and culture carriers?
3. What are some ways that you've seen how bad culture affects your team or the people you've served with?
4. Do you struggle with healthy confrontation when it comes to cultural issues?

Experience: A Time to Try

The following exercise(s) are designed to help reinforce the principles you are learning about this competency. Complete each assignment listed.

Discovering Our Culture and Our Values

1. Make a list of Generation Church's Core Values. ("The Code" on our website: www.generationchurch.me)
2. Write down 2-3 behaviors that you see your team, other teams, or the church display that match up to our values. (Example: "We Will Lead the Way in Worship", we challenge our leaders to sit up front and engage in worship and respond to the sermon.)
3. Ask the people you serve with or random people in the church some of these questions. Write down at least THREE answers for each question.
 - How would someone in the COMMUNITY describe our church?
 - How would our VOLUNTEERS describe our church?
 - How do YOU describe our church?

Discovering Your Role in Creating Culture

1. How would the people you serve with describe you as a culture carrier?
2. How would your leader describe you as a culture carrier?
3. How well would you say you know and understand our culture and live it out?

Describe the results of your assignments below:

Evaluate: A Time to Talk

To guide your conversation with your mentor, discuss your response to the following:

1=Strongly Disagree 5=Strongly Agree

Building a healthy culture comes naturally for me.

1 2 3 4 5

I understand and strive to carry and develop the culture of Generation Church.

1 2 3 4 5

I find myself complaining about things others do that I'm not willing to do myself.

1 2 3 4 5

I normally do what I expect others to do.

1 2 3 4 5

I intentionally look for culture problems and seek to improve them.

1 2 3 4 5

I tend to be passive aggressive when I don't like something instead of addressing it head on.

1 2 3 4 5

Others are inspired by the culture and attitude I display.

1 2 3 4 5

Equip: Put it All Into Action

1. Create a list of 3-5 behaviors that you see need improving on the team you serve that may not line up with the Church's values or culture.
2. What can you do to improve the culture and help others live it out as well?
3. Imagine being the only example an outsider had of what Generation Church is like. What cultural behaviors do you think they would write down to describe our church based on the culture you set? Be honest and transparent. (This is to help, not to make anyone feel bad or like a failure.)

Assessment:

Name: _____

To be completed by mentor after training for this competency is completed and discussed with apprentice.

1=Strongly Disagree 5=Strongly Agree

Demonstrates a priority on setting culture.

1 2 3 4 5

Demonstrates a priority on correcting bad culture.

1 2 3 4 5

Has no problem receiving correction when it comes to cultural behavior.

1 2 3 4 5

Has no problem having cultural conversations with other volunteers in the church, not just on their team.

1 2 3 4 5

Knows and understands the values and culture of Generation Church.

1 2 3 4 5

Their personal life displays healthy culture as well as their volunteer life.

1 2 3 4 5

Passionate about creating healthy culture.

1 2 3 4 5

Demonstrates the ability to develop others who create healthy culture.

1 2 3 4 5

COMPETENCY #5:
PRIORITIZES AND MANAGES TIME
EFFECTIVELY

Prioritizes and Manages Time Effectively

We want you to be the best manager of your time. You are ultimately the one who decides what you do and don't do with your time. Time is just like money, you have to tell it where to go or it will rule you. We want you to be able to build a template of habits and disciplines for better time management.

Read John 9:1-7 (NLT)

As Jesus was walking along, he saw a man who had been blind from birth. "Rabbi," his disciples asked him, "why was this man born blind? Was it because of his own sins or his parents' sins?"

"It was not because of his sins or his parents' sins," Jesus answered. "This happened so the power of God could be seen in him. We must quickly carry out the tasks assigned us by the one who sent us. The night is coming, and then no one can work. But while I am here in the world, I am the light of the world."

Then he spit on the ground, made mud with the saliva, and spread the mud over the blind man's eyes. He told him, "Go wash yourself in the pool of Siloam" (Siloam means "sent"). So the man went and washed and came back seeing!

Question

1. What does Jesus' statements about time tell us about how God views time? Is it expendable or valuable?
2. Why do you feel that time management is one of the major issues in leadership today? Discuss.
3. How would you rate yourself as a person who manages their time? If it's a struggle, discuss why you believe you struggle.
(1-5. 1=poor, 3=average, 5=example for others to learn from)

Explore: A Time to Think

Read the 2 articles below, then answer the questions that follow.

UNDERSTANDING THE LIMITATION OF TIME

by Pastor Brandon Petty

How many of us know that time is NOT an unlimited resource? People say things like "there's just not enough time in the day". That would imply that God is not perfect and somehow made a mistake when He created 24 hours in a day. God gave us time for:

Work
Relationships
Rest
Fun/Activity

It's up to us to manage that. In fact, everything we have is given to us by God; we are managers or stewards. That means God owns it, we are asked to manage it. And one day the owner will ask us to give an account of what we've managed. That's why when I read the scriptures, I believe we have been entrusted with, and will be held accountable for 4 main things:

- Our Time
- Our Calling
- Our Money
- Our Relationships

If we don't steward them well, they get wasted. How we manage our time affects the other three areas, doesn't it?

The trap we fall into is that we SPEND time instead of INVESTING time.

Most of us feel the chaos of not having enough time because we aren't focused on how we want to invest it. The story told in John chapter nine is one of investment. Jesus is reminding us:

Time is a limited resource; invest it wisely.

Jesus pointed out that this man's situation was an opportunity for:

- His gifts to be used
- God to get the glory
- The man to be helped/healed

I believe that should be the story of our life and how our time is spent. Using our gifts, giving God glory and honor, and helping others. So you have to wrestle with the question:

How am I spending my time to where my gifts are being used, God gets the glory, and people are being helped?

Here are some key takeaways to help you manage and prioritize your time:

1. Know Your Roles

In other words, live with purpose according to your calling. When you do that, it's easier to say "no" to things that aren't the best investment of your time. Do you rearrange your schedule to fit what others want from you? If you say "yes" to all the good things, you'll end up having to say "no" to the great things. I know that I am a Christ follower, husband, father, and THEN pastor. My time is invested in those areas.

2. Create a Planner

Tell your time where it's going according to your roles and priorities. Create a "To Do" list but categorize them according to your roles. If they don't fit into one of your roles, then you have freedom to say "no". But if you don't create a budget for your time, you'll end up spending it instead of investing it.

3. Create a Time of Learning

Every leader should be a learner. If you don't create time to learn, you'll hit a leadership lid. Leaders are readers, leaders are learners. But you have to make time for it.

4. Create Margin

If you don't intentionally build time to rest, get refueled, and get refocused, you'll never be healthy. Margin also helps plan for the "unexpected". Jesus actually performed the miracle in John chapter 9 on the Sabbath. Had He not been available during His day of rest, He would not have been available for the miracle! Margin is also the number one way to be creative, set goals, and dream.

Your mind needs time to unwind.

5. Find Accountability

Who sees your schedule and helps you say "no" to certain things? You need someone else looking at your schedule whether it's your spouse, your boss, or your direct report.

6. Discern and Determine Who You Can Help

This speaks to our time spent with others. We should invest our time in people but they can also be the ones who drain our time. Jesus instructed His disciples to do just that:

Matthew 10:5-14

Jesus sent out the twelve apostles with these instructions: "Don't go to the Gentiles or the Samaritans, but only to the people of Israel—God's lost sheep. Go and announce to them that the Kingdom of Heaven is near. Heal the sick, raise the dead, cure those with leprosy, and cast out demons. Give as freely as you have received!

"Don't take any money in your money belts—no gold, silver, or even copper coins. Don't carry a traveler's bag with a change of clothes and sandals or even a walking stick. Don't hesitate to accept hospitality, because those who work deserve to be fed.

"Whenever you enter a city or village, search for a worthy person and stay in his home until you leave town. When you enter the home, give it your blessing. If it turns out to be a worthy home, let your blessing stand; if it is not, take back the blessing. If any household or town refuses to welcome you or listen to your message, shake its dust from your feet as you leave.

This may sound harsh, but many times we spend our time investing in people who either don't want help or who don't appreciate your investment. Jesus is saying we must prioritize even the people and relationships in which we invest.

For every person who doesn't receive your ministry; someone else is waiting on it.

Here are 3 people you CAN'T help:

- Those who don't want help

- Those who don't know they need help

- Those who want you to help them in their own way

In closing, being in ministry, especially pastoral ministry, or high level leadership you will be faced with these decisions on how to invest your time. Good leaders are good managers. Everything we have has been given to us: gifts, relationships, money, influence, opportunities, and life itself. How we manage it is up to us. Burnout happens not because we're too busy. Burnout happens because we aren't living with the "why" in mind. Once we start living with the "why", we will learn to manage the "how".

TIME MANAGEMENT FACTS AND FIGURES

by Donald E. Wetmore

During the last twenty years, after making over 2,000 presentations around the world, I have gathered some interesting facts and figures about Time Management and Personal Productivity for your use and enjoyment.

There will be 2.2 million deaths in this country this year. 75% are from causes that are largely preventable.

There will be 2 million marriages in this country this year and 1 million divorces.

95% of divorces are caused by a "lack of communication".

The average working person spends less than 2 minutes per day in meaningful communication with their spouse or "significant other".

The average working person spends less than 30 seconds a day in meaningful communication with their children.

80% of employees do not want to go to work on Monday morning. By Friday, the rate only drops to 60%.

The average person uses 13 different methods to control and manage their time.

The average person gets 1 interruption every 8 minutes, or approximately 7 an hour, or 50–60 per day. The average interruption takes 5 minutes, totaling about 4 hours or 50% of the average workday. 80% of those interruptions are typically rated as "little value" or "no value" creating approximately 3 hours of wasted time per day.

On an average day, there are 17 million meetings in America.

By taking 1 hour per day for independent study, 7 hours per week, 365 hours in a year, one can learn at the rate of a full-time student. In 3–5 years, the average person can become an expert in the topic of their choice, by spending only one hour per day.

95% of the books in this country are purchased by 5% of the population. 95% of self-improvement books, audio tapes, and video tapes purchased are not used.

97% of workers, if they became financially independent, would not continue with their current employer or in their current occupation.

20% of the average workday is spent on “crucial” and “important” things, while 80% of the average workday is spent on things that have “little value” or “no value”.

In the last 20 years, working time has increased by 15% and leisure time has decreased by 33%.

A person who works with a “messy” or cluttered desk spends, on average, 1 1/2 hours per day looking for things or being distracted by things or approximately 7 1/2 hours per workweek. “Out of sight; out of mind.” When it’s in sight, it’s in mind.

The average reading speed is approximately 200 words per minute. The average working person reads 2 hours per day. A Speed Reading course that will improve the reading rate to 400 words per minute will save an hour per day.

90% of those who join health and fitness clubs will stop going within the first 90 days.

9 out of 10 people daydream in meetings.

60% of meeting attendees take notes to appear as if they are listening.

40% of working people skip breakfast. 39% skip lunch. Of those who take a lunch break, 50% allow only 15 minutes or less.

It takes approximately 30 days to establish a new physical or emotional habit.

The average worker sends and receives 190 messages per day.

The average American watches 28 hours of television per week.

78% of workers in America wish they had more time to “smell the roses”.

49% of workers in America complain that they are on a treadmill.

Angry people are twice as likely to suffer a heart attack as a person in better control of their emotions.

75% of heart attacks occur between the hours of 5:00 a.m.-8:00 a.m., local time.

More heart attacks occur on Monday than on any other day of the week.

25% of sick days are taken for illness. 75% of sick days are taken for other reasons.

95% of the things we fear will occur, do not occur.

Taking 5 minutes per day, 5 days per week to improve one’s job will create 1,200 little improvements to a job over a 5 year period.

1 out of 3 workers changes jobs every year.

1 out of 5 people moves every year.

70% of American workers desire to own their own business.

75% of American workers complain that they are tired.

The average worker gets a 6 hours and 57 minutes of sleep per night.

80% of “Crisis Management” events are preventable.

The average worker spends 35 minutes per day commuting.

When someone is asking for our time for a meeting, 80% of the time, there is an alternate date and time that will be acceptable.

Good Time Managers do not allocate their time to those who “demand” it, but rather, to those who “deserve” it.

The most powerful word in our Time Management vocabulary is “no”

70% of business and professional people use a “to do” list on a regular basis to administer their “have to’s”.

5% of business and professional people use a “to do” list on a regular basis to administer not only their “have to’s”, but also their “want to’s”.

“If you want to get something done, give it to a busy person.”

It almost always takes twice as long to complete a task as what we originally thought it would take.

“A project tends to expand with the time allocated for it.” If you give yourself one thing to do, it will take all day. If you give yourself two things to do, you get them both done. If you give yourself a dozen things to do, you may not get 12 done, but you’ll get 7 or 8 completed.

Delegation is an unlimited method to multiply time for achieving results.

The hardest part about delegation is simply letting go. “If you want a job done right, you have to do it yourself.”

1 hour of planning will save 10 hours of doing.

Hiring a college student to do routine tasks (grocery shopping, yard work, household chores, etc.) will free up as much as 20 hours per week for the average person to devote to more productive uses.

The average person today (1999) receives more information on a daily basis, than the average person received in a lifetime in 1900.

The “20/80 Rule” tells us we will typically accomplish 80% of our results through 20% of our effort. The other 20% of additional results comes from about 80% of additional effort.

“Stressed” spelled backwards is “desserts”.

We retain 10% of what we read. We retain 20% of what we hear. We retain 30% of what we see. We retain 50% of what we hear and see. We retain 70% of what we say. We retain 90% of what we do.

Half of what is known today, we did not know 10 years ago. The amount of knowledge in the world has doubled in the last 10 years. And it is said to be doubling again every 18 months.

Time Management is not doing the wrong things quicker. That just gets us nowhere faster. Time Management is doing the right things.

“If you always do what you’ve always done, you always get what you’ve always got.” To change our output, we must change our input.

Dr. Donald E. Wetmore-Professional Speaker

Discussion Questions:

1. After reading the 2 articles, what did you learn most about your own time management issues?
2. What are 2-3 action steps you can take to start managing your time in a healthier way?
3. What are some ways that you tend to “spend” time that is not a wise investment? Discuss.
4. Do you struggle creating margin in your schedule? Why or why not?

Experience: A Time to Try

The following exercise(s) are designed to help reinforce the principles you are learning about this competency. Complete each assignment listed.

1. Ask 3 people (if you have a spouse, they need to be one of them) that your schedule affects the most about their perspective on how you manage your time. Then answer the questions according to your own perspective. Ask them and yourself these questions:
 - Am I consistently late to things?
 - Am I a procrastinator?
 - Would you say that I say “yes” to way too much?
 - Do you think I have margin in my life? (time for rest/activities)
 - Do I spend time during the week learning or reading about my area of leadership or gifting?
 - Do you waste time on relationships that are draining?
 - Am I good at keeping things within their time allotment? Meetings, appointments, etc.
 - Would you consider me a “doer” or someone who empowers well?
 - What areas do you see that I spend time unwisely? (loaded question, right?)
 - Would you say my time investment leads to my gifts being used, God getting the glory, and people being helped? Explain.
 - Do I do a good job of communicating what I have going on in my week to week schedule? Explain.

Describe the results of your assignments below:

Evaluate: A Time to Talk

To guide your conversation with your mentor, discuss your response to the following:

1=Strongly Disagree 5=Strongly Agree

Building a healthy schedule comes naturally for me.

1 2 3 4 5

I have no problem saying “no” to things.

1 2 3 4 5

I find myself wasting time during the day doing unproductive things which causes me to procrastinate.

1 2 3 4 5

I am normally on time or early to appointments or meetings.

1 2 3 4 5

I do a good job of creating margin in my week.

1 2 3 4 5

I do a good job of working on priorities first and foremost.

1 2 3 4 5

I do a good job of having someone keep me accountable to my schedule.

1 2 3 4 5

I do a good job of not letting people be “time drainers” in my life.

1 2 3 4 5

My time is spent on living out my purpose and I feel fulfilled by the end of the week.

1 2 3 4 5

Equip: Put it All Into Action

1. Create a list of 3-5 Roles that you feel you are called to live out. An example would be: (Christ follower, Husband/Wife, Father/Mother, Leader, Employee, etc.)
2. Now, create a to do list, a calendar, and a Weekly Planner that reflects your major roles. That should include day of the week, time of day, and priorities. Also, create margin or down time in your planner. We will go over your planner in our corporate session.
3. Assign at least 2 people as your “Time Accountability” Partner. These are the people you will start sending your weekly planner to in order to help you not only accomplish what’s on your list, but to help you say “no” to the things that aren’t priorities or a part of your roles.

Assessment:

Name: _____

To be completed by mentor after training for this competency is completed and discussed with apprentice.

1=Strongly Disagree 5=Strongly Agree

Demonstrates a priority with time management.

1 2 3 4 5

Demonstrates a priority on being on time for appointments, meetings, etc.

1 2 3 4 5

Not only manages time well, but honored other people's time as well.

1 2 3 4 5

They communicate well and in a timely manner.

1 2 3 4 5

Does a good job of creating margin in their schedule.

1 2 3 4 5

Dependable and trustworthy with a time sensitive project.

1 2 3 4 5

Invests their time with the "why" in mind.

1 2 3 4 5

Demonstrates the desire for accountability in their life for time management.

1 2 3 4 5

NOTES