CREATIVE ARTS PLAYBOOK

7 Conversations To Prepare You For Arts Leadership
<table>
<thead>
<tr>
<th>PAGE</th>
<th>SECTION</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td><strong>WELCOME LETTER</strong></td>
</tr>
<tr>
<td>4</td>
<td><strong>CONVERSATION 1:</strong></td>
</tr>
<tr>
<td></td>
<td><strong>SHARING STORIES</strong></td>
</tr>
<tr>
<td>8</td>
<td><strong>CONVERSATION 2:</strong></td>
</tr>
<tr>
<td></td>
<td><strong>DISCIPLESHIP</strong></td>
</tr>
<tr>
<td>14</td>
<td><strong>CONVERSATION 3:</strong></td>
</tr>
<tr>
<td></td>
<td><strong>LEADERSHIP EXPECTATIONS</strong></td>
</tr>
<tr>
<td>22</td>
<td><strong>CONVERSATION 4:</strong></td>
</tr>
<tr>
<td></td>
<td><strong>REPRODUCING TOWARDS EXCELLENCE</strong></td>
</tr>
<tr>
<td>28</td>
<td><strong>CONVERSATION 5:</strong></td>
</tr>
<tr>
<td></td>
<td><strong>MISSIONAL AND SPIRIT-LED</strong></td>
</tr>
<tr>
<td>32</td>
<td><strong>CONVERSATION 6:</strong></td>
</tr>
<tr>
<td></td>
<td><strong>MANAGING CHALLENGING PERSONALITIES</strong></td>
</tr>
<tr>
<td>37</td>
<td><strong>CONVERSATION 7:</strong></td>
</tr>
<tr>
<td></td>
<td><strong>THIS IS THE ARTS AFTER ALL</strong></td>
</tr>
<tr>
<td>43</td>
<td><strong>APPENDIX 1:</strong></td>
</tr>
<tr>
<td></td>
<td><strong>WHAT WE BELIEVE</strong></td>
</tr>
<tr>
<td>47</td>
<td><strong>APPENDIX 2:</strong></td>
</tr>
<tr>
<td></td>
<td><strong>CREATIVE ARTS ROLE DESCRIPTIONS</strong></td>
</tr>
</tbody>
</table>
Dear Creative Arts Apprentice Leader,

Thank you for saying “YES” to exploring Arts leadership at Restore Community Church. You are on the front lines of helping people find their way back to God. I am confident that it will be a journey of both joy and challenge as you disciple others in the ways of Jesus.

Enjoy your experience through these 7 conversations. Don’t be dissuaded by a world that tells us we are too busy. Take time to be well prepared to lead and to reproduce additional leaders. This process works best if you can do the conversations once a week for 7 weeks because it will keep things fresh for you and give you the opportunity to practice leading alongside your leader. You will get the most out of the conversations if you read them before you meet with the your leader and write out your answers to the questions ahead of time.

Your leadership has the potential to make an eternal difference in the lives of the people of Kansas City. I am thrilled that you are joining the leadership community of Restore.

“I thank my God every time I remember you. In all my prayers for all of you, I always pray with joy because of your partnership in the gospel from the first day until now, being confident of this, that he who began a good work in you will carry it on to completion until the day of Christ Jesus.”

Philippians 1:3-6

Together in Christ with you,

Arts Director Restorecc.org
CONVERSATION 1

SHARING STORIES
**SHARING STORIES**

**CONVERSATION 1**

---

**MISSION OF RESTORE**

The dream of Restore Community Church is to see the Spiritual Landscape of Kansas City changed.

We do this by:

1. Helping people find their way back to God
2. Mobilizing Christ followers to change the world
3. Reproducing leaders, artists, and churches

As part of this mission, we highly value the reproduction of new leaders in every ministry of Restore. Leadership Development is a high priority for us and it is our goal to do it with excellence. Apprentice leaders at Restore will meet with leaders to have 7 conversations. These conversations will help both to grow as spiritual leaders of artists. Apprentices will also work with leaders to take on more and more leadership of the Arts ministry until they are prepared to lead a group of contributors. Thanks for saying YES! Our spiritual leadership of others will make an eternal difference!

**WHY APPRENTICESHIP?**

“So, my son, throw yourself into this work for Christ. Pass on what you heard from me - the whole congregation saying ‘Amen!’ - to reliable leaders who are competent to teach others.”

1 Timothy 2:1-2 (MSG)

**WHY CONVERSATIONS?**

We seek to lead and learn through relational investment. Our goal is not to just create documents that make you a better leader, but to create material that provides a context and framework for discussion, conversation, and growth through relational connection. It is through one-on-one relationship that we believe we will all grow into more effective leaders. True apprenticeship is relational. We want to get into the details to make us successful but at its core we should be exchanging ideas. Ask questions, invite feedback, and speak up. Listen and learn.
LET’S GET THINGS STRAIGHT.

AN ARTIST
We create, we study, we practice, and we long to let what is inside of us overflow to the world to bless, inspire, and challenge.

A LEADER
We bring people together and move them towards a common goal. We are not the smartest ones in the room; we just happen to be the ones called to bring everyone together to collaborate to accomplish a mission. People are drawn to us because we love people. People are following us because we help them get better at what they do and we want to see them achieve their best.

This is the start of a journey. Just reading these pages does not magically produce fully qualified leaders. All the answers are not in these conversations, but these conversations are the beginning of a journey of growing as an artist and as a leader. And after we complete them, we can begin thinking about and moving towards helping someone else start the same journey.

It’s not a leader’s responsibility to fill someone else’s cup, only to pour out their own. We share what we know. Ask questions. Listen well. Encourage. And challenge and give honest and loving feedback. We ask for honest feedback, and we listen and remain open to learning.

AN APPRENTICE
Listen and learn. Ask questions. Give feedback. If something doesn’t make sense, feel free to question it. Share your honest thoughts and feelings. Take the initiative to learn, grow, and act. And know this is just the start of the journey. There are many avenues to learn from and this is just one of them. Receive encouragement graciously. Be open to feedback humbly. Grow and keep running. And even now think of who can be invited into this journey.

Both the leader and the apprentice should be asking, “What are the real life applications of these conversations?” Knowledge is nothing unless it’s lived out.

Don’t worry if the pages sometimes repeat themselves. Each page is an ingredient that, when put together, make the “cake” that we are striving toward. Each one will complement the others.

Just take a deep breath. This is not a checklist. Leadership is about being and becoming, not just about doing. The conversations and challenges in the pages to come are meant to be things that become part of who you are over time. We’re all still growing in it.
THE MISSION AND VALUES OF THE ARTS:

RESTORE ARTS COMMUNITY MISSION:

To reproduce artists to be a blessing to Restore, their city, and beyond, for the purpose of helping people find their way back to God.

RESTORE ARTS COMMUNITY VALUES:

1. **SPIRIT LED**
   Creating environments where artists, the Church, and the City can experience an open heart to Jesus.

2. **MISSIONAL**
   Living out our lives and art as a blessing at work, in our neighborhoods, and in the City to share the life and words of Jesus.

3. **REPRODUCING**
   Relationally investing in others to help them develop spiritually and artistically.

**REFLECTION QUESTIONS:**

1. How did you find your way back to God and why?
2. What does the term “Arts community” mean to you?
3. What is one story that you see being lived out in the Arts, which reflects the mission of Restore’s Arts community?
4. Where have you seen Restore’s mission lived out in the Arts community?
5. Why are the Arts important to you?
6. Which of these values is most important to you personally?
7. How do you think you fit into the Arts community?

**NEXT STEPS:**

- Set time for your next Leader/Apprentice Meeting.
- Read Restore’s Leadership Expectations.
Read Conversation #2 and write your answers to the questions.
AS YOU BEGIN:
Apprenticeship is part of your Discipleship

WHAT IS DISCIPLESHIP?

The word “disciple” in the original language of the New Testament is ἔμυθητες which means learner or student. As opposed to the term “Christian” which appears only 3 times, the word disciple is used over 200 times in the New Testament as an identifier of one who follows after Jesus.

In Matthew 28:19-20, Jesus culminates his life and ministry with these words, known as the Great Commission: “Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.”

The Great Co-mission is our joint mission with God to make disciples. Jesus Himself describes a disciple as one who is engaged in the mission of making disciples. In other words, integral to being a disciple is making other disciples. This is why the church exists and it is the primary mission of every Christ-follower: to make disciples.

At Restore, we want every leader and those apprenticing to lead to know that they are primarily an Intentional Disciple-Maker (I.D.M.). That means that you, the new apprentice, are a part of the Jesus Mission and God’s plan to restore this world back to Him. This is why it’s called the Great Co-Mission because you are literally on this mission with Jesus! A mission that started long before you & will continue long after. It happens one conversation, one relationship, and one person at a time. Regardless of your age, status, past, gifting, area of ministry you are serving in, or background - you are being invited into the Jesus Mission as an I.D.M. This is a mission that should you choose to accept it, will have a far-reaching ripple effect that reverberates throughout your home, workplace, community, and who knows, maybe even the world.

When you are an I.D.M. any environment you are put in becomes an Intentional Disciple-Making Environment (I.D.E.). An I.D.E. has 3 components:

- **OUTCOME FOCUSED**
- **SCRIPTURE FOUNDED**
- **HABIT FUELED**

---

**How to use the Playbook?**

1. Find an apprentice
2. Meet weekly following this schedule and using the questions at the end of each section
3. Read each section before you meet

**Kids’ City Apprentice Conversations**

<table>
<thead>
<tr>
<th>Meeting</th>
<th>Conversation</th>
</tr>
</thead>
<tbody>
<tr>
<td>I do, you watch, we talk</td>
<td>Conversation #1</td>
</tr>
<tr>
<td>I do, you help, we talk</td>
<td>Conversation #2</td>
</tr>
<tr>
<td>You do, I help, we talk</td>
<td>Conversation #3</td>
</tr>
<tr>
<td>You do, I watch, we talk</td>
<td>Conversation #4</td>
</tr>
<tr>
<td>Ongoing Meetings</td>
<td>“Reproducing”</td>
</tr>
</tbody>
</table>

**Ongoing Meetings – Coaching Questions**

1. How are you? (RPMS)
2. Where are we winning?
3. What challenges are we facing?
4. How will we tackle those challenges?
5. How can we help each other?
6. How can we pray for each other?
AS YOU BEGIN:
Apprenticeship is part of your Discipleship

WHAT IS DISCIPLESHIP?

The word “disciple” in the original language of the New Testament is mathetes, which means, learner or student. As opposed to the term “Christian” which appears only 3 times, the word disciple is used over 200 times in the New Testament as an identifier of one who follows after Jesus.

In Matthew 28:19-20, Jesus culminates his life and ministry with these words, known as the Great Commission: “Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.”

The Great Co-mission, is our joint mission with God to make disciples. Jesus Himself describes a disciple as one who is in engaged in the mission of making disciples. In other words, integral to being a disciple is making other disciples. This is why the church exists and it is the primary mission of every Christ-follower: to make disciples.

At Restore, we want every leader and those apprenticing to lead to know that they are primarily an Intentional Disciple-Maker (I.D.M.). That means that you, the new apprentice, are a part of the Jesus Mission and God’s plan to restore this world back to Him. This is why it’s called the Great Co-Mission because you are literally on this mission with Jesus! A mission that started long before you & will continue long after. It happens one conversation, one relationship, and one person at a time. Regardless of your age, status, past, gifting, area of ministry you are serving in, or background - you are being invited into the Jesus Mission as a I.D.M. This is a mission that should you choose to accept it, will have a far-reaching ripple effect that reverberates throughout your home, workplace, community, and who knows, maybe even the world.

When you are an I.D.M. any environment you are put in becomes an Intentional Disciple-Making Environment (I.D.E.). An I.D.E. has 3 components:
At Restore, discipleship results in two transformational outcomes:

- **Becoming more like Jesus in character.**

  "But the Holy Spirit produces this kind of fruit in our lives: love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control."
  *Galatians 5:22-23*

Character is who I am becoming and it is manifested by the fruit of the Spirit. As we follow Jesus, our character begins to look more like His. At the root of character is the age-old question of every human heart: “Am I lovable?” As we look to Jesus to answer this question, we experience intimacy with Him. This ongoing intimacy with Jesus is what transforms our character. Jesus said it like this in John 15:5: “I am the vine; you are the branches. If you remain in me and I in you, you will bear much fruit; apart from me you can do nothing”. The second outcome is:

- **Living out our unique Christ-centered calling.**

  “For we are God’s masterpiece. He has created us anew in Christ Jesus, so we can do the good things he planned for us long ago.”
  *Ephesians 2:10*

  “God works in different ways, but it is the same God who does the work in all of us. A spiritual gift is given to each of us so we can help each other.”
  *1 Corinthians 12: 6-7*

Calling is about what I am doing and is manifested by the gifts of the Spirit. As we follow Jesus, our calling becomes clarified and we begin to discover the distinctive purpose God has for us. The roles we fulfill (dad, mom, friend, manager, brother, sister, co-worker, etc.) begin to be expressed out of our true identity in Christ. At the root of calling is the age-old question of every human heart: “Am I meaningful?” As we look to Jesus to answer this question, we express a Christ-centered influence in the world.

*For us, all of discipleship falls into these 2 areas: Character and Calling. If you were to ask: “How do I know I am a disciple?” We would ask: “Are you being transformed in your character and calling?” If you were to ask: “How do I know I am making a disciple?” We would ask: “Is that person being transformed in their character and calling?”*
2. SCRIPTURE FOUNDED

The second component of an IDE is any environment where Scripture is the foundation and God’s Word, our Truth source, is integral to that environment regardless of what the “content” is. This means an IDM takes 2 Timothy 3:16-17 to heart: *All Scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness, so that the servant of God may be thoroughly equipped for every good work.*

3. HABIT FUELED

The third and final component of an I.D.E. is any environment where we are cultivating formational habits. These ongoing habits are what fuels the transformation of our character and realization of our calling. The three habits we focus on are Celebrate, Connect and Contribute.

**Celebrating our relationship with God:**

- Bible Reading: Regular and consistent engagement with God’s word.
- Journaling: Writing down what God is saying and what we will do about it.
- Prayer: Engaging regularly in a conversation with God that includes both talking and listening.

**Connecting with others:**

- Participating in a weekly small group environment.
- Sharing: What is God saying to you?
- Accountability: What are you going to do about it?

**Contribution:** *Using your gifts on the Jesus mission of helping others find their way back to God*

- Contributing, apprenticing, and/or leading in a Restore ministry.
- Contributing, apprenticing, and/or leading outside of Restore.
- Growing in your financial generosity towards the local church.

Here is the crazy part: If you are an I.D.M. who creates an environment that is Outcome Focused, Scripture Founded, & Habit Fueled - ANY environment can be an Intentional Discipleship Environment. Whether
QUESTIONS:

1. How would you define discipleship? Have you ever been “discipled” and what was that experience like?

2. When you think of your character, what areas would you like to see Jesus transform? List 2-3 areas.

3. When you think of your calling, how would you like to see Jesus bring clarity? List 2-3 ideas.

4. Share these with your leader. How can your leader help and pray for you in these areas?

HABITS TO OUTCOME:

Based on what you read, can you articulate:

- Restore’s definition of a disciple?
- What is an I.D.M. and an I.D.E.?
- The 2 outcomes a disciple is growing in?
- Where you would like to grow in those 2 areas?

NEXT STEPS:

1. Schedule your next leader/apprentice conversation.

2. Read Conversation 3 and write your answers to the questions before you come.

3. Take the A.P.E.S.T. Fivefold Gift Survey - email or bring your results for the next conversation.
   http://www.fivelfoldsurvey.com
LEADERSHIP
EXPECTATIONS
While we look at the Leadership Expectations, it is important to keep in mind that none of us have “arrived.” We are not able to accomplish all of these things 100% of the time. However, we do agree together that these are the biblical expectations of leaders in the church and we are striving to grow in each of these areas.

Restore Community Church leaders are called first and foremost to be servant leaders who model and encourage others. Leaders will serve as catalysts in Restore’s mission of Helping People Find Their Way Back to God through a commitment to growing and reproducing 3C Christ-followers (people who Celebrate, Connect, and Contribute) and leaders. A leader will be a personal example of a 3C Christ-follower.

CELEBRATE : GOD

We gather together weekly to celebrate what God is doing in our lives and in the church.

CELEBRATE A PERSONAL RELATIONSHIP WITH JESUS

God’s offer of salvation through Jesus calls for a response of faith. That response is demonstrated throughout the New Testament by repentance, acceptance of Jesus as Lord and Savior, and baptism by immersion. Repentance involves a change of heart and mind that causes us to want to put Jesus first in our lives.

When we commit our lives to Christ, we put our faith in Him to receive forgiveness of sins, eternal life, and the gift of the Holy Spirit. Baptism is the public demonstration by which a believer is identified with Christ, His body the Church, and a life of followership. The act is one done in faith and submission to the Lordship of Christ. (Mark 1:9 - 11, Acts 2:38, Romans 6, Colossians 2:12)

CELEBRATE THE WORD

Key to growing is better understanding of the principles found in Scripture (The Word). A leader will continually seek to increase his/her understanding of Scripture and model this value through daily time spent in the Bible (2 Timothy 2:15). A leader will seek to apply the
principles learned from God’s Word in his/her everyday life, as well as encourage others to do the same.

2 Timothy 3:16-17 (NIV) “All Scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness, so that the servant of God may be thoroughly equipped for every good work.”

CELEBRATE PRAYER AND OTHER SPIRITUAL DISCIPLINES

In order to grow in a relationship with Jesus, a leader will begin to incorporate specific disciplines into his/her life. No relationship can grow without communication. As much as we need to communicate with our heavenly Father, He desires to communicate with us. In fact, He created us to fellowship with Him. The growing spiritual life of the leader will include disciplines such as regular prayer, Bible reading, and meditation on the Word. It may include others such as journaling, fasting, sacrificial giving, etc.

James 5:13-16 (NIV) “Is anyone among you in trouble? Let them pray. Is anyone happy? Let them sing songs of praise. Is anyone among you sick? Let them call the elders of the church to pray over them and anoint them with oil in the name of the Lord. And the prayer offered in faith will make the sick person well; the Lord will raise them up. If they have sinned, they will be forgiven. Therefore confess your sins to each other and pray for each other so that you may be healed. The prayer of a righteous person is powerful and effective.”

Also see, I Thessalonians 5:16-18

CELEBRATE THROUGH CORPORATE TEACHING, PRAISE AND WORSHIP

Growing and developing our relationship with Jesus Christ and His Church includes continuing fellowship and worship with other Christ-followers. This is not only beneficial to the personal spiritual life of the leader, but it is also an encouragement to other Christ-followers. Restore offers Celebration Services weekly as opportunities for corporate praise and worship. A leader will communicate the value of this event and his/her commitment to the Church through consistent participation in corporate celebration.

Hebrews 10:24-25 (NIV) “And let us consider how we may spur one
We experience Biblical community as we connect with others regularly.

**CONNECT THROUGH SMALL GROUPS**

A leader will have a commitment to the type of genuine biblical community seen in Acts 2: 41- 47. At Restore, we believe this biblical community is best experienced in the context of small groups. A leader will have a commitment to small groups demonstrated by personal weekly participation. They will serve as catalysts to connect others with groups.

*Acts 2:46 (NIV)* “Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts,”

**CONNECT FOR CARE AND SPIRITUAL GROWTH**

A leader’s role is to spiritually grow and develop 3C Christ-followers at Restore. Leaders accept the responsibility to provide care for the individuals to whom they are ministering. The leader is not personally responsible to provide all care for individuals, but rather to facilitate care by connecting Christ-followers to care for each other.

*1 Peter 5:1-4 (NIV)* “To the elders among you, I appeal as a fellow elder and a witness of Christ’s sufferings who also will share in the glory to be revealed: Be shepherds of God’s flock that is under your care, watching over them—not because you must, but because you are willing, as God wants you to be; not pursuing dishonest gain, but eager to serve; not lording it over those entrusted to you, but being examples to the flock. And when the Chief Shepherd appears, you will receive the crown of glory that will never fade away.”

**CONNECT THROUGH APPRENTICESHIPS**

The apostle Paul modeled for us the importance of apprentice leadership (2 Timothy 2:2). One of the most effective ways to reproduce and maximize ministry impact is to be committed to doing ministry in pairs, a leader developing an apprentice leader.
In order for the body of Christ to continue to make a difference, each leader must take upon himself the responsibility of leadership development. A main priority for leaders will be to invest themselves in developing apprentices as the future generation of leaders, so ministry can be multiplied.

2 Timothy 2:2 (NIV) “And the things you have heard me say in the presence of many witnesses entrust to reliable people who will also be qualified to teach others.”

CONNECT THROUGH LEADERSHIP TRAINING

A characteristic of a growing 3C Christ-follower is to be teachable. This is also true for the leader. A leader will model a teachable spirit through consistent participation in monthly Leadership Community, as well as other developmental opportunities. Restore is dedicated to providing excellent leadership training and equipping opportunities. Similar to participation in Celebration Services and small groups, participation in these leadership training opportunities benefits not only the leader personally, but also encourages Restore’s body of leaders.

CONTRIBUTE : THE WORLD

We impact our world as we contribute weekly to God’s work using our unique talents, passions, and resources.

CONTRIBUTE OF FINANCES (moving toward 10%)

The Old Testament teaches the principle of tithing — giving to God the first 10% of everything you have. Giving God the first 10% of everything you have is endorsed in the New Testament by Jesus but goes even further as we see a shift toward total stewardship of one’s life and resources. God expects us to live conscious of the fact that everything we have belongs to Him. We are simply stewards/managers of the resources He gives us while we are on earth.

With this in mind, contributing 10% of our income to God would be a minimum expectation for many people. For others, it would be a goal to work toward. A leader will seek to align him/her self with biblical principles and model God - honoring stewardship to those who follow them. (Luke 12:13-21; 18:18-30; 21:1-4; Matthew 23:23, 25:14-28).

CONTRIBUTE TALENTS AND SPIRITUAL GIFTS

God gives every Christ-follower spiritual gifts and talents to be used to benefit His body, the Church. A leader will model the value of weekly
A leader will seek to discover how God has gifted him or her, and be accountable to the church for where/how to serve in ministry. The leader will encourage other Christ-followers to follow his/her example, discover their own gifts and talents, and use them in ministry for building up the body of Christ at Restore and helping people find their way back to God. (I Corinthians 12, Romans 12, Ephesians 4).

CONTRIBUTE TO FAMILY

A prime commitment for every leader is to their family. While the demands of church ministry can become great, it should never be at the expense of one’s relationship to their spouse, children, siblings, or parents. Restore is committed to building strong families. A leader will model a God-honoring commitment to their family, an example that is consistent in the home, in the Church, and to a watching world. (Ephesians 5 & 6).

CONTRIBUTE IN SPEECH AND TEXT

As a leader, what we say and type has great influence. It is expected that a leader’s speech will be a positive example to those who follow him/her. The Bible speaks of our tongue as having tremendous power — both for good and evil (James 3). A leader is expected to guard his/her verbal and digital speech carefully, being positive and encouraging, building up the body — always “speaking the truth in love” (Ephesians 4:15). A leader is also to be known as one whose speech and actions have earned them a good reputation in their community (Titus 2: 6-8). This includes the digital world of e-mail, social media and text messages. What we say on digital platforms can have more influence that what we say in person.

CONTRIBUTE THROUGH PERSONAL TESTIMONY

A leader will seize opportunities to communicate the meaning and significance of a personal relationship with Jesus Christ. This will encourage the believer and challenge the unbeliever. It is important that a leader is able to clearly and concisely communicate a Gospel message within the context of his/her own spiritual journey. A leader will be able to support his/her story with Scriptural teaching as a valuable tool for personal evangelism (Matthew 28:18-20).

1 Peter 3:15-16 (NIV) “But in your hearts revere Christ as Lord. Always be prepared to give an answer to everyone who asks you to give the reason for the hope that you have. But do this with gentleness and respect, keeping a clear conscience, so that those who speak maliciously against your good behavior in Christ may
be ashamed of their slander."

REFLECTION QUESTIONS:

1. What comes to mind when you hear the word “leader”?
2. Are you more of a natural leader or natural follower?
3. What leadership roles have you held over the years? Did you enjoy them? Why or why not?
4. After reading “Leadership Expectations”, what concerns or questions do you have?

CELEBRATE:

- If you’ve been baptized, share your baptism stories. If not, what questions do you have about baptism? What concerns? What would help you take a step towards it? (for more information, refer to Restore’s baptism conversation.)
- What spiritual disciplines (e.g. reading the Bible, praying, journaling, fasting, etc.) have been the most helpful in your journey with Jesus?

CONNECT:

- Acts 2:42-47 talks about fellowship of believers. How are you experiencing biblical community through small groups?
- How do you feel cared for at Restore? How can more of your needs be met?
- Restore values developmental opportunities for leadership training and equipping. What have you been learning from attending Leadership Community?
CONTRIBUTE:

• How is God challenging you in the area of generosity?

• How are you using your spiritual gifts to help others find their way back to God? If you’re unsure what your spiritual gifts are, take the spiritual gifts assessment available on Restore’s website.

• Which of the “Leadership Expectations” will come most naturally to you? Which will you struggle with?

Remember, we’re all growing in our ability to meet the Leadership Expectations. It is a process as we transform into the people God created us to be.

NEXT STEPS

• Set a time for your next Leader/Apprentice meeting

• Read Conversation 4 and write your answers to the questions!
Conversation 3

Reproducing and Excellence

This will be the first conversation we focus on our values. This is who we want to be as an Arts community. Remember, it's about progress, not perfection. Keep working to make progress on this journey toward living this out, and help others progress in this as well.

It's Like Riding A Bike: Reproducing | Excellence

Left Pedal: Reproducing

A great model for reproducing more artists while striving towards excellence can be found as we look at the pedals of a bike. A bicycle has two pedals, and in order to create forward motion, we need to push both of the pedals, but we do it one pedal at a time. However, if we only focus on one side we won't be going anywhere. In contrast, if we continually improve at pedaling both sides it will seem like one fluid motion. Once the motion becomes natural and we pedal faster and faster, it will appear that we are growing in excellence while reproducing at the same time.

“You have heard me teach things that have been confirmed by many reliable witnesses. Now teach these truths to other trustworthy people who will be able to pass them on to others.”

2 Timothy 2:2

Then Jethro, Moses' father-in-law, brought a burnt offering and sacrifices to God. Aaron and all the elders of Israel came out and joined him in a sacrificial meal in God's presence. The next day, Moses took his seat to hear the people's disputes against each other. They waited before him from morning till evening. When Moses' father-in-law saw all that Moses was doing for the people, he asked, "What are you really accomplishing here? Why are you trying to do all this alone while everyone stands around you from morning till evening?"
IT'S LIKE RIDING A BIKE: REPRODUCE | EXCELLENCE

A great model for reproducing more artists while striving towards excellence can be found as we look at the pedals of a bike.

A bicycle has two pedals, and in order to create forward motion, we need to push both of the pedals, but we do it one pedal at a time. However, if we only focus on one side we won’t be going anywhere. In contrast, if we continually improve at pedaling both sides it will seem like one fluid motion. Once the motion becomes natural and we pedal faster and faster, it will appear that we are growing in excellence while reproducing at the same time.

LEFT PEDAL: REPRODUCING

“You have heard me teach things that have been confirmed by many reliable witnesses. Now teach these truths to other trustworthy people who will be able to pass them on to others.”

2 Timothy 2:2

12 Then Jethro, Moses’ father-in-law, brought a burnt offering and sacrifices to God. Aaron and all the elders of Israel came out and joined him in a sacrificial meal in God’s presence. 13 The next day, Moses took his seat to hear the people’s disputes against each other. They waited before him from morning till evening. 14 When Moses’ father-in-law saw all that Moses was doing for the people, he asked, “What are you really accomplishing here? Why are you trying to do all this alone while everyone stands around you from morning till evening?” 15 Moses replied, “Because the people come to me to get a ruling from God. 16 When a dispute arises, they come to me, and I am the one who settles the case between the quarreling parties. I inform the people of God’s decrees and give them his instructions.” 17 “This is not good!” Moses’ father-in-law exclaimed. 18 “You’re going to wear yourself out—and the people, too. This job is too heavy a burden for you to handle all by yourself.

19 Now listen to me, and let me give you a word of advice, and may God be with you. You should continue to be the people’s representative before God, bringing their disputes to him. 20 Teach them God’s decrees, and give them his instructions. Show them how to conduct their lives. 21 But select from all the people some capable, honest men who fear God and hate bribes. Appoint them as leaders over groups of one thousand, one hundred, fifty, and ten. 22 They should always be available to solve the people’s common disputes,
but have them bring the major cases to you. Let the leaders decide the smaller matters themselves. They will help you carry the load, making the task easier for you. 23 If you follow this advice, and if God commands you to do so, then you will be able to endure the pressures, and all these people will go home in peace.”

Exodus 18: 12 - 23

REPRODUCING

Reproducing means relationally investing in others to help them develop spiritually and artistically. Although it might include recruiting, skill training, and delegation, reproducing is much more because the goal is not just to raise competency. The goal is to fully invest in someone to help them reach the potential God gave them.

REPRODUCING IS ABOUT THE HERE AND NOW

The week to week reality is that Restore needs more artists to impact the growing number of people, services, campuses, and church plants that we are involved in.

The Arts needs coaches, leaders and contributors to help people at Restore encounter Jesus in creative and fresh ways, but artists also help the growth of Restore’s family and influence by living missionally in our city.

REPRODUCING IS ABOUT THE FUTURE

We need young artists and leaders who are invited into healthy environments to grow in their own craft and to carry on when we are long gone. We need these artists to have the heart for training yet another generation of artists who will impact the world.

WHO SHOULD BE AN APPRENTICE LEADER?

So, you may be wondering who should be your first apprentice? Great question! Here are some things to look for in your Arts apprentice:

- Faithful—they have good momentum and direction towards God.
- Available—they can make space in their life for Arts leadership.
- Teachable—they are open to growing and learning more all the time.

You have shown yourself to be all of the things on the list above, that is why you are currently an apprentice leader. Way to go. We are proud of you.
**THE REPRODUCING PATHWAY** is a simple process that anyone can use to facilitate reproducing - in both an artist and as a leader.

- *I do, you watch, we talk*
- *I do, you help, we talk*
- *You do, I help, we talk*
- *You do, I watch, we talk*
- *You do, someone else watches, we talk*

Walking someone through this process is one of the most effective tools in training people to follow Jesus more closely, lead people more effectively, and contribute in a greater capacity. The temptation will always be to skip these steps, but if we take our time and let excellence rule over urgency, we can walk leaders and contributors through these steps and help them have a great experience.

**RIGHT PEDAL: EXCELLENCE**

“Servants, do what you’re told by your earthly masters. And don’t just do the minimum that will get you by. Do your best. Work from the heart for your real Master, for God, confident that you’ll get paid in full when you come into your inheritance. Keep in mind always that the ultimate Master you’re serving is Christ. The sullen servant who does shoddy work will be held responsible. Being a follower of Jesus doesn’t cover up bad work.”

*Colossians 3:23-25*

Sing joyfully to the Lord, you righteous; it is fitting for the upright to praise him.

> 2 Praise the Lord with the harp; make music to him on the ten-stringed lyre. 3 Sing to him a new song; play skillfully, and shout for joy.

*Psalm 33: 1-3*

**EXCELLENCE HONORS GOD AND INSPIRES PEOPLE**

**EXCELLENCE MATTERS**

It is the delivery vehicle of communication. An excellently executed service is a clearly communicated idea. A service without excellence is full of distractions, strange noises, awkward moments, and can deter people from returning because they feel disconnected and left wondering, “What was the point?” We strive for undistracting excellence.
EXCELLENCE IS NOT ABOUT BEING COOL

It’s not about being better than someone else. We are not in competition with other churches or with other artists. We love to do creative things and do them well, but we do them well to help people focus on God free from distraction, not to put the focus on us.

EXCELLENCE IS PERSONAL

We can all be caught in the comparison game from time to time. “I’m better than so-and-so therefore I’m doing ok.” Excellence is about the pursuit of our own fully realized individual potential. Some have more natural potential, more natural versatility or a higher capacity. Pursuing excellence is not how we compare to others, but how hard we are pressing toward our own goals.

HERE ARE SOME QUESTIONS YOU CAN ASK THAT MAY PROMPT NEXT STEPS:

1. What’s your next step in following after Jesus?
2. What’s your next step in taking care of your physical health?
3. What’s your next step in growing in your artistic craft?
4. What’s your next step as a leader?
5. What would it take for you to memorize all your parts?
6. What’s your next step to play with a metronome “click” live?
7. What is the next area of technology you want to master?

It might seem like pushing on one pedal makes the other pedal go backward, but really we are using one pedal to perfectly position the other to take focus; left then right. Keep pedaling and eventually we will find an unstoppable momentum towards a healthy arts culture that reproduces people at a high level of excellence.

There are so many possible questions in this realm. Just remember to continually seek out your next step while challenging those you lead to find theirs. Our natural tendency is to simply settle. Keep pushing and take your next step.

Excellence and Reproducing can seem to be mutually exclusive at times, but if we keep them both as a priority we know that we will be getting somewhere. If we have a team that is excellent but has failed to reproduce at every level WE ARE NOT WINNING. If we reproduce a team but they consistently perform at a mediocre level and are never
improving, WE ARE STILL NOT WINNING. Keep pedaling.

REFLECTION QUESTIONS:

1. Which value do you resonate with more—reproducing or excellence? Why do you think this is?
2. What excites you about the idea of reproducing more artists? What is the biggest challenge for you to reproduce yourself?
3. How are you helping reproduce other leaders? Where do you need to grow in this?
4. How are you growing in excellence as an artist? What next steps do you need to take to demonstrate your value of excellence?
5. How are you growing in excellence as a leader? What resources might you use to expand your ability as a leader?
6. What are some next steps you think would help you value reproducing and excellence equally?
7. Remember that every leader should have an apprentice. Who will yours be?

REVIEW LAST SERVICE:

- What went well?
- What could have been better?
- When did you see contributors having fun and building relationships?
- When did you see people particularly engaged in the service?
- When did people seem disinterested, bored, or distracted?
- Were there opportunities for reproduction?
- Is there anyone we need to follow up with?
This will be the first conversation we focus on our values. This is who we want to be as an Arts community. Remember, it’s about progress, not perfection. Keep working to make progress on this journey toward living this out, and help others progress in this as well.

It’s Like Riding A Bike: Reproduce | Excel. A great model for reproducing more artists while striving towards excellence can be found as we look at the pedals of a bike. A bicycle has two pedals, and in order to create forward motion, we need to push both of the pedals, but we do it one pedal at a time. However, if we only focus on one side we won’t be going anywhere. In contrast, if we continually improve at pedaling both sides it will seem like one fluid motion. Once the motion becomes natural and we pedal faster and faster, it will appear that we are growing in excellence while reproducing at the same time.

“You have heard me teach things that have been confirmed by many reliable witnesses. Now teach these truths to other trustworthy people who will be able to pass them on to others.”

2 Timothy 2:2

12 Then Jethro, Moses’ father-in-law, brought a burnt offering and sacrifices to God. Aaron and all the elders of Israel came out and joined him in a sacrificial meal in God’s presence. 13 The next day, Moses took his seat to hear the people’s disputes against each other. They waited before him from morning till evening. 14 When Moses’ father-in-law saw all that Moses was doing for the people, he asked, “What are you really accomplishing here? Why are you trying to do all this alone while everyone stands around you from morning till evening?”

21
“Therefore, I urge you, brothers and sisters, in view of God’s mercy, to offer your bodies as a living sacrifice, holy and pleasing to God—this is your true and proper worship. Do not conform to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God’s will is—his good, pleasing and perfect will.”
Romans 12:1-2

Worship and the Arts are often synonymous, but that connection falls short most of the time. The Arts play a role in worship but worship reaches deep into every area of our lives. Worship is our whole life given over to God. Here in Romans 12 we find that it’s our entire body, our thinking, and our actions that all wrap up into a “lifestyle of worship.”

**SEEKING A BLESSING: SPIRIT-LED**

The term “Spirit-led” sometimes gives us the mental image of someone on stage who hears the Holy Spirit tell them to do something spontaneous, heart-felt but sometimes a little weird. Most of us wouldn’t associate the term “Spirit-Led” with a plan or a Sunday service that got out on time. However, being “Spirit-Led” is very much about preparation. It is more than just impromptu moments. It is about a posture of readiness to receive what God is trying to tell us. He might tell us in the moment; if we prepare to receive the Holy Spirit’s leading six months in advance, He might tells us ahead of time.

Good songwriting doesn’t start on the stage. It is a discipline of seeking inspiration and setting aside time to write it down. Unless you carry a canvas, easel, and brushes in your back pocket, painting a landscape takes the same kind of inspiration and discipline.

Positioning and programming lights, building a good sound mix and creating moments that convey the truth of Jesus are all elements of a service that planning and preparation will enhance. It is all a matter of how ready we are to receive the Holy Spirit’s leading.

**HOW DO I PREPARE TO HEAR FROM GOD?**

**BLOCK OUT THE TIME**
If we wait till we are not busy, it will never get done. Band members should set aside time to play through the set and practice their parts. Let the music stir our hearts and give it time to resonate. Rehearsal is a time of collaboration. If we haven’t practiced ahead of time, we have nothing to bring to the
conversation and there is too much chaos during rehearsal to be focused on God speaking to us. Techs should also listen to the music, review the services, and seek to understand ahead of time the best way to help others hear God in that moment.

**READ WHAT GOD HAS ALREADY SAID**
Art helps us feel closer to God, but if we desire to use art to magnify the teachings of Jesus and the Story of Everything, we have to familiarize ourselves with the Bible. Sometimes we are so busy asking the Holy Spirit to be our muse, we forget that we already have one.

**ASK FOR FEEDBACK**
It might seem cliché to tell you to pray, but when we want to hear from the Spirit we have to make time for the conversation. Ask God what He thinks and ask Him to guide you. Also, God does not exclusively speak to you. We should seek out good counsel and confirmation from our peers.

**LIVE OUT THE TERM B.L.E.S.S.**
Let’s take a look at a tool we use at Restore to help people be missional. As we read it, let’s think of it not only from a neighborhood point of view, but also from a perspective of how we can be intentional in our communities of artists.

**BEGIN WITH PRAYER**
**LISTEN**
**EAT**
**SERVE**
**SHARE YOUR STORY**

**BEGIN WITH PRAYER**
Pray for your neighbors, your coworkers, your friends, the people you hang out with, other artists, and your family to come to know God. Start a list and write down specific things to pray for each person.

**LISTEN TO GOD AND LISTEN TO PEOPLE**
The best way to practice listening is to learn how to ask great questions. Missional conversations can be had over a period of time. Find out their story. That will help you ask and listen.

**EAT A MEAL**
Have lunch with someone who is far from God. Make this a regular practice. What does it look like for you? Once a week? Once a month? Eating together truly bonds us in our culture. Invite your
neighbors over. Eat with a coworker. Share a quick snack with someone at the gym.

**SERVE SOMEONE**
It is the essence of blessing someone. You’ve listened to them and shared meals with them. By now you should know how best to serve them. Maybe it’s shoveling a driveway, bringing a meal over when they’re sick, offering to take their kids off their hands for the evening, or simply inviting them into your home.

**SHARE YOUR STORY**
Share your missional stories with others, not to brag but to inspire others and celebrate what God is doing.

You can live out B.L.E.S.S. in your 1st place (home and neighborhood), your 2nd place (workplace), your 3rd place (where you hang out) or wherever you practice your art or do life.

**REFLECTION QUESTIONS:**

1. In what areas of your life do you strive to be Spirit-led? How can you continue to make the Spirit’s leading a priority in your life?

2. How much time are you taking to listen for God to speak to you? What is your favorite way or a technique you want to try (i.e. Bible reading, prayer time, etc)?

3. Where are the places you spend the most time? How can you be intentional there?

4. What does living missionaly mean to you? How can you grow in your definition of missional?

5. Who do you need to begin to B.L.E.S.S. in order to be missional?

6. Where is it easiest for you to be missional? Do you have a 3rd place?

**WHAT’S NEXT?**

- Read conversation #6 and write your answers to the questions.
- Set up a time to meet and discuss conversation #6 with your apprentice/leader.
- What is something you want to hear from God about? Let’s both pray about that.
- Identify one relationship you need to be intentional with in your 1st,
Remember, it's about progress, not perfection. Keep working to make progress on this journey toward living this out, and help others progress in this as well.

It's Like Riding A Bike: Reproducing Excellence

Left Pedal: Reproducing Excellence

A great model for reproducing more artists while striving towards excellence can be found as we look at the pedals of a bike. A bicycle has two pedals, and in order to create forward motion, we need to push both of the pedals, but we do it one pedal at a time. However, if we only focus on one side we won't be going anywhere. In contrast, if we continually improve at pedaling both sides it will seem like one fluid motion. Once the motion becomes natural and we pedal faster and faster, it will appear that we are growing in excellence while reproducing at the same time.

“You have heard me teach things that have been confirmed by many reliable witnesses. Now teach these truths to other trustworthy people who will be able to pass them on to others.”

2 Timothy 2:2

12 Then Jethro, Moses' father-in-law, brought a burnt offering and sacrifices to God. Aaron and all the elders of Israel came out and joined him in a sacrificial meal in God's presence. 13 The next day, Moses took his seat to hear the people's disputes against each other. They waited before him from morning till evening. 14 When Moses' father-in-law saw all that Moses was doing for the people, he asked, “What are you really accomplishing here? Why are you trying to do all this alone while everyone stands around you from morning till evening?”

21
The following are some common personalities characteristics that might call for some extra attention from the Arts leader:

**MY MIX MIKE:** 🎧

Mike loves to jam and feel the music, so when he is playing in the band, he will always be dissatisfied with his monitor mix. In-ears or hotspots won’t “feel” right to Mike and if you give him a floor wedge... God help us all. Because Mike loves to listen to music (the house mix), he won’t be listening for what he needs to play music. He will always be changing his mix and driving the band and the sound guy bananas.

**TECHNICAL TERRY:** 🎧

You know Terry: he just isolated that frequency because he could hear that it was a 400 hertz buzz. Terry is definitely the person you want running the equipment because he is an expert... on everything. How do you adjust the zebra on the camera? Get Terry. But Terry has a tendency to make everyone else around him feel stupid. Everyone knows that we need Terry, but no one really wants to work with him. Therefore, Terry doesn’t reproduce himself and if Terry isn’t present no one else knows how the equipment works.

**SOLO STEVE:** 🔊

Steve wishes we would do more Lincoln Brewster songs. Is there a musical interlude? Steve would like to solo. Not the solo on the recording, just the same blues scale solo that Steve puts in every song. Steve has good intentions; he wants to give 100%. But if you ask him not to solo it hurts his feelings. Steve doesn’t understand how some- thing that helps him worship could be distracting for others.

**EXPERT ED:** 🔧

Ed is an expert on every topic. He not only knows how to play his own instrument, but he knows how everyone else should be playing their instruments. Ed often tries to direct the band during rehearsal and does not defer to the band leader. He believes that people should be thankful for his uninvited feedback because he is pursuing excellence.

**DIVA DAISY:** 🎵

Daisy says she would love to sing every week for church because she loves it so much.
At the same time, she never seems happy about the song selection, the mix, other people in the band, or the response of the crowd. She seems put out and stressed out most of the time. The only time she truly seems happy is when she is using her false humility to coax more compliments from people.

**Fiddling Frank:**

Frank is a hands-on kind of guy, meaning he has to have his hands on his instrument all the time. In rehearsal, the band will stop playing and the leader will be giving instructions to either the whole band or individuals, but Frank is fiddling so the band has to strain to hear the band leader over Frank’s instrument. On Sunday morning Frank sets up his own gear and then the fiddling begins. It seems there is never a time that Frank is not playing.

**Background Betty:**

Betty loves the songs so she knows the lyrics well and not only can follow along but knows how to lead with putting the next slide up before the singers need it. Betty also loves YouTube lyrics videos and wants the creative license to put low-resolution trees and streams behind all the lyrics... or laser beams... all laser beams. How do you tell Betty that you love her enthusiasm but doubt her good taste?

**Leaving Lisa:**

Lisa is passionate about worship and she loves to play bass and sing from the stage. But Lisa is not passionate about what happens before and after the service. It seems like Lisa has always scheduled something that requires her to leave right after service or causes her to be late to practice. Conveniently this keeps Lisa from doing set-up, tear-down, and sometimes she can only make it to part of rehearsal. She does not seem to notice the relational toll this takes on the rest of the team who made time to be here for all of it.
Although the previous characteristics present different challenges for the group, the interventions are similar:

**INTERVENTION #1 - PRAY FOR GOD’S WISDOM**  
This is often the easiest step to forget, but it’s the most important. God gave us the Holy Spirit for a reason: to be our counselor and connection to Him. Pray for God’s wisdom and seek it out in His word.

**INTERVENTION #2 - BE PREPARED TO INTERRUPT**  
Although as children we were taught never to interrupt, as an Arts leader, interrupting someone can be a great gift to the group. The group will be relieved that someone is in charge and will thank you under their breath. Acknowledging what you are doing may ease the awkwardness of interrupting someone. A group leader can say something like, “Frank, I am so sorry I am interrupting. I’m trying to say something to the vocalists. If you need to work something out instrumentally I can help you in just a moment.” Or “Mike, this creative brainstorm is a time of yes where everyone gets to contribute ideas. Please be encouraging to new ideas and let others have a turn.”

**INTERVENTION #3 - AFFIRM APPROPRIATE SHARING**  
When the difficult personality has a positive experience in rehearsal, Big Idea, or on a Sunday morning, affirm them with a comment like, “Thank you for doing that.” Afterward, you might say, “Lisa, thanks for helping us tear down and making that a priority. It helps me feel like you are on my team and working to make others successful.”

**INTERVENTION #4 - MEET WITH THAT PERSON OUTSIDE SERVICE AND REHEARSAL**  
Most difficult people do not want to be difficult. You may want to take them for coffee and say something like, “Terry, I love that you are a part of this team because you help us execute at a very high level. I also want you to know that execution is only one part of winning. Reproducing is very important to us, so teaching others what you know in a relationally intelligent way helps us just as much. What are some next steps you could take in that area?”

**INTERVENTION #5 - GET HELP**  
The personalities we shared here are pretty mild concerns that happen in all Arts communities. Sometimes we come across artists who have personality issues that are more severe (i.e., divisiveness, clinical depression, severe marital difficulties, or personality disorders). On these rare occasions, seek the advice of your coach or ministry director. There are times when we may need to advise a team member to seek professional counseling. Always consult with your coach if you have a team member you believe is potentially harmful to themselves or others.
REFLECTION QUESTIONS:

1. What are some of the challenging personalities you have encountered in your experiences in the Arts?

2. Ok, we know that you couldn’t possibly be one of these personalities, but if you had to choose which resembles you in your weakest moments, which would it be?

3. Which of these challenging artist personalities do you find it hardest to work with? Why do they push your buttons?

4. When you are frustrated with team members, how do you respond?

5. When you find yourself getting close to acting like one of these challenging personalities, what is something a leader has said to you that helped you recognize the behavior?

REVIEW LAST ARTS MINISTRY TIME:

- What went well?
- What could have been better?
- When did you see people having fun and building relationships with each other?
- When did you see people particularly engaged in conversation?
- When did people seem disinterested, bored, or distracted?
- Is there anyone in our group who needs follow-up? Who do you see making progress spiritually?

WHATS NEXT?

- Read conversation #7 and write your answers to the questions.
- Set up a time to meet and discuss conversation #7 with your apprentice/leader.
CREATIVITY: THIS IS THE ARTS AFTER ALL
This will be the last conversation and it’s on the importance of creativity. God created man in his own image and one of the attributes we get from our heavenly Father is the ability to create unique and beautiful things, such as songs, paintings, word play and well-crafted moments that connect people to creation, art, God, and each other. We don’t create Ex Nihilo (from nothing) like God does. He is our muse and we use our art to help others see the beauty of God in the brokenness of our world.

**IT'S NOT ABOUT ENTERTAINMENT**

There are many expressions of Jesus’ Church; many different denominations, models and methods to share the Good News of Jesus to people finding their way back to God, and to encourage the body of Christ-Followers. One model that is surrounded with controversy is called “attractional.”

Attractional church centers around the idea that if the church provides a service that has a certain level of “wow factor,” then people will be drawn to that church and its attraction will be magnetic.

A model that is on the opposite end of the spectrum is a “missional” model. While attractional churches “go big or go home,” missional churches “go small and go often.” Missional is a grassroots movement that uses small groups and individuals to serve, evangelize, and subvert culture. At Restore, we try to utilize the best of both worlds.

We encourage our people to live missionally during the week, to make sharing Jesus and developing relationships with people far from God part of their DNA. But on Sunday mornings we are committed to being good hosts and introducing people to the truths of Jesus in fun new ways. We know that some people will be introduced to Jesus from a friend, and others will connect to the truth because of an encounter with a moment of inspiration. Creativity at Restore happens both missionally and attractionally.

**ATTRACTION: I WANT ME SOME OF THAT**

Attractional moments happen during Restore’s celebration services and in this context, we are using creativity primarily to plan service elements. Each week Restore has a “Big Idea” that is being communicated from our truth source, the Bible. We then employ creativity to reach as many people with this truth as possible in a fresh way. That might mean taking a story that everyone has heard repeatedly and presenting it in a way that helps them tune in. It might mean using creativity to take a
nebulous idea and make it tangible to people so they can emotionally connect with it. Some questions that help us reach this goal while we are planning are the following:

**DOES IT CONNECT PEOPLE TO THE BIG IDEA?**

No matter how fun and entertaining your idea is, it must serve a higher purpose. We use creativity to point people to Jesus, not the other way around. The worship songs, prayers, communion, meditation, message, videos, etc. should take us on a journey with one destination.

**EXAMPLE**
We use secular music in service because Restore hopes to redeem cultural aspects like music and use them to point out a problem or need. If we are effective in connecting that song to the Big Idea, then when people hear it on the radio they will remember the truth we shared.

**WHAT MOOD DOES IT CREATE?**

Creativity can be used to manipulate people and that is not our goal. When people make decisions solely based on emotion, those convictions don’t last. However, some truth requires empathy. Speaking about loss can seem callous unless we creatively use elements that help people express the emotions they are feeling. We have to be careful and ask “how am I being sensitive to the room?”

**EXAMPLE**
We might show a moving video about a father and son when talking about God’s love for us. However, some people may not have had a great experience with their father so the video will stir up different things for different people. How will we help people process this?

**WHAT ARE WE ASKING PEOPLE TO DO DURING THIS MOMENT?**

The history of liturgy in the church was centered on the idea that repetition would create a culture where people knew what to do during service. The more creative we get the more we have to ensure we are clear about how people can participate, even if it is just to sit and reflect. Creativity is meant to inspire and inspiration prompts participation.

**EXAMPLE**
We might have a physical expression of something we have inspired people to, such as texting a friend in the moment to tell them you
love them or get up out of your seat and put your thumbprint on this map to own the identity of your neighborhood.

**HOW FRESH IS THE IDEA?**

There are definitely times that we want to emulate or straight up copy another church or something that is trending. But when we are talking about creativity, we have to ask the hard questions: Is this idea repetitive? Is it relevant? Also, if there is an element of participation, you have to make sure you are making risky ideas easy for people to access.

**EXAMPLE**

We were going to do an iconic secular song and then a new song started trending heavily and we did that song instead. We may not be the first ones to try an idea, but we try to use creative, risky ideas when we can.

**MISSIONAL: I WANT TO TAKE THAT TO MY COMMUNITY**

Missional moments sometimes happen in service, but primarily happen outside the Restore celebration services. We love to share missional stories at Restore and creatively inspire people to go and live on mission. We don’t want to limit creativity to the hour of our weekly services. We want to engage the community through creativity. Creative ideas can help our people create moments during the week that they can invite others to participate in. That is missional creativity.

**HOW CAN I HELP PEOPLE SHARE THEIR STORY?**

Everyone likes to be known. Even if someone is not outgoing, they still want to be understood. Missional art is about inviting people to share their story: where they’ve been, who they are, and what they hope for the future. Can we find new ways for people to share their stories? If so, they might come to service to hear ours.

**EXAMPLE**

Soul Pancake (a creative team) created a wall of Post-Its with the question, “What is your favorite quote?” They did not display this at church but on a busy foot traffic area. People wrote on the wall and then stopped to be interviewed and tell the story of why that was important to them.

**WHAT ARE WE DRIVING PEOPLE TOWARD?**

Our goal is always relationship. If Restore comes out to do a piece of missional art, the goal is usually to drive people to celebration
service. We can take creativity to the community and inspire them to get involved in the community or get more involved by checking out Restore. Artists can also live missionally in their community by getting involved in existing groups and sharing their story of how they met Jesus. Missional art is not always driving people to church, but it is always driving people to Jesus.

**EXAMPLE**
You might decide to become the house sound tech at a local bar. Then you could meet local artists and show them patience and love, get to know them and tell them your story. Or an artist might paint a canvas that relates to a current series. They could explain the painting themselves or invite the interested party to Restore to hear more about it.

**HOW ARE WE PARTNERING WITH THE COMMUNITY?**
Commissioned art is a great thing. When existing organizations want to spice up what they are doing and invite artists to contribute, we should be there. We don’t always have to reinvent the wheel and sponsor our own event. We can come alongside a community partner and use our creativity to magnify a good cause. When you create relationships with these people, it opens doors to use more creativity to share the story of Jesus with the people in the organization and the people the organization is reaching.

**EXAMPLE**
Help local schools engage students by helping the students create an art project, shoot a YouTube video, or help with a school production.

Creativity is fun and stressful and inspiring and challenging. Let us never give up on proclaiming the timeless truths of God and letting art bring it to life in fresh new ways.
REFLECTION QUESTIONS:

1. Where do you primarily use your creativity?

2. What was a memorable creative moment at Restore during the past year that connected you to the Big Idea? What about at another church?

3. Have you ever used your creative ability outside the church? Do you have a creative partnership in the community?

4. Are you in relationship with other artists where you get to express your creative side, or do you mainly create alone?

5. Is there an idea that sprang to life while you were reading this? What new idea would you like to try?

REVIEW LAST ARTS MINISTRY TIME:

• What went well?

• What could have been better?

• What happened during the service to draw people into the Big Idea?

• What service elements inspired people to be missional?

• Do you have a creative idea that we could incorporate during service?

• What opportunities do you have to develop relationships in your community and partner with them creatively? Is there anyone on our team we need to follow up with?

WHAT’S NEXT?

• Review the IDP tool with your leader or coach.

• Set up a time to meet and discuss goals.
WHAT WE BELIEVE
ABOUT GOD

We believe there is one divine being who has existed eternally (Genesis 1: 1& 2, John 1:1-3). He exists and reveals Himself to man in three distinct, equally divine persons - Father, Son, and Holy Spirit (John 14:16 & 17). While we cannot fully comprehend His divine nature, it is possible for people to know Him. At the beginning of time, God created the entire universe and all its creatures (Genesis 1, Psalm 102:25-27, Hebrews 1:10-13). He continues to exercise His supreme power to sustain His creation (Colossians 1:15-20). Throughout history He has expressed His desire to be our God and to have a personal, eternal relationship with us (Deuteronomy 4:32-35, I Thessalonians 5:9 & 10). We believe that God loves us and wants what is best for us (John 3:16).

ABOUT JESUS

We believe that Jesus is the eternal divine Son of God (John 1:1-3, Colossians 1:15-20). He chose voluntarily to be made in human likeness and was conceived by the Holy Spirit and born of a virgin (Luke 1:34). Although He lived a sinless life, He allowed Himself to be executed by crucifixion. His death paid the penalty for the sin of mankind against God (Romans 5:1, Galatians 2:20). However, as prophesied, He rose from the dead three days after His execution (Matthew 28:1-15, Mark 16:1-8, Luke 24:36-43). After appearing to witnesses on a number of occasions for forty days, He ascended into heaven where He now serves as the Mediator between God and man (Matthew 28:16-20, John 21:1, Acts 1:9-11). We believe that at the end of time on earth, He will again visibly return to earth to complete His eternal plan (II Thessalonians 2:8-12, II Peter 3:10-13, Revelation 1:17, 22:7).

ABOUT THE HOLY SPIRIT

The third person of God is the Holy Spirit. We believe the Holy Spirit dwells in every Christ-follower (John 14:16 & 17, 16:12-15). His indwelling presence gives spiritual life to believers and distinguishes them as children of God (Joel 2:28 & 29, Romans 8:16, I Corinthians 2:14). The Holy Spirit guides Christ-followers in understanding and applying God’s principles and values. Through the work of the Holy Spirit, Christ-followers are empowered to live Christ-like lives (Romans 8:9, Galatians 5:16, 25). The Holy Spirit also equips Christ-followers with talents and abilities for the purpose of building up God’s kingdom (Romans 8:27, I Corinthians 12:4-11).
ABOUT MAN

God created mankind to live in relationship with Him (Genesis 2:15-18, 3:8). However, the first man and woman were deceived by Satan (Genesis 3:1). They rebelled and chose to be wrongfully independent from God (Genesis 3:6 & 7). Their decision alienated them from God (Genesis 3:21-24, Romans 5:12). Every human being since that time has suffered the consequences of that rebellion (Romans 5:18 & 19). We all fail to please God and are open to Satan’s deception (Romans 3:23 & 24). Our failure to please God, unless a relationship is reestablished with Him, results in condemnation under God’s judgment and would cause us to spend eternity in hell (Luke 13:1-5). Furthermore, there is nothing we can do on our own to reestablish our relationship with God (John 8:34-36).

ABOUT THE BIBLE

God divinely inspired human authors to write the sixty-six books of the Bible. He communicated through these writers the values, principles, and ideals which please Him and are in our best interests (II Peter 3:15 & 16, II Timothy 3:16 & 17). We believe the Bible is entirely accurate, complete, and reliable. We look to the Bible for the revelation of the character of God and the final authority on all matters of faith and conduct (Deuteronomy 6:24 & 25).

ABOUT A RELATIONSHIP WITH GOD

Our inability to reestablish our relationship with God leaves us dependent on God’s mercy (Romans 3:23). God graciously provided the means to reconcile this relationship through faith in Jesus Christ (John 3:16, Romans 5:11, I Corinthians 15:56 & 57, Colossians 18-23). Our relationship is reestablished when we make a commitment to accept Jesus as God’s Son and our Savior and Lord (Romans 6:23, Acts 2:38). Through faith in Jesus Christ, our sins are forgiven, and we receive the gift of the Holy Spirit and eternal life (John 16:12-15, Hebrews 10:12-14, I Peter 3:18-22).

Practically speaking, this acceptance is demonstrated through both a private and public commitment. We demonstrate our commitment privately by faith (acting upon our belief that God has the power to save us) and repentance (turning back to God and depending on Him to control our lives). We publicly express our commitment by confessing our acceptance of God’s salvation and submitting ourselves in Christian baptism (Acts 2:38, 8:34-39, I Peter 3:21 & 22)
ABOUT THE CHRISTIAN LIFE

Once our relationship is reestablished with God, we naturally want to spend time with Him and know Him better (Deuteronomy 6:5, Matthew 22:37, Mark 12:30, Luke 10:27). The Holy Spirit enlightens us as we read God’s Word, the Bible, as we communicate with Him in prayer, and as we enter into loving relationships, with other Christ followers in biblical community. (II Peter 1:3-8). In this way, we begin to know God more intimately.

As we become acquainted with God we desire to be like Him and please Him (Galatians 2:20). This process of spiritual development motivates us to seek ways to serve God and prepares us to spend eternity in fellowship with Him (James 2:14-17, Revelation 21:5).

ABOUT THE CHURCH

We believe the Church represents Jesus Christ to a needy world (John 17:11-18, Ephesians 3:10). The Bible speaks of the Church as Christ’s body (I Corinthians 6:15, Colossians 1:18). It compares it to a living organism, where Jesus is the head (I Corinthians 11:13, Ephesians 4:15, Ephesians 5:23). God arranges the parts of the body, Christ-followers, just as He wants them to be. He gives each Christ-follower special functions to perform for the good of the body (I Corinthians 12:4-11). To remain healthy, the body’s members must work together (John 17:20-23, Romans 15:5-7, I Corinthians 1:10). Each part contributes to the growth and maturity of the body (Acts 4:32-35, Romans 12:4-8). God works through the Church to reconcile a lost world to Himself through Jesus Christ.

For this reason, it is important for Christ-followers to regularly gather together for the purpose of celebration (Acts 2:42). During celebration, Christ-followers are equipped, built up, and encouraged through teaching, fellowship, prayer, and communion (I Corinthians 11:23-26, Galatians 6:1-2). Celebration in this way enables believers to serve one another and the unchurched people in their sphere of influence (Exodus 34:10).
ARTS ROLE DESCRIPTIONS
Arts Leaders

Arts Leaders recruit, develop, and lead teams of artists who creatively design and execute environments of excellence where Jesus is celebrated and the community is inspired to grow in love towards God and others. Leaders are Spirit-led, missional with their lives, and committed to reproducing Christ-followers who are artists and leaders.

Mission

Excellence

Be the example of pursuing excellence by being well prepared for rehearsal and services.

Evaluate celebration services and follow up with challenges.

Spirit-led

Encourage team members to connect in small groups.

Challenge team members in spiritual next steps (i.e. baptism, Bible reading, missional lifestyle, 2|3 group; etc.)

Reproduce

Identify potential leaders, have an ICNU, and use the 6 conversations to apprentice.

Use the 6 conversations to connect team members to opportunities for additional training, lessons, etc.

Missional

Identify your 1st, 2nd, and 3rd places.

Actively create relationships with local artists by being part of an arts community.

Creativity

Use the Big Idea to inspire people to participate in the service and connect to Jesus in a fresh way.

Use creativity to create art that inspires other artists to be part of what we are doing.
INVESTMENT

1. Lead during a Sunday morning celebration service (minimum once a month) - 4-7 hrs.
2. Preparation and practice during the week - 4-7 hrs.
3. Service planning - 2 hrs. per month
4. Rehearsal - 2 hrs.
5. Follow up with contributors after weekend service for encouragement and learning
6. Monthly meeting with coach - 1 hr.

SKILLS

1. Working knowledge of music theory
2. Plan a song set and service
3. Post a new song on PCO
4. Schedule team members on PCO

TOOLS

- 7 Conversations
- Apprentice Field Guide
- Leadership Expectations
- Planning Center Online
- Arts Playbook

ARTS COACHES

Recruit and develop leaders that are Spirit-led, missional with their lives and committed to reproducing Christ-followers who are artists and leaders. Restore coaches are keepers of the culture and help set the example in valuing creativity and excellence. They understand the larger vision of multi-site and collaboration.
MISSION

EXCELLENCE

Inspire leaders to take next steps in excellence and motivate their contributors to do the same.

Be a leader in the culture of feedback. Ask for feedback from your leaders, contributors, and other coaches.

Lead a skill and/or huddle at Leadership Community.

SPIRIT LED

Encourage leaders to attend Leadership Community.

Challenge team members in spiritual next steps (i.e. baptism, Bible reading, missional lifestyle, 2|3 etc).

REPRODUCE

Use the 6 conversations to apprentice new leaders.

Identify and develop an apprentice coach and have an ICNU conversation.

Meet regularly with leaders in effective 1-on-1 meetings highlighting wins, challenges, and RPMS.

Model active recruiting outside the church for arts. Have a personal missional relationship.

CREATIVITY

Have a full understanding of and periodically participate in Big Idea planning.

INVESTMENT

1. Lead during a Sunday morning celebration service (minimum once a month) - 4-7 hrs.

2. Preparation and practice during the week - 4-7 hrs.

3. Service planning - 2 hrs. per month

4. Rehearsal - 2 hrs.

5. Follow up with leaders after weekend service for encouragement and learning - 1 hr.
6. Monthly meeting with director - 1 hr.


8. Occasional conferences, church planters’ gatherings, and multi-campus events

**SKILLS**

1. Ability to troubleshoot Arts set-up

2. Experience reproducing a leader

3. Make templates on PCO

4. Create new services on PCO

**TOOLS**

- 7 Conversations
- Apprentice Field Guide
- Leadership Expectations
- Planning Center Online
- Arts Playbook