

NEW YORK TIMES BESTSELLING AUTHOR
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LEAD LIKE IT MATTERS

7 Leadership Principles for a Church That Lasts

A PDF COMPANION TO THE AUDIOBOOK

ZONDERVAN BOOKS

Lead Like It Matters

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CHAPTER 1

Some Have *It*, Some Don't

Questions for Discussion or Reflection

1. Have you ever visited a church that had everything and yet didn't have *it*? What happened? How did you feel? What can you learn from those experiences?
2. Think about people you know who have *it*. Describe what it is about them that is contagious.
3. Sometimes when another ministry has *it*, a natural response to not understanding *it* is to become critical of it. What ministry do you know of that has *it*? What do you think they do that contributes to it? What do you think you could learn from them?
4. Every ministry has strengths and weaknesses. How does your ministry excel? What part of your ministry is best helping people get *it*? What part of your ministry needs to be developed to better help people experience *it*?

CHAPTER 2

Where Did *It* Come From?

Questions for Discussion or Reflection

1. If a church lacks what most people think you need to have church, yet they have *it*, does this mean that buildings, environments, logos, websites, and so on are not important? Why or why not?
2. Can you think of an example of a church that had *it* and then lost it? Describe what happened. Why do you think that ministry lost it?
3. If you've ever been part of a ministry that had *it*, you knew it. Describe what it felt like. What were some of the qualities that you experienced and appreciated?
4. What part of your ministry has *it*? (Your choir, student ministry, or hospitality ministry might have it.) What factors do you believe contribute to it?

CHAPTER 3

Bringing *It* into Focus

Questions for Discussion or Reflection

1. *It* can be found in all types of churches. Do you agree or disagree? Why?
2. What *it* is not can be fairly obvious. What do you think are some ways of describing what *it* isn't?
3. In the next section of the book, we will discuss qualities that contribute to *it*. Before you look ahead, make a list of a few factors you think contribute to it.
4. What have you focused on that you thought would bring *it* but now you recognize won't? What can you do about it?

CHAPTER 4

Vision

Questions for Discussion or Reflection

1. Proverbs 29:18 says, “Where there is no vision, the people perish” (KJV). Describe an area of your ministry that is struggling because it lacks vision.
2. Can you pinpoint an area (or areas) in which your ministry has drifted from your vision? What do you need to do to pull it back to the center?
3. Can you clearly define your vision? Why does your ministry exist? Don’t skim over these questions. You might want to put the book aside and pray for a while. Make sure you can answer this before you go on: What has God uniquely prepared your ministry to accomplish?
4. There are three levels of vision buy-in. Some believe in the vision enough to benefit from it. Others believe in it enough to contribute comfortably. Ideally, people believe in the vision enough to give their lives to it. What percentage of your staff is at the third level? What about the people in your ministry? What can you do to increase the number of those who will give their lives for God’s work?

CHAPTER 5

Divine Focus

Questions for Discussion or Reflection

1. Jim Collins writes about the “hedgehog principle.” Look carefully at the people God has put around you, the resources you have available to you, and the people who are within reach of your ministry and answer this question: What can we be the best in the world at?
2. Good can be the enemy of the great. As you narrow in on what you are great at, what good things on your to-do list need to be switched to your to-don't list?
3. Most churches add and add and add ministries. Maybe it's time to prune the vine. If you had to remove one part of your ministry today, what would it be?
4. What few ministries are necessary to fulfill your vision? If you could do only a few things for the greatest ministry return, what things would you do?

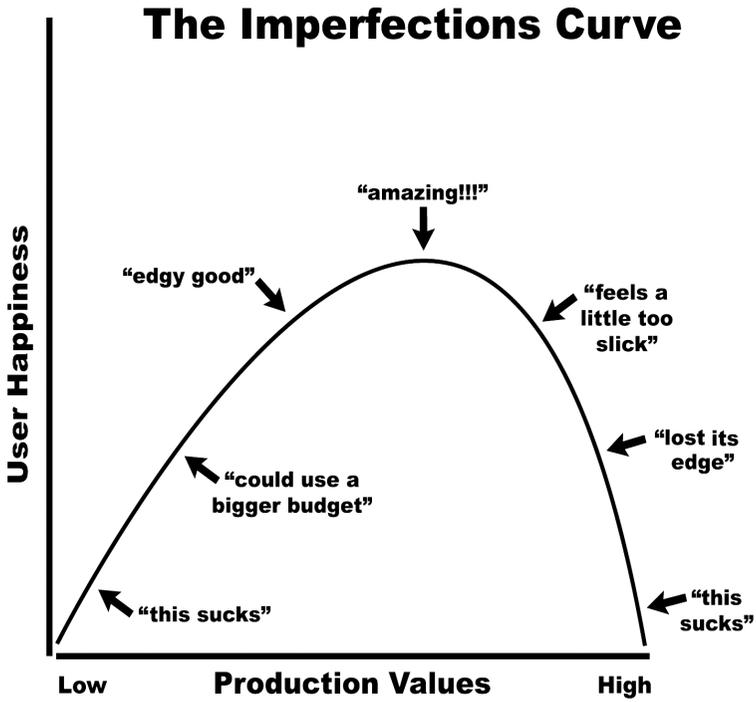
Unmistakable Camaraderie

Questions for Discussion or Reflection

1. Many people are striving for independence rather than learning to be interdependent. How are the people in your ministry growing together and becoming more dependent on God and one another? How are those around you isolating and becoming more independent? What needs to be done to make improvements?
2. Teams that have *it* enjoy it together. They have a blast with each other. How is your organization fostering great team spirit? What are you doing in your everyday interactions that everyone enjoys? What are your plans to develop camaraderie?
3. How well do your team members know one another? Would people describe your organization as a caring environment? How many of your team members have refrigerator rights at your house? What could you do to invite more people into your life and the heart of the team? Do you have a best friend at work? How would your other team members respond to that question?
4. How well do your team members understand the big picture? Do people know the value of their role and see how it fits in the grand scheme? Or do they feel like they're just doing a job? Are your team members competing for resources or completing each other? Explain. What can you do to better paint the vision and show value to those who are serving?

CHAPTER 7

Innovative Minds



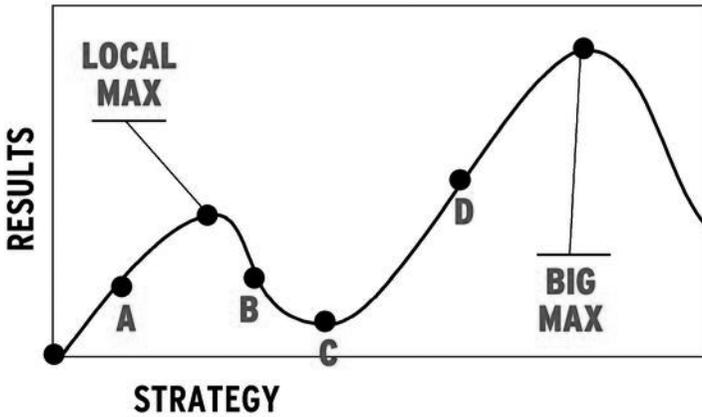
Questions for Discussion or Reflection

1. Many churches make excuses for not trying something new. Some believe they don't have creative people. Others claim they lack resources. Which of these excuses has affected your ministry? Remember, you have everything you need to do what God wants you to do. What resources (people, buildings, technology) are underutilized? What is God showing you?
2. Does your ministry community encourage innovation? If so, what factors drive ministry innovation? If not, what is stopping innovation? What can you do to change the culture and encourage creative forms of ministry?
3. Have you hit something in your ministry that appears to be an obstacle? For the next ten minutes, brainstorm solutions. No idea is a bad idea. During your brainstorming, don't let anyone say, "Yes, but . . ." On every idea that comes up, force people to say, "Yes, and . . ."
4. What idea has been simmering inside you? Is God calling you to do something new that may be hated for a while but changes lives for years to come? What are you going to do about it?

CHAPTER 8

Willingness to Fall Short

Failing Past Your Local Max



Questions for Discussion or Reflection

1. Describe the “failure culture” at your ministry. Is strategic failure strongly discouraged, quietly tolerated, or publicly embraced?
2. Is your ministry becoming more faith filled or more risk averse? When is the last time you took a huge faith risk? What happened? What did you learn?
3. *The Message* version of the Bible offers this summary in Luke 19:26: “Risk your life and get more than you ever dreamed of. Play it safe and end up holding the bag.” In light of this verse, what is God saying to you about your ministry? How are you playing it safe? What risk is God calling you to take? What will you regret if you don’t at least try?
4. Great leaders often ask, “What would you attempt if you knew it couldn’t fail?” Talk with your team about this. If you knew that God would bless anything that you do, what would you attempt?

CHAPTER 9

Hearts Focused Outward

Questions for Discussion or Reflection

1. Do you love people who don't know Christ? Do the leaders of your church? On a scale of one to ten (ten being the highest), what is the evangelistic temperature of your church? Are you willing to lose some people from your church to reach those without Christ?
2. What are you doing to reach the lost? When is the last time you had a lost person in your home? What is the most recent spiritual conversation you had with a nonbeliever? Who are you praying for to receive Christ?
3. Is your church focused more outward or inward? Would a guest clearly understand the gospel after attending your church for one month? Would you bring a nonbeliever to your church every week? Why or why not? If you said no, discuss what needs to change.
4. A great evangelistic ministry should offer both comfort and confrontation. Is your ministry more comforting or confronting? What do you need to do better to offer a balance of grace and truth?

CHAPTER 10

Kingdom-Mindedness

Questions for Discussion or Reflection

1. Do you see other ministries as teammates or as competitors? When a new church or a similar ministry starts close to you, do you feel excited or threatened? Why? What can you do to train your mind to be focused on the kingdom rather than focused inward?
2. Would you be thrilled if God blessed a smaller ministry down the road more than he is blessing yours? Why or why not?
3. Is your leadership focused more on building your ministry or on building God's kingdom? What can you do as leaders to become more kingdom minded? What can you do to help other churches? What do you have that you could give to another ministry? How can you promote kingdom unity with your words?
4. British evangelist, pastor, and author Alan Redpath said, "Before we can pray, 'Lord, Thy kingdom come,' we must be willing to pray, 'My kingdom go.'" How do you think God wants to expand his kingdom through you? Is there any part of your ministry that is more your kingdom than God's kingdom? What in your heart or actions needs to change?

CHAPTER 11

Mindset over Model

Questions for Discussion or Reflection

1. Looking back at your history in ministry or at your church's history, where can you see a trust in models instead of mindset?
2. How have you seen moralistic therapeutic deism be an issue in the lives of Christ followers?
3. Are you and your church people focused? Where do you see people being viewed more as numbers or burdens or targets? How could you move toward viewing people as God's beloved children who matter and need your help?
4. Is your church truly Jesus centered? Where do you see more of a reliance on church-growth techniques or on sermons based on practical advice instead of trusting and preaching Jesus?
5. In what way does your church give people keys? How do you help people (especially those who might be newer) know that they are needed?
6. In what way does your church give teens? How do you help people (especially those who might be newer) know that they are known and loved?

CHAPTER 12

Creating Systems That Empower *It*



Questions for Discussion or Reflection

1. What systems exist in your ministry?
2. Were those systems created intentionally or by default?
3. It has been said that your systems are perfectly designed to get the results they're getting. Are you happy with the results your systems are getting?
4. What new system do you need to create to move you toward your goals?
5. For that system, who needs to do what?
6. How will you reward and correct to reinforce the behavior you're expecting?

CHAPTER 13

Centered around *It*

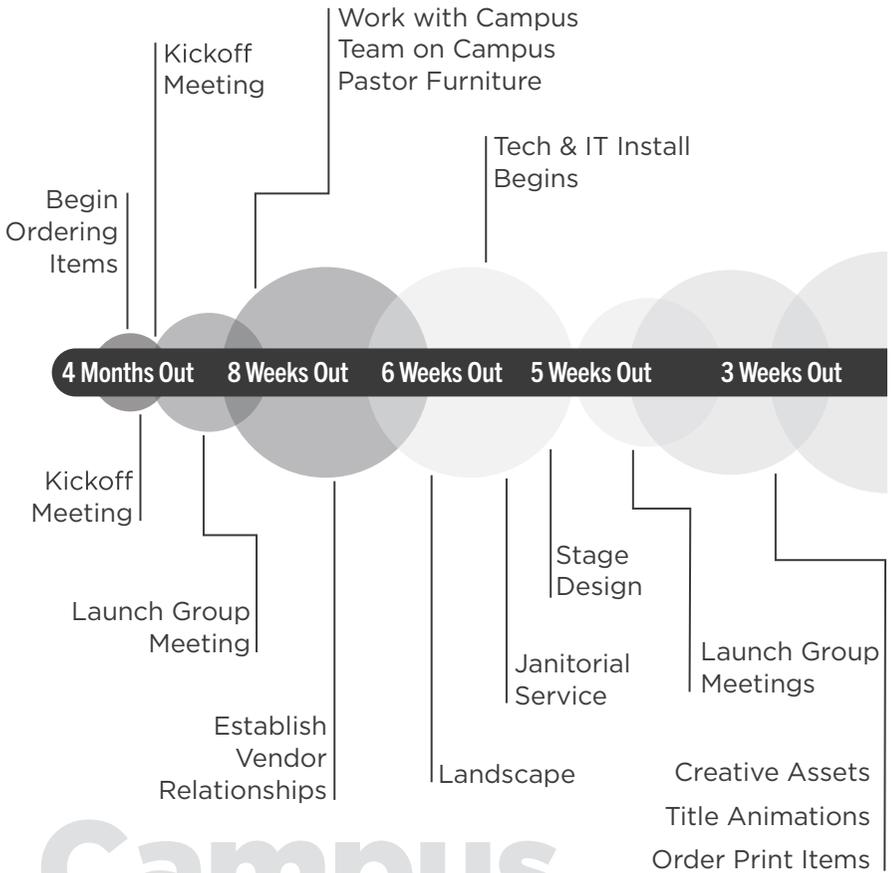


Questions for Discussion or Reflection

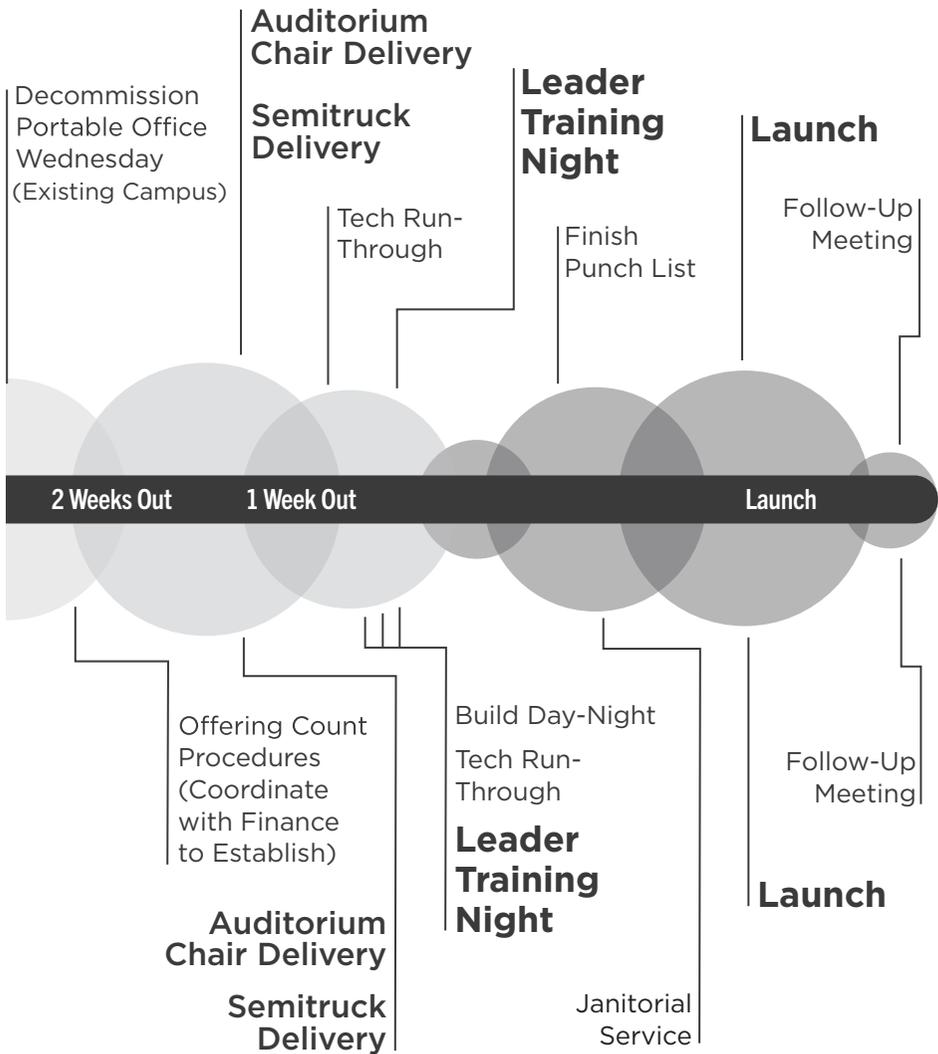
1. Do you find yourself motivating your team (you feel like you are pushing people to do what they don't want to do) or inspiring them (pulling out the best from people's hearts)?
2. If your team understood centered and uncentered leadership, do you think they would describe your leadership as more centered or uncentered?
3. Be honest: Which is the biggest struggle in your leadership—being annoyingly insecure, consistently unpredictable, or distastefully self-absorbed?
4. Whichever is your greatest area of needed growth, what are you going to do about it? Who could help you?

Steps to Launch a New Campus

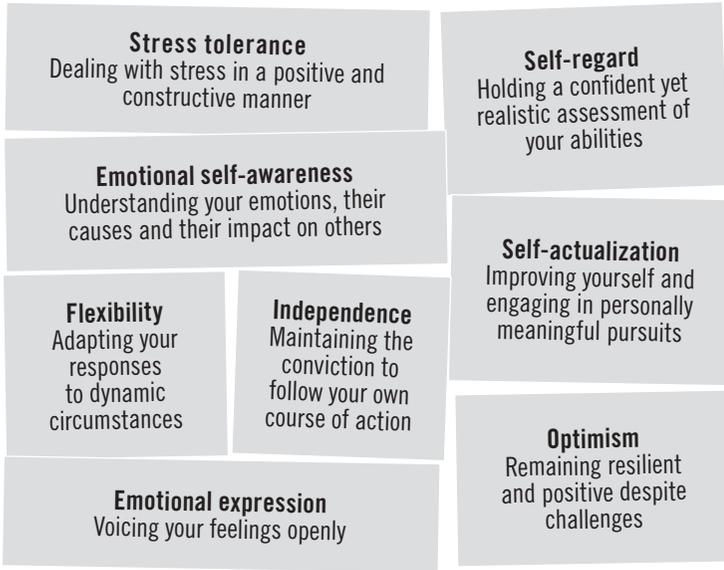
Launch Team



Campus Team



Bain & Company Survey



Developing inner resources

Setting the tone



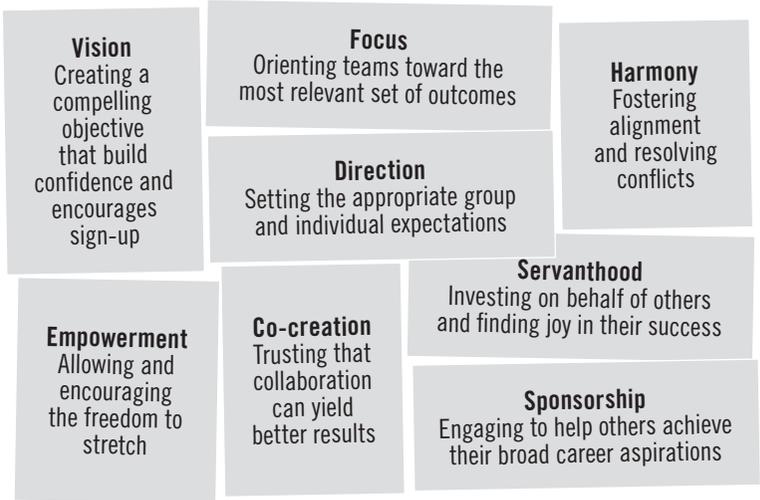
Centeredness

Engaging all parts of the mind to become fully present



Connecting with others

Leading the team



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CHAPTER 14

Do You Have *It*? Does *It* Have You?

Questions for Discussion or Reflection

1. Name someone or some organization that had *it* and lost it. What do you think happened? Why did they lose it? What do you think it would take for them to get it back?
2. Do you have *it*? If so, what is contributing to it? If the answer is no, when did you start to lose it? What changed in you? How have you taken your eyes off Christ?
3. How well are you communicating the heart of *it* to those who are new to your ministry? Do new attenders get it? What about volunteers? How about staff members? If they don't understand what God is doing, how can you better express it?
4. If you've lost *it*, it will probably take more than some small adjustment to recover it. What radical step could you take to get it back (or to get more of it)? What about the leaders of your church? Is there something you used to do that contributed to *it* that you no longer do? What is God calling you to do that you have been neglecting?

Conclusion

How to Keep *It* Once You Have It

Questions for Discussion or Reflection

1. How are you allowing God to stretch you in your church leadership? What do you need to expose yourself to in order to break out of a slump? Is God leading you to attempt something that you've not yet attempted? What are you going to do about it?
2. What is God using to ruin you in a good way? Is there something that bothers you that you've been avoiding?
3. Do you have an addiction you need to address? Does a part of your heart need healing? Have you been hurt or disillusioned and need God's healing? What do you think God wants to do about it?
4. Reread the Franciscan benediction. What is God saying to you through that prayer? What is God saying to the leaders of your ministry?