

DNA



**BIBLICAL CONVICTIONS
MINISTRY PHILOSOPHY
LEADERSHIP CULTURE**

Crossway Network DNA, 3rd Edition
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CONTENTS

INTRODUCTION	2
PART 1: BIBLICAL CONVICTIONS	3
LESSON 1 - <u>God's Word</u> , Our Authority for Life and Ministry	6
LESSON 2 - <u>Salvation</u> , God, the Author from Start to Finish	8
LESSON 3 - <u>Sanctification</u> , The Fruit of Transforming Grace	10
LESSON 4 - <u>The Local Church</u> , A Community on Mission	12
LESSON 5 - <u>The Local Church</u> , Plurality in Leadership	14
LESSON 6 - <u>Spiritual Gifts</u> , Spirit Empowered and Biblically Grounded	16
LESSON 7 - <u>Complementary Design of Men & Women</u> , Equal in Value, Distinct in Roles	18
LESSON 8 - <u>Church Discipline</u> , The Process of Restoration	20
PART 2: MINISTRY PHILOSOPHY	22
LESSON 1 - <u>Glory to God</u> , Doing all for His Name's Sake	24
LESSON 2 - <u>Gospel Centrality</u> , Keeping First Things First	26
LESSON 3 - <u>Intentional Discipleship</u> , Making, Maturing, & Multiplying Followers of Christ	28
LESSON 4 - <u>Every-Day Mission</u> , Reaching your World	30
LESSON 5 - <u>Biblical Community</u> , Living out the "One Anothers"	32
LESSON 6 - <u>Team Leadership</u> , Serving Together in Plurality	34
LESSON 7 - <u>Expositional Preaching</u> , Proclaiming God's Word	36
LESSON 8 - <u>Vibrant Worship</u> , Stirring our Affection for God	38
PART 3: LEADERSHIP CULTURE	40
LESSON 1 - <u>Glory to God</u> , Living and Leading for an Audience of One	42
LESSON 2 - <u>Genuine Love</u> , Encouraging One Another	44
LESSON 3 - <u>Humility</u> , Excelling as Servants	46
LESSON 4 - <u>Unity</u> , Moving Forward Together	48
LESSON 5 - <u>Purposeful Investment</u> , Developing Leaders	50
LESSON 6 - <u>Empowerment</u> , Honoring One Another's Gifts	52
LESSON 7 - <u>Missional Living</u> , Leading by Example	54
LESSON 8 - <u>Multiplication</u> , Church Planting Churches	56



INTRODUCTION

Crossway Network is a growing family of relationally connected, likeminded, interdependent churches who operate with a common mission *to plant and support healthy, reproducing churches and regional networks of churches throughout the world for the glory of God.*

As we seek to faithfully undertake this incredible mission, there is great diversity among the growing number of local bodies within Crossway Network. We celebrate the variety of ways that each church goes about carrying out Christ's gospel mission. However, there are elements of ministry philosophy shared by all of the churches that create a common ministry culture across the whole network (our "DNA"). These studies are designed to help Christians discover and embrace this common biblical conviction, ministry philosophy, and leadership culture firsthand as well as preserve and advance the heart of it as the Network grows by God's grace.

We trust that as you diligently and prayerfully study, discuss, and learn from God's word you will be encouraged and equipped for passionately and purposefully following the Lord Jesus Christ in all of life. It also our goal that the word of God through these studies will develop and multiply faithful servants and leaders throughout all Crossway Network churches for decades to come. We hope your investment of studying this material fuels your love for Jesus as well as your passion to give these truths away to as many as God enables.

PART 1: BIBLICAL CONVICTIONS
MINISTRY PHILOSOPHY
LEADERSHIP CULTURE

DNA





BIBLICAL CONVICTIONS

LESSON 1 - God's Word, Our Authority for Life and Ministry

LESSON 2 - Salvation, God, the Author from Start to Finish

LESSON 3 - Sanctification, The Fruit of Transforming Grace

LESSON 4 - The Local Church, A Community on Mission

LESSON 5 - The Local Church, Plurality in Leadership

LESSON 6 - Spiritual Gifts, Spirit Empowered and Biblically Grounded

LESSON 7 - Complementary Design of Men & Women, Equal in Value, Distinct in Roles

LESSON 8 - Church Discipline, The Process of Restoration

We join with the apostle Paul in believing that the gospel is THE matter of first importance in all of life (1 Corinthians 15:1-4). The gospel is not simply the message we "by which we are saved," but it is also the reality "in which we stand" in our daily Christian lives. Being centered on the gospel means living each day focused on the good news of the cross of Jesus Christ so that it constantly fuels...

- ❑ **True humility**, because we are reminded of our sin and helplessness apart from Christ. It means we are continually aware of how he willingly suffered in our place to pay the penalty we deserved.
- ❑ **Fresh faith for today and tomorrow**. As we are daily reminded of God's willing sacrifice of his own son for us, then we are reminded of his promise to freely give us all things (Romans 8:32) and his commitment to work for our good in all things (Romans 8:28).
- ❑ **Genuine worship** because we are reminded of God's rich mercy and the undeserved favor he lavished on us. What a great love he has for us, and what a love welling up within us for him in response!
- ❑ **Real holiness** because we are reminded of the great price of our sin, and our striving for obedience is not an attempt to earn his love or favor, but a reflection of our love for him.
- ❑ **Passion for mission** because we are reminded of the wonder of what he did for us and we want to hold out the hope of the gospel to others.

We have purposed to bring out this broader gospel focus both directly and indirectly through these studies. Within our commitment to the gospel and foundational truths of historical Orthodox Christianity, we have adopted the essential Biblical Convictions covered on the following pages. These Convictions will certainly align us with many local churches but also set us apart graciously from others. While Crossway holds true to this Biblical doctrine in our teaching and conviction, we do not seek to be known for what we are against or to be set apart in spirit from some of our other brothers and sisters in the Universal Body of Christ.

For each of the eight lessons, please study the listed passages in context and answer the questions as you go. Always feel free to bring other passages into the discussion as you discover more. List specific principles that you glean from your study of these passages and note where your discoveries are coming from in God's word. Finish the lesson by summarizing what you have learned into a short principle statement and write it in the space provided at the end of the lesson.

LESSON 1

GOD'S WORD - Our Authority for Life and Ministry

The Bible is God's inspired Word and thankfully is without error. As such, the Bible is the final authority over humanity and the ultimate provision of God's truth *for* humanity. As a result of the spiritual new birth (being "born again"), the believer's life and ministry demonstrates and bears witness to the power of God's living Word. It is our joy and delight to come under the word of God and be led by it in all of life.

PASSAGES TO STUDY	Joshua 1:8	Psalms 19:7-11	Psalms 119:105, 160
	Isaiah 40:7-8	2 Timothy 3:16-17	2 Timothy 4:3
	Hebrews 4:12	1 Peter 1:22-2:3	2 Peter 1:20-21

1. What are some of the unique claims and promises the Bible makes in these passages?

2. Often in our culture people claim that right and wrong are relative. This means that generally speaking, each person can decide what is right and wrong for themselves and there are no moral absolutes. Another term for this concept is "moral relativity." What are some ways that you see the concept of *moral relativity* at work in your school, workplace, city, and society as a whole?

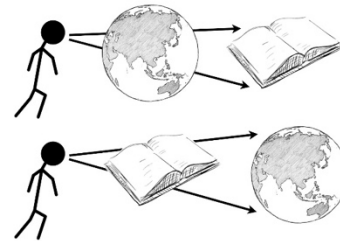
3. In what ways does the Bible claim that there *are* moral absolutes (in other words, some things are right, some things are wrong)?

4. In what ways should the truth of these passages influence the way you view the Word of God? How important is your view of the Word of God in relation to how you live?

5. What are some reasons why you think it is wise and important for a local church to decide on its priorities, purposes, and programs, (everything the church does) based on what the Bible teaches?

6. What are some specific ways you would know that a church is genuinely committed to the Word of God as its authority?

7. This graphic illustrates two ways to use the Bible. In the first case, the “world” is the filter whereby we read and understand the Bible. In the second case, the Bible is the filter whereby we understand the world. What is the difference between the two? Which one would reflect God’s word truly being our authority?



8. Write down some recent examples of how the Word of God (the Bible) has impacted your life?

9. It takes about 30 days to change a habit. With that in mind, what are 2-3 commitments you can make for the next month that will help you grow closer in a relationship with God through his word? How will these commitments help you cultivate a great dependence on the truth of the Bible?

**SUMMARIZE THE LESSON
IN A SHORT PRINCIPLE**

LESSON 2

SALVATION – God, the Author, from Start to Finish

Salvation is a work of God from beginning to end and can be received only by his grace (unearned and undeserved favor) through faith. We are saved and sustained unto eternal life through believing and receiving Jesus' life, death, and resurrection in our place. God's lavish love toward us, despite the reality of our sin and disobedience, makes this the greatest joy in all of life.

PASSAGES TO STUDY

John 6:44

John 10:25-29

Romans 3:9-10

Romans 5:8-9

Romans 8:12, 28-39

Romans 9:6-33

2 Corinthians 4:4-6

Ephesians 2:1-10

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1. What do Ephesians 2:1-10 and Romans 3:9-10 tell us about the condition of an unbelieving person? Are they neutral beings? What are the implications? Why is this an important starting point for a discussion about salvation?
 2. What does "free will" look like for mankind in our natural condition? What are we free to choose? What will we not choose?
 3. Why was the death of Jesus Christ necessary to bring us back into a right relationship with God?
 4. According to Ephesians 2:4-10, what does God do to us when He rescues us from our sin (when He saves us)? What is God's role in our salvation (review the longer Romans 9 passage as well)?

5. What does it mean to be “justified”? How can we be justified when we are guilty of sin and deserve death?

6. According to 2 Corinthians 4:4-6 and John 6:44, what is the only way that someone can come to believe in Jesus? What is the only way a person can become genuinely sorry for their sinful rebellion against God to the point where they will repent of their sin (turn from it) and receive the gift of salvation?

7. All Crossway Network churches teach that once a person is saved from sin, they cannot lose their salvation. Salvation is an irreversible work of God. What do John 10:25-29 and Romans 8:29-39 tell us about our security in Christ?

8. For personal application & reflection...
 - Why is it important to regularly remember what we have been saved from?
 - Why is it such good news that your salvation was God’s work, not yours?
 - How can this fuel your worship and passion for Christ (vs. going through the motions)?
 - How does this motivate evangelism (rather than discourage it)?

**SUMMARIZE THE LESSON
IN A SHORT PRINCIPLE**

LESSON 3

SANCTIFICATION – The Fruit of Transforming Grace

The life that is genuinely transformed by the gospel will increasingly show the fruit of obedience that is empowered by the Holy Spirit as he permanently indwells the followers of Jesus. The genuine reality of a person's salvation will show through growth and transformation in their lives as they become more and more like the Lord Jesus Christ. This all takes place progressively through life as we actively put to death fleshly and worldly desires and as we joyfully abide in Jesus Christ.

PASSAGES TO STUDY	John 14:21-24	John 15:8	Romans 6
	Romans 8:16	2 Corinthians 5:17	Galatians 5:16-24
	Ephesians 2:4-10	Philippians 1:6	Philippians 2:12-13
	Titus 1:16	Titus 3:5	1 Thessalonians 5:23-24
	James 2:14-26	1 John 2:3-4	1 John 3:8-10

1. The Bible teaches that we are saved by GRACE ALONE, through FAITH ALONE, in CHRIST ALONE - this is the gospel. Why is each component of this statement important? Why is it important to know that our good works have no place in God's saving us?

2. What is the relationship between God's work in us and the way we live our lives (i.e. our behavior, our obedience, our good works)?

3. Read the two Philippians passages and the 1 Thessalonians passage again. Describe what God's word has to say about your dependence on him for growth, maturity, and persevering in the Christian life?

4. If we have been saved, what do these verses tell us our lives should look like? How should our lives change as we walk with Jesus?

5. While our lives are to be marked by obedience, our obedience will be imperfect at best. How are we to handle sin in our lives? How can the battle with sin (and not just the moments of victory over sin) deepen our assurance in our salvation?

6. What significance or role do you think your emotions (how you feel) should have in your choice to obey God's word? Explain some of the reasons for your answer.

7. A person who is born again is able to have a deep assurance that he or she is a true child of God forever. According to these passages, where does that assurance come from? What role does obedience have in our ability to truly experience that assurance?

8. If you knew someone claiming to have faith in Christ but whose life didn't indicate any change in behavior, what would you say to them? How would you challenge and encourage them?

9. How has this study impacted you personally? How has it encouraged you? How has it challenged you?

**SUMMARIZE THE LESSON
IN A SHORT PRINCIPLE**

LESSON 4

THE LOCAL CHURCH – A Community on Mission

God's design is for local communities of believers to be intimately involved in one another's lives and spiritual growth, and to be intentionally living out the mission of making Jesus known. The local church is a family of believers who are growing together in genuine love and sacrificial service. God's strategy for evangelizing the world is to empower individuals in the local church to live on mission and multiply churches together.

PASSAGES TO STUDY	Matthew 16:13-18	Matthew 28:18-20	Acts 1:8
	Acts 2:41-47	Acts 8:1-3	Acts 11:19-26
	Acts 13:1-4	Acts 14:21-28	Philippians 1:1, 27
	1 Corinthians 12:12-27	Ephesians 2:19	Ephesians 4:11-14
	1 Timothy 3:5	Titus 2:1-8	Hebrews 10:24-25

1. In the two passages in the gospel of Matthew what does Jesus reveal about his intended purpose for the church?
2. Acts 1:8 provides an outline for the book of Acts as a whole. As the gospel is proclaimed throughout the known world, how does the church (that Jesus promised to build) begin to take shape?¹
3. Describe the atmosphere of the early church (the local church in Jerusalem) as described in Acts 2:41-47. What stands out, and why? What keeps us from experiencing the beautiful picture of biblical community and fruitfulness described in this passage?
4. When thinking about the church biblically, we can talk about it in its *universal* sense, and also in its *local* sense. What is the difference between the two? Why is it important to see that God wants every believer to be a part of a *local* church (not just the *universal* church)?

¹ See these additional passages in the book of Acts to follow the expansion of the church in the New Testament – Acts 15:1-4, 15:22-36, 16:4, 18:22, 20:17, 28, 32, 21:18-19.

5. What do the passages above tell us about God’s design for community through the local church? What is the church compared to and why? What kind of commitment should we show to one another within the local church and what might that look like in this day and age?

6. Using an online Bible, do a search in the New Testament for the phrase “*one another*”. What are the things we are called to do for / to one another? What does this tell you about God’s design for community?²

7. What is the connection between community and mission? How do they work together?

8. Why are some people resistant to the idea that they are to be committed to a local church? What would you say to them as a way to encourage them toward God’s design?

9. What implications does this study have for you personally? How does it shape your understanding of what it means to be a part of the local church?

**SUMMARIZE THE LESSON
IN A SHORT PRINCIPLE**

² See more on Biblical Community and the “One Anothers” in Lesson 5 of DNA, Part 2 - Ministry Philosophy

LESSON 5

THE LOCAL CHURCH – Plurality in Leadership

God's design for leadership in any local church is a plurality of biblically qualified, mutually accountable men who shepherd, equip, and oversee the spiritual health of the body. These men understand that they are simply under-shepherds of the Chief Shepherd and guardian of our souls, Jesus Christ.

PASSAGES TO STUDY	Acts 14:23	Acts 20:28-29	Ephesians 4:11-14
	1 Thessalonians 5:12-13	1 Timothy 3:1-7	1 Timothy 5:19
	Titus 1:5-9	Hebrews 13:17	1 Peter 5:1-4

1. In Acts 14:23 and Titus 1:5 we see the biblical pattern of plurality established for leadership in the church. Why might God have designed His church to operate under this pattern of leadership? What are the blessings of plurality? What are the dangers of operating without plurality? (*For other examples of plurality in action, see James 5:14, 1 Tim 4:14, Acts 13:1-3*).
2. According to Acts 20:28-29, 1 Peter 5, Hebrews 13:17, and Ephesians 4:11-14 what is the role of a pastor? What activity are they to be engaged in? What responsibility do they have for the church? What responsibility do they have to God?
3. What do we mean when we say that pastors are “under-shepherds to Jesus?”
4. According to 1 Timothy 3 and Titus 1, what are the qualifications for those who are to serve as pastors? Why is it important to note that these qualifications focus on a person’s character (while competency is assumed)? What happens when greater emphasis is placed on competency over character?

5. What do 1 Thessalonians, 1 Timothy 5:19 and Hebrews 13:17 tell us about our responsibility to God ordained leadership? Why would God call his church to respond this way?

6. According to these passages, what would be a biblical process for recognizing new pastors in the church and appointing them to that role?

7. Why might God's design for biblical leadership in the church be difficult for many today? How might a person's past experiences with the church impact their view of God's design?

8. How has this study impacted your thinking?

9. How would you share this with someone who has a hard time coming under the shepherding authority of their local church pastors?

**SUMMARIZE THE LESSON
IN A SHORT PRINCIPLE**

LESSON 6

SPIRITUAL GIFTS – Spirit Empowered, Biblically Grounded

The Bible teaches that the Holy Spirit gives every believer supernatural gifts for the purpose of building up his church and expanding his kingdom. The focus and priority of these spiritual gifts is not for self-edification or self-expression but for the edification of others, and as a result, building up the body of Christ. It is our incredible privilege as believers to be conduits of his supernatural power as he puts his glory and grace on display in this way.

PASSAGES TO STUDY	Acts 2:43	Acts 14:3	Romans 8:9
	Romans 12:3-8	1 Corinthians 3:16	1 Corinthians 12-14
	2 Corinthians 12:12	Ephesians 2:19-22	Ephesians 4:11-14
	Hebrews 2:3-4	1 Peter 4:10-11	

1. Ephesians 2:19-20 refers to the apostles as being the “foundation” of the church? Why was their role so important in the establishment of the early church?
2. According to Acts 2:43 and 14:3, 2 Corinthians 12:12, and Hebrews 2:3-4 what is the connection between the role of the apostles and the abundance of supernatural or “sign” gifts in the early church? How might this help us understand the role these may or may not play in the church today?³
3. According to Ephesians 4, who is it that does the ministry of the church? Why is this a critical observation to make?
4. Write down as many observations about spiritual gifts from these passages as you can.

³ Crossway Network churches do not teach that certain spiritual gifts listed in the Bible have ceased to operate in the church today. God can and will continue to work powerfully through all of his gifts as he desires. However we teach that the *abundance* and relative regularity of “sign gifts” in the New Testament was due the unique role of the apostles who first bore witness to Jesus and first established the church. The genuine manifestation of sign gifts today in the church will likely occur in unique situations and always within the biblical parameters set forth in 1 Corinthians 12-14.

5. According to these passages, what is the purpose of spiritual gifts?

6. How do these verses influence your understanding of your role in the local church? What are the ramifications for you and the church if you are not using your gifts?

7. Do you think the gifts listed in these passages are meant to be exhaustive? In other words, are these the only spiritual gifts a person might have?

8. What is the difference between spiritual gifts and “natural” abilities? Is it possible for a person’s natural abilities to also function as spiritual gifts?

9. How does a person discover their spiritual gifts? What are some important components of that discovery process? What do you think your spiritual gifts are?

10. What are you naturally good at and what life experiences have you gone through that have significantly shaped you? How might God use your skills and experiences for the ministry he has given you for others?

**SUMMARIZE THE LESSON
IN A SHORT PRINCIPLE**

LESSON 7

COMPLEMENTARY DESIGN OF MEN AND WOMEN

Equal in Value, Distinct in Roles

God has created men and women of equal value and honor in his image but wonderfully different from one another. He intends for there to be a beautiful compliment of different functions and roles between men and women in the family and in the church for the good of all. When these created distinctions are joyfully embraced, men and women will flourish together, God's image will be wonderfully on display, and homes and churches will be strengthened for the mission of God in our world.

PASSAGES TO STUDY	Genesis 1:26-28	Genesis 2:7-25	Genesis 3:1-19
	Galatians 3:28-29	Ephesians 5:21-33	1 Peter 3:1-7
	1 Timothy 2:9-3:7	1 Corinthians 11:1-11	Titus 2:1-8.

1. Why is it such a potentially explosive topic in our society to speak of gender, and of men and women having different "roles" in certain contexts?
2. Why is it important that men and women are equal image-bearers of God as described in Genesis 1:27? Why is Galatians 3 such an important passage to understand?
3. What do we learn from the creation account (Genesis 1-2) about the created difference between men and women? What are the differences, and why did God create us this way?
4. Why is it important to realize that these differences were there by God's design before the fall of man (Genesis 3)?
5. Each time a specific role is discussed for men and women in the Bible, it always points back to the creation account in Genesis 2. Why is this important?

6. According to Ephesians 5, what role has God assigned to men and women in the context of marriage? What is the primary responsibility each has within that role toward their spouse?

7. According to 1 Timothy and Titus, how should God's design for men and women be on display in the church?

8. What is the connection between the role husbands are given in the home and the idea of men providing the spiritual headship in the church family?

9. What might it look like to try and honor God's design in the culture we live in? How do we best represent the beauty of God's design to the watching world? Are there changes in heart or practice that might be necessary in your life and relationships?

**SUMMARIZE THE LESSON
IN A SHORT PRINCIPLE**

LESSON 8

CHURCH DISCIPLINE – The Process of Restoration

The Bible teaches that the body of Christ, the church, is to be committed to one another in love. This is true in all of life but perhaps especially as we fight against sin and disobedience together. Jesus instructs us how we are to pursue a brother or sister trapped in a sinful lifestyle. God has provided instructions for church restoration to lovingly keep individual believers from being ensnared by Satan and to maintain the purity of his church.

PASSAGES TO STUDY	Matthew 18:15-20	Romans 16:17	1 Corinthians 5:1-12
	Galatians 6:1-2	2 Thessalonians 3:6, 13-15	2 Timothy 2:24-25
	Titus 3:9-11	Hebrews 12:4-17	

1. What is the purpose of God’s loving discipline in our lives as described in Hebrews 12? Why should we see God’s discipline as a good thing?

2. According to Galatians 6, how should we go about addressing sin in each other’s lives in the body of Christ? What are the dangers in addressing sin if we do it wrongly?

3. Why should the process in Galatians 6 be seen as a normal, healthy part of biblical Christianity? What keeps us from living at this level of vulnerability and care?

4. What do these verses tell us regarding the church’s responsibility to a professing believer who is ensnared by sin and is unrepentant? Why is it important to note that this process is for “unrepentant” sin, and not just sin in general?

5. Summarize the process that is described in Matthew 18.

6. According to 1 Corinthians 5 and 2 Thessalonians 3, there are dual purposes in the church discipline process... (1) to restore the individual to spiritual wholeness, and (2) to protect the body. Why are both of these important, and how are they related?

7. How does this teaching fit in with our culture's perspective of "*whatever makes you happy*" or "*you do you*" and a lack of willingness for people to take personal responsibility for their actions? How would you describe the beauty of church discipline to someone who feels like it is unloving or harsh?

8. How has this study challenged and encouraged you?

**SUMMARIZE THE LESSON
IN A SHORT PRINCIPLE**





CROSSWAY NETWORK DNA, PART 2

MINISTRY PHILOSOPHY

LESSON 1 - Glory to God, Doing all for the Sake of His Name

LESSON 2 - Gospel Centrality, Keeping the Gospel First

LESSON 3 - Intentional Discipleship, Making, Maturing, and Multiplying Followers of Christ

LESSON 4 - Every-Day Mission, Reaching your World

LESSON 5 - Biblical Community, Living out the “One Anothers”

LESSON 6 - Team Leadership, Serving Together in Plurality

LESSON 7 - Expositional Preaching, Proclaiming the Word of God

LESSON 8 - Vibrant Worship, Stirring our Affection for God

In the previous lessons, Crossway’s Biblical Convictions represent essential theological positions that guide us for life and ministry. Next we turn to our Ministry Philosophy that represents the specific ways we seek to function as churches on mission for the glory of God. While there is great diversity among the churches within Crossway Network, there are specific points of focus in the way we go about our mission that are shared by all of the churches. These shared elements create a common ministry culture among all the churches. These are designed to help Christians discover and embrace this common ministry philosophy firsthand as well as sustain and advance the heart of it as the network and individual churches grow and multiply by God’s grace.

For each of the eight lessons, please study the listed passages in context and answer the questions as you go. Always feel free to bring other passages into the discussion as you discover more. List specific principles that you glean from your study of these passages and note where your discoveries are coming from in God’s word. Finish the lesson by summarizing what you have learned into a short principle statement and write it in the space provided at the end of the lesson.

LESSON 2

GOSPEL CENTRALITY – Keeping the Gospel First

There is only one gospel and it is central to all of life and ministry. It is *the* matter of first importance. The message of the gospel is timeless and unchanging. It is the focus of our daily lives and is the only message of hope for the world.

PASSAGES TO STUDY	Romans 1:16-17	Romans 5:1-2, 6-11	Romans 8:28-38
	1 Corinthians 1:18-30	1 Corinthians 15:1-5	Galatians 1:8
	Ephesians 1:13-14	Colossians 3:1-17	2 Timothy 1:14
	2 Timothy 2:1	Titus 2:11-14.	

1. What do you see as the primary or vital elements of the gospel message and why?
2. Why must the gospel be central to all ministries, for both the believer and the unbeliever?
3. How would you respond to the question, “Why is it so important to preach the gospel continually and clearly when our churches are filled with people who are already saved?”
4. According to Titus 2:11-14, what does the grace of God (the gospel) accomplish beyond salvation? What are some ways this work of grace will show up in a church body?
5. How does the gospel constantly remind us of our identity in Christ? Why is this so vital to life and ministry?

LESSON 3

INTENTIONAL DISCIPLESHIP

Making, Maturing, and Multiplying Followers of Christ

The church is only truly growing when people are becoming Christians. Seeing people enter the kingdom of God, leading them, and helping them follow Jesus is the heart of the Great Commission (Matthew 28:18-20). As a result, our focus is on reaching people with the good news of the gospel and seeing them grow into maturity in Jesus. We desire “conversion” growth more than “transfer” growth. We realize that God, in his sovereignty, may move other Christians to serve in a Crossway Network church. We welcome these people if their hearts resonate with our vision and if they have sought to preserve the unity of the church they have come from.

PASSAGES TO STUDY	Matthew 4:19	Matthew 20:18-20	Luke 19:10
	John 17:18	Acts 2:38-47	1 Corinthians 9:19-23
	2 Corinthians 5:18-21	Colossians 1:3-6	1 Thessalonians 2:8

1. When Christians use the word “discipleship,” they often refer to taking those who are already Christians and helping them grow in their faith. According to the commission given to us in Matthew 28 to “make disciples...”
 - Why is this understanding of discipleship incomplete?
 - Where does discipleship (the process of making disciples) begin?
 - Before a person comes to faith in Jesus (i.e., is baptized), what are the steps in the discipleship process?
2. How does Acts 2:38-47 illustrate this full picture of making disciples? Why are vs. 38-41 (*baptize them*) critical in setting up the picture we see in vs. 42-47 (*teach them to observe*)?

3. Why is it important for a LOCAL church to remember that the UNIVERSAL church of Jesus only grows in one way – and that is when people come to saving faith in Jesus Christ? How does this simple idea impact the way a church defines its ministry?

4. Why is it important that every person sees the mission of Jesus (Luke 19:10) as their own personal mission (John 17:18)? What are the ways you might see leaders foster this kind of discipleship in a church?

5. What factors do you believe lead to conversions within a church? Why? What are some steps that a church can take that is not seeing conversions through their ministry?

6. For those in church leadership, what keeps you from intentionally investing time in relationships with those who don't know Jesus? Why is it important, not only for you but for the church you serve, that your life reflects the full picture of making disciples?

7. Why might a church plant see more conversion growth than more established churches? What might the leadership of more established churches do to make sure they don't stop pursuing conversion growth?

**SUMMARIZE THE LESSON
IN A SHORT PRINCIPLE**

LESSON 4

EVERYDAY MISSION – Reaching Your World

Without changing the message of the gospel, we seek to bring it with clarity and power into the world around us. This requires understanding the cultures in which we live and seeking to communicate the gospel in a way that connects with the people around us. We believe every follower of Jesus should be equipped and actively living out the mission of sharing the gospel and leading people to Christ. This is often best accomplished when small groups of believers work together, praying for and engaging with those in their spheres of influence.

PASSAGES TO STUDY	Matthew 4:19	Matthew 5:16	Matthew 9:37-10:42
	Matthew 28:18-20	Luke 10:1-24	Colossians 4:2-6
	1 Peter 1:13-16		

1. What do these passages indicate about how God wants Christians to view the people and communities in which they live (our “world”)?

2. Why are believers called to engage the world around them with the gospel message? What part does goal play in their lives?

3. What are some practical ways Christians can engage their world with the love and message of Jesus?

4. What are some cautions we should consider as we engage our culture? What are some of the practical ways we can be wise and vigilant about these concerns?

5. What are some threats or hindrances to a church developing and maintaining a strong and healthy missional approach in the way they function?

6. How can the church more readily equip believers to live their lives genuinely and boldly on mission?

**SUMMARIZE THE LESSON
IN A SHORT PRINCIPLE**

LESSON 5

BIBLICAL COMMUNITY – Living out the “One Anothers”

We were created for relationship with both God and one another. We believe that every Christian is to be experiencing genuine relationships with others in the body of Christ. These relationships are the primary context in which the “one-anothers” of scripture are experienced. Through these relationships, we learn to become more like Christ through serving others and being served in times of need. This is the true outworking of the New Commandment of Jesus in John 13:34-35. As we love one another, we show the world we are Jesus’ disciples. This is an import aspect of being effective as we seek to reach those around us for Christ. The world should be attracted to the love and joy that God’s people have among themselves. We are committed to fostering this kind of relationship through small group communities.

PASSAGES TO STUDY

Matthew 22:36-40

John 13:34-35

John 17:13-21

Acts 2:41-47

1 Corinthians 5:5-6

1 Corinthians 12:12-31

Ephesians 2:19

Ephesians 4:25-32

James 5:16

Hebrews 3:13-14

Hebrews 10:19-25

-
1. How does the Bible describe relationships within the body of Christ? Summarize as many things as you can from the passages listed.
 2. How does biblical community compare with our culture’s concept of community?
 3. Why do so few Christians experience genuine connection and true fellowship in the church?
 4. What are some specific ways to foster true community at different stages in the life of a church?
 - As a church plant?
 - As a growing established church?
 - As a larger church?

5. What are some things that might help more people experience the kind of community togetherness, support, and care that we see in the word of God?

6. What are some real obstacles or hindrances to true love, unity, and grace in relationships within the church?

7. What should pastors and deacons focus on to help facilitate healthy community connection in the church?

8. What are some specific examples of loving community in the church that have impacted you the most through life?

9. Consider some of the different perspectives you might hear regarding this question: Can a believer ever genuinely experience biblical community apart from mission (Review the previous Lesson #3 - Intentional Discipleship, and #4 - Everyday Mission)? What is your perspective on this question and why?

**SUMMARIZE THE LESSON
IN A SHORT PRINCIPLE**

LESSON 6

TEAM LEADERSHIP – Serving Together in Plurality

We believe in the independent authority of the local church. We believe each church is to be led by a plurality of godly men who function as pastors together. We believe the role of pastor to be one and the same with the biblical terms “overseer,” “elder” and “bishop.” Acts 20:28-29 and 1 Peter 5:1-4 use these terms interchangeably. Among the plurality of pastors, there is recognition of differing giftedness and abilities in leadership that may set some apart from others in function, but not in authority. As leaders of a local church, the pastors are “under-shepherds” to Jesus Christ together as a team.

Note: The character of leaders and how they function together practically is also more thoroughly developed in Part 3 of Crossway’s DNA Lessons, Leadership Culture.

PASSAGES TO STUDY

Acts 1:15

Acts 14:23

Acts 15:13-22

Acts 20:28-29

Galatians 2:9

Ephesians 4:11-13

1 Thessalonians 5:12-13

1 Timothy 3

1 Timothy 1:5-9

Hebrews 13:17

1 Peter 5:1-4

1. What are some of the different models of pastoral leadership you have experienced in the church so far in your Christian life?
2. Do you think most churches are committed to a true biblical plurality? Why or why not?
3. How do you think our culture impacts our commitment to and application of plurality in leadership in a church?
4. What is the importance of Paul’s exhortation, “Do not be hasty in the laying on of hands... (1 Timothy 5:22)” to cultivating a strong biblical plurality?

LESSON 7

EXPOSITIONAL PREACHING – Proclaiming the Word of God

We believe that God’s word is the best and highest that we have to offer people. We also believe that the best way we can be “the pillar and support of truth” is to unfold God’s word in our preaching and teaching in the same way in which it was given by him. For this reason, Crossway Network churches will primarily preach sermons through books of the Bible from beginning to end. At times, local church pastors will take different seasons to address the needs of their church body through topic-based messages but the focus of delivering God’s word weekly will be expository. In our preaching, we believe the Word of God is for the work of *transformation* and not simply meant to be *information*. With this focus in mind, we will always prioritize and strive for clear application and life-change in our communication of God’s word.

PASSAGES TO STUDY	Ezra 7:9-10	Luke 24:27	John 5:36-47
	John 17:14-17	1 Thessalonians 2:13	1 Timothy 3:15
	2 Timothy 3:16-17	2 Timothy 2:15	Hebrews 4:12
	1 Peter 1:23-25	2 Timothy 4:1-6	1 Peter 2:1-2

1. What do the above passages tell us about the power and impact of the Word of God? List as many specific observations as you can.

2. Within Crossway Network, we understand expository preaching to be the communication of God’s intended meaning of every passage in his word in context and the clear and practical application of that truth in life. What are the benefits of this approach to the Bible compared to perhaps the more common topic-based approach?

3. What might be some of the greatest challenges in the practice of expository preaching and teaching as a primary pattern in our churches?

4. How would you describe the relationship between the bible as *information* and the Bible for *transformation*? What might be some of the results of becoming imbalanced one way or the other?

5. Can someone preach a topic-based series with an expository approach? If so, how? What are the various reasons this focus would be important?

6. Why might an expositional approach to God's word be the best possible pathway for steady growth in the life of the believer over the long term?

**SUMMARIZE THE LESSON
IN A SHORT PRINCIPLE**

LESSON 8

VIBRANT WORSHIP – Stirring our Affection for God

We were created to worship God in spirit and truth (John 4:23), which means worship is a way of life for the Christian and involves everything about us (Romans 12:1). As a significant part of this life of worship, our churches are committed to providing gathered worship settings and congregational singing where God's people worship him in spirit and in truth together. We believe we do this “*in spirit*” – in part by cultivating a freedom of expression as God’s Spirit engages the hearts of His people and empowers them to use their gifts and voices to worship him with excellence. We do it “*in truth*” by singing songs that celebrate and speak gospel truths and declare a high view of God and His glory.

PASSAGES TO STUDY

Psalm 7:17	Psalm 9:2, 11	Psalm 13:5-6
Psalm 30:4, 11, 12	Psalm 33:1-5	Psalm 57:9-10
Psalm 92:1-4	Psalm 95:1-11	Psalm 100:1-2
Psalm 150:1-6	John 4:23-24	Romans 12:1
Romans 15:9	1 Corinthians 9:19-23	1 Corinthians 14:15`
1 Corinthians 15:1-5	Ephesians 5:18-20	Colossians 3:16-17
Hebrews 2:12	Revelation 5:6-10	

1. Consider the two phrases “gathered worship” and “a life of worship.” How would you describe the relationship between the two?

2. What does the word of God indicate about the importance of singing together in our gatherings as churches? What does it do in and for us? Why should it be a priority in the lives of God’s people?

3. How would you contrast God-centered worship with man-centered worship in our gatherings? Answer with respect to content in songs as well as the environment we seek to create as we gather.

4. How big of a role should culture and style play in what we do in our gatherings? Refer to specific ways God instructs his people to worship him as they gather. Which elements of our worship gatherings are negotiable, and which are not?

5. What place do our emotions (passion, affection, honor, reverence, thankfulness, etc.) have in our gathered worship experience? How do the Psalms model singing to God in every season of life (joy, repentance, lamenting, confusion, etc.) and how can we model this in our gatherings?

6. Why might it be important for the church to sing a variety of song types in worship music during our gatherings? How would you help both the worship team and your congregation appreciate the importance of variety?

7. In addition to preaching God's word powerfully and faithfully, how can we clearly communicate the gospel through song and various other elements in our services?

8. Those we are leading to Jesus are not yet true worshippers of God but many of them will gather in our churches with us. How might God want to use our worship gatherings to lead them closer to a heart truly surrendered to him (consider 1 Corinthians 9:19-23 especially)?

**SUMMARIZE THE LESSON
IN A SHORT PRINCIPLE**

BIBLICAL CONVICTIONS
MINISTRY PHILOSOPHY
PART 3: LEADERSHIP CULTURE

DNA





LEADERSHIP CULTURE

LESSON 1 - Glory to God, Living and Leading for an Audience of One

LESSON 2 - Genuine Love, Encouraging One Another

LESSON 3 - Humility, Excelling as Servants

LESSON 4 - Unity, Moving Forward Together

LESSON 5 - Purposeful Investment, Developing Leaders

LESSON 6 - Empowerment, Honoring One Another's Gifts

LESSON 7 - Missional Living, Leading by Example

LESSON 8 - Multiplication, Church Planting Churches

Each church in The Crossway Network is committed to creating a leadership culture that reflects the eight values listed above. As with the previous studies in DNA, each value comes with a cross section of Biblical references that will require prayerful reflection and investigation within a given context.

For each of the eight lessons, please study the listed passages in context and answer the questions as you go. Always feel free to bring other passages into the discussion as you discover more. List specific principles that you glean from your study of these passages and note where your discoveries are coming from in God's word. Finish the lesson by summarizing what you have learned into a short principle statement and write it in the space provided at the end of the lesson.

LESSON 1

GLORY TO GOD – Living and Leading for an Audience of One

DRIVEN BY WORSHIP

We desire for our leaders and influencers to be motivated by an “Audience of One.” Do they seek God’s glory alone? Do they reflect John the Baptist’s heart when he said in John 3:30, “He (Jesus) must increase and I must decrease?” We want to avoid the hazards that come with self-importance and the need for personal recognition. No one individual is irreplaceable. It’s not about personalities, but the glorious person of Jesus Christ.

PASSAGES TO STUDY

John 3:25-30

1 Corinthians 3:1-9

2 Corinthians 5:15

Colossians 3:23

Hebrews 1:2

Revelation 5:11-14

1. What are the ways in which a commitment to “the glory of God” will show up within the Crossway leadership culture? Describe what it means to you to “live and lead for an audience of One. Why is this so vital?
2. What might be some notable differences in a more human-centered (and therefore less God-glorifying) approach to life and leadership?
3. What potential challenges or obstacles could make it difficult to maintain and grow a God-glorifying leadership culture?
4. How do these two statements fit with the value of giving all glory to God?

“We’re not concerned with who gets the credit as long as God gets the glory.”

“No one person is irreplaceable.”

5. What are examples in your life when you have been tempted to grab the spotlight that is reserved for God alone?

6. What are the specific ways the Spirit is growing you in a more God-glorifying heart in your life and leadership?

7. How can you lead and challenge others in your ministry in this same God-glorifying direction?

**SUMMARIZE THE LESSON
IN A SHORT PRINCIPLE**

LESSON 2

GENUINE LOVE – Encouraging One Another

DEMONSTRATING ENCOURAGING LOVE

We are committed to live Jesus' "new commandment" to love one another as we have been loved so that all people will know we are his disciples. The greatest demonstration of true gospel faithfulness and obedience is to love God with all our hearts, our souls, our minds, and all our strength; and to love our neighbor as ourselves. That love is clearly seen and described in God's word, is evident in every true believer's life, and must be exemplary in church leaders and influencers.

PASSAGES TO STUDY

Psalm 136

Matthew 22:37-40

Mark 12:30-31

John 13:34-35

1 Corinthians 13:1-7

Ephesians 4:15-16

Colossians 3:12-14

1 Peter 4:8

1 John 3:11-18

1 John 4:7-21

1. What is the significance of the "holistic" love of God described in Matthew 22:37-40? How are love for God and love for others related to one another?
2. In John 13:5-17 Jesus, the King and Lord of all, washes the disciple's feet. How does that act connect with and help define his command for his people to "love one another" in John 13:34-35?
3. According to I John 4:7-12, what is the importance of love for the believer?
4. What does God want us to know about His love from Psalm 136? How does this specific attribute of his love for us instruct us about our love for others?
5. I John 4:19 tells us that we can love because God loved us first. Why can we love? If we have difficulty loving, how does reflecting on God's love for us help us to love others?

6. What does “speaking the truth in love” that Paul talks about in Ephesians 4 look like with one another? What is the danger of trying to speak the truth without loving? What is the danger of trying to love without speaking the truth?

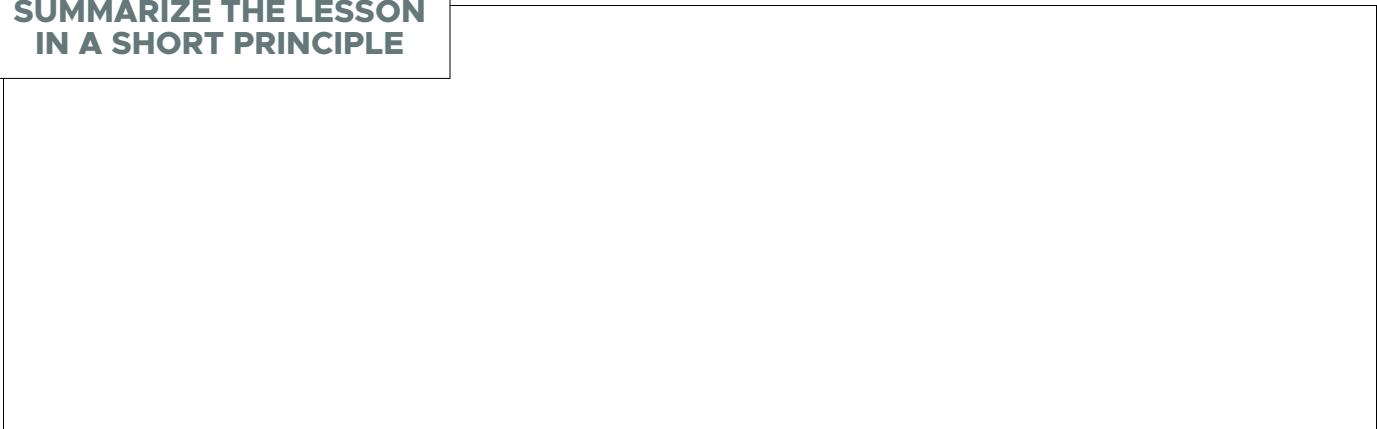
7. Since we should speak the truth in love, how does the power of love to “cover a multitude of sins” (I Peter 4:8) impact our motivation and our approach?

8. Believers will stumble and get discouraged. How does the biblical love described in this lesson create an atmosphere of grace and encouragement in a church especially in those difficult times of weakness?

9. How does love create harmony in the church (Colossians 3:12-14)?

10. What does love look like according to I Corinthians 13? Think through and list several practical implications from Paul’s description.

**SUMMARIZE THE LESSON
IN A SHORT PRINCIPLE**



LESSON 4

UNITY – Moving Forward Together

EAGER FOR HARMONY

Leaders within The Crossway Network will seek to understand and embrace biblical principles of unity. They must honor one another in speech and be quick to forgive. With the scripture and its gospel message as the foundation, leaders and ministry teams must seek God’s wisdom in a spirit of love and deference.

PASSAGES TO STUDY	John 17:10-11	Acts 10	Acts 13:1-4
	Romans 12:10	1 Corinthians 13:4-8	Ephesians 4:1-3, 29, 32
	Philippians 2:1-4	1 Timothy 5:19	

1. Why do you think unity is an important value among Crossway leadership? Specifically, why is it so vital for functioning in God glorifying plurality at the church, regional, and Network levels? Can you give specific illustrations or examples where it would be important?

2. Describe how a leadership team should work through a difference of opinion. What are the key biblical elements for moving forward together?

3. What does true unanimity mean among a group of leaders on the team? How do humility and character factor into this question? What does it look like to prefer one another in honor?

4. Can you think of example(s) of when you have disagreed with other Christians and have processed through the differences in a healthy manner? How did it contribute to unity? Please specify.

5. How do the preceding character qualities and biblical principles in Crossway's Leadership Culture factor into unity?

6. How does unity put God on display?

7. What are the specific ways in which you know God wants to grow you in true unity as you serve and lead? Write your answer in the form of a prayer to the Lord for help in these areas.

**SUMMARIZE THE LESSON
IN A SHORT PRINCIPLE**

LESSON 5

PURPOSEFUL INVESTMENT– Developing Leaders

DEVELOPING PASSIONATE LEADERS

Just as Jesus chose and trained leaders to carry on the work of the gospel after his life on earth, so we seek to raise up passionate leaders who desire to follow hard after him. Paul followed the lead of Jesus and also chose men to partner with him (i.e. Silas, John Mark, Timothy, Luke, and Titus). He taught, trained, and sent them out to serve and lead churches.

PASSAGES TO STUDY

	Exodus 18:17-27	Joshua 1:1-9	Matthew 4:18-22
	Matthew 5:1-7:29	Mark 1:16-20	Mark 2:14
<i>For broader study, see all of 1 and 2 Timothy and Titus as a whole.</i>	Mark 3:13-19	Mark 6:6-13	Mark 13:1-37
	Luke 5:1-11	John 1:35-51	John 13:1-17
	John 14:1-17:26	Acts 20:17-24	1 Thessalonians 2:7-8
	1 Timothy 1:6-14	1 Timothy 2:1-2	

1. What pattern do we see in the two Old Testament passages that tell us about the need for purposeful investment in developing leaders on various levels?
2. How do we see Jesus continue this model with the twelve? What observations can you make about Jesus' relationship with the twelve?
3. As you survey the passages through the gospels, who did Jesus invest most of His time in? Why? What patterns can we follow from his example?
4. How do we see the apostle Paul continue this pattern of purposeful investment in leaders?

5. How do these patterns help inform how we should view all the demands on a church leader for his or her time?

6. What are some examples of those who have made or are making a purposeful investment into your life?

7. How can you personally grow as one who invests in others who will have influence? What are some practical steps you can begin to take today?

8. How does this approach contribute to a church becoming more and more a “community on mission?”

**SUMMARIZE THE LESSON
IN A SHORT PRINCIPLE**

LESSON 6

EMPOWERMENT – Honoring One Another’s Gifts

FUELED BY ENCOURAGEMENT

Leaders are empowered and released for service with a dependent but “can-do mentality.” We must strive to spur one another on as Crossway Network leaders are unleashed for service within their areas of gifting and passion. We are committed to celebrating one another’s talents and gifts and will leave competition behind. We seek to be “relentlessly for one another.” There is also a never-ending commitment to develop more leaders to replace those who depart or are sent out.

PASSAGES TO STUDY	John 15:5, 16	Acts 8:1-4	Acts 13:1-4
	Acts 15:6-21	Romans 12:3-8	1 Corinthians 12:7
	2 Corinthians 5:18-20	Ephesians 2:10	Ephesians 4:11-13
	Philippians 2:19-20	2 Timothy 2:2	1 Peter 2:9-10

1. Why is it important for every believer and particularly for leaders to see themselves called into service by God? Why is it also important for existing leaders to assume there is a call of God on the lives of emerging leaders in the church?
2. The Crossway Network seeks to cultivate a “can-do-mentality” versus “not called” or “not gifted enough.” How might you contrast the two mentalities within a church that is developing leaders?
3. Notice how Paul celebrates fellow leaders in Philippians 2:19-29. What specific things can leaders do to create this kind of strong climate of affirmation and empowerment? In other words, how do they cultivate a culture where leaders are “relentlessly for” one another?
4. Read Acts 15:6-21 (the Jerusalem Council) again. What observations can you make about the different leaders and how they function in the situation? How does the variety of gifting contribute to a great outcome in the advance of the gospel in the story?

5. How might our commitment to leadership teams with a variety of giftedness (apostles, prophets, evangelists, shepherds, and teachers – Ephesians 4:11-12) factor into this discussion?

6. How might you need to balance filling certain necessary roles in the church and a commitment to unleashing people into their specific areas of passion and giftedness?

7. Are there steps you may need to pursue in order to be more readily raised and prepared in your area of passion or giftedness?

8. How would you see this value of empowerment contributing to Crossway Network’s commitment to church planting?

**SUMMARIZE THE LESSON
IN A SHORT PRINCIPLE**

LESSON 7

MISSIONAL LIVING – Leading by Example

DRIVEN BY GOD’S HEART

God’s heart is that all would believe, and none would perish, so we are passionate about modeling and imparting a biblical urgency to call all people to repentance. Jesus, Paul, and the twelve apostles are our primary examples of missional living. With a heart of dependence, we endeavor as Crossway leaders to faithfully follow their example and impart their passion and God’s heart to all of those in our care. Leading by example in missional living may involve hardship and suffering, but we are convinced that the urgency of the mission is worth any sacrifice God may call us to endure. We also believe that he will empower us for the same.

PASSAGES TO STUDY

Matthew 9:36-10:42	Mark 13:32-37	Luke 9:1-6
Luke 10:1-24	John 4:1-42 (esp. v. 34-36)	John 9:4
John 17:4, 18	Acts 2:1-40	Acts 10:23-48
Acts 19:1-7	2 Timothy 2:10	2 Peter 3:9

1. Write out a working definition of “missional living” based on the passages listed above.

2. In Matthew 9:37-38 Jesus uses the word “harvest” three times. What do these verses tell us about this “harvest?” How does Jesus’s response to the crowds in Matthew 9:36 impact the commands we receive from Jesus in verses 37 and 38?

3. What do the following verses provide as motivation or “fuel” for missional living?
 - Mark 13:32-37
 - John 4:34-36
 - John 9:4
 - John 17:4, 18

LESSON 8

MULTIPLICATION – Church Planting Churches

DEDICATED TO STARTING NEW CHURCHES

As leaders on Jesus' mission to make disciples we believe the best way the church fulfills its mission is through the intentional sending and starting of new churches. Every individual church, and local region of churches, seeks to plant new churches through sending teams of diversely gifted, and tested leaders, who have a heart to see many come to faith and healthy churches established.

PASSAGES TO STUDY	Matthew 28:18-20	Mark 16:15-16	Luke 24:44-49
	Acts 1:8	Acts 2_42-47	Acts 8:1-8
	Acts 9:31	Acts 11:19-26	Acts 13:1-4, 48-49
	Acts 14:19-28	Acts 16:4-5	Acts 18:22-23
	Acts 19:1-10	Acts 20:27-28	Acts 28:30-31

Also note specific references to the locations of churches in New Testament letters: 1 Corinthians 1:2; 2 Corinthians 1:1; Galatians 1:1; 1 & 2 Thessalonians 1:1; Revelation 2 and 3.

1. What are the key elements of Jesus' commission given to his followers (and therefore Christians of every age)?

2. As the apostles and other followers of Jesus begin to proclaim the gospel, what starts to happen among the many people God is saving?

3. Continue to trace carefully through the passages in the book of Acts. What observations can you make about the establishment, strengthening, and expansion of the church?

4. How does this model of gospel expansion in the 1st century inform our passion for and commitment to planting churches in the 21st century?

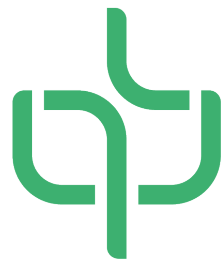
5. How might a constant movement toward starting new churches help our established churches not to “settle in” or become complacent about the mission of Jesus (discipleship)?

6. What are the ways you can engage more in the work of discipleship and invest more in the work of church planting in your own life?

7. Do you have a specific sense of how God might use you on a church planting team? What steps can you take to explore this and see if God might want to send you to help start a new church?

8. If you don't see yourself as a part of a church planting team that is sent out in the future, how can you help strengthen the focus on church planting in your church as one (like most) who will stay?

**SUMMARIZE THE LESSON
IN A SHORT PRINCIPLE**



CROSSWAY NETWORK

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