

## Questions to Consider for The Irving Case Study

### *About the church*

- ◆ What is Irving Bible Church's ethos and culture? Some call Irving a "post-modern" church. What are the relative merits of this evaluation? Discuss your summary of the church.
- ◆ How has the church's purpose statement, and its explanation, influenced its culture and buildings?
- ◆ What was the timing and process of hiring the XP? Of setting the vision and purpose of the XP?

### *About the Executive Pastor as Catalyst*

The Catalyst helps envision, start and empower new ministries. The Catalyst challenges people to volunteer for and to improve ministry and lights fires to get people involved in ministry. The Catalyst networks ministries together to enhance effectiveness, seeks out opportunities for members to share the gospel and creates strategic plans for the church. Most Senior Pastors want their XPs to be a strong catalyst. This is because most Senior Pastors desire to cast vision and have the XP implement the vision.

- ◆ How do you interpret the findings of the XP-Indicator? What is seen about Steve Roese's gifts and abilities?
- ◆ Describe the relationship between the staff and the Executive Pastor. Between the XP and Senior Pastor? Why did Steve lead the new building process?
- ◆ Interact with the following statements: *Steve Roese is a Catalyst: Shakes up categories ... no policy manuals or time cards—anywhere ... visionary with an outreach heart ... doesn't allow second best ... lightning rod for criticism ... explains explosive issues ... loves to think out of the box.*

### *Steve Roese's Catalyst Questions*

- ◆ What is your church's ethos? What is the ideal? What needs to change? What three things could I do to immediately improve the staff ethos?
  - ◆ What will your presence at your church mean long term? What do you need to repent of? What would you leave your role for ...
  - ◆ Do you know your staff's dreams? If you could get your church to focus on one thing, what would it be? What is your plan to get there?
  - ◆ How have you set yourself up to be catalyzed? What is the single best indicator that I am succeeding at being catalytic? What three things keep you from being a catalyst?
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