Jon Weece – “Lead Follower”

Southland Christian Church

Lexington, KY

1. What caused or motivated Southland leadership to switch its focus from being an internal programmed church to an external missional modeled church?

* Took 18 months as a leadership team to walk through the Gospel, prayer and fasting - felt like they saw a lot of spiritual obesity. Had more of an attraction all model and programs for everyone.  It's hard to resource all of that and decided to simplify.  Gospel - Jesus. Serving those in pain and who are poor and changed the focus towards outwardly. The process changes the heart and culture of huge church.
* Culture - serve the person closest to you
* Weekend service and life groups are the only programs that survived that transition.
* Students serve more than attend

2. Does your church market to a specific demographic? If so, what is that demographic and why did you select it? If not, why not?

* No specific demographic other than those who are struggling and in pain
* Poor - not just economically poor, emotional, spiritual
* Every church has to look at the context and culture and each church has its own thumbprint
* Every two months there is a new life group launch. It allows those who don't feel like they fit into one - options to switch. Very social southern culture, food and sports.
* Right now media - curriculum and major resources
* Measure success of life groups - span of care and are they serving?
* Total attendance - 14,000
* 9-10,000 attending life groups
* Created a culture of honesty and compassion

3. What is a mistake you made you want other leaders to learn from?

* Don't hire friends and family

Advice for developing the family style culture?

* Admit your mistakes
* Allow them to make decisions and fail, and not beat them up over it
* Give them public praise and appreciation
* Asking questions of them
* Confront people who aren't pulling their weight

Minimal staff

* 85 people on staff

4. What does the title of being a "lead follower" do for your leadership, and how are people in your church responding to that?

* Often churches become title and personality dependent
* Hope that communicates humility
* Want the church to do well after he is gone
* Communicate that he is not more important than anyone else
* Documentary: Blood Brother

5. What are some of the ways you know in your church how far to cast the vision, without casting too far and how do you bring others on the journey with you?

* Announced from stage and say - if you want to do this, show up... Don't use sign up sheet. Go through leadership and than takes it to the stage and throw it out their, see how it goes

Journey of the change in leadership

* Less would be better - had lots of elders, oldest elder suggested that they all resign and start from scratch
* Now have 12 elders - 6 new and 6 of the old.  They rotate the elders now.  Staff identifies potential elders and is trained
* Upcoming year potential situations - elders selected based on those needs

6. What are some principles or ministry practices that you learned during your time of ministry in Haiti that has helped you become Successful as a pastor here in the States?

* God does the best development in his heart during those difficult times

7. What is your procedure in finding staff to ensure that they are on the right seat on the bus?

* Team that looks through resumes, not just one individual
* Chemistry
* Can teach competency
* Different experience in room
  + One room in doctrine and theology
  + Conflict and relationships
  + Emotional intelligence
  + Practical ministry stuff

8. When did you decide that it was time to go to multi sites and why?

* Main campus was full and couldn't justify building an auditorium
* Later a mall became available in an impoverished part of the city that they were already working in
* Goal is to reach the state of KY
* 7-8,000 people on the weekend in the main campus
* 6 colleges in the area - gear service for college age
* UKCSF .com [or](http://or.org/) .org
* Wish you asked more questions during the interview
* Found out about 7 million in dept,had to announce from stage
* Asked to layoff 65 people during the second week

Questions to ask

* Finances about the church
* Spend $, how much on outreach, personnel
* Methodology of ministry
* Ask point blank if any of the, struggle with sexual addictions

How to handle those with sexual addictions

* Be honest with the church family
* We will pay an amount of money to help them, counseling, invest in them as an individual
* Bias towards zero tolerance or towards grace?
  + Depending on their level of responsibility and how up front they are?
* Create a culture that they can come to you with the struggle

Security

* Plain clothe policeman
* Background checks
* Scan to get into rooms
* Sweep bathrooms after every service
* Online community for sexual predators

Every year that Christmas falls in a Sunday - no services, go give gifts, buy a cup of coffee and leave a $100 tip

* Jesus has been radically generous towards us and we want to be radically generous towards you

9. What were your challenges coming into a senior pastor position of a church that you didn't grow yourself? What do you wish you had done differently?

10. Was there ever a time when you truly wanted to step out of ministry? If so, how were you able to move forward in your calling?

* Layoff the people, daughter was born 3 months early and had complications, father in law and mother in law both died 4 weeks within each other

11. When was the first time you saw yourself as a leader?

* Parents made them memorize scripture roger money. Memorized James and bought a bike. Dad prayed for at least 3 people to bring to Jesus each day. Kept a journal of those names and prays for them daily

Pray for two things: Wisdom and humility for Southland, stay grateful