

Tribe: A New Way of Leadership Formation

A vision for forming followers of Jesus to live and lead unencumbered and radical lives

<http://citychurch.network/tribe>

Vision (what we hope to see)

Men and women encouraged and emboldened to lead people in the way of Jesus in diverse settings in the world using the unique gifts given them

Mission (what we hope to accomplish)

- To call out the image of God's glory deposited into men and women
- To equip them to lead and to die (death unto life) in the name of the love of Jesus

Values (truths and realities that are most important to us)

The Word of the Lord	Repentance	Courage
The Presence of Jesus	Forgiveness	Unity
The Power of God	Humility	Community
Prayer	Honesty	Diversity of spiritual gifts
Trust	Faithfulness	Stewardship of
Love	Initiative	individual callings

Methods (means and strategies we use)

- Engaging the mind through careful study of the ideas of others
- Engaging the heart through careful discovery of our passions
- Engaging good and evil through honest repentance and prayer
- Engaging others through careful dialogue and exercises in leading and following
- Mentoring relationships of love and trust

Specific expectations and other details

- Duration: four 8-week quarters beginning in the first week of each calendar quarter (each with a unique theme):
 - God
 - Bible
 - Self
 - Others
- Weekly expected commitment (3-8 hrs total):
 - 3 hours in group meetings (Saturday mornings 9AM to 12PM)
 - 3 hours independent work
 - 2 hours of other corporate gatherings
- Recommended daily rule for living:
 - Morning prayer and Bible reading (solo)
 - Evening prayer (solo)
 - 30 minutes of daily exercise
- Other recommended rhythms:
 - Monthly corporate day of prayer (3rd Thursday of the month at Priest Lake Christian Fellowship from 9AM to 1PM)
 - Quarterly solo silent retreat at Phil Dillingham's cabin
 - Periodic corporate retreats, roundtables, pastor gatherings, and other ministry events
 - Regular engagement with an assigned mentor
 - Serving the least of these together as a group
- Attendance expectations: We do not have a formal attendance policy, but we have a high expectation of full participation and will be gracious with exceptions
- Cost: \$300 per participant per quarter plus the cost of books (let us know if money is a barrier)
- Group size: Up to 15 participants each quarter
- Group leader: Wim Codington (with counsel and support from Phil Dillingham, David Kaufmann, and others)
- Upon full completion of each quarter: Each participant will receive a personal letter of affirmation and exhortation from Wim; recognition ceremony (recognizing gifts and callings; *not* recognizing accomplishments) at the end of the fourth quarter

Participant agreement (what you are signing up for)

- To participant faithfully
- To engage wholeheartedly
- To complete reading and writing assignments
- To accept the specifics provided above
- To work, with all my might, to learn, to understand, and to apply to my life the things being offered to me through this training, that I might increase in my knowledge and enjoyment of God and my ability to help others enjoy and know Him.

2023/2024 Calendar:

Week	Topic
Q1:	
Week 1: 8/26	Knowing God's heart - Part 1 - Glory
Week 2: 9/2	Knowing God's heart - Part 2 - Righteousness, Justice, and Wrath
Week 3: 9/9	Knowing God's heart - Part 3 - Love
Week 4: 9/16	Joy and sin
Week 5: 9/30 (no meeting 9/23)	Prayer (Phil Dillingham) Location: Priest Lake Christian Fellowship, Antioch, TN
Week 6: 10/14 (no meeting 10/7)	Unity in the body of Christ; missions (David Kaufmann)
Week 7: 10/21	Who is Jesus? - Christology
Q2:	
Week 1: 11/11 (no meeting 10/28 b/c of CCN fall retreat; no meeting 11/4 b/c of Wim's brother's wedding)	The Word of the Lord
Week 2: 11/18	Hermeneutics Part 1 (Tom Hilpert) Location: 625 Spring Creek Road, Lebanon, TN
Week 3: 12/2 (no meeting 11/25 due to Thanksgiving week)	Hermeneutics Part 2 (Tom Hilpert) Location: 625 Spring Creek Road, Lebanon, TN
Week 4: 12/9	Canonicity of Scripture
Week 5: 12/16	Christocentricity of Scripture

Week	Topic
Q3:	
Week 1: 1/13/24	Week #2 with Tom Hilpert (Location: 625 Spring Creek Road, Lebanon, TN)
Week 2: 1/20/24	Identity Part 1: Essence of Identity
Week 3: 1/27/24	Identity Part 2: Ambassador, Sojourner, and Warrior Identities
Week 5: 2/10/24 (no meeting on 2/3/24)	Identity Part 3: Identifying the Deposit in you
Week 6: 2/17/24	Honesty, trust, and dependence
Week 7: 2/24/24	Overcoming fear, sin, and shame
Week 7: 3/2/24	Discipline and Sabbath
Q4:	
Week 1: 3/8/24 to 3/10/24	Henry Nouwen (<i>In the Name of Jesus</i>) retreat
Week 2: 3/16/24	Initiative and hospitality
Week 3: 3/23/24	Understanding, listening, and communicating
Week 4: 3/30/24	Agreement and mutual submission
Week 5: 4/6/24	Offense dynamics and unconditional forgiveness
Week 6: 4/13/24	Communication Practicum Location: Green Street Church, Nashville, TN
Week 7: 4/27/24 (no meeting on 4/20/24)	Apprenticeship / closing lunch

Syllabus (outline of the subjects in a course of study or teaching)

- **Quarter 1 - God**

- Weekly topics
 - i. **Knowing God's heart - Part 1 - Glory** (understanding God's glory as the foundational passion of God in all He does; reading: "The Happiness of God" - Piper's *Desiring God*)
 - ii. **Knowing God's heart - Part 2 - Righteousness, Justice, and Wrath** (understanding God's wrath and justice as necessary elements of His righteousness; reading: "God the Judge," "The Wrath of God," "Goodness and Severity," and "The Jealous God" - Packer's *Knowing God*)
 - iii. **Knowing God's heart - Part 3 - Love** (understanding the deep and various loves of God; reading: "Love" - Piper's *Desiring God* and "The Love of God" - Packer's *Knowing God*)
 - iv. **Joy** (acknowledging the deep quest for joy within each human and learning how to fight for joy) and **Sin** (understanding the nature, origin, and effects of sin in the world)
 - v. **Who is Jesus? Part 1 - Christology** (understanding the centrality of Jesus Christ in all reality)
 - vi. **Who is Jesus? Part 2 - Christology** (understanding historical and theological controversies about Jesus)
 - vii. **Prayer** (learning to commune with God and be continually refreshed by God's heart in all my knowing, being, and doing; reading: "Prayer" - Piper's *Desiring God*)
 - viii. **Unity in the body of Christ** (understanding and promoting God's passion for the unity of His people; reading: Wim Codrington's *United We Stand*) and **Missions** (understanding the missionary heart of God; reading: "Missions" - Piper's *Desiring God*)
- Required reading list:
 - i. *Desiring God* - John Piper OR *Knowing God* - J.I. Packer
 - ii. One optional book
- Quarterly writing assignments:
 - i. In 2,000 to 3,000 words, summarize the following:
 - Your historical concept of God and how to relate to Him, as well as the historical factors from your life that led to the development of that concept
 - Your critiques of your historical concept of God, based on what the Bible teaches (include a discussion of specific Bible passages that disrupt your historical view of God)
 - The resolutions that you need to help you maintain and pursue a Godly view of God in your life
 - ii. In 2,000 to 3,000 words, write a review of one of the books you read this quarter.

- **Quarter 2 - Bible**

- Weekly topics
 - i. **The Word of the Lord** (understanding the nature and purpose of the Word of the Lord)
 - ii. **Canonicity of Scripture Part 1** (understanding the truth and authority of the Bible; historical overview of canonicity of Scripture)
 - iii. **Canonicity of Scripture Part 2** (avoiding division and distraction in discussions with believers and unbelievers about the authority of the Bible)
 - iv. **Hermeneutics Part 1** (foundation of understanding the Bible)
 - v. **Hermeneutics Part 2** (interpretation of the Bible in theory and practice)
 - vi. **The case for Scripture** (scenarios and role play - practical exercises in presenting a case for God's Word)
 - vii. **Christocentricity of Scripture** (understanding the centrality of Jesus in the Bible)
- Required reading list:
 - i. *Who Cares About the Bible?* - Tom Hilpert
 - ii. One optional book
- Quarterly writing assignments:
 - i. In 2,000 to 3,000 words, summarize the following:
 - Your historical concept of the Bible and how to relate to it, as well as the historical factors from your life that led to the development of that concept
 - The most important questions (3 to 5 questions) about the Bible that you will need to be prepared to answer in your life and ministry
 - Your answers to those questions
 - Your faith statement about the Bible, summarizing your belief about its veracity and authority
 - ii. In 2,000 to 3,000 words, write a review of one of the books you read this quarter.

- **Quarter 3 - Self**

- Weekly topics
 - i. **Identity Part 1: Essence of Identity** (understanding my identity as a child of God; reading: “Part 1” of Wim Codington’s *Who Am I?*)
 - ii. **Identity Part 2: Ambassador, Sojourner, and Warrior Identities** (understanding my identity as an ambassador of God, a sojourner in the world, and a warrior in the world; reading: “Ambassador Identity,” “Sojourner Identity,” and “Warrior Identity” of Wim Codington’s *Who Am I?*)
 - iii. **Identity Part 3: Identifying the deposit in you** (identifying, cultivating, and stewarding the unique deposit of God’s glory in you; reading: “Part 3” of Wim Codington’s *Who Am I?*)
 - iv. **Honesty and trust** (speaking transparently with a goal of helping others; leading with trust; not waiting to trust until I feel “safe”; the difference between discretion and deceit); read from Cost of Discipleship chapter on “Truthfulness”
 - v. **Dependence** (understanding and practicing my deep need for others; Foundation virtue: humility); read Part I from *In the Name of Jesus*
 - vi. **Overcoming fear** (removing the power of fear of abuse, betrayal, rejection, pain, embarrassment in decision-making; willingness to be taken advantage of); read Part II from *In the Name of Jesus*
 - vii. **Overcoming sin and shame** (understanding the negative power of besetting sin and how to achieve victory; understanding shame dynamics within yourself uniquely and in others in order to maximize courage and love in decision-making; foundation virtue: repentance); read Part III from *In the Name of Jesus*
 - viii. **Discipline and Sabbath** (understanding the difference between rest and laziness; understanding the difference between discipline and ungodly striving; foundation virtue: steadfastness)
- Required reading list:
 - i. *In the Name of Jesus* - Henri Nouwen
 - ii. One optional book
- Quarterly writing assignments:
 - i. In 2,000 to 3,000 words, summarize the following:
 - Your historical concept of yourself, including factors from your life that led to the development of that concept
 - Your life statement
 - A list and summary of your life and ministry passions
 - A description of the ministry field that God has called you to
 - A title for your spiritual role that best summarizes your God-designed spiritual identity
 - The resolutions that you need to help you maintain and pursue a Godly view of yourself in your life, including how you will maintain your grasp of “Christ in you the hope of glory” (Colossians 1:27)
 - ii. In 2,000 to 3,000 words, write a review of one of the books you read this quarter.

- **Quarter 4 - Others**

- Weekly topics
 - i. **Initiative** (leading with transparency of thought and action)
 - ii. **Hospitality** (the power of hospitality for building trust and opening relationships)
 - iii. **Understanding, listening, and communicating** (being slow to speak; quick to listen; how and when to communicate with people you are leading)
 - iv. **Agreement and mutual submission** (the power of agreement in a group; being quick to agree and slow to disagree; seeking and building agreement through mutual submission; learning how and when to defer to others; being quick to follow; welcoming the feedback and ideas of others; maintaining openness in leadership)
 - v. **Offense dynamics and unconditional forgiveness** (understanding my own propensity to take offense; understanding offense in other personalities and cultures; overlooking offense; the nature and extent of real forgiveness; learning to seek peace in relationships)
 - vi. **Communication practicum Week** (exercise in engaging speaking and dynamic listening)
 - vii. **Apprenticeship** (raising up leaders and releasing authority to them)
- Required reading list:
 - i. *Life Together* - Dietrich Bonhoeffer
 - ii. One optional book
- Quarterly writing assignments:
 - i. In 2,000 to 3,000 words, summarize the following:
 - Your thoughts about the top three strengths and top three weaknesses of the cultural and social norms that formed you
 - The resolutions that you need to help you display the love and glory of Jesus in the words others hear you speak and the actions others see you do
 - ii. In 2,000 to 3,000 words, write a review of one of the books you read this quarter.

Required reading:

Quarter 1: *Knowing God* - J.I. Packer OR *Desiring God* by John Piper

Quarter 2: *Who Cares About the Bible* - Tom Hilpert

Quarter 3: *In the Name of Jesus* - Henri Nouwen

Quarter 4: *Life Together* - Dietrich Bonhoeffer

Optional reading:

Optional Quarter 1: *Celebration of Discipline* - Richard Foster

Optional Quarter 1: *United We Stand* - Wim Codington

Optional Quarter 1: *On the Incarnation* - Athanasius

Optional Quarter 2: *Let the Reader Understand* - Dan McCartney and Charles Clayton

Optional Quarter 2: *How to Read the Bible for All Its Worth* - Gordon Fee and Douglas Stuart

Optional Quarter 2: *Can we Trust the Gospels* - Peter Williams

Optional Quarter 2: *Christ of the Covenants* - O. Palmer Robertson

Optional Quarter 3: *Dangerous Calling* - Paul Tripp

Optional Quarter 3: *Brothers, We Are Not Professionals* - John Piper

Optional Quarter 3: *Cost of Discipleship* - Dietrich Bonhoeffer

Optional Quarter 3: *Who Am I?* - Wim Codington

Optional Quarter 4: *Heartstrong* - Wim Codington

Optional Quarter 4: *The Way of Blessing* - Roy Godwin

Optional Quarter 4: *The Wounded Healer* - Henri Nouwen

Guiding Bible passages

This is my commandment, that you love one another as I have loved you. Greater love has no one than this, that someone lay down his life for his friends. You are my friends if you do what I command you. No longer do I call you servants, for the servant does not know what his master is doing; but I have called you friends, for all that I have heard from my Father I have made known to you. You did not choose me, but I chose you and appointed you that you should go and bear fruit and that your fruit should abide, so that whatever you ask the Father in my name, he may give it to you. (John 15:12-16)

What then shall we say to these things? If God is for us, who can be against us? He who did not spare his own Son but gave him up for us all, how will he not also with him graciously give us all things? (Romans 8:31-32)

Other questions and thoughts:

- Why “tribe”?
 - Google defines “tribe” as “a social division in a traditional society consisting of families or communities linked by social, economic, religious, or blood ties, with a common culture and dialect, typically having a recognized leader.” We aim to form very strong bonds in the group that enable love, understanding, and the rest of our values to be expressed freely and fully. In so doing, we believe we are modeling the tribal elements of the body of Christ that we will experience for all eternity and which Jesus came to bring to earth.
- Why “formation”?
 - “Formation” envisions change in a particular direction and shape. We are all in process of being changed. We can change in both positive and negative ways. We can change decisively and consciously, and we can also change subconsciously. We are aiming to bring about positive and decisive change in the lives of the participants so that their formation can be in alignment with God’s unique design.

How to read a book

A non-fiction book is a collection of thoughts written by a human being based on his reflections, his research and investigation, and his experience. It is valuable to read and reflect on the ideas of others; this experience brings greater understanding and, if undertaken with sincerity, greater humility.

These principles can help you read effectively and efficiently:

- Read with discipline; set a daily / weekly / monthly (etc.) reading goal.
- Read with a pen or highlighter to underscore the key statements of the writer to help you remember them and enable you to find them again quickly in the future.
- In a “book reviews” notebook or journal, write down the pages or statements that are most powerful so that you can quickly cite the writer in the future, if needed.
- You don’t have to read every word, but you do have to read enough to get a sense of what the writer is saying.
- Read with an open mind and heart, believing that there are always new things for you to discover.
- Read with a critical and analytical mind, looking for the writer to justify his statements.

How to write an essay

A mentor of mine once said, "Writing is a way of seeing." Writing is a discipline that helps one to form and to communicate his mind and heart to others. It is both a gift that some have more naturally than others and a skill that all can develop in some measure. Writing has great power to bring clarity, to enable unity and agreement, to encourage, and to sustain.

These principles can help you write effectively and efficiently:

- Know what you intend to say. Say it with courage and clarity.
- Use structure effectively. Make an outline to help you stay on point, but do not be afraid of deviating from it or changing it if needed.
- Do not use too many words; this can obscure the message; brevity is powerful.
- Do not use too few words; this can be even worse than wordiness. Provide sufficient context and nuance as to make your message meaningful and relevant.
- With humility, justify your declaratory statements ("truth claims") from sources independent of you (the Bible, other respected thinkers, or observable experiences)
- Use variety effectively. Do not repeat words, sentence structure or length, or other writing tools too often.
- Solicit the critical feedback of others. They will help you broaden the audience that is able to benefit from your writing, and they will help you "see" your writing weaknesses better than you can see them on your own.
- Make proper use of introductions, conclusions, examples, metaphors, and other writing tools.
- Review, rephrase, and rewrite as needed.