

In today's episode, we're going to talk about Ruby Jude.

Ruby. Jude.

Yeah. Last episode we talked about some reasons why you might leave a church, and this week we're going to talk about how we'll talk helping marketplace leaders and what happened this week, aligning around values. Hello. Hi Danielle. Meet Moop.

Papa, listen.

Hey. You have age? I'm a

Grandpa.

Yeah, you are. I can tell

I added a new role to my job description.

Yeah,

Grandpa.

So cool.

I know she was born

Literally last night.

Yeah, she was born last night. As we're recording this.

Oh,

Not as it airs,

But

As we're recording.

That's cool.

It was so amazing. So yeah, I got to right before this a couple hours ago, I got to hold her for the first time and look at her and you can't really stop looking at her. It's, it's surreal saying they sent the picture through when she was born and Kim and I, it was last evening and we were in our living room and I couldn't stop looking at the picture. And it's not because I, not just because I was enamored

With

Her, but the only way I can say is seeing someone familiar. And it's almost like you see the lines, the family lines in them and you see features. And it was like I look at the picture and go, yeah, that's what she looks like. I knew that's what she looked like. So cool. So there's just this weird, I don't know. So yeah, anybody who's out there whose grandparents gets it and anybody who doesn't, and I didn't until last night.

Isn't that funny? That life stuff that happens like that?

It just like, yeah. So

I was thinking about, so the other big milestone, it's like first grandkid in your nuclear family,

Which is a big deal. Big deal. It's a big deal for your daughter. It's a big deal for your other son. The first niece nephew thing is huge.

Their wrestling

Really in a family. Yeah. It's huge.

It's

Huge.

That was an interesting thing I didn't see coming.

Yeah, I remember that vividly. When my sister had Emma. I was like, oh yeah, I just recalibrated some stuff quick.

Yeah, I mean, so Aiden is at Ohio State. She got the word from Caleb that we have a bed. Emma's in labor. Baby's coming today. She threw her stuff in a thing, jumped in her car and drove three and a half hours home. And it was here by noon of just like, I'm here,

Here, here. I'm ready,

Auntie.

You're just ready for action, dude. Give me something to do. Yeah. And it's going to be so awesome. Your first holidays right now, it's coming a couple weeks right now. Christmas. It's going to be a really sweet,

We'll see if they show up. Well, they're a little,

Are they be more private about? They might be, yeah.

Yeah. And that's fine. They kind of go both ways. They can be super extroverted and they can be super like, Hey, no,

It'll be interesting what she does to that because suddenly, I mean, I'm super introverted and Dax, there was a point with Dax where I was like, I think I like people. It really

Clips.

And you want people to love that kid that you love. It'll be interesting to see how they

Navigate it and

How you navigate it.

And we're trying to do no expectations. It's like, I don't care.

That's a good gift.

I don't care. We will get to see them plenty. And if they're nervous about the crowds or they don't get sick hands on,

That's a real thing too. Yeah,

Exactly.

Timing.

She's very new.

So

Two weeks till,

Yeah, that's new.

Till the holidays kick off.

I'm so excited for you

Guys. It's so, so amazing. And she's so incredible. And it's fun to see my engineer son, who is very level and has always been very mature, steady, smart, just boom, boom, boom by the book like baby talking and getting emotional and his voice getting high as he talks to her.

Well, and the fact that it's a girl is crazy. If it happened, a, he'd probably still do that if it was a boy, but it's

Different

As having a girl after boys

And then watching his wife tease him in front of us about how

Yeah, exactly. It's cute. Oh, I love it. It's great. It's great. It's so fun.

It's a whole new world. It's fun. Thank

You. It's awesome. Yeah.

Yeah. Ruby, Jude.

Ruby. Jude, awesome name. I love names. Awesome name. Alright, let's get into your

Inbox.

Okay. Okay. So like I said at the beginning we talked, you shared last week just about some reasons you might be a church. And this one's more focusing on the how

The, so as we said, there's a lot of, especially around here, I am sure it's true everywhere, but there's a lot of church swapping going on. And again, I want to reiterate, I want this to be helpful to pastors.

That's our main audience here, but I realize there's lots of people listening in, and so hopefully it'll be helpful to people as well who are Christians who are part of a church. So anyway, just a couple little preamble things here before we get into the house. I think it's important for people to remember that their association with a church is a relationship and should be treated like any other important relationship in their life. And so this is not just a institution thing that I'm transacting with, but there's a relationship here. And so that means that you shouldn't just back out because it's heart or has gotten

Stale

Again, just like any other important relationship, you shouldn't do that with. That would be one thing. I think the other, just to add on to that is that the first option is always stay and make it work.

Yeah.

Again,

I'm glad you're saying that.

That's good. Yeah. Just like you hit a rough patch in your marriage. First option, stay and make it work. Right? This is a commitment, this is a devotion relationship. And so when that has become impossible, then that separation period, again, just like any other important relationship should be handled with incredible care. And I would say increased communication. That's good. So it's just that you don't just disappear into a hole somewhere, but you actually have to ramp that up even if it is uncomfortable, that's good. The end result of all of that is to say then your leaving should not come as a surprise to the leaders of the church. That there should have been some conversations, there should have been some trying to work it out, all that stuff. And those leaders of the church, pastors or whomever should be well aware of those previous attempts to stay and to move the church forward and those sorts of things and know that maybe it's come to this place where it doesn't work out. So that's the preamble. Once though you hit that place, and again, maybe it's a false church that you're leaving, maybe it is a less than pure church that you're leaving, as we talked about last time. Once that decision is made to leave, I would say a few just words of advice.

One is to communicate with the appropriate people. So pastors or elders or ministry leaders if you're involved in a ministry or life group leaders or those sorts of things. But to communicate with those people, I would say in person and maybe also in writing.

Yeah, that's wise,

But it's not a angry email. It's not, and that's it. Or a disappear and ghost and piece out. But that there is communication that happens with the right people. The next three, I'll just say them quickly in order and then kind of circle back, leave quickly, leave quietly, leave graciously. Okay.

Okay. That's good.

So once that decision is made, leave quickly. Don't drag it out. Don't sort of leave. Don't hang around at certain things and not others and make some sort of weird statement. Dragging out the leaving rarely makes the leaving better.

If you've decided,

Once you've decided, once you've decided again, this is not in the stay and work it out

Phase, you're trying to figure it out is

Different. This is the we've decided to go. We've communicated at that point. You leave quickly, you leave quietly. And again, assuming communication has happened with the right people, you do not owe a long wordy explanation to every acquaintance in the church, anybody who has opinions, uneducated opinions about why you left. You don't have to explain to all of those people. You can't control what people think or say after you leave. And so don't try to stay in the loops. Don't try to stay in the groups. Leave quietly. And the last one is leave graciously, and this is the hardest one, but it's when you've left a place that you refuse to speak ill about those who remain at the church. You refuse to speak ill about the leaders of that church. Again, unless this is a dangerous situation or something, you have to tell what you know or something like

That.

But this is a take the high road. One of the things that the scripture warns about again and again and again and again and again is disunity in the church. Divisions in the church. And I've often seen people leaving the church poorly over less clear parts of the scripture. Then don't be divisive in the church.

Yeah, you're a hundred percent right.

You know what I mean? So they're leaving over this thing that is not really clear in the Bible, but they make it seem like it's very clear in the Bible, it's not clear at all. The thing that is clear is that you don't go around gossiping and slandering and dividing. That's very clear. And so now we're disobeying a part that's very clear over a part that's not so clear. So anyway, I'm a big one and leaving graciously. And honestly, if you're on the other side of it, so say somebody, I'm a pastor and somebody comes to grace for another

Church

Or from another church, we're just not going to, you have to just cut it out. You cannot stand for spouting off about that other church and how bad they are. And

We don't tolerate that culture

At all. That cannot happen. So anyway, leave quickly, leave quietly. Leave graciously, I think is a good mantra. Once that decision has been made to leave a church.

And I would say this is just so, this is not misunderstood, especially those listening in. This is not like a protect the church thing. This is good for you if you're in that situation, it's good for your development,

it's good for your spiritual health, especially those last three, the way to leave, I think about people who have left grace for whatever reasons. When I think about the people who did it well, they're fine. I could see them at the grocery store, we can talk, they're fine at another church. They're doing great. I'm doing great. There's no ill, but then you think of other things and it's like, man, I wish some other people had had this advice, I guess. But yeah, so yeah, it's not just about the institution, it's about the family of it. It's about, like you said, the relationships and it's about your own spiritual development.

And I would just say to pastors too, as people leave your church, especially if they do it in a healthy way, but even if they don't, I've seen it go a whole bunch of

Ways.

And pastors can take things very personally, and I get that. I understand. You feel it very deeply, even when people don't think you do, people think you're hardened and you don't care. And holy moly, every one, I feel deeply when I know the people. But I would say to pastors and church leaders, there's a Graciousness

That we need to adopt as well.

That's good.

And that is to let people leave graciously. And I've just taken the approach. In fact, I surprised the heck out of one person who called me and they thought it was going to be a fight, and they gave me all the reasons they're leaving Grace. And I just said, I just want to bless you in this. You're going to be an awesome

Member

To that next church that you go serve at. Just make sure you don't shrivel up for that. Go serve. And if you feel like you can serve God better in this other place, go do it. You have my full blessing. And I prayed for them, and I think they came in expecting a duked up, kind of like we're going at it. And I think as much as pastors can be gracious to people as they leave and give them a blessing as they go and encourage them in their walk with the Lord or whatever, that's we serve the big C church and that's ultimately what it comes down to.

Good. Great. Okay. We're going to move on to our reinventing church topic for today. And we're talking about how the church can help marketplace leaders. So why don't we start, Derek with you talking about why we're talking about this.

So as we think about our leadership development process, and we're calling it our leadership vehicle, traditionally, we've probably used more of a business model in bringing leaders on in terms of just how we bring them into the process. And so it's like, give us your application, give us a couple references, and voila, you're a leader. And so as we've been thinking about even changing that process to be a more disciple based disciple-making kind of process, we also threw into the mix recognizing that it's not just leaders within the church that we want to equip and develop, that we want to figure out how do we help the leaders from our church who are leaders outside the walls of the church and could we kind of merge those processes and go, it's more than just application and references. It's like how do we walk alongside somebody to help them fulfill their leadership calling?

I think I said recently in a message that I was somewhat bitter as we went through these, we called 'em huddles the first time around. I think we're going to call them intensives going forward, leadership intensives. But I was somewhat bitter in the process because I've spent 30 years coming up with leadership training tools and development and spent a lot of time writing curriculums and all this kind of stuff. And this process was literally, we would bring this small group, a little small cohort of leaders into the room. We'd have our four dream disciple roles on the paper. We just said there was zero

preparation. It was read down through this list till the Holy Spirit tells you to stop. Where does everybody stop? So people would share. Now we just go, is the Holy Spirit telling anybody else around this circle to say anything to that person who just shared where the Holy Spirit told 'em to stop? People would share it would be this incredibly meaningful experience. And then we would say, and now what are you going to do about it?

And

We'll check in again next week. And that was it. And

It was a lot. It

Was profoundly powerful. And so to say that I'm a little bitter, that I invested so much time in preparation when the Holy Spirit really had it all along. So anyway, we're trying to ask the question specifically for marketplace leaders, and we're going to be talking to Mark in a second. We've done a good job asking people what they can do for the church and saying, Hey, how can you serve? How can you give how you attend more often? How can you bring your kids? And we're really trying to flip that question and say, what can the church do for leaders outside the walls? How can we resource better? How can we provide accountability better or cohorts and encouragement better? Or what does that look like? So yeah, anyway, that's why we're talking about this subject.

That's great. Yeah, we thought a perfect person to talk to would be Mark Becker. Mark has been an Erie since 1998. He's the athletic director at McDowell High School. He leads department staff and coaches there, married with kids. And I actually shout out, got to go through a cohort with Mark, so I'm excited to talk to Mark more. But yeah, so Mark, you recently went through a cohort, but let's talk a little bit first about what you do for a living and how specifically you relate what you do for a living to your calling.

Yeah, thanks for having me.

Yeah,

It was awesome to go through the cohort together and we can talk more about that. But as you mentioned, I'm the athletic director at McDowell High School, one of the biggest public high schools, schools. Yeah. One of the biggest public high schools in this area across the state. I have the opportunity to lead a staff of five in my office. Then we have a ton of game workers. We have about 150 or close to 200 coaches, and then we have probably 1500 athletes that register for our programs every year. So God has really blessed me with a lot of positive people around me and given me a situation where I can just try to make a difference in the coaches' lives and more importantly in our student athletes' lives.

Yeah, that's great. So let's talk a little bit about that huddle. When did that happen? I can answer this too, but let's let you talk. Sure. When was it anything that you just talk about it, anything you remember from anything stick out?

Absolutely. Yeah. It was in the spring. I believe we did it April into the beginning of June. Yeah, it was about, what

Did we do these two months? I think it was about two, three months, eight sessions, I think maybe

We,

Two months,

Eight sessions, plus our group did two breakfast or something.

Wow. I never heard about

That. Oh, yeah. Now we did text messages. You broke

The rules. We've met for breakfast since then. Wow. Yeah. How about that? Wow. What a group above and beyond overachievers or rule breakers. Yeah, could be. Yeah, it's probably more like it. Yeah, we'll blame that on the other members, but it was immediate cohesion. We all kind of seemed like we knew the assignment, why we were there. We came together very, very quickly. Some people were more familiar with others than I was. I was kind of the outsider coming in. But it immediately felt a bond with these people. And I think it was because we were all there for a purpose. We all knew why we were there and what our purpose was. And I think a big part of it was the focus on the four dream disciple roles. We always focused on that. We always went through that list. And then the question of course, what is God saying to you as you read that list and what are you going to do about it? And like you said, we would just go down that and we would just share. And it was different every week, and somebody else would have something every week, and we'd always have somebody respond to them. And it was just tremendous that we would speak into each other and how they would listen and be receptive and then go out that week and actually try to put actionable things in place and just do things and then come back the next week and talk more about it.

It was tremendous how quickly that bond happened, but I think it was just a focus and really knowing what the purpose of our gathering was.

So you've been a part of, I'm sure, in your job, and I know my parents were both teachers, and so in the education world, there's lots of trainings, there's lots of in service days and different things that I'm sure you've been through a zillion of them in your life. So this was kind of our version, our new experiment in that whole leadership training element. Can you just kind of compare and contrast maybe with some other, and again, I'm not looking for you to blow smoke or anything, just legitimately what you experienced there, compare to other leadership development kind of experiences that you've had.

Yeah, I think in the past, it's such a bigger audience that were trying to capture lots

Of people in the room.

You have a lot of people in the room present exactly a presenter upfront. Everybody's sitting there listening. And it's not real personalized. You don't get a chance to really share. You're more receptive to what's being said and trying to take notes or trying to figure out, well, how does this apply to what I'm doing? And it may or may not apply to what you're doing as a situation that you're in, but it was a small group, so you had a chance, you wanted to participate, you were expected to participate, and it was beneficial to participate. And it was two way. So it was you giving you receiving. And again, I think just you mentioned it too, and I completely believe this, the Holy Spirit drove the whole thing. And when you all have that feeling, you all have that expectation. Expectation. That's the word I'm looking for. Yeah. Expectation. And you come into it wanting it, and he provides,

Yeah. It's interesting that you say that. Just thinking about the bigger rooms and being talked at instead of, and it's like we're learning. We don't have this figured out yet, but I think we're learning when it comes to really both discipleship and leadership. We've been talking about how do we shift the church from a teaching, just a teaching center to a training center, and this idea of really training. And even when we're thinking about training leaders, man, it really does happen best when it can be participatory. When there's an expectation that you come in going, I'm not going to be talked at. I'm going to be expected to say something and talk about what God's saying to me and what I'm doing about it. And there's some accountability to that and all that. So I think it does speak to the bigger shift that we're even trying to make in terms of Sunday mornings, I stand up and can spout all kinds of stuff off, but what really moves the needle is these smaller

Expressions. Doubt, no doubt. I think one of the things that I've really bought into since coming to Grace years ago was the find your chair. But what helps even more with that is you find your chair so that you

stay in the words that you stay in prayer, but also the men's group that I'm a part of, stay in community with them while you're doing the prayer, while you're doing the scripture. So you have that constant feedback, you have that interaction with other guys like-minded working towards the same things. That's been tremendous because it is when you're in that small group, when you're in those small rooms, not to say your sermons aren't tremendous, very, very, very, very instrumental. But it really does happen on a day-to-day

Basis,

Stand in the word stand in prayer. And really, we talk about this a lot in our group, is really just surrendering. I must decrease and he must increase. Let me get out of the way so you can do what you're supposed to do.

Yeah, I'd love to hear you talk a little bit about, so you're in the athletic world, and so there's a lot of W's and L's that come along the way in the athletic world, hopefully more W's than L's, right? That's what we're all going for. No doubt.

That's wins and losses, right?

Wins and losses,

Yes. Okay. Just kidding.

For I'm joking. Artsy far, right. So as we think about this bigger concept, I mean, we've been specifically talking about this huddle experience, what we're going to call intensive. I don't want to keep confusing.

I know. Sorry, I keep Yeah,

And it's not your fault in the middle. So the real story is we started calling it a huddle because that's kind of the formal name of it, but we've got like 10,000 other things around here that we call huddles.

Yes. So everyone was getting confused,

And so everybody's getting confused and we're like, if this is going to be a, we better call it a different word. So we're calling it leadership intensives. But anyway, so yeah, we're talking specifically about that in the impact. But I'd like to zoom out just for a second and talk about your, so you're an example of somebody who is, you're not a pastor, you're not on our staff. You're living out your faith in the workplace as kind of a marketplace leader,

Humbly trying to,

Yeah, trying to, right. And that's what I'm trying to get at is, so as you think about Ws and Ls along the way, the wins and losses in that department, can you just talk about maybe some stuff that you have tried before and failed or maybe you didn't even try at all, and that was a fail and some stuff that you've tried that you feel like has been a win?

I hadn't thought of this before you just said that, but the statement, I believe Sarah's sermon a couple weeks ago is I once was, but now I am. I once was just not doing anything, just kind of coasting. I've been a Christian all my life, but what was I doing? I was just kind of doing the right thing, not doing bad things, but I'm just kind of coasting along as a Christian. And then in one of your sermons, I've been thinking about James 1 27. True and genuine religion is caring for orphans and widows, and I'm thinking true and genuine religion. I'm not doing any of those things. And I'm thinking about where are my orphans? What can I do to help one of your sermons? It just came to me as clear as anything where God leads you, he will provide, well, he's providing 1500 student athletes every year. They're not all orphans, I know that. But they all have their situations. We have a lot of kids that are in situations that need some patience, some kindness, some guidance. So probably a fail for me, a loss for me was just not recognizing that earlier

You had a lot kids, a lot of kids, three kids go through a program, and I wasn't doing this then. And that's my biggest regret is I wish I had done those things more. I wish I had done those things sooner, but God puts you where you're supposed to be and when you're supposed to be there, and I truly believe that. So I'm not going to dwell on that, but I think the Ws are, he's given me a platform where I have a tremendous leadership. I have great relationship with them. I communicate with them often and they know me. This is my 12th year as ad, and I was a teacher there before that. So I think I've built a little equity, a little bit of trust. So I have great leadership in my school and in my district. I have a wonderful staff in my department.

I have so many coaches that I try to build into. I try to focus on leadership activities with them. I try to build relationships with them. I try to, I've prayed with them individually. I've reached out to them when they have had surgeries or other family situations where I try to serve them when I can. But really the focus is the students. I try to focus on them. And I mentioned this before, but I've really on my wall, and I teach this to my coaches, and I try to do this even more so for myself, is to purposefully be engaged with my student athletes when I see 'em in the hall, when I see 'em in the gym, when I see 'em in the trainer's room, give 'em a little fist bump, ask 'em how they're doing, how their day's going, how are your classes? What are you thinking they're doing after this season? And then to purposefully be enthusiastic with them as well. Engage with them when I can, but be enthusiastic when I'm around them.

Not every day you feel like being enthusiastic. There's tough days, but when you see these kids and you see what they're going through, try to be positive around 'em. Try to get into a positive mindset. And then lastly is really just build relationships with them and let them know that you care about 'em. Let 'em know that there are places where they can go to find what they're looking for, whatever that might be. And I can't remember the scripture right now where it says they will know you're my disciples by your love. And I don't think that's just to love those, that it's easy to love. I think that's love for everybody. And so you just try to show that and they see it in you hopefully, and they'll gravitate towards that. And it gives you opportunities and you just pray for opportunities. One of the things I was able to do this year is something I've been wanting to do for a year is we started a game changer Sports ministry club. We had our second meeting today. So it is tremendous. We're electing officers. We have kids that are excited about showing up. They want to do it every week. They want to get involved. And I'm super excited about it. I think it's going to be a great opportunity, a great place for kids to come, faith-based principles, hopefully to encourage them in their daily walk and take that back to their teams. That's amazing.

There's a lot of good stuff. And again, just humbly trying to stay out of the way and let God use you where you're at.

Yeah,

It's interesting, mark. I mean what you said at the beginning of just kind of floating along, doing your thing, maybe not thinking so much about this. I just think about the power of intentionality. Nothing, exactly. Nothing you said right there is super mind blowing. It's just like you're intentional, you're understanding. And it's interesting, I was just meeting with another business leader this morning from Grace, and I was asking him a question I'm going to ask you in a second, but just like, how can the church come alongside you as you're trying to live out your calling? How can we do a better job at that? And what's preventing you from doing that now? And he said what you just said during the L season of like, I'd never thought about it. He's like, I'm just working. Exactly. I'm working. I'm doing my job. I'm providing for my

Family.

I've never thought about it as my ministry. And it's like, so part of, I think the role of the church in this is really helping every person in our congregations to understand themselves as a pastor of a parish, if you will. And again, I don't want to get too weird about the wording, but every one of us has a parish,

Amen.

That God has called us to pastor. It starts with our families. But there's more than that. And what you just described is understanding and then intentionally living out this fact that God has given you a parish to pastor.

And it has to be intentional. It really does. And as I mentioned before, staying in prayer and staying in scripture, if you're not doing those things, it's not easy to be intentional. But if you are doing those things, you're going to read something and you're going to say, oh my, that fits so much what I'm going through right now, and you're going to share it with a buddy in your group. And he's going to say, here's what I'm doing in those situations right now. And just, you got to be in the word, and you got to be in prayer, and he's going to give it to you. He's going to lead you where you should go. There's no question about it. That's awesome.

That's good. Any other, so this whole awake the lake thing that we're going through, this vision, any other things stick out to you or have stood out to you about awake the lake when you're thinking through living your calling?

I kind of think what Derek just mentioned too is what can the church do for you? The same kind of thoughts come to my mind of just encouragement, providing the tools, providing the training, providing the

Intensiveness

Or whatever it might be. But just that push and just the switch in focus has been tremendous. Just the switch in, don't just show up on Sunday mornings, but what are we doing? I think just the encouragement to think about those things is big. It's really made a difference in my life of wanting to listen. What is God telling me? And invite this person to lunch, being an intentional friend and to really focus on telling people your story, and then where am I embedded? Obviously I'm in McDowell, but where are you embedded? Where can you make a difference? And you guys just keep bringing those things to the forefront and keep offering those thoughts in our heads. And you keep offering the trainings and the, I'm sorry, I can't think of the trainings that are going on right now with the six week Oh, like launch?

The launch? Yeah, the launch classes. I've heard so many positive things about that, and I want to sign up in February, but just the continuous focus and push I think is really good.

Yeah,

It's good. So it's interesting. I want to just end with, you've already kind of answered this question, but this whole, what can the church do for you? And you're just talking about that. I'm just going to just share for a second about a, I said I was talking to this other business guy this morning, and one of the ideas is just to say, you might not even know about this, Danielle.

Cool.

I've been just thinking through people who are frontline leading in the marketplace like you and who are pastors of a parish, and maybe that's never dawned on them before. And so yeah, all the stuff that you just mentioned about encouragement and maybe even a little accountability and just continuing to talk about it and provide trainings. One of the things I've been thinking a lot about is just almost like if the

church could provide a library of one sheet resources on a specific topic, and maybe it's just a leadership development topic or a people development

Topic.

A big thing is, so let's do a one sheet on self-awareness. It's got a couple of questions about it, maybe a little assessment thing. Assess yourself a one to 10 on what you think, and let's talk about it. And a couple of scriptures that a leader like you could either use or not use, depending on the setting you're in, but at least what I'm doing is biblically based. And so this is actually Christian leadership that I'm assuming here, whether I pull that scripture out or not. And maybe in the club that you're doing where it's acceptable to do that, you go, Hey, here's what it says in Ecclesiastes, and here's why this applies to this thing. So let's use the Bible as the jumping off point, and now let's talk about it. But for others who may be in a setting, maybe they're in a big corporate setting where it's like, I can't be going around talking about the Bible, but I have a team that I lead and we can talk about self-awareness, and I can use this tool knowing in my mind it's from the scriptures, but I don't have to lead with that.

And just thinking about some tools like that for God, that's one of the things I think maybe the church could provide going forward. That would be helpful.

Yeah, that sounds terrific. Really it does. Of having something that's brief focused and topical, whether it's the things you mentioned or relationships or how do you build relationships, or how do you reach out and just scriptures that are pertinent to those

Topics

To have at your fingertips, I think would be tremendous to have that. Because there's so many times where you're in a situation, and if you don't have those resources in your brain, they don't come to you. If you've read 'em recently or if you've talked about 'em recently, then you're in that situation, then you have that kind of in your bucket to pull out of. So yeah, I think that'd really, really helpful.

It's cool.

Yeah.

Well, good. Thanks. I appreciate that. I just aired an idea without running it by Danielle, and we'll see how it goes.

Yeah,

I think she'd be a perfect person to lead that lead it. She's writing. I can write it, lead it. Cool. Thanks so much,

Mark.

This has been awesome. And I just really want to urge you on, man, because appreciate it. You've been, obviously, my family has intersected with you over the years in a variety of ways and have so appreciated your influence. And you may say, I wasn't doing this stuff one year that you've had a really positive impact on my family and my kids. But just to see you recently kind of doubling down on this has been really, it's actually been profoundly encouraging for our staff who are working on some of this stuff behind the scenes. And for you to be kind of living it out and circling back and having incognito breakfasts where you talk about some of the W's is really, really, really encouraging to us. So thanks for being such a light man.

Well, I appreciate that. And again, humbly, it's all him working through me, just trying to make myself available. But I really appreciate what you guys are doing. I think it's really exciting, the direction of Grace Church and the outreach and the building disciples. It's really needed in our world. No doubt about it. So I thank you guys, what you're doing. Thanks, mark.

Thanks, mark. I

Appreciate it.

Go Trojans.

Yeah, go Trojan.

Okay, so we're going to talk now about what happened this week.

Okay.

Ground level grace stuff. And for some reason there's always something to talk about.

Wow.

So here we

Go. The good, the bad, the ugly.

Yeah, that's right. So one of the cool things about the process that we went through with Clarity House in this whole big vision thing is we also looked at our mission statement. We looked at our values, and we went through and re-identified, we repackaged some older values that we had, and we had some new ones that we added in. And part of that process was looking at what kind of people, when we look at heroes around here, embody really the dream disciple roles and what we're calling people to be as Christians in our context. And that's how we got down to values

And

Just their demonstration of their faith and their walk and whatever. And

I like that we made the values. One of the things I thought was really helpful is that I think we came to the realization that we were using our core values, almost like discipleship measures. And that's not what values are. Exactly. And so I think we kind of separated those two things and said, okay, this is what a disciple is. These are the things that are going to keep us on track. But the other thing that I thought was helpful is that we made them into declarative statements, and so we're declaring things with our core values. And so I think that was helpful, but then we added this one element to it. Why don't you describe it this whole demonstrated by thing. Why do you think it tell people what that was and why do you think it was helpful and bringing clarity?

No.

Okay. You want to start this thing again? Yeah, I do.

No, please keep this in. Actually, sorry. Okay.

Sorry. I saw your mind drifting and drifting, and I was just like, and I'm like, should I throw this to her or not? Should I throw this to her or not? So let me tell you why it was so helpful for the demonstrated by statements. Didn't mind,

Mind. You're keeping this whole thing in, aren't

We? Yeah. Okay.

Wow. No, just go. Just make your own point.

It allowed us, the demonstrated by forced us to get the values from something that would, in Andy Stanley's words, something that would hang on the wall to something that we could do down the hall kind of thing.

Yes.

So with each of the values, and I'll just give you an example.

No, this is a perfect example.

Perfect example.

So this is perfect. This is awesome.

Okay. Sorry, everybody.

Sorry, everybody, just whatever. Don't forget your tool two times. You can listen us quick.

One of the values is we invite conversation.

Yeah. Okay.

So we invite conversation, and then we added, so that's the declarative statement. We add a little descriptive, a little subtext that says, because authenticity, disarms divisiveness. So there's the value, there's the because statement. Here's why this is a value for us, because authenticity, disarms divisiveness. And then the process we walk through is to go, how is this value actually lived out in our organization? And we call those demonstrated by

Statements.

And so here's our value, here's our description, but here's how it's demonstrated. And one of the things that, and I'll read you a couple examples, but one of the things I think that's helpful is then it allows each department, we have a couple that are just kind of guidelines, but this is a living, breathing thing. And so each department in our church, or each ministry in our church can then go, well, here's how our ministry demonstrates this

Value.

And so it allows it to live a little bit and breathe a little bit through the organization. So for example, we invite conversation because authenticity, disarms divisiveness, and then demonstrated by, we don't pretend we're someone, we're not either from the front or behind closed doors. And so it's demonstrated by the fact that through our preaching in our meetings or whatever, we're not going to pretend we're someone, we're not. We're going to be authentic. That's good. The second demonstrated by, we practice Jesus's model where everyone is welcome, but you won't leave the same. So inclusiveness, inclusive, transformation, everyone's included, but you're going to leave changed. And so what we've decided to do with these, here's my version of this, and then you can give your version of this. Okay.

I'm

Giving you a very long runway. Cool. My version of this is, so we went through this value this morning. So we have a monthly staff huddle. We technically

About huddle. Yeah, huddle. Yep. This is the huddle

Word. This is the actual huddle word. And so our office staff huddle where everybody joins remotely on teams. And we have a big about 40 minute monthly call where we go through some logistics, through some informational stuff, through some goings on our team. And one of that is a little training. Well, that's the platform where we've been training through the core values. This was our one today. We invite conversation. We just went through the value. We usually just ask a couple questions. What prevents us from doing this? What helps us to do this? What does it actually look like on your team? There's a scripture associated with this one, Ephesians 4 29. And so we will go through the scripture a little bit. What does this tell us about how to live out this value? And it's just a little bit of a conversational training really. It's more of a reminder, a constant reminder of our values on that platform. So that was my interaction with this value. But

It was great.

Your team did some stuff

With, so I had something to add. So yeah, so my team took all the values, and we can put 'em in the show notes if you want to see what all the values are. We won't go into 'em, but So we just flipped what you just said. We reverse engineered it. So then we went, okay, we invite conversation because authenticity is arm's divisiveness. So then we as a programming team, so communications, content development, there's some marketing people in there, design people, tech people. How do we invite conversation? How do we demonstrate this value? And so we just did a whiteboard session and we put some post-Its up and stuff. We haven't come to any conclusions. Cool. So the cool thing about this exercise, in my opinion for a team, is it starts to build extra common language that people are developing together. So it's not like me saying, or you saying, our core value is we invite conversation because authenticity, disarms divisiveness. That's great. Those are great words. But for them to be able to say, we find the yes behind the no. Okay. Yeah. Now they're all 10 saying, we find the yes behind the no. We find the yes behind the no. So there's that. I think that's super powerful. They're just saying it in a different

Sure. And there's ownership that comes. There's

Ownership. And there's also, I think a cool thing, and I think my team would agree with this, is we have a group accountability. You're not having a one-on-one about like, are you inviting conversation? No, because they're talking about it in the office, overhearing each other, have conversations. And we had one, it goes with a different value, but basically we start, what we finish is kind of our,

And so talking about redoing some work for launch, and that's the whole point. We're doing the beta thing. And so I was not involved in the conversation, but hearing them already talk about some things we had talked about in that values conversation about, okay, we're not wasting work. We're not redoing. So we're finishing the project that we started. This is just, we're finishing. We're finishing well. And so I thought it was a cool exercise. And again, even though we haven't fully narrowed down what they are for us, I think it just has started creating a cool culture around the values.

That's super powerful.

Kind of cool.

Love it.

Yeah. So that's what happens.

Awesome.

Yeah. Alright. I think we should have been done.

I think it's great

About 10 minutes ago. I think

It's great.

But yeah, thanks for saving me

Per usual. I mean, did I save you or did I throw you right under the bus?

Well, we'll let the people decide. Okay. Thanks for joining us. If you like today's episode, which I highly doubt. I'm kidding, Derek,

Thumbs us down.

Thumbs us down. Oh, that's when people will listen. sanford.com for resources. Derek has a blog that's out regularly and a newsletter you can subscribe to. I highly recommend you subscribe to the

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