

TRAITS OF A VALUES-DRIVEN LEADER

SERGIO GUARDIA

EXERCISE

The following scenario is pulled from our Send Network tTraining. Read through the scenario and apply what you learned from Sergio's video.

The City Church

Characters

- **Jim** is the lead pastor of the church. He and his family moved to Westfield 10 years ago. After living there for about five years, Jim and his wife realized God was calling them to plant a church. The church started with a missional community with some of Jim's neighbors and co-workers. Jim has been leading the church in passionately serving and loving their community in every way they can.
- This is a story about **Bill, Sue and Jeff** – three members Jim has gathered to help with the church plant.
- **Bill** serves as the director of ministries at the church. Bill and Jim met in seminary and remained friends after graduation. Jim told Bill God was calling him to plant a church in Westfield. Bill was on staff at a large church that was recognized as one of the fastest-growing churches in North America. Bill began praying about moving to Westfield to help Jim. A year later, he and his family moved to the community.
- **Sue** and her husband both grew up in Westfield. Sue's husband and Jim worked together before Jim stepped out to plant full time. Sue and her husband were part of the first missional community. Sue works at a bank in Westfield. She has been volunteering to handle the finances for the church since the beginning of the plant.
- **Jeff** is a longtime resident of Westfield. He is one of Jim's neighbors who was part of the first missional community. Jeff works as a consultant for large retail companies. He oversees the missional communities for the church plant.

Background

The church plant is now 4 years old and meets weekly in one of the elementary schools in the Westfield community. Jim likes meeting in the school because they have made great inroads into the community through serving the school. The church is experiencing growth pains and decide how to proceed to meet their growth challenges. The mission of City Church is "Love God, Love People, Make Disciples." The Core Values are "Make Bold Moves, Display Irrational Generosity, Multiply through Sending."

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and review our values. Then I want us to think through options. We won't make a decision today. I just want us to get some of our best thinking on the table. Then we will spend some time praying about it individually and come back next week to decide what direction we will go.

The challenge we're facing is that we've seen 20% growth since January. Many of the new people are from this community. They were previously unchurched and not many of them are giving at this time. During the past four weeks, our children's spaces have been overflowing. It's been tough on the volunteers because it's too many kids in a small space. We also are hitting about 75% capacity in our auditorium. So we do have some space to grow, but not much.

Our missional communities have more than ever caught the vision of transforming our city. They are loving their neighbors and we're seeing some great connections with lost people. There's a good chance that when autumn hits, we will see an even greater increase in our weekend attendance. That is the challenge we're facing. If we don't address it, we won't be able to effectively reach new people.

Now, before we discuss options, let's review our values. OK, everybody share one of our values.

Bill: We make bold moves.

Sue: We demonstrate irrational generosity.

Jeff: We multiply by sending.

Jim: Great. Okay, what are our options for facing this challenge?

Sue: I think it's time to go to two services. It makes sense financially. We're paying rent on the building already. It wouldn't cost us any more to do 9:30 and 11:00 services. This would alleviate some of the pressures on the children's classes, and it would give us more space in the auditorium.

Bill: That's true, but I'm afraid our services won't balance out if we go that route. What if everyone comes to one service? Then what if the other feels so small that people won't want to come back? They will feel like BBs in a pop can!

Jeff: (laughs) That's an interesting expression! I don't think I've heard that one before!

Bill: You know the stewardship team has been thinking five years out. They recently did a study to see what buildings might be available in the area. One of the guys on the team is a realtor and he found a building we probably could afford to purchase.



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Jim: Right. Remind me again. Where is it located?

Bill: It's about five miles from here in the Crossroads area.

Jim: OK, you guys know I want to do what God is calling us to do. But you also know I've been very resistant to thinking about a building for 10 years if possible. My biggest fear is that if we start focusing on a building, we will lose focus on our value of multiplying through sending. I know there is a big need for an evangelical church in the Crossroads area. However, if we move there, I'm afraid we will give up the ground we've gained here. I know we have one missional community in that area. Once we get three going in that area, we could actually plant another church there, so we can keep our focus here.

Bill: I hear what you're saying, but at the same time we have established three strong missional communities in this area. They're the ones who are loving the neighbors here. It's not the worship service that's winning and keeping people. Missional communities are making the impact here in this community.

Jim: Good point.

Sue: I love the thought of having our own facility. But I have two concerns. First, I don't want those in this community to feel as if we are abandoning them by moving over to Crossroads. Second, if we buy a building at this stage, I'm afraid we will be directing people's generosity toward a building instead of people. Our people have really caught the vision of being irrationally generous. I think one of the biggest reasons is because they know their gifts are going to help people in this community and not toward a building.

Jeff: I agree with Sue on that.

Bill: Another option is that we could look into renting a bigger facility in this area that would be big enough to keep us in one service.

Jeff: I'm afraid of what a larger facility and larger service will do for the culture we have right now. Our missional communities and smaller facility allow for people to really know one another. This prevents anyone from being "lost in the crowd." How would we keep that culture in a larger facility with one large service? I think we need to look at two services in our current space to keep the small community feel for our people.

Jim: Good thoughts. We just listed three options: 1) go to two services, 2) purchase the Crossroads property and move and 3) rent a bigger facility here in Westfield and stick to one service. I want us to talk through even more about the pros and cons of each option. However, if you had to decide right now, which one would you choose? How does that decision best reflect our values?



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Conclusion

The discussion continued for another 45 minutes as the team fleshed out the pros and cons of each option. While they didn't make a final decision that day, they did get a very clear sense of which option best aligned with their values.

- What traits do you see Jim exhibiting that flow from his values?
- How might his team have not been operating from a clear sense of their values?
- How would you have changed the conversation or shaped it based on your values?
- On a scale of 1-5, how strong are you as a values-driven leader? What steps could you take to develop into or grow as a values-driven leader?