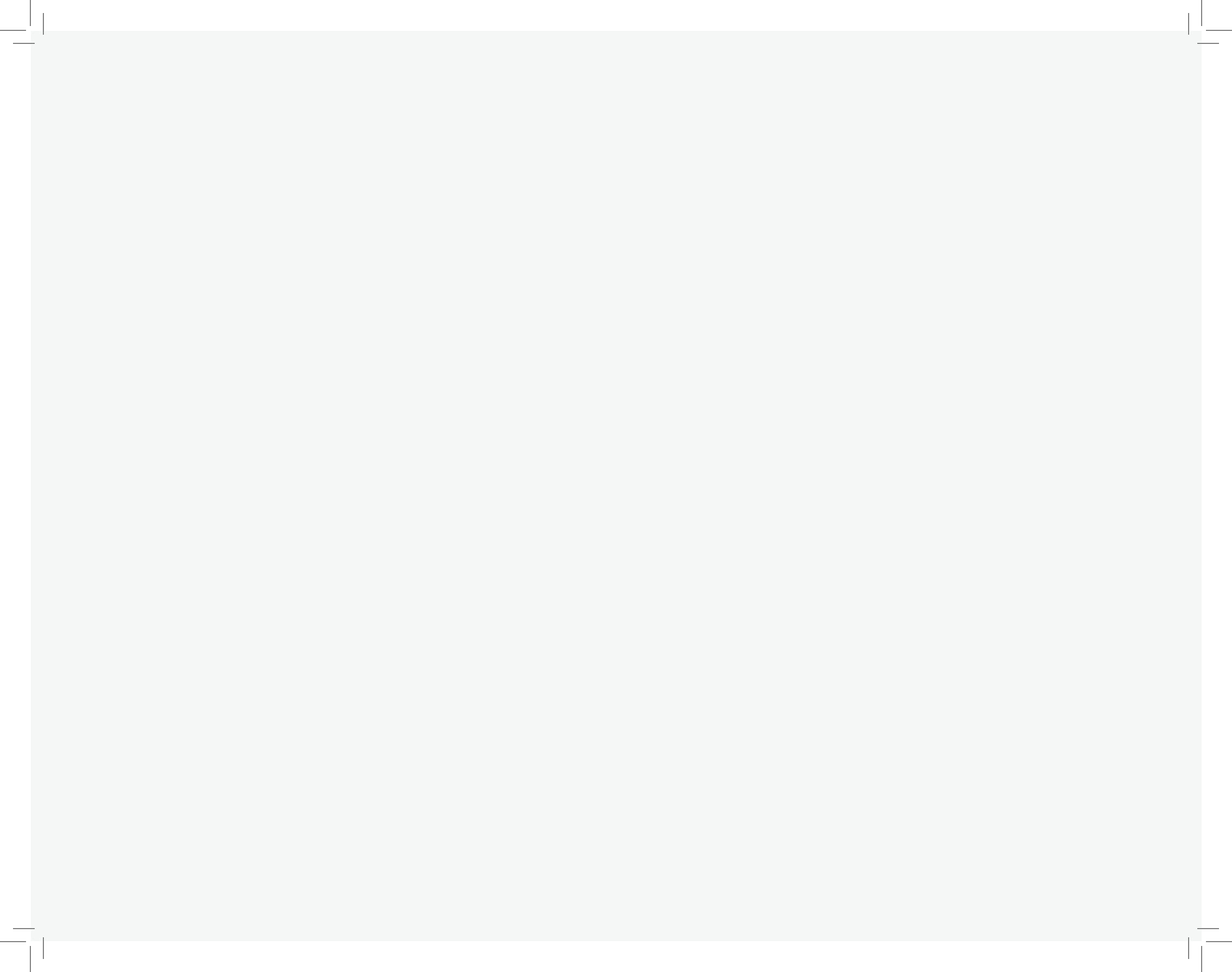


STAFF ESSENTIALS



The**MET**



Welcome

We have created this resource to equip you with an understanding of our purpose and our passion at The MET Church. Our desire is to provide clarity on our mission and the core virtues we uphold as we live out our calling to invite people into a meaningful relationship with God and each other. One of the most important elements of a healthy organization is its culture - the collective habits and behaviors of the individuals and teams that make up an organization. You can also think of culture as the organization's immune system - a collection of structures and processes created to protect the body so it can function as designed. Every organization has a culture, the question is whether the culture is helping or hindering that organization from realizing its mission.

As followers of Jesus Christ, we believe we have the most important mission on earth, given to us by Jesus himself in Matthew 28:18-20 - to go and make disciples! We have been called, and we have been sent, and it has radical implications for how we approach church, life, and all of our relationships. With a mission this important, we can't just hope we have the right culture, and assume that everyone understands what is expected. We must intentionally engage, educate, and equip each other to grow and contribute to the mission of Jesus using the methods of Jesus. This resource is just one of the ways we endeavor to do that.

As you review and reflect on each element within this document, take time to explore the additional resources referenced to promote personal growth and deepen your understanding of our philosophy of ministry and the core virtues we hold up and celebrate. We hope you find this information helpful as you **"Live Sent!"**



MATT ROBERSON | SENIOR PASTOR



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Our Mission

**Inviting people into
meaningful relationship with
God and each other.**



The**MET**

Mission Rationale

The mission of TheMET was born out of the realization that we cannot separate the message of Jesus from the methods of Jesus, and expect the results of Jesus.

When we examine Jesus' relationships with His Father and His followers, we see a level of intentionality that is evident in the patterns of His ministry.

We believe that both the message and the methods of Jesus are sacred and essential to accomplishing all that He has called us to as followers.

Jesus' calling to make disciples produces not just a conversion, but an ongoing transformation.

1 Biblical Foundation

Jesus gave the church a clear command to make disciples in **Matthew 28:18-20**. We believe that making disciples, not just converts, is the essential function of every believer. The MET is passionate about training and equipping others to use Jesus' essential methods to make disciples who make other disciples.

**A Biblical Foundation
+ An Intentional Leader
+ A Relational Environment
+ A Reproducible Process**

2 Intentional Leadership

To lead well, we must follow well. As a leader, Jesus modeled what it looks like to follow well by submitting to the will of the Heavenly Father, even to the point of death on a cross. The servant leadership demonstrated by Jesus requires humility - intentionally surrendering our rights, dying to self, and valuing others above ourselves **Philippians 2:3-5**. We recognize that we can't do God's part or the part of the person being discipled.

**Disciples
who can make
Disciples**

3 Relational Environment

In **Genesis 2:18**, God said it is not good for man to be alone. He created us to have meaningful relationships and grow in community with other believers where we can be honest and do life together. Spiritual growth requires us to be authentic, vulnerable and transparent about our struggles and how God has worked in our lives. It also requires that we understand where others are spiritually, and approach them with the same love, mercy, grace and forgiveness that God extends to us through faith in His son Jesus.

4 Reproducible Process

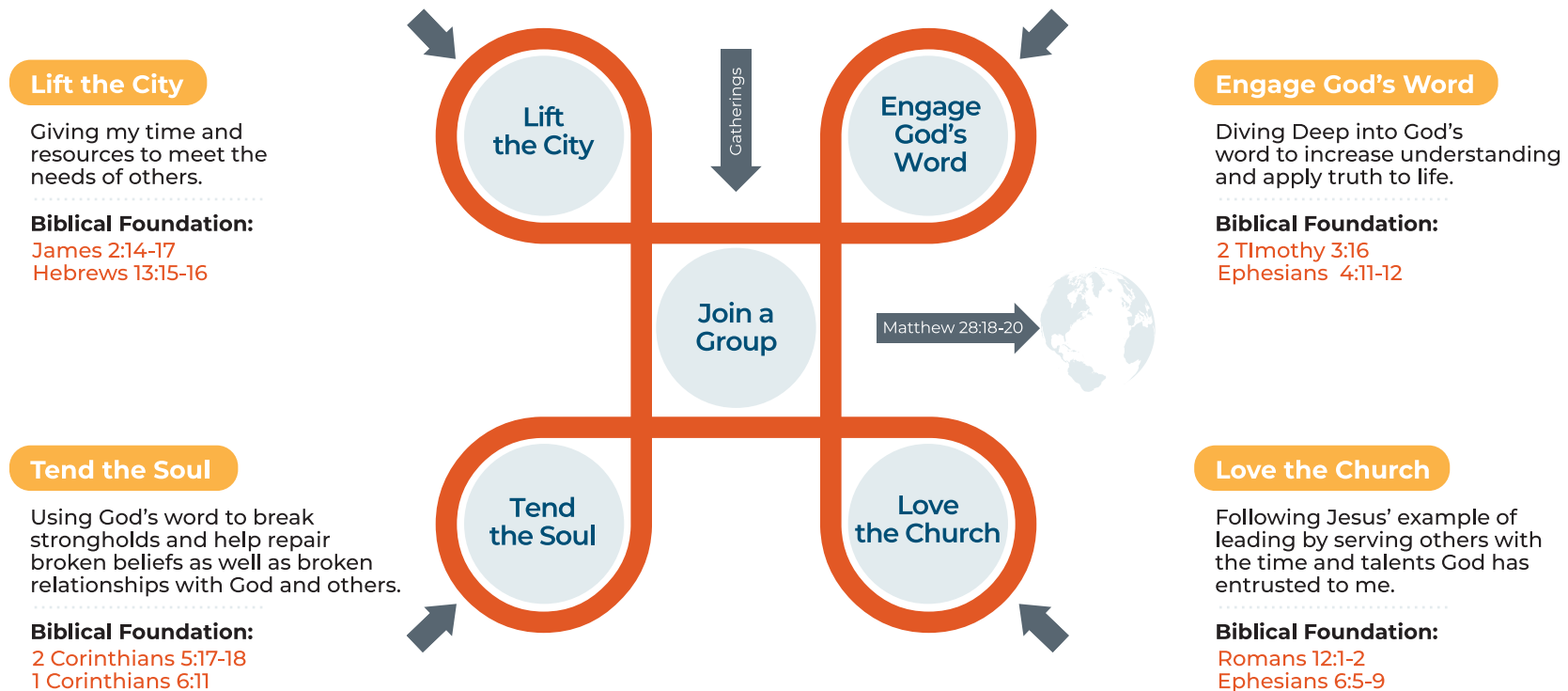
Discipleship is a process that Jesus defined in **Matthew 4:19**. He also modeled the disciple making process through relationships in which he invested His time and entrusted His truth. Jesus had personal routines and disciplines like solitude, prayer, and serving the needs of others. And He invested those habits in others by sharing His life with them. As disciples, we are to be students of Jesus' message and his methods.

Our Strategy for Serving

As part of our strategy to meet the needs of those we serve, TheMET resources ministries that help people mature in Christ by serving others, understanding and applying the truth of God's word, showing compassion to others, and restoration through the healing of deep wounds. Meaningful relationships are at the heart of TheMET. We believe meaningful relationships happen best in small groups. In small groups, people are known, cared for, ministered to, and challenged to mature in their faith.

The Engine of the Local Church

Inviting people into meaningful relationship with God and each other.



As represented in this illustration, every ministry is an opportunity to welcome, share with, connect with, train to minister, and disciple others.

The Heart of Our Church

We hear scripture tell us to “KNOW in our heart”, to “SEE with the eyes of the heart,” and to avoid “hardening” your hearts or the stiffening of the will. These passages and many others would indicate the Heart is central to our being.

So much so that God has embedded a longing for eternity there and calls our heart a wellspring from which everything we do flows.

God IS Love. Love is the “x” factor that compliments and empowers every virtue. Others will be impacted by our virtues but compelled and convinced by the love of Christ in us. See what the Bible says here:

Colossians 3:14 “And over all these virtues put on love, which binds them all together in perfect unity.”

John 13:35 “...they will know you are my disciples by your love for one another”

When conveying the idea of church, and specifically our church to others, it is fitting to describe our mission and activity as a church with a heart illustration. For from out of it everything we do flows.

As we pursue our mission and vision here in the city of Houston and around the world, there are five virtues that we believe should embody the heart of our staff.

These virtues will be the standard by which we assess our efforts through the lens of our mission.



H

Humility

We value others above ourselves.

H E A R T

“Humility isn’t thinking less of yourself. It’s thinking of yourself less.” — Rick Warren

Most sins turn us away from God, but pride is a direct attack upon God. It lifts our hearts above Him and against Him. Pride seeks to dethrone God and enthrone self.

Humility is a modest or low view of one’s own importance. When it comes to being the church, humility is how we view ourselves in relationship to God. It is an unmistakable and character trait that is found throughout the entire narrative of Scripture.

“God opposes the proud, but gives grace to the humble.” James 4:6

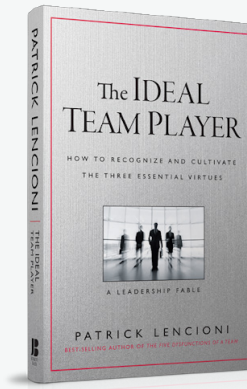
Where pride offers God’s opposition a seat at our table as followers of Jesus, humility removes God’s opposition, and brings with it God’s grace, His blessing, His wisdom, His honor, His answers to our prayers, and His clear direction. God exalts those who are humble. It is the quintessential character trait of one who knows and is following Christ.

The term “humility” comes from the Latin word humilitas, a noun related to the adjective humilis, which may be translated as “humble”, but also as “grounded”, or “from the earth”, since it derives from humus (earth).

VICE OF DEFICIENCY	VIRTUOUS BALANCE	VICE OF EXCESS
Pride	Humility	Insecurity
TOO LITTLE HUMILITY	▼	TOO MUCH HUMILITY

Humility In Action...

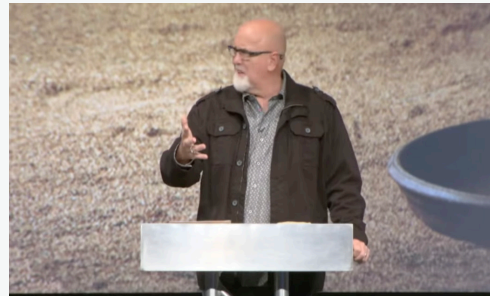
- You have a teachable spirit
- You don't act out of selfish ambition
- You agree with what God says about who you are – both your royalty and your depravity
- You have an appetite to serve others
- You acknowledge that church > team > individual



The Ideal Team Player

Pat Lencioni
Jossey Bass 2016
ISBN# 1119209595

In *The Ideal Team Player*, Lencioni tells the story of Jeff Shanley, a leader desperate to save his uncle's company by restoring its cultural commitment to teamwork. Jeff must crack the code on the virtues that real team players possess, and then build a culture of hiring and development around those virtues.



Pastor James MacDonald **Humble Yourself**

While in the upper room, Jesus stooped down to wash his disciples' feet, and this act of humility is even more humble than we often think. Pastor James MacDonald walks the 2013 Resurgence Conference through this event from the day before the cross, and he identifies nine challenging lessons in humility from this short passage.



Dr. John C. Maxwell **Sometimes You Win, Sometimes You Learn (Session 3)**

Humility - The Spirit of Learning

John Maxwell believes that the greatest lessons we learn in life are from our losses. Everyone experiences loss, but not everyone learns from it. In *Sometimes You Win, Sometimes You Learn*, Dr. Maxwell explores the most common lessons we learn when we experience loss. He then explains how to turn a set-back into a step forward by examining the eleven elements that make up the DNA of Those Who Learn including Session 3: *Humility - The Spirit of Learning*.

E

H E A R T

Effectiveness

Jesus' mission demands our all.

“Efficiency is doing things right; effectiveness is doing the right things”. — Peter F. Drucker

Effectiveness in ministry is vital, and the mission is the most critical piece of effective ministry. It implies that we have our eyes set on the right target – to make disciples of Jesus who can go and make other disciples of Jesus.

With a clear vision, effectiveness then demands that we give God our absolute best at all times. It asks us to increase our capacity, our work ethic, and our hustle.

It values excellence, innovation and creativity at a high level, because we cannot remain effective and continue to do things the same way as the landscape around us changes constantly. Effectiveness means that we are consistently evaluating all we do and engaging in crucial conversations to make the organization better and push the mission forward in the best possible way.

“Whatever you do, work at it with all your heart, as working for the Lord, not for human masters.”

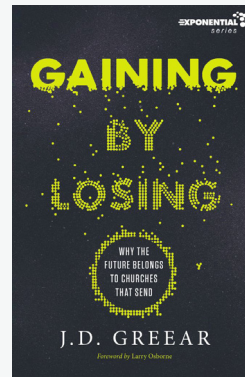
Colossians 3:23

“People, like nails, lose their effectiveness when they lose direction and begin to bend.”
— Walter Savage Landor, English Poet

VICE OF DEFICIENCY	VIRTUOUS BALANCE	VICE OF EXCESS
Futility	Effectiveness	Pretentious
TOO LITTLE EFFECTIVENESS	▼ ←-----→	TOO MUCH EFFECTIVENESS

Effectiveness In Action...

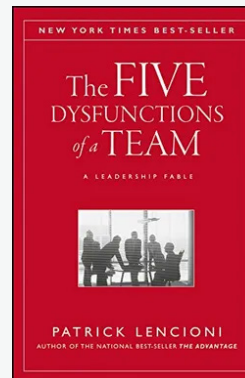
- You view goals and tasks through the lens of mission
- You get things done without damaging relationships
- You give your best and put your heart into your work
- You are committed to getting better at what you do
- You understand the necessity of change and reinvention



Gaining by Losing

JD Greear
Zondervan 2016
ISBN# 0310533953

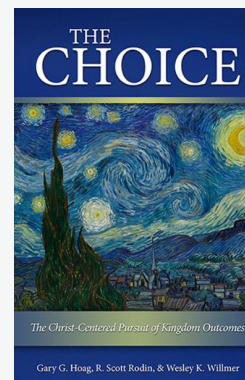
People are leaving the church J.D. Greear pastors. Big givers. Key volunteers. Some of his best leaders and friends. And that's exactly how he wants it to be. When Jesus gave his disciples the Great Commission, he revealed that the key for reaching the world with the gospel is found in sending, not gathering. Though many churches focus time and energy on attracting people and counting numbers, the real mission of the church isn't how many people you can gather. It's about training up disciples and then sending them out. The true measure of success for a church should be its sending capacity, not its seating capacity.



The Five Dysfunctions of a Team

Pat Lencioni
Jossey-Bass 2011
ISBN# 0470310448

In *The Five Dysfunctions of a Team* Patrick Lencioni once again offers a leadership fable that is as enthralling and instructive as his first two best-selling books, *The Five Temptations of a CEO* and *The Four Obsessions of an Extraordinary Executive*. This time, he turns his keen intellect and storytelling power to the fascinating, complex world of teams.



The Choice

Gary Hoague
ECFA Press 2014
ISBN# 1936233207

This book addresses what may be the most important and yet most unexamined presupposition related to ministry today defining success. Secular values beckon us to adopt the world's way of thinking linked to most everything we do, and often we conform to cultural norms without even knowing it. There is the continual push for higher and greater results. When we idolize results that we think please Him, we actually fail to exhibit the obedience He asks of us.

A

H E A R T

Awe

We never forget who God is.

“There have been some who were so occupied in spreading Christianity that they never gave a thought to Christ.”

— C.S. Lewis

We are people created by God to experience awe. But not just awe of anything – awe of God. **Psalm 145:4** says, “One generation shall commend your works to another”. Paul Tripp once said, “God intends every moment of ministry to inspire awe of himself in his people.” If EVERYTHING we do doesn’t point people to an awe of God, it is broken.

From kids programming to songs in a worship set, from the exegesis of Scripture to a question and conversation in our living room – we will do our part to point others to the magnitude, grace and glory of God.

“My hands have made both heaven and earth; they and everything in them are mine. I, the LORD have spoken! I will bless those who have humble and contrite hearts, who tremble at my word.”

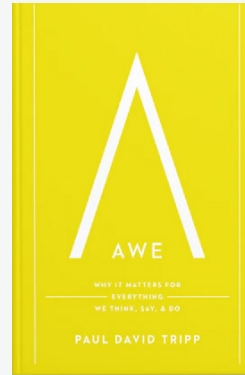
Isaiah 66:2

When we lose our sense of awe, we are engaged in a posture of irreverence. Also, when we shudder with an unbalanced view of God as vindictive, angry, and to be feared in the wrong way, we miss relationship and move from prostrate to paralyzed.

VICE OF DEFICIENCY	VIRTUOUS BALANCE	VICE OF EXCESS
Irreverance	Awe	Paralysis
TOO LITTLE AWE	←-----▼-----→	TOO MUCH AWE

Awe In Action...

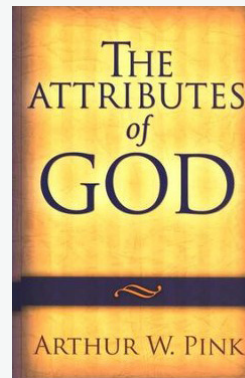
- You abide in Christ by spending time in His word, worship, meditation and prayer
- You see ministry as a “get to” vs a “have to”
- You preach the gospel to yourself every day
- You listen to God’s voice above all others in your life



Awe

Paul David Tripp
Crossway 2015
ISBN# 1433547074

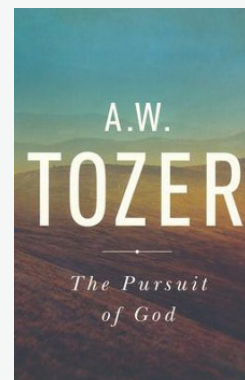
Humans are hardwired for awe. Our hearts are always captured by something—that’s how God made us. But sin threatens to distract us from the glory of our Creator. All too often, we stand in awe of everything but God. Uncovering the lies we believe about all the earthly things that promise us peace, life, and contentment, Paul Tripp redirects our gaze to God’s awe-inducing glory—showing how such a vision has the potential to impact our every thought, word, and deed.



The Attributes of God

A. W. Pink
Baker Books 2006
ISBN# 0801067723

This classic work of Arthur W. Pink invites readers to discover the truth about seventeen attributes of God, including his sovereignty, immutability, patience, love, faithfulness, and much more.



The Pursuit of God

A.W. Tozer
Start Publishing 2015
ISBN# B00CHJD2UW

A.W. Tozer’s classic Christian work covers:

1. Following Hard After God
2. The Blessedness of Possessing Nothing
3. Removing the Veil
4. Apprehending God
5. The Universal Presence
6. The Speaking Voice
7. The Gaze of the Soul
8. Restoring the Creator-Creature Relation
9. Meekness and Rest
10. The Sacrament of Living.

R

H E A R T

Relationship

We are better together.

“The person who loves their dream of community will destroy community, but the person who loves those around them will create community.” — Dietrich Bonhoeffer

In **Genesis 2:18** we see the first real crisis in the Bible – God looks at man and says, “*It is not good for the man to be alone.*” It is here we see that we were actually created, hardwired for relationships – first a relationship with God, second a relationship with each other.

It is because of this that we hold so tightly to discipling people in the context of **meaningful relationships**.

The relationships we are given are true gifts from the Father. It is with this in mind that we do everything we can to protect relationships, fight for relationships, and value relationships at the highest level. If we accomplish a task, or reach a goal, but we sacrifice people to get there, we have still failed.

Relationships are the one thing we take with us when we pass into eternity – so getting it right while here is a huge part of kingdom-minded ministry.

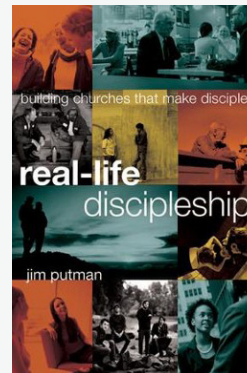
*“By this everyone will know that you are my disciples, if you love one another.” **John 13:35***

When we pull away from relationships and have little time for others, we isolate ourselves. We leave ourselves vulnerable, and withhold the value of our stories and shared experiences. When we have too many relationships, they can become superficial and shallow.

VICE OF DEFICIENCY	VIRTUOUS BALANCE	VICE OF EXCESS
Isolation	Relationship	Superficial
TOO LITTLE RELATIONSHIP	▼	TOO MUCH RELATIONSHIP

Relationship In Action...

- You show honor to others
- You take others with you
- You forgive offenses
- You share truth in love
- You are growing spiritually in community with other believers



Real Life Discipleship

Jim Putman
NavPress 2014
ISBN# B00IDHW6U4

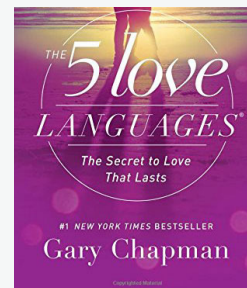
Real-Life Discipleship explains what should happen in the life of every Christian and in every small group so that the church becomes an army of believers dedicated to seeing the world saved. With the overriding goal to train disciples who know how to make more disciples, this book offers proven tools and strategies from Real Life Ministries, one of America's fastest-growing churches. Discover what the Bible says about true and effective discipleship with these strategies and practices.



Andy Stanley

Trust vs. Suspicion

Andy Stanley offers some powerful words on building trusting relationships at the Northpoint Church All-staff Meeting.



The 5 Love Languages

Gary Chapman
Northfield Publishing / Sec. Printing 2015
ISBN# 080241270X

Falling in love is easy. Staying in love—that's the challenge. How can you keep your relationship fresh and growing amid the demands, conflicts, and just plain boredom of everyday life? In the #1 New York Times bestseller *The 5 Love Languages*, you'll discover the secret that has transformed millions of relationships worldwide. Whether your relationship is flourishing or failing, Dr. Gary Chapman's proven approach to showing and receiving love will help you experience deeper and richer levels of intimacy with your partner—starting today.

T

Truth

We base decisions and conclusions on what we know to be true.

H E A R T

VICE OF DEFICIENCY	VIRTUOUS BALANCE	VICE OF EXCESS
Deceit	Truth	Brutality
TOO LITTLE TRUTH	▼	TRUTH WITHOUT LOVE

“Truth without love is brutality. Love without truth is hypocrisy.”

— Warren Wiersbe

We value truth. Obviously the truth of God’s word is our plumb line for **all truth**.

We value truth in our circumstances and our relationships as well. It means that we are willing to know the truth about ourselves. We only share what is true with others in love. We are who we say we are, and we represent that accurately. We will be honest people – honest about our struggles, our shortcomings, honest when we make mistakes, and honest in our evaluation of the ministries God has given us to steward.

Whether speaking on a stage, or leading a team meeting, we will seek truth in all we do.

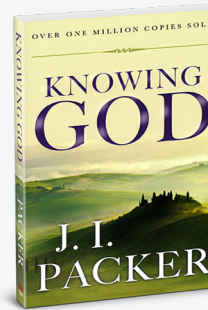
“Instead, speaking the truth in love, we will grow to become, in every respect, the mature body of Him who is the head, that is Christ.”

Ephesians 4:15

Truth comes from the greek word Aletheia and is considered the root of all virtues. An absence of truth is deception. Truth delivered without regard for love is bluntness or brutal honesty, and equally damaging to relationships.

Truth In Action...

- You seek the truth of God's word as the foundation for all you do
- You are honest in your assessment of yourself and others
- You are transparent and vulnerable with others
- You are willing to confront the facts regardless of the outcome
- You are prepared to defend Truth when it comes under attack



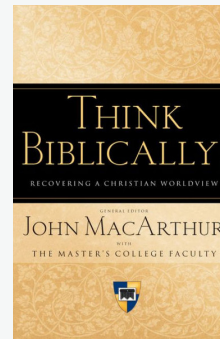
Knowing God

J.I. Packer

Intervarsity Press 1993

ISBN# 083081650X

Stemming from Packer's profound theological knowledge, *Knowing God* brings together two important facets of the Christian faith—knowing about God and also knowing God through the context of a close relationship with the person of Jesus Christ. Written in an engaging and practical tone, this thought-provoking work seeks to transform and enrich the Christian understanding of God. Explaining both who God is and how we can relate to him, Packer divides his book into three sections: The first directs our attention to how and why we know God, the second to the attributes of God and the third to the benefits enjoyed by a those who know him intimately.



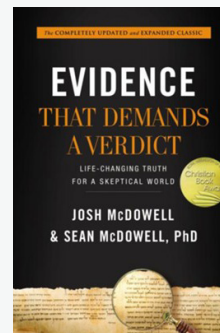
Think Biblically

Dr. John MacArthur

Crossway 2003

ISBN# 1581344120

A truly Christian worldview begins with the conviction that God Himself has spoken in Scripture. As Christians, we are committed to the Bible as the inerrant and authoritative Word of God. Scripture is the standard by which we must test all other truth-claims. Unless that dominates our perspective on all of life, we cannot legitimately claim to have embraced a Christian worldview. *Think Biblically!* issues a serious call to recover a Christian worldview that is absolute and exclusive.



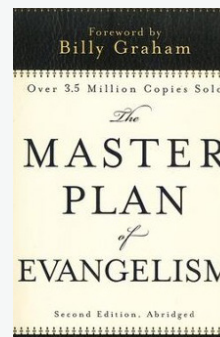
Evidence that Demands a Verdict

Josh McDowell

Thomas Nelson 2017

ISBN# 1401676707

Josh McDowell gives Christian readers the answers they needed to defend their faith against the harshest critics and skeptics. Since that time, *Evidence* has remained a trusted resource for believers young and old. Bringing historical documentation and the best modern scholarship to bear on the trustworthiness of the Bible and its teachings, this extensive volume has encouraged and strengthened millions. Now, with his son Sean McDowell, Josh McDowell has updated and expanded this classic resource for a new generation. This is a book that invites readers to bring their doubts and doesn't shy away from the tough questions.



The Master Plan of Evangelism

Dr. Robert Coleman

Revell 2010

ISBN# 0800788087

For more than forty years this classic study has shown Christians how to minister to the people God brings into their lives. Instead of drawing on the latest popular fad or the newest selling technique, Dr. Robert E. Coleman looks to the Bible to find the answer to the question: What was Christ's strategy for evangelism? This convenient, portable format has an updated look for a new generation of readers.