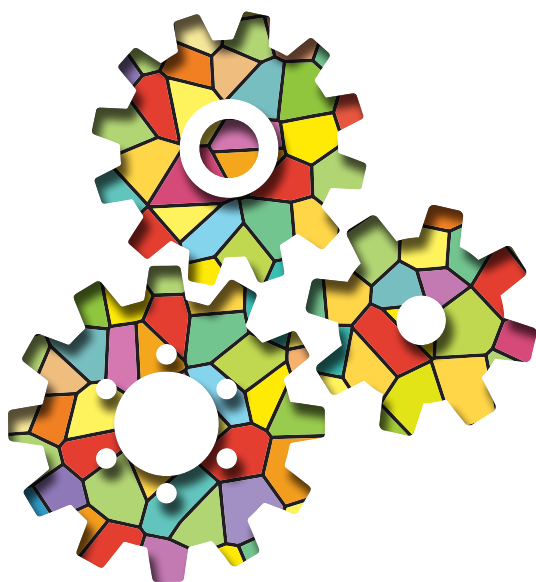


CHURCHWORK

How Leaders & Followers Work Together in the Church



STUDY GUIDE
by Rodney Shaw

Chapter 1

How does understanding leadership as ministry impact the definition of leadership?

How might the following statement shape one's motivations and reorient one's ambition: "*Instead of aspiring to leadership positions, Christians should aspire to faithfulness wherever they are and with whatever responsibilities they have*" (page 7)?

What are some differences between a secular vision-centric model of leadership and a biblical follower-centric version of leadership?

"In churchwork there is no such thing as organizational progress at the expense of or absent from individual progress. Individual followers are the constituent parts that collectively comprise organizational success" (page 9). How does this understanding of progress determine what we measure and how we plan?

Chapter 2

Describe the culture of your church. (Culture includes the stated and unstated qualities, values, priorities, behaviors, norms, traditions, vocabulary, expectations, taboos, geographical location, unique local traditions, weather, etc.)

What makes your church different from other Apostolic churches?

What are the strengths of your church or ministry? What are the weaknesses?

Have there been instances when the stated goals and vision of the church (or a ministry) were superseded by tradition or habit?

“A leader’s primary task is shaping culture” (page 13). As a leader, how are you intentionally shaping the culture you lead?

In a healthy organization, the leader is *“continually pointing others to something other than himself—a vision, a mission, or a set of values”* (page 15). As a leader, how can you connect people to the culture of your organization?

“The primary questions in churchwork are: What kind of place will this place be? and What kind of people will we be?” (page 11). Complete the following statement as a group exercise with your ministry team:

We want an organization that _____

Chapter 3

Are the established policies and procedures in your church directly connected to shaping and maintaining a particular kind of culture, or are they merely operational and intended to maintain compliance?

Do your team members understand the *why* behind your policies?

Are the stated values and vision of your organization codified in policies, procedures, and systems, or are they something other than the policies, procedures, and systems? (Does the structure match the vision?)

As a leader, how can you ensure your followers feel safe?

Have you witnessed moments when a leader was transparent with his or her followers? If so, describe the experience and the impact it made on the followers.

Do you tend to be transparent with your leaders, followers, and teammates or guarded and defensive? Why?

Chapter 5

“Influence resulting from our position (our power) can only take us so far, but influence that results from earned trust is much stronger. . . . Trust is built upon the four pillars of servitude, faithfulness, competence, and love” (pages 35–36). How do positional influence and influence built on trust each work out in the life of a leader? When and how can you use each?

Whom do you trust as a leader, and how did he or she earn your trust?

Since trust is built on *servitude, faithfulness, competence, and love*, what are some steps you can take, or disciplines you can practice, in your current context to show you are *trustworthy*?

Cite an example when loving someone was the best leadership strategy. What was the outcome?

Chapter 6

“Volunteers are more than agents who accomplish work on behalf of leaders. They are people who need to be disciplined, connected to the church, and given an opportunity to exercise their God-given gifts. . . . Volunteers are not given to leaders for organizational gain. Leaders are given to volunteers so they can do the work of the Kingdom. (See Ephesians 4:11–12.) Volunteers are the church” (page 46).
How does this truth shape organizational values, vision-casting, and the way we look at work and volunteers?

Have you found the following statement to be true, and if so, have you seen people change their perspective after becoming involved? *“People tend to criticize what they do not understand and what they are uninvolved in”* (page 47).

Write out a plan to create a “deep bench” of volunteers using the recommendations on page 51 as a starting point.
