

Intentional Leadership in Disciple-Making Culture

Series: Culture Eats Strategy

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In order for our church to grow we must develop a Disciple-making culture. We are focused on

- the essential ingredients of such a culture,
- give some direction as to how this culture can evolve and take hold,
- and to explain how “culture eats strategy.”

There are four essential ingredients of such a culture:

- Biblical Foundation of Disciple-Making Culture
- Intentional Leadership in Disciple-Making Culture
- Relational Environments in Disciple-Making Culture
- Reproducible Process in Disciple-Making Culture

Defining Leadership in the Church:

- Elders and Preacher
- Designated Leaders of various ministries (youth, zones, OR, media/tech)
- Volunteers (teachers/other volunteers)
- Any person with influence within the local church
- Parents

There are three ways leaders become intentional in creating a disciple-making culture:

- Living It
- Communicating It
- Pruning It

Living It:

- Culture is more easily caught than taught
- It cannot be programed, it must be lived out.
 - Jesus modeled it:
 - Jesus in John 13, lived it out-washing feet
 - Jesus in John 4, lived it out-teaching the Samaritans
 - Jesus in John 9, lived it out-healing and interacting with the blind man
 - Principles of Living It Out:

- Intentional Leaders Must “Go.” (Matt.28:18-20)
 - Can’t ask others to do what we are unwilling to do
 - Take someone with us
- Intentional Leaders must “Be”
 - Not just “DO” programs
 - BE disciples who make disciples (See yourself this way)
 - Each of us should learn to think and say: “I’m going. Who’s going with me?”
- Intentional Leaders must help people “See”
 - Inviting people into what you are doing helps them to see your example in real life
 - This creates a “live it” mentality.

Communicate It

- Define your terms (Disciple, disciple-making, relational, transformation, On Mission, et)
- Repeat them over and over, and then repeat them again.
 - Jesus does this throughout His ministry-making clear why He is here
- In order to communicate disciple-making values:
 - Be clear and concise (or else people get confused about the mission)
 - Ask questions to check for understanding
 - Use testimonials (Reports from the Field)

Prune It

- John 15:1-11, The concept of pruning for fruit
- In a disciple-making culture we have to honestly assess those things within our church and within our lives that either contribute to making disciples or do not.
 - Assessing church programs, budgets, and styles
 - Assessing our lifestyles: how we spend our time, money, energy, talent.
- It begins with me-it begins with you. But, if we prune:
 - Trust that fruit will come
 - Remember it is a process
 - Stick to it

Culture Eats Strategy

The leadership of the church must decide if we are willing to pay the price to grow. To do the same thing over and over again expecting different results is insanity. If we think we can grow without fundamental, systemic, intentional, spiritual, and consistent change in

thinking and action, we are deceived. Unless the culture of the church changes, no strategy will make things grow. Sustained growth requires sustained culture. Raising children: the only way I could expect my children to grow up to be responsible adults was to model responsibility day in and day out, communicate clearly and concisely what it means to be responsible, and get rid of anything that did not contribute to them turning out to be responsible adults. Now they are doing that with their children-and that is what discipleship is.

I come back to praying and fasting. Are we willing to build a culture of prayer and fasting at Central? Is the growth of this church important enough to you to set aside time to petition God and to seek His blessing on us, and to ask Him to change us and our culture so that growth can happen?