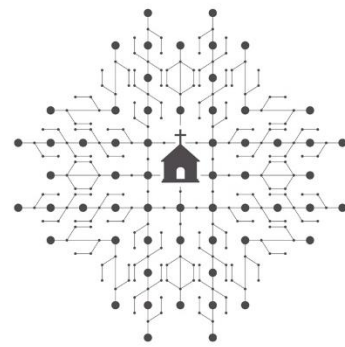


LEVELING THE CHURCH

Multiplying Your Ministry by Giving It Away



Group Guide

This guide was created to walk a church staff or group through the concepts found in *Leveling the Church: Multiplying Your Ministry by Giving It Away* by Micah Fries and Jeremy Maxfield (Moody, 2020). It includes Scripture, questions, and activities related to each chapter.

There are many ways to use this guide. You may want to gather your team to review a chapter at a time, perhaps once a week over three months. We could also foresee grouping the content into a retreat-style intensive with four primary sessions outlined below. Feel free to use this guide in any way that benefits your team, pointing them to thoughtful application of biblical truth to your own ministry context.

We'd love to hear from you about your experiences as a team and your impressions of the book. Mention us on Twitter and Instagram by using the hashtag #LevelingTheChurch and be sure to tag authors @micahfries and @jrmaxfield

If you'd like to contact us about consulting with or speaking to your team, please visit our websites: micahfries.com and jeremymaxfield.com

Retreat Option

If you're going to level the church, you have to do the hard work of getting into the *DIRT*. The following acronym can help you organize a retreat-style intensive for a one-day or weekend gathering with your team.

Session 1: **D**—Design (or Scorecard)

Read and review Chapter 1–2.

This session will help you frame a biblical view of ministry.

Session 2: **I**—Inspection (or Opposition)

Read and review Chapters 3–6.

This session will help you consider dangers to avoid and remove.

Session 3: **R**—Renovate (or Game Plan)

Read and review Chapters 7–10

This session will help you take practical steps of action to level your church.

Session 4: **T**—Top (or Goal)

Read and review Chapter 11 along with key takeaways for the whole book.

This session will cap off your time together, wrapping everything up with a clear picture of multiplying ministry as a level church in your own context.



Chapter 1. Rethinking Leadership

1. How would you articulate your reason for serving the church? Did you sense a particular calling from God? Did you see a particular need?
2. What do you love most about ministry? What energizes you as a leader? What drains you as a leader?
3. In assessing your time, energy, and stresses, what activities or outcomes do you view as determining ministry success? In what ways do you drift toward cultural measures of success?
4. Read Ephesians 4:11–16. What key points did the authors emphasize regarding this text? Why did they distinguish between a *familial responsibility* and *vocational responsibility* within the church? How would you summarize the unique responsibility of church leaders?
5. What was most encouraging, convicting, or reorienting in this chapter?



Chapter 2. Reframing Leadership Success

1. What might people in your community say is most important to your church? What might a non-believer say about your church? A visiting family? A visiting individual? The typical member? Would their answers differ from your own?
2. Read John 15:5–8. What point did the authors emphasize regarding this text? How can measures of *success* or *faithfulness* be misleading apart from *fruitfulness*? What is meant by the statement: *What you measure will determine behavior*?
3. Use the following questions to consider your current purpose, strategy, and measures.
 - a. Purpose—Why does your church/ministry exist?
 - b. Strategy—How will you accomplish your purpose as a church/ministry?
 - c. Measures—What will you measure to determine effectiveness (fruitfulness)?
4. If mission or value statements already exist, were you and your team members able to accurately recall them from memory? If not, what concepts were difficult to articulate? If so, do the statements clearly relate to one another in light of why, how, and what—purpose, strategy, and measures? Why is it important to have clarity on each of these?
5. What was most encouraging, convicting, or reorienting in this chapter?



Chapter 3. The Danger of Professionalism

1. What do the authors mean by *professionalism*? How does it threaten fruitfulness in ministry?
2. Read 1 Peter 2:1–10. What point did the authors emphasize regarding this text?

3. What was the point of the flight school analogy (49)? How did character, coachability, and competence relate in the authors' philosophy of developing a team (50)?*
4. How do we unintentionally promote professionalism? Is there anything we should stop doing/saying? Is there anything we should start doing/saying?
5. What was most encouraging, convicting, or reorienting in this chapter?

*An excellent 2-minute video addressing a similar concept (Trusting Teams) can be found on Simon Sinek's YouTube page: <https://youtu.be/Y4dyADuYfbg>



Chapter 4. The Danger of Materialism

1. What do the authors mean by *materialism*? How does it threaten fruitfulness in ministry?
2. Read Romans 12:1–2. What point did the authors emphasize regarding this text?
3. What was the point of the blue jean analogy (59)? How does a culture built on *sacrifice* contrast one built on *shopping*?
4. How do we unintentionally promote materialism? Is there anything we should stop doing/saying? Is there anything we should start doing/saying?
5. What was most encouraging, convicting, or reorienting in this chapter?



Chapter 5. The Danger of Independence

1. What do the authors mean by *independence*? How does it threaten fruitfulness in ministry?
2. Read 1 Corinthians 12:18–26. What point did the authors emphasize regarding this text? How does the analogy of the body elaborate upon the previous chapter's discussion of church membership, distinguishing *parts* from *patrons*?
3. What was the point made about the t-shirt with the words: *I see. I want. I grind. I get.* (81)? How did this relate to the concept of "Evangelical Gnosticism" (82)?
4. How do we unintentionally promote independence? Is there anything we should stop doing/saying? Is there anything we should start doing/saying?
5. What was most encouraging, convicting, or reorienting in this chapter?



Chapter 6. The Danger of the Super Pastor

1. What do the authors mean by *Super-Pastor syndrome*? How does it threaten fruitfulness in ministry?
2. Read Psalm 139. What point did the authors emphasize regarding this text?
3. What was the point of the funnel analogy (106)? How did the funnel relate to the imagery of Atlas? What other points were made with the Atlas imagery throughout the chapter?
4. How do we unintentionally promote Super Pastor? Is there anything we should stop doing/saying? Is there anything we should start doing/saying?
5. What was most encouraging, convicting, or reorienting in this chapter?



Chapter 7. Lead Like Jesus: Narrow Your Target and Expand Your Influence

1. How did Jesus model wisdom, avoiding the dangers of professionalism, materialism, independence, and the Super-Pastor syndrome? Refer to biblical examples for each. (For example: contrary to professionalism, Jesus chose ordinary fishermen as disciples.)
2. Read Luke 6:12–19 and Acts 4:7–13. What points did the authors emphasize from Jesus' leadership example? How does this relate to your own leadership context?
3. Use the following to identify your target of influence.
 - a. Outer Circle (The Twelve)—Who are your core leaders? You may have more or less than twelve, but identify a team of influential staff, interns, or volunteers.
 - b. Middle Circle (The Three)—Who are three people whom you can intentionally pour into on a more personal level. Why did you choose these three people?
 - c. Center (The One)—Who stands out as the natural leader of leaders? Why did you identify this person? What about this person may be a weakness in their own strength but has great potential to be used by the Spirit?
4. What was most encouraging, convicting, or reorienting in this chapter?



Chapter 8. Lead Like Moses: Decide to Delegate

1. When were you first given the opportunity to do something significant in relation to a skill or responsibility? Who gave you the opportunity? What made that responsibility such a big deal? (For example, the first time you performed in public, planned an event, drove a sibling, pitched for a baseball team...)
2. Read Exodus 18:13–23. What points did the authors emphasize from Moses' leadership example? How does this relate to your own leadership context?
3. How did the authors distinguish between healthy and unhealthy delegation (132)? What are the four steps of healthy delegation (and the bonus step)? Use the *Delegation for*

Multiplication flow chart (133) to consider scenarios in your area of responsibility. What can you delegate? To whom? How often? How can you maintain a helpful connection? How would everyone benefit?

4. What was most encouraging, convicting, or reorienting in this chapter?



Chapter 9. Lead Like Paul: Model and Mentor

1. Who has been a mentor to you—either formally or informally? What key things have you learned from that relationship?
2. Read 1 Timothy 1:2 and 1 Corinthians 4:14–17. What points did the authors emphasize from Paul’s leadership example? How does this relate to your own leadership context?
3. The authors reemphasized an idea introduced in Chapter 7’s examination of Jesus’ leadership: *Proximity > Plan*. How does that phrase relate to the concept of *lifestyle mentoring*? What are some regular activities in your job or life that you can include people from your target of influence? Whom will you invite? In what activities? Why?
4. What was most encouraging, convicting, or reorienting in this chapter?



Chapter 10. Lead Like Timothy: Train and Deploy

1. Other than the Bible, what book has most influenced your life? What is your favorite Old and New Testament book of the Bible?
2. Read 2 Timothy 2:1–2, 3:16–17, and 4:1–5. What points did the authors emphasize from Timothy’s leadership example? How does this relate to your own leadership context?
3. What are the four points of the *WORD of G.O.D.* method for Bible study and discussion? What reason was given for each point being important in rightly handling Scripture devotionally or for disciple-making? What simple and reproducible tools have you equipped the average person with for understanding and discussing Scripture? For evangelism and disciple-making? What opportunities are provided for more robust education and training? Is there a clear path or relationship for opportunities?
4. What was most encouraging, convicting, or reorienting in this chapter?



Chapter 11. Maintain or Multiply

1. Read Matthew 25:14–30 and Ephesians 5:15–17. What points did the authors emphasize in Jesus' parable of the talents? How does it relate to Paul's instruction to the church in Ephesus? How do these texts relate to the main point of the book—*multiplying leaders is your God-given responsibility as a church leader*.
2. After completing the exercises related to the book chapters, do you feel more aware of biblical responsibilities and better equipped to *multiply ministry by giving it away*? Review the things you identified in relation to your own church and area of responsibility—especially statements of purpose, strategy, and measures (2); your target of influence (7); a plan of delegation for multiplication (8); a mentoring plan (9); and an educational plan (10).
3. Remember the principle from chapter 2: *What you measure will determine behavior*. Identify things that you will measure and celebrate as a team and as a church or ministry, building momentum within your own context for leveling the church and multiplying ministry.
4. What was most encouraging, convicting, or reorienting in this book?

