

The Creekstone Leadership Retreat

Session 1 • Gospel-Centered Leadership, or Leading with a Limp

"A good leader will, in time, disappoint everyone." ~ Dr. Dan Allender

I. WHEN YOU THINK OF LEADERS & LEADERSHIP, WHAT IMAGES COME TO MIND?

A. Jesus on leadership– Mark 10:42-45

42 And Jesus called them to him and said to them, "You know that those who are considered rulers of the Gentiles lord it over them, and their great ones exercise authority over them. **43** But it shall not be so among you. But whoever would be great among you must be your servant, **44** and whoever would be first among you must be slave of all. **45** For even the Son of Man came not to be served but to serve, and to give his life as a ransom for many."

B. Application: *what will it mean to give my life? to use my gifts/talents for the benefit of others rather than self-promotion?*

II. WE NEED LEADERS WHO LIMP

A. Genesis 32:22-32

- Background
- Brokenness
- Change

B. "We achieve brokenness by falling off of our throne. To be broken is not a choice; it is a gift." ~ Dr. Dan Allender

C. What do you think about that quote? Is brokenness really a gift? Why or why not?

D. How does the cross both *break us* and *heal us*?

III. WHAT ARE SOME IMPLICATIONS OF GOSPEL-CENTERED, LIMPING LEADERSHIP?

A. With regard to identity & motive- "A [*limping*] leader is no longer driven by the need to impress people or to secure their approval." ~ Dr. Dan Allender

B. With regard to teamwork...

D. With regard to making mistakes...

E. With regard to the expectations of others...

E. With regard to receiving correction and rebuke...

F. Other?

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Session 2 • Personality Type and Leadership Style

“Can’t we all just get along?” ~ Rodney King

I. DID YOU KNOW? *Much of the New Testament was written to address problems in the Church, including conflict*

II. A KEY PASSAGE--> Ephesians 4:1-6, *“1 I therefore, a prisoner for the Lord, urge you to walk in a manner worthy of the calling to which you have been called, 2 with all humility and gentleness, with patience, bearing with one another in love, 3 eager to maintain the unity of the Spirit in the bond of peace. 4 There is one body and one Spirit--just as you were called to the one hope that belongs to your call-- 5 one Lord, one faith, one baptism, 6 one God and Father of all, who is over all and through all and in all.”*

III. FIVE TYPES OF PEOPLE [Quotes from Alan Nelson and Gene Appel, *How to Change Your Church without Killing It* (Nashville, TN: W Publishing Group, 2000)]

- A. **Creators...** represent 2-5% of the population, tend to be the folks who are “the out-of-the-box thinkers, artists, inventors... who have very little loyalty to history... [and] tend to thrive on new ideas and bore easily with the commonplace.” These are the God-given irritants of the status-quo, ministry as usual context, who “drive us to become... more devoted to [God’s] objectives rather than our own.”
- B. **Progressives...** represent 10-20% of the population, are wired not so much to be the originators of new ideas, but rather be the promoters of new ideas, granting that the new ideas are reasonable and will genuinely help the church fulfill her mission.
- C. **Builders...** represent 25-40% of the population, are stabilizers, usually “level-headed and not prone to knee-jerk reactions.” They are effective in carrying out new ideas when convinced the new way is the better way.
- D. **Foundationals...** also represent anywhere between 25-40% of the population, “prefer to keep things as they are... [and] help us avoid losing our past values and meaningful history.” They tend to be more wary about change than the Builders. While some see the Foundationals as being “old-fashioned, closed-minded and resistant to change,” they believe that they are “strengthening the future by preserving the past.” These folks are usually very dependable and consistent.
- E. **The Anchors...** represent 10-20% of the population, love heritage, routine and ritual. “Just as a pendulum requires an equal weight to bring it back to the center, Anchors keep us from flying off into wrong directions and also from prematurely implementing a change before thinking through the process and outcomes.”

IV. THE PROBLEMS CAUSED BY NOT UNDERSTANDING PERSONALITY & TEMPERAMENT TYPE DIFFERENCES

- A. In ministry
- B. In marriage
- C. At work, etc.

V. DISCOVERING YOUR DISC PROFILE

DISC type	Description
Dominant (Direct, Driver, Demanding, Determined, Decisive, Doer)	Independent, persistent, direct. Energetic, busy, fearless. Focus on own goals rather than people. Tell rather than ask. Ask 'What?'
Influential (Inducement, Inspiring, Impressive, Interacting, Interesting)	Social, persuasive, friendly. Energetic, busy, optimistic, distractible. Imaginative, focus on the new and future. Poor time managers. Focused on people than tasks. Tell rather than ask. Ask 'Who?'
Steady (Submissive, Stable, Supportive, Shy, Status quo, Specialist)	Consistent, like stability. Accommodating, peace-seeking. Like helping and supporting others. Good listeners and counselors. Close relationships with few friends. Ask, rather than tell. Ask 'How?' and 'When?'
Conscientious (Cautious, Compliant, Correct, Calculating, Concerned, Careful, Contemplative)	Slow and critical thinker, perfectionist. Logical, fact-based, organized, follows rules. Don't show feelings. Private. Few, but good friends. Big-picture, outlines. Ask 'Why?' and 'How?'

VI. UNDERSTANDING PERSONALITY & TEMPERAMENT DYNAMICS

	being looked at			
looking	D	I	S	C
Positive	respect, producer	plausible, persuasive	warm, friendly, reliable	accurate, precise
D →				
negative	competition, threat	soft, flashy, all talk	boring, slow, subordinate	blinkered, cool, inflexible
+				
I →	objective, driving	mutual admiration	reliable, patient, 'worker'	disciplined, accurate
-	aggressive, rebellious	competition	boring, easily led	obstructive, nit-picking
+				
S →	leader, instigator	energetic, innovator	genuine, fellow, loyal	cautious, perfectionist
-	risk-taker, bully	glib, untrustworthy	too passive, inactive	cold, pedantic
+				
C →	leader, rule-maker	front-man, motivator	listener, reliable	factual, detailed
-	shoddy, too hasty	illogical, superficial	soft, weak	possible threat

VII. PRACTICING COLOSSIANS 3:12-14

“12 Put on then, as God's chosen ones, holy and beloved, compassionate hearts, kindness, humility, meekness, and patience, 13 bearing with one another and, if one has a complaint against another, forgiving each other; as the Lord has forgiven you, so you also must forgive. 14 And above all these put on love, which binds everything together in perfect harmony.”



The whole church watched with nervous anticipation as the visitors sat where the Martins have sat for 42 years.

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Session 3 • The Leader as Equipper

“Give a man fish and he eats for a day. Teach him to fish, and he eats for a lifetime.”
~ Confucius

- I. **A KEY PASSAGE is Ephesians 4:11-16**, “**11** And he gave the apostles, the prophets, the evangelists, the shepherds and teachers, **12** to equip the saints for the work of ministry, for building up the body of Christ, **13** until we all attain to the unity of the faith and of the knowledge of the Son of God, to mature manhood, to the measure of the stature of the fullness of Christ, **14** so that we may no longer be children, tossed to and fro by the waves and carried about by every wind of doctrine, by human cunning, by craftiness in deceitful schemes. **15** Rather, speaking the truth in love, we are to grow up in every way into him who is the head, into Christ, **16** from whom the whole body, joined and held together by every joint with which it is equipped, when each part is working properly, makes the body grow so that it builds itself up in love.”

II. WHAT IS THE DIFFERENCE BETWEEN *EQUIPPING* AND *DELEGATING*?

III. THE FOUR STEPS IN THE EQUIPPING/COACHING PROCESS

1. Tell (information- the what)
2. Show (illustration- the how)
3. Watch (observation)
4. Review (constructive feedback: *what went well? what could be improved?*)

IV. WIDE RANGING APPLICATIONS: *Church, Family, Work, etc.*

V. THE IMPORTANCE OF EVALUATION

1. The leader evaluates commitment: *3 levels of commitment*
 - (1) High commitment
 - (2) Moderate commitment
 - (3) Low commitment
2. The leader evaluates progress: *3 phases of development*
 - (1) The directing phase (*the leader gives instructions*)
 - (2) The supporting phase (*the leader gives support*)
 - (3) The delegating phase (*the leader gives freedom*)

Progress: Directing → Supporting → Delegating

 - (4) Are there times to go backwards? When?

VI. APPLICATION: *The Significance of Communication*

1. What would make this process go bad and derail?
2. What would make it work?

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Session 4 • The Leader and Teamwork

*“A chord of many strands is stronger than individual strings.”
~ A really smart guy*

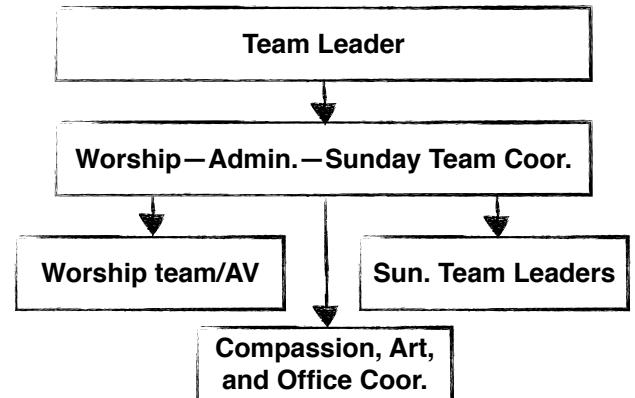
- I. AGAIN, Ephesians 4:11-16,** *“11 And he gave the apostles, the prophets, the evangelists, the shepherds and teachers, 12 to equip the saints for the work of ministry, for building up the body of Christ, 13 until we all attain to the unity of the faith and of the knowledge of the Son of God, to mature manhood, to the measure of the stature of the fullness of Christ, 14 so that we may no longer be children, tossed to and fro by the waves and carried about by every wind of doctrine, by human cunning, by craftiness in deceitful schemes. 15 Rather, speaking the truth in love, we are to grow up in every way into him who is the head, into Christ, 16 from whom the whole body, joined and held together by every joint with which it is equipped, when each part is working properly, makes the body grow so that it builds itself up in love.”*
- II. IN YOUR OPINION, WHAT ARE SOME OF THE GREATEST TEAMS IN HISTORY?**
- III. SOME KEY PRINCIPLES FOR EFFECTIVE TEAMWORK¹**
1. Shared values unite the team (the law of identity)
 2. Vision breeds enthusiasm (the law of high morale)
 3. The overall goal is more important than my individual role (the law of the big picture)
 4. Nevertheless, each role is important (the law of the niche)
 5. As the challenge escalates, the need for teamwork elevates (the law of Mt. Everest)
 6. Rotten attitudes ruin a team (the law of the bad apple)
 7. Interaction fuels action (the law of communication)
 8. To achieve a goal, a team must pay a price (the law of the price tag)
 9. Investing in the team compounds over time (the law of dividends)
- IV. MAKING IT PRACTICAL**
1. How can these principles be applied in various contexts?
 2. Which principles are particularly important?
- V. PHILIPPIANS 2:1-11,** *“1 So if there is any encouragement in Christ, any comfort from love, any participation in the Spirit, any affection and sympathy, 2 complete my joy by being of the same mind, having the same love, being in full accord and of one mind. 3 Do nothing from rivalry or conceit, but in humility count others more significant than yourselves. 4 Let each of you look not only to his own interests, but also to the interests of others. 5 Have this mind among yourselves, which is yours in Christ Jesus, 6 who, though he was in the form of God, did not count equality with God a thing to be grasped, 7 but made himself nothing, taking the form of a servant, being born in the likeness of men. 8 And being found in human form, he humbled himself by becoming obedient to the point of death, even death on a cross. 9 Therefore God has highly exalted him and bestowed on him the name that is above every name, 10 so that at the name of Jesus every knee should bow, in heaven and on earth and under the earth, 11 and every tongue confess that Jesus Christ is Lord, to the glory of God the Father.”*

¹ Principles are from *The 17 Indisputable Laws of Teamwork*, by John Maxwell

Creekstone's Ministry Organization Overview

Team Leader- McKay Caston

Leads volunteer coordinator team (worship, administration, and sunday teams)
 Provides vision and direction
 Leads and teaches main gathering on Sundays
 Teaches youth discipleship
 Leads inquirer's weekends
 Oversees the adult discipleship group ministry
 Equips discipleship group leaders
 Oversees the study center
Reports to Bob Cargo at Perimeter Church



Worship Team Coordinator- Jesse Turk

Plans music for Sundays
 Mentors volunteer worship leaders
 Schedules worship team (leader, instrumentalists and vocalists) in Planning Center
 Equips and oversees sound engineer (who reports to WT Coor./Jesse Turk)
 Equips and oversees visual engineer- Bill Morgan (who reports to WT Coor./Jesse Turk)
 Reports to Team Leader/McKay Caston

Administrative Coordinator/Pastoral Assistant- Matt Stephenson

Assists teaching pastor with misc needs
 Makes deposits
 Equips and oversees the Compassion, Art Gallery and Office Maintenance Coordinators
 Stocks office with supplies (pens, paper, printer ink, etc.)
 Maintains e-mail list (KIT forms)
 Prints and cuts bulletins and KIT forms for Sundays, brings them on Sundays
 Serves as Study Center assistant
 Sermon research assistance
 Reports to Team Leader/McKay Caston

Ministry Team Coordinator- Elijah Merrett

Imports volunteers into Planning Center
 Equips and oversees Sunday ministry teams
 Assisting in recruiting volunteers
 Communicates with Park and Rec staff regarding specific set up needs
 Reports to Team Leader/McKay Caston

● Sunday Set Up Ministry- Janet and Jim Keane

Recruits and equips volunteers
 Schedules volunteers in Planning Center
 Oversee Sunday set up and take down of the greeter table, ministry table, coffee tables, chairs, worship equipment?
 Reports to MT Coordinator/Elijah Merrett

Hospitality Ministry- Joan and Alex Flewellyn

Recruits and equips volunteers
 Schedules volunteers in Planning Center
 Provide/stock coffee table supplies

Reports to MT Coordinator/Elijah Merrett

Offering/KIT Ministry- Tommy Jones

Recruits and equips volunteers
Set out KIT forms and pens in charis
Collects KIT forms
Oversees collection of offering
Reports to MT Coordinator/Elijah Merrett

Children/Nursery Ministry- Kira Barcus

Recruits and equips volunteers
Administers background checks
Schedules volunteers in Planning Center
Stocks children's room and nursery with supplies
Provides sign in forms and other documents to volunteers and parents
Provides curriculum to teachers
Reports to MT Coordinator/Elijah Merrett

Greeter Ministry- Robin Howell

Recruits & equips volunteers (how to set up and run the greeter ministry)
Schedules volunteers in Planning Center (outside and at the table) to hand out bulletins
Stocks greeter table with nametags/pens
Follows up with newcomers
Reports to MT Coordinator/Elijah Merrett

Compassion Ministry Coordinator- ???

Provides awareness of Creekstone needs/opportunities to bless
Provides awareness of community needs/opportunities to bless
Reports to ???

Art Gallery Coordinator- ???

Oversees the art gallery ministry
Evaluates art gallery submissions with Matt Stephenson
Promotes art gallery events
Reports to ???

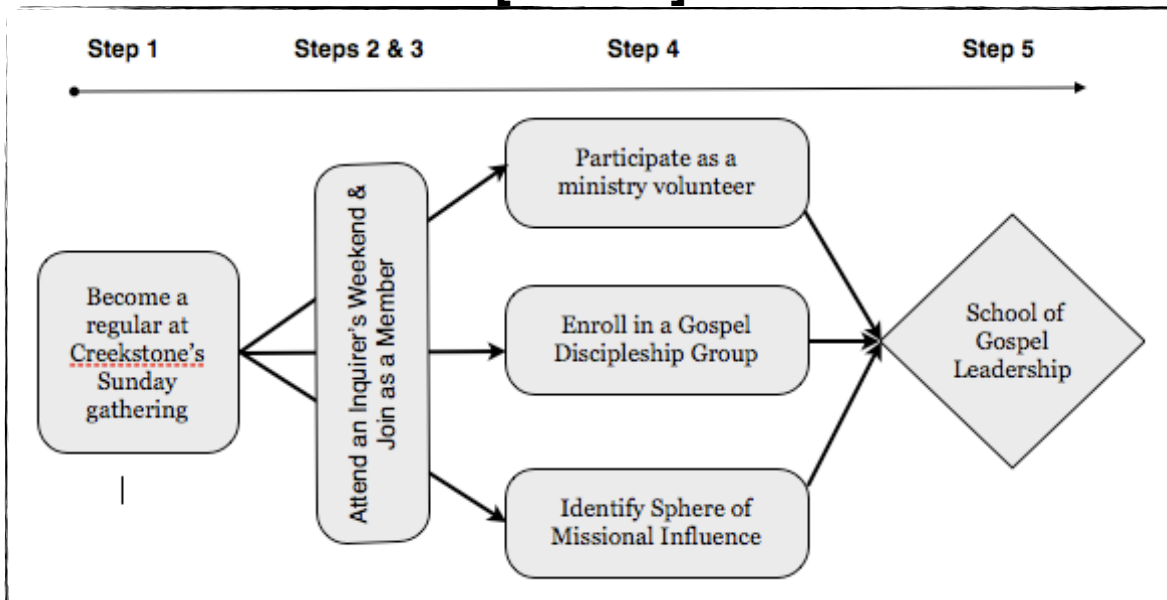
Office Maintenance Ministry Coordinator- ???

Oversees the cleaning of the office
Recruits others to assist
Stocks kitchen and bathroom with supplies
Reports to ???

HOUSEKEEPING NOTES:

1. Serving in leadership is a major commitment. We appreciate the time you give and enthusiasm you share to advance the gospel.
2. If you are unable to serve on a Sunday or for an event, please shift responsibility laterally to someone on your team rather than upward to someone overseeing the ministry. Thanks!

Creekstone's Process for Leadership Development [DRAFT]



- Step 1** Become a “regular” at Creekstone’s weekly Sunday gathering
- Step 2** Attend an Inquirer’s Weekend
- Step 3** Join as a “member”
- Step 4** Participate as a ministry volunteer
Enroll and participate in a discipleship group
Identify and engage your sphere of missional influence
- Step 5** Complete the Creekstone School of Gospel Leadership

We are presently developing a Discipleship Curriculum.² Here is a *potential* scenario:

101 Foundational Gospel Courses

- Christianity Explored
- The Gospel-Centered Life (Thune)
- Sonship/Grace 4 Life (World Harvest Mission)
- Gospel Christianity I (Tim Keller)
- Gospel Christianity- II (Tim Keller)
- Christian Essentials

201 Scripture Courses

- Genesis (Tim Keller)
- Galatians (Tim Keller)
- Romans (Tim Keller)
- Acts (Tim Keller)

301 Christian Life Courses

- Shepherding a Child’s Heart
- Stewardship
- Marriage
- Growing in Faith through the Means of Grace

401 Theology, History & Apologetics Courses

- Systematic Theology (John Frame)
- Apologetics I (*Know What You Believe*, Paul Little)
- Apologetics II (*Know Why You Believe*, Paul Little)
- Christian History (Paul Waibel)

Electives

- Transforming Grace*, Bridges
- The Prodigal God*, Keller
- True Spirituality*, Schaeffer
- The Gospel for Real Life*, Bridges
- Desiring God*, Piper
- Let the Nations be Glad*, Piper
- Dynamics of Spiritual Life*,
- The God Who Is There*, Schaeffer
- Objects of His Affection*, Smith
- From Fear to Freedom*, Rose Marie Miller
- When People Are Big and God Is Small*, Welch
- Shattered Dreams*, Crabb
- The Work of the Holy Spirit*, Winslow
- And many more!

² The curriculum may look very different when completed. This is just a hypothetical to give you an idea.