



## BLP 29. 10 Years Into a Church Plant - Avoid These Mistakes (Part 3)

Mark Carter & Brandon Adkins

Welcome to BLP. Today, Pastor Carter interviews Brandon Adkins, his partner in planting the church, ten years ago. Brandon is jam-master Worship Pastor at Fierce Church. In this episode, they discuss how to avoid 'swimming into a wall'; how to have passion and urgency, with proper motivation and direction, through God's word. Your leadership journey, because God is shaping you, will have ups and downs, not only to help those you're leading but to also turn us into sons and daughters of God.

- **Hold plans and people and people loosely.** // Proverbs 16:9 (NASB) *The mind of man plans his way, But the Lord directs his steps.* When you start a church, you have to have a plan and vision, but hold it loosely, because the Lord leads us only step by step. Things will rarely go as you thought, they will go either better or worse than you expect. Disappointment is normal and it can hurt. Embracing disappointment as a community can have a purifying effect and makes you stronger for greater tests. Praise God in his wisdom, even when you don't understand. It's actually abnormal to have easy, instant success.

The Lord wants to keep your heart in check about clinging to people. When you are going after a new vision, it's normal to want companionship. But you can set yourself up for hurt you're not meant to have. John 2:24 (NASB) *But Jesus, on His part, was not entrusting Himself to them, for He knew all men.* Jesus didn't entrust his heart to his disciples. He loved them and was for them, but kept a certain level of heart trust for only the Father. Your job is to train and develop your leaders, you don't get to keep all those whom you develop, but you've created missiles against the enemy. Gripping onto people will corrupt something in you or the relationship, or organization. Don't idolize people or groups of people, the Lord will judge it, instead, we should fill our hearts with the Lord.

- **Systems over splash.** // Proverbs 19:2 (NASB) *Also it is not good for a person to be without knowledge, And he who hurries his footsteps errs.* Regret lessons by wanting to reach certain benchmarks immediately: 1) We wasted time doing things that were not authentic to who we were, even though they created progress. 2) We wasted time doing things, striving to feel official, but were non-essential. Jim Collins, in his book [Good to Great](#), discusses the idea of flywheel activities, the importance of focussing on primary things that make your organization work, and to keep pushing these. If you put too much other stuff in there, your flywheel will wobble. When you take the focus off of the primary flywheel, it can be a distraction and stunt growth.



Build systems that cause the flywheel to turn smoothly. Don't worry how it looks, focus on how it runs. The system can't rely on any one person to hold it all. When learning from a larger church, it's important to look at the problem their systems are solving and ask, 'Where does our church have the same problem, and what does our version of the solution look like?' Their systems can be an example to compare where to realign and adjust, you can do something differently but get similar results. The systems are where to spend energies to move forward- systems support success.

Don't waste time on what you're not called to be. Others will try to mold you into something- ask, 'What has God called you us to do, what has God called us to be accountable toward?' There is no kit you can buy, no quick solution to solve your problems, you have to build the systems. It's important to live out of our own "charism". Pete Scazzerro, in his podcast [Emotionally Healthy Discipleship](#), discusses this term which speaks to the gifts, callings, and personality components that define your ministry and your purpose. When you embrace your charism (for Carter it is sass in his preaching), there's joy and there's peace. You need to be you, believe it from the heart and live that way. Triple consider what you like to do, what energizes you vs. exhausts you. This can feel prideful, and it's counterintuitive.

Recognize there is a blueprint God put in you and your team. Submit to His purposes. Do more of the things that give you life.

Young church planters, you need competent people and it takes a while to learn and attract that level of leader. As soon as you can implement systems, do. Be patient and keep developing people and aiming in that direction, this will bring actual success instead of just splash. Quit aiming at splash early in the process, don't accept the pressure to be where you're not yet, God will get you there. There is no magic bullet, God is smart and is sovereign over the process, be prayerful and he will bring all the right things. Be bold enough to take risks. Go slow and build well, not frantically. The final leadership tip is top secret, listen to the end!



**Brandon Adkins** | Worship Pastor | [fierce.church](#)