

Announcer: Welcome to the Carey Nieuwhof Leadership Podcast. A podcast all about leadership, change, and personal growth. The goal? To help you lead like never before, in your church or in your business. And now, your host, Carey Nieuwhof.

Carey Nieuwhof: Well hey, everybody, and welcome to episode 252 of the podcast. My name is Carey Nieuwhof, and I hope our time together today helps you lead like never before. Well, last Thursday, we released an episode, I did, with Drew Powell and Matt Warren from Cross Point Church in Nashville. I hope you loved it as much as I did. That was an incredible conversation.

Carey Nieuwhof: Just about what's changing in culture, why attractional church became what it did. Why it's maybe not producing, in terms of impact, what it used to, and so much more. So today is kind of part two of that, because when I was in Nashville I spent some time with Drew and with Matt, but then I sat down with the new lead pastor at Cross Point, Kevin Queen, and Kevin has had the incredible and sometimes unenviable task of following a founding pastor. So Cross Point was started by Pete Wilson, it grew to thousands of people and multiple campuses, then Pete stepped back. And then Kevin's got to come in and move in. And I think the incredible part of that story, and multiple pieces, but number one, Kevin's a completely different style leader than Pete was. Knowing them both, just very different personalities. Number two, often the story becomes, "How do we get back to what we were under the founder?"

Carey Nieuwhof: And what's so incredible is that just a short time in, Cross Point is not only back to but beyond what it was before. And with a really, really different vibe, yet it's still recognizable. I mean it's fascinating. You'll begin to see what I'm talking about not only when you listen to last episode but when you hear more of Kevin's heart. And then the third thing I would say, I spent some time with Kevin. This is a man who just really oozes his faith. And it's convicting, it's inspiring, it's amazing, and that is the center of his leadership. So I think for all those reasons, you're gonna absolutely love this conversation with the lead pastor of Cross Point Church, Kevin Queen.

Carey Nieuwhof: So that's what's coming up today. Hey, do you know that Easter is just a few weeks away? And maybe you've got that all planned or maybe you don't, and you know it could be a lot better. Here's what you should do. Reach out to Pro Media Fire, who can help you with all of your social media and your media needs. They are a cloud based creative team who will work for you to design videos, social media, graphics, far more, even postcards, for Easter and far beyond. And they'll do it for a fraction of the price that a staff person would cost you. So if you go to promediafire.com/carey, you can get ... This is like the last few weeks where their special is available. You'll get 40% off the media bundle launch. And it's only available, that discount is only available to listeners of this podcast. So go to promediafire.com/carey and act while you still can.

Carey Nieuwhof: And speaking of while you still can, have you yet registered for Rethink Leadership? I'm gonna be there along with Horst Schulze, he is the founder of

Ritz Carlton Hotel, Kevin Jennings, Nona Jones from Facebook. Man, we've got Dharius Daniels, Danielle Strickland, Kara Powell, John Acuff, Brad Lominick, Clay Scroggins, myself, and a whole lot more. I'm going to be giving a brand new set of talks, some brand new conversations, so are all the speakers, and it's TED style, and it's an exclusive gathering. You have to be a senior pastor, campus pastor, or executive pastor to get in, and it's selling out fast. Head on over to rethinkleadership.com. Get in today while you still can, join us May 1st through 3rd in Atlanta, Georgia. I would love to connect with you. There is a ton of hang time at this event.

[Carey Nieuwhof:](#) You not only walk out with your questions answered, but you get to ask some of the top thinkers, communicators in the world, your question, and get to make some friends along the way as well. I think it's going to be a fantastic experience. In the meantime, guess what, we are ready to jump into my conversation with Kevin Queen. Kevin, welcome to the podcast. It's been fun getting to know you over the last few months, and it's just great to have you on.

[Kevin Queen:](#) Yeah, it was great to get to get some hang time out in San Diego. That's always a good time with those pastors at a round table to get to know you out there. I just want to say thank you for coming in with our team and teaching our team today at our staff lunch...

[Carey Nieuwhof:](#) Yeah, we just had lunch, talked about cynicism. You have a pretty helpful staff. It was good. Another episode this morning with two of your guys, Matt and Drew, as we talked about attractional church. It's just been fun when this came in. We just missed Annie F. Downs, didn't we?

[Kevin Queen:](#) Yeah. Yeah.

[Carey Nieuwhof:](#) I know. She's got her own thing going on, but I was on her podcast earlier this year, so it's like Cross Point season.

[Kevin Queen:](#) Yeah.

[Carey Nieuwhof:](#) It's all good. Well, Kevin, you stepped into a really fascinating role in 2016 when you became the lead pastor, or was it 2017?

[Kevin Queen:](#) Yeah, it's 2017.

[Carey Nieuwhof:](#) You became the lead pastor, I thought so, of Cross Point church in Nashville. There are literally, we hear from them every week on the podcast, on the blog I write, thousands of pastors listening, who like you, are moving into a situation that they didn't start or they didn't found. Many cases, believe it or not, it's a dad who's stepping out of ministry, and the son, I'm sure, or occasionally the daughter's taking over, other times it's the associate becoming the senior or brought in, and usually what was so unique about this was you're stepping in for a founding pastor. Pete Wilson had been here for how many years? 14?

[Kevin Queen:](#) 14.

[Carey Nieuwhof:](#) 14 years, which is a long time, and he was about your age, I think, when he stepped out for a variety of reasons, and that's a tough situation to step into, for anybody, Jeff Brodie, when he ... I'm still part of Connexus, but when he took over as lead pastor of Connexus for me, that's a hard job. And he said, "I'm here to be the sacrificial lamb. If someone needs to go down for two years, I'll try this for two years and get fired." Now, of course he's done a spectacular job. Just a brilliant job. But it is a story I think we're going to hear more and more of over the next decade. So for about a thousand reasons, and because I'm a ... I don't want to say a fan of your leadership. That sounds all wrong. I love the way you lead. We're going to get into that. But this is a very salient conversation so walk us through that season in 2017 when you stepped into the lead role at Cross Point.

[Kevin Queen:](#) I think back to a podcast that I was listening to, right before I'm making the transition. I went on this cram for the final exams listen to anything I can get on succession and on transitional leadership and there was the CEO of American apparel and she said, "There's only two ways to become the point leader. Either you start something or you're the successor." She said, "And both of them are really hard." Because if you're starting it and it's really hard, and it's really difficult, or you're the successor and whether it's a planned transition or an unplanned transition, there's just challenge and it's going to be hard, and it's going to be difficult.

[Kevin Queen:](#) I think that set me up with the expectation. Okay, it's going to be challenging. So I made the transition. I think the situation that I came into at Cross Point had been about 10 months in transition. And in Cross Point, it's an amazing church. Just a real heart for service, for serving others, influential in the city, some of the most creative people I've ever been around in my life and one of the most creative cities on the planet. And a real heart as far as a church of how do we make a difference in the community.

[Kevin Queen:](#) I knew of that reputation. I'd never watched a service at Cross Point. I never attended a service at Cross Point. Just knew of that reputation. In that transition, it was 10 months, it was a difficult transition. There was a leadership team that was in many ways new. The executive team pretty much turned over except for one of the, with the key leaders, and then that, Kevin Cook who became the executive pastor who then put together a leadership team and pretty much a lot of people got a promotion. And then that team really led through the 10 months transition, and there were people who left, and there were some staff who left. There were people in the congregation and the congregation attendance took a hit, finances, giving took a hit.

[Kevin Queen:](#) But the core that stayed really, I would just say came together in a way that was really special and really, the heart of the church was demonstrated in that time. Just this core group and the dependency on God. I think there was this

desperation. The gift of that transition is really, really hard. But the gift is, I think when you're coming in as a leader is that a lot of times people have ... the gift of Christ says that they're just looking for a leader. We're ready for somebody to come and to lead and so I think part of while God was preparing in 10 months is a long time, but what God was preparing Cross Point for the transition, he was preparing me for the transition as well.

[Carey Nieuwhof:](#)

I want to come to that, but just to set the stage a little bit. So Cross Point been around for 14 years at that point, maybe 15 by the time you got here, and what size, like there was a lot at stake. It's a big church and that's always been one of the critiques of mega-churches, because it's a mega-church, it's well, great. But when the founder goes, it all falls apart.

[Kevin Queen:](#)

Right. So there are five campuses, and a broadcast location, the largest location and really it was the broadcast location that took the biggest hit in attendance, because a lot of times people were coming in, for the communicator live, and in person but it was the campuses and the sites. The other locations that they demonstrated a high level stability and really they came together in a special way.

[Carey Nieuwhof:](#)

What was attendance roughly in 2016?

[Kevin Queen:](#)

I'm believing the church was around 6500.

[Carey Nieuwhof:](#)

Lots of staff and then by the time you got here, a year and a half later, 10 months later, 2017. What was the size then?

[Kevin Queen:](#)

5500, 5000.

[Carey Nieuwhof:](#)

So lost about a thousand people. Which is a lot of people, giving dipped.

[Kevin Queen:](#)

Yeah, giving dipped, and so it took a significant hit in that, and so then the question is ,like, are we going to be able to keep staff. The team, and again I wasn't here at the time, but the team really came together and they said "Hey, we're going to pull back. We're going to turn back a lot of things." Made a lot of sacrifices, but everybody was able to, our entire team was able to weather the storm. I say that Cross Point is a great ship. That's why when I got here it's like people were saying well, man, you got to turn the ship around, and I'm like, "You know what? Cross Point is a great ship. We're going to raise the sail." And so I think in that season we raised the sail and the wind began to blow, and it was like we went from rowing to the wind blowing, and so I want to lead this thing like a sail leads the wind.

[Carey Nieuwhof:](#)

Well, we're going to go there because I think the way you lead is worth paying attention to because I meet a lot of leaders and I see something different in you that I think is really awesome. But there's that question of who wants this job, I'm sure lots of people did. But how did you know and this is a bigger question.

This is a specific question. How do you know you were called to this, because you have a powerful story? But then other people are like how do I know I'm called to anything? So talk to us about that.

[Kevin Queen:](#)

Well, a little bit of back story. I grew up in Lawrenceville, Georgia which is Gwinnett County. About a million people in Gwinnett County, so a large county, northeast of Atlanta, and so grew up there. Ended up at a church, it's an amazing story how I got there, but a church called 12 Stone which is in the town that I grew up. My wife and I are from Lawrenceville and so loved 12 Stone. Was there for 14 years and I thought I would be in Lawrenceville for 40 more years, and I thought it'd be at 12 Stone for a long, long time.

[Kevin Queen:](#)

But around the beginning of 2017. Around the beginning of that year. Really began to sense transition but I didn't know was it transition at 12 Stone. In fact, it goes back to Catalyst. That Catalyst Conference in 2016. Andy gave his first talk and after Andy Stanley's talk, I just had this overwhelming sense of. I'll do whatever you want.

[Carey Nieuwhof:](#)

What was in these talk? I'm curious.

[Kevin Queen:](#)

I don't even remember.

[Carey Nieuwhof:](#)

Wow.

[Kevin Queen:](#)

To be honest, I don't remember what the talk was. I just remember a yes to God. Like with what he was talking, I just remember yes to God. In that moment, I'm weeping and I was sitting at the conference with people. There were people I didn't know around me and I'm just a mess. In that moment, I'm saying to God, because here's what had had happened Carey. I'd gone from wondering about the future to worrying about the future. There's a shift from God, what do you have that you've called me to? To this shift of I was obsessively worrying about well, what do I need to do to make this next thing happen.

[Kevin Queen:](#)

And I was trying to figure out in the context of 12 Stone because I didn't know the future. So then I get to January and I was aware that Cross Point didn't have a pastor, I was aware of the need. I've got a sister-in-law, and a brother-in-law that live in east Nashville, and so my brother-in-law is in a band, tours, does that deal, and they didn't have a church home in Nashville. And so I started thinking, you know what, if they went to a church, a good church, a lot like Cross Point. So I started to pray for Cross Point. God, would you bring a pastor to Cross Point so that they would have a church home? Initially, having no thought of that....

[Carey Nieuwhof:](#)

Even though there was something happening.

[Kevin Queen:](#)

But God used that thought as a seed, and in January, February. Began to sense this sort of like I think God wants me to do that. And so then it was this

conversation, where God of like okay, God. I don't think I have what it takes. When I say conversation, I had this little room down in our basement, a little prayer room. Kind of built in there and then I have a wall that I put up, it was a like dry erase wall, that I would write down things as I was praying it out. I write down my prayers in Evernote, and so I journal them.

[Kevin Queen:](#)

So I was writing these prayers out, and for January, February, March. I'm writing this conversation with God. Thinking, God, I don't know if I have what it takes. If you think I have what it takes, then have them come get me. At this point, in February, I hadn't even told my wife yet. I haven't told another person.

[Carey Nieuwhof:](#)

Why did you think you didn't have what it takes?

[Kevin Queen:](#)

I never led at that level. I look back and I struggle with ... I have ambition but I struggle knowing is it Godly ambition or selfish ambition? That's always been a struggle in my life, and I've had some moments in my life where God just has helped me. I kind of surrendered that to him. I said, "God, whatever you have for me." So it's not that I was afraid to dream. I just didn't want to venture into selfish ambition, and then as I think about part of the insecurity is just going I've never led at that level. I've never done. I've seen it....and it's tumultuous, a picture in my mind.

[Kevin Queen:](#)

It was one day where my father sent me a text. He said, "Check out the Columbia Bar Crossing." And this was in January or February. Columbia Bar Crossing, and so I was like okay. I look up, and up in Oregon where the Columbia river meets Pacific ocean. It's the most tumultuous crossing that exists because you've got just these, the current that comes together with the ocean and so what they actually do is they helicopter pilots in for those boats and they drop them in on the boats and then because people can't captain their own vessel across, and so they'll drop these people in, and they'll actually ... they're specialist in crossing the channel.

[Kevin Queen:](#)

And so my dad sent me that one morning and I saw that and I had this deep sense of okay, God, that's what you're calling me to do. And I knew for me, it was just this picture that brought in to reality that that's what you're, and I've never done this before. I've never captained a ship like this before and so there was this deep sense of, I guess it was fear and maybe some insecurity and just the unknown would be what got me to that place, so I'm spending time praying through this, not telling another soul.

[Kevin Queen:](#)

One of the prayers that I prayed and wrote down one day was God, that's a big door. I'm not going to knock on that door. You'll have to send them here and knock on mine. And then it got to March and I'm finally like I should probably tell my wife. It's been stirring and I told Rea. I said, "I think God's calling us to Nashville."

[Carey Nieuwhof:](#)

But you haven't talked to them about it.

[Kevin Queen:](#) I didn't know anybody. Again, I loved where I was at. I loved what I was doing, so I've got this thing that I'm wrestling with internally and I told Rea and I said, "I think God's calling us to Nashville." And we just began to talk about it, and pray. And we had been sensing transition for several months. We just didn't know what it was.

[Carey Nieuwhof:](#) She knew about the transition, but she didn't know about Cross Point.

[Kevin Queen:](#) We thought the transition would be in 12 Stones.

[Carey Nieuwhof:](#) So there were options at home too.

[Kevin Queen:](#) That we didn't really know about. We just sensed, okay, God, you're shifting something. In fact, we took our kids, we were planning. Our kids were in private school and we're planning to move into a different school. There was just a season of transition. God was uprooting us. We have great roots. We've been there for 14 years. All of our family was around. My wife's parents. My parents. All of the kids, cousins. But God was gently uprooting us. So that he could transition us to new soil. And so all of those other, we just couldn't name it. We didn't know what it was aiming toward. So there was a lot of prayer. It's funny, there was a video from a teaching at 12 Stone that was put up on Facebook. And it's starting to get some traction. It's a story that I told, and it started to get some traction.

[Carey Nieuwhof:](#) Yeah. I remember seeing it at the time.

[Kevin Queen:](#) I had this thing that was out there. I prayed something like this. I said, "God, if you want to use that. You can take that video and let somebody there see it, and ask me to come and speak." That was all I knew was just ask me to come and speak, and so I prayed that, that was March 17th. March 20th, I got a text from a friend of mine that lived up in Nashville, didn't attend to church but he said, "Hey, I've got some buddies, who are on a search team at Cross Point. They want to talk with you about a lead pastor position." And I'm like, I'm down in the basement, end of prayer, it was Monday morning. I run upstairs, I showed it to my wife, and I'm like, "Rea. God's moving." This is happening.

[Carey Nieuwhof:](#) So you show up at the job interview.

[Kevin Queen:](#) Well, here's the thing. I just knew. You can't do that. I had this sense like this is a secret between me and God. This is something that I can't play. I'm not going to play the God card. I'm not going to try and manipulate the process. I think sometimes God will give us secrets. Yeah. Because really, it is about trust, and sometimes we would think can he show us something, he demonstrates, moving away. Then we get, I'm just not going to tell anybody. God, you can trust me with that piece of information. And it's hard. It's difficult because the first time when you share it with somebody, that it takes time for that to grow.

[Carey Nieuwhof:](#) So it was just you and your wife, you and Rea.

[Kevin Queen:](#) Yeah.

[Carey Nieuwhof:](#) You're the only people who're talking about this right now. You're sensing it's Cross Point. You prayed, okay, if they're going to see this video, they saw the video through mutual friend, texted you to come and speak, and your mouth is shut at this point other than yes, I will come and speak.

[Kevin Queen:](#) Right. So they called and they said, "Hey, we'd like to talk with you about." Well, the day that we were supposed to come up to Chattanooga. Had a conversation at 12 Stone about an opportunity at 12 Stone. Really the dream job at 12 Stone, so it's out there. So my brother's building a house next door to us. All these things that were like we were deeply rooted but I think God had to move in that way before, so that we would be willing. He had to shift some things in us so that we would even be willing. I said, "Okay, God. We'll take a next step." And so I ended up going up and interviewing and moving through the process. It wasn't until Easter weekend. Can I share something just crazy?

[Carey Nieuwhof:](#) Yeah, go.

[Kevin Queen:](#) Ended up Easter weekend. My dad, who is as ... he's an engineer. He builds bridges. He's not a mystic, but he said, "I had a dream three nights in a row." In 2016, November 2016. And he said, "And I got the dream painted." And I'm like, "What?" He's an engineer, and so this is new territory. He didn't paint it himself because that'd be rough. But he got it commissioned and he shows us this painting. The painting is this picture of, you can see there's this temple at the top which looks a lot like the capital.

[Kevin Queen:](#) He has no idea. He don't even know Cross Point needs. He has no idea. No idea what we'd been praying, talk about. There's stairs going down and down at the bottom, there's a bridge, and there were 12 Stones and across the bridge, and he said that I went up to my mom. And I said, "Mom, I need to go." He said in the dream I came to him and said, "I need to leave." He said I went down these stairs, and I went to a baptismal, and he said it was a wooden baptismal and I started baptizing people and Rea was coming down.

[Kevin Queen:](#) Just this real crazy picture, and this is not my dad. In fact, let's not tell my dad that I'm telling the story. In this dream, I'm weeping, I leave baptizing people. And so he shows us this. I'm like this is crazy. Three nights in a row. This is back in November, and end up taking a picture of it and carrying around on my phone. That was the week he shared that on Saturday before Easter. That was the week that we came up and talked with Cross Point in Nashville.

[Kevin Queen:](#) When we were getting a tour of the location. They showed us. They said, "Hey, here are our baptismals." And it's identical to the baptismal in the dream. That's never happened to me in my life ever. In fact, I was in that moment, I'm like,

God, you had been preparing and working but you did what you needed to do to get us to follow. We had to know and you know what, our family. It was wonderful. It was later on because we were able to share once we said yes. Even in the process later on, once we talked with 12 Stone. We were able to tell our family. But to be able to say, "Hey, here's how God has moved on our behalf." Because this was a sacrifice for them.

[Carey Nieuwhof:](#) How did it work out with the search committee then? Are you telling them my dad had a dream?

[Kevin Queen:](#) No. I'm not telling them anything. I wasn't able. I didn't feel permission from God to tell them anything until after we signed, after we said yes, and yet my wife and I drove up. We drove up from Atlanta to meet with them, so we had that search team or the leadership team. Matt Warren, in his house, we were all sitting around. Sitting around their spouses, and we just went through the whole, I wrote it all out. I have all on my Evernote. I had the whole deal. I had the picture of the painting. And I have packets for all of them. I said, "Let me tell you a story." And so I told them the whole story. And I think for them to see, okay, because they didn't have that. They had prayer and they had wisdom.

[Carey Nieuwhof:](#) They didn't have the supernatural signs.

[Kevin Queen:](#) They didn't have the supernatural. They just go, okay, we think this seems the thing that God is doing. So we had this connection of the supernatural swirl, science and wonders, and then the wisdom. The wisdom and the counsel and the coming together. Elders, search team, board of trustees coming together, and so there was this connection of those two that was really, I think really special, and I think was healing for them to be able to say God has moved on our behalf. We haven't done this. But God has orchestrated this in a way that's really special.

[Carey Nieuwhof:](#) That is incredible. The next thing you knew? You were in Nashville.

[Kevin Queen:](#) The next thing we knew, we were in Nashville. I had about a month before we started so we finished up in July at 12 Stone, said a lot of tough goodbyes.

[Carey Nieuwhof:](#) That must have been hard.

[Kevin Queen:](#) It was really hard.

[Carey Nieuwhof:](#) Any tips for people who are saying goodbye?

[Kevin Queen:](#) Jeff Henderson.

[Carey Nieuwhof:](#) Great mutual friend.

[Kevin Queen:](#) Gave this, such wisdom, but he said, "The longer that season lasts." He said, "The more of the playground it is for the devil." So he said the longer you, in other words, there comes a time when you need to go.

[Carey Nieuwhof:](#) Because a month, 30 days from I work here to we're moving.

[Kevin Queen:](#) Right, yeah. Or the time when you had the conversation announcing, still hanging around. But once we finally ... it really happened quick. I think there was a time in going, when you're having that conversation with people. Giving them space and time to grieve, because really in many ways, it feels like you've got a celebration. It feels like a combination between a wedding and a funeral. And so there's grieving going on in one place, but at the same time, an excitement, so I think having a month though in between to be able to decompress from the funeral. To be able to ready my own heart for the next was really helpful rather than shutting things down and starting up the next week.

[Carey Nieuwhof:](#) Okay, so you had a month to say goodbye and then a month just off.

[Kevin Queen:](#) But what Jeff was saying, don't let people know you're going and spend a lot of time still there before you actually leave. So 12 Stone was gracious and they sent me, and so I was grateful for the way they sent me off.

[Carey Nieuwhof:](#) You said leaders shouldn't promote themselves beyond their capacity. God will promote you and his timing is perfect. I would love to just have you unpack the principle. Because I think you gave us a really good illustration of it but what does that mean?

[Kevin Queen:](#) I think we're familiar with the Peter Principle. We can get promoted beyond our capacity, and I think when it comes in an organization, often times people do get promoted.

[Carey Nieuwhof:](#) Yeah, classic is the car sales guy who's fantastic, number one, all of a sudden, we're going to make you the sales manager. Can't manage his way out of a wet paper bag. But was a great salesmsn.

[Kevin Queen:](#) So he hits that lid.

[Carey Nieuwhof:](#) Yeah.

[Kevin Queen:](#) But I've discovered that I can, and people, we can promote ourselves beyond our capacity, but God will never promote us beyond our capacity. If we wait on him to promote us, he won't promote us beyond our capacity. So even with David, God chose David, and God promoted David in due time. Now it took time, but when he was in that position, it wasn't beyond his capacity. So let me give you an example. So when I was at 12 Stone, I had an ambition to go next level because I'd been a student pastor for four years, and I wanted next. I just

couldn't see what the next was, and the position above me, the next gen pastor was open, there were some moving around on the org chart, and so I'm thinking I want that position.

[Kevin Queen:](#)

So I went in Dan Reiland's office. Just great leader. Went into Dan's office, and I worked it up, the speech in my head, and I went in and I said, "Dan." I said, "I think I'd like to be considered for that position, for the next gen pastor." And Dan stopped, he just paused, and he looked at me and he said, "Kevin, I think you're doing a wonderful job in the position that you're in." And so I just kind of hung my head and I go.... I got an affirmation. In other words, not what I wanted. I think I saw a position and I'm like, I'm going to go ask for that. I think really that's what Jesus talks about a lot of times. Don't ask for the seat. Wait to be invited.

[Carey Nieuwhof:](#)

Andy gives this talk, it wrecks you. The reason I ask for the name of the talk is he gave one in I think 2015 that ruined me. I'm like it's one of the reasons I'm not the lead pastor anymore. Thanks, Andy. God used it, and I just sobbed through the whole thing. That's a call. That's awakening. But this time, you waited until they approached you. Now, that's descriptive. Is it also prescriptive like there's a lot of leaders here who are like what? I should never apply for job ever? I just sit back and see if anything happens.

[Kevin Queen:](#)

Yeah. I'm speaking from my personal experience and from my story. Can I tell a story that sets this up?

[Carey Nieuwhof:](#)

Of course.

[Kevin Queen:](#)

It was 2007 and I was invited to speak at a conference and it was down in Florida, and I was invited. A guy called me up. He said, "Hey, I'd like for you to speak at this conference." Again this is 2007, he said there are going to be 7,000 teenagers and I want you to speak in session five. He said, "We've asked Rob Bell and he couldn't do it, and we asked Beth Moore and she couldn't do it, and so we'd like to ask you." Now I'm a student pastor with a couple hundred students.

[Kevin Queen:](#)

And I'm going why in the world are you asking me? But then he said, "Brennan Manning is going to speak in session six, and Francis Chan is giving the first four sessions." And so I'm thinking, man, this is incredible. Because the mission statement of my life was I want to do great things for God, and so I had said that...I want to do great things for God. I'm like this is it, I'm about to do great things for God. And so they asked for my bio and for my headshot, and I didn't have either one of those, so I had to write something up and take a picture.

[Kevin Queen:](#)

I gave them that and I'm just thinking, this is it, I'm about to do great things for God. I get to this conference and I worked on a talk for eight months. Get to the conference. I stand up and I delivered the talk. Carey, I'm going to tell you, it

bombed. It was as if, it was like God's hand was taken off me. It was like any bit of anointing or spirit that was on it...

[Carey Nieuwhof:](#) If you know Kevin, it would be really hard to imagine, but yeah. I get it. It just failed.

[Kevin Queen:](#) There was no power on it. Whatever word you want to use, it just wasn't there. And I remember, I got done, and I went, and I sat down, and I looked over.

[Carey Nieuwhof:](#) Did you know it bombed?

[Kevin Queen:](#) I could tell. It felt like I was trying to sell like vacuum cleaners or home appliances. It just felt like there was no power on it. Sat down next to my wife and I said ... I'm just waiting for her because she is my number one cheerleader, I'm waiting. She said, so what do you think? I'm like, "No, I want to know what you thought." I began to go in this low grade depression. I drove home from Orlando, and I got home, I didn't even want to receive any kind of compensation.

[Kevin Queen:](#) Because I was like, that was horrible. I get home and there was a book in my mail that I had ordered off Amazon. It was called Full Service by Dr. Siang-Yang Tan, he's at Fuller. And I get the book, and this was when you had to order on Amazon, it took like a week or two to get in but... No Prime at this time. I opened up the book and I get to page two or three of the book, and in the book he says, "Many a young man has said that they want to do great things for God. Really that just means they want to be known and famous and bring God along for the ride." He said, "A better aim for one's life instead of doing great things for God is to do the things for a great God." Carey, I wept.

[Kevin Queen:](#) It was like the holy spirit was saying, "Kevin, why don't you just do things and let me be the great one?" And so that became the mission statement for my life. I just want to do things. So if I'm leading a small group, just doing things. If I'm speaking to 50 students, just doing things. If I'm going serving in a prison, just doing things. If I'm at home with my family, just doing things. I'm preaching on a weekend, just doing things. I just want to do things and let God be great.

[Kevin Queen:](#) So this battle between Godly ambition and selfish ambition and how do we discern. For me, that means that we wait. For me, it means that I wait on God because I don't want to pry a door open. I'd rather pray a door open. Because once the door opens, really when starting in a position like this. I can't imagine not having the story in starting that position. Because then every weekend is an audition. Every weekend, I've got to impress somebody. Every weekend, I wonder, what do you think about that? But there's such ... how do you come in to a difficult situation like this, there's amazing staff, amazing people but even I've got enough insecurity that if I didn't know that I was at the place and the plan that God had called me, I think the battle in my mind would keep me from effectiveness.

[Carey Nieuwhof:](#)

Well, let's talk about that. The stakes are pretty high. You show up at Cross Point, into a church that's had a tough year, any transition is going to be tough. This wasn't an easy one. There's all kinds of pressure on you. It's your first day as lead pastor, all of a sudden, you're also lead communicator, which you've communicated in the past but not at this level where you're entrusted with carrying the ball down the field and it's a very large ball. What's going on in your head?

[Kevin Queen:](#)

I didn't know what to do. I was one of those guys, as a campus pastor, I just put my head down and worked, so I didn't have this broad network. I had blogs, like yours, and I had podcasts that I would listen to but I didn't have the people that I could pick up the phone and call. In many ways, Cross Point was at a high level of dependency, and I was at a high level of dependency, and the only thing I knew to do was let's pray. And so the pressure, I think there is pressure but I think there's two kinds of pressure. I think there's the press of God, and the press of man.

[Kevin Queen:](#)

So I think there's pressure that God puts on us. The press his leading, his call. And then there's the press of man. I want to be more attuned with the press of God. The more intimate we are with God, the less intimidated we are by people.

[Carey Nieuwhof:](#)

Say that again.

[Kevin Queen:](#)

The more intimate we are with God. The closer, the more communion we have with him, the oneness, the closeness with him, the less we are driven by the press of man by our own press. Right? So for me...

[Carey Nieuwhof:](#)

Because if it doesn't go well, it's a nice public failure too, which you keep in the back. You can't ignore that.

[Kevin Queen:](#)

Something that pastor Kevin Myers taught was that, you know what, the results were up to God. The outcome is up to him and that's ... I think that's the power of. It really is the power of prayer and that you take that dependency and because we've had desperation and either we're going to put our desperation on people or we're going to put our desperation on God, and that's why I think every leader needs a cave, like David. Because the cave for David was the place that he put his desperation on God and I think so many times we've put our desperation. The only person that's attracted to desperation is God himself.

[Carey Nieuwhof:](#)

That's true. It's not attractive to people.

[Kevin Queen:](#)

I think for us when we put our desperation on God then we can leave him, and that's what prayer is. It's God putting that desperation on you and then as a church, we just gather. Because I didn't know what to do. I said I think at first staff meeting, I pulled the team together. And we had, all the staff. This is amazing, just sharp leaders, and they just been through difficult 10 month transition. Knowing we got to rebuild and we got to build trust, and we got to

move forward, and I said, "Okay, here's what we're going to do." I said, "I'd love for you to join me for prayer, and I'd love for you to read through." I think it's the Book of Haggai.

[Carey Nieuwhof:](#)

Classic day one moves.

[Kevin Queen:](#)

I'm sure they're looking at it. They're like what? But that was the book I was reading at the time. There wasn't this strategic play. It was like this is what I'm reading. So we read through the Book of Haggai, and I knew that that book was about rebuilding because I was in it, because I was reading, I knew it was rebuilding, and I knew that was what God was going to do. He was going to rebuild his people in this movement. So I asked them to read that book through July. That month in between and began to pray. There was a white board at the church. So I said, "Hey, write your prayers for Cross Point and for the city on that white board."

[Kevin Queen:](#)

And so when I walked in that first day, August 1st, I was able to look up at that white board and see their prayers for this church and for the city, and we've been journeying through that book together, and then I invited them and I said, "Hey, if you would join me for prayer on Tuesday. I'd love to have you. We're going to meet from 11 to 12, that was when all the campuses were here. We're going to meet from 11 to 12 for prayer." And I don't know that it was necessary something that the church had done before. I don't think they had that kind of time before, but I knew that everybody would be in on location from all the staff, and gathered together for prayer.

[Kevin Queen:](#)

God talks about in scripture. I think it's Zephaniah. He talks about, he said, "I will pour out a spirit of grace and prayer." There's this idea that God pours out a spirit of prayer that he pours out a spirit of grace. And so there's this prayer awakening that started happening with the staff, and during that hour of prayer with the staff. Where maybe it was new territory for some people, God used that time to, if we put our desperation on him, he used that time to kind of chiropractic. Like he began to align, make some adjustments, heart, some unity within the team, some things that, maybe some cynicism, some things that.

[Kevin Queen:](#)

Because really, cynicism is a result of when you're wounded and when trust is broken and God began to heal some of that and if we just began to pray, and that hour over time began to grow and that was my favorite hour there. But I think it's important to say, I told them, "I don't care if you come or not." Really, I don't care.

[Carey Nieuwhof:](#)

While we were at lunch. I watched you cast vision for a pretty incredible moment. You've got 300 churches across the city fasting and praying for 30 days. You did such a beautiful job, and I've never heard anyone do it quite the way you did it about fasting because I have fasted before, you've fasted before. I forget what you said. It's like I hate doing it, but I love what it does to me, it's very true. But you didn't put any pressure. You're like, you know what, maybe

you've never fasted before. You don't have to fast, nobody's judging you, but if you want to fast for one day or an hour or one thing or for a week, and you don't know how.

[Carey Nieuwhof:](#)

We have a book that'll show you how. But no judgment. If you don't, I'm like, man. I want to fast. All of a sudden, I'm like, I'm giving up dinner. I don't know what that is. So you did the same thing, because I think we've all ... If you got a couple laps in church. You've been at the mandatory prayer meeting, that nobody want to be at.

[Kevin Queen:](#)

That nobody wants to be at. I think it's when it's by invitation rather than obligation. When we invite people in and I think when we "should" people. When we should people, we're like you should do this, you should do this. That is the posture of leadership. I think people don't have an option but when they choose and choosing is the most spiritual thing we do. When we make a choice. I'm going to engage with this and it's out of our own response to the spirit of God. I think the spirit of God is a much better convincer than I am.

[Kevin Queen:](#)

And so when we leave room for people to choose, man, yes, I want to be at this prayer time, then we don't have to fabricate something because we're all there on our own choice, then God begins to move, and people began to come. I told them, I said, "Even if it's just my wife and I, that's fine. I'm not going to take role. I'm not going to ask." But people began to choose. And not everybody comes at, but people from the community, people from the church over time, words began to spread, and it is my favorite hour of the week.

[Kevin Queen:](#)

I think what we do in that time is so closely tied with what happens on a weekend. I think it is the trailer before the movie. I think those prayer and often times, some of the best insights and God uses that time to speak to me and to give me things that I need moving into the weekend as well. So yeah, it's my favorite hour of the week.

[Carey Nieuwhof:](#)

Well, what are some other pressures you're facing on month one, year one?

[Kevin Queen:](#)

Yeah. There was a lot of pressure on our family. Making that kind of transition.

[Carey Nieuwhof:](#)

Well, your kids were born into where you were, right?

[Kevin Queen:](#)

They were born into, in that town. They have about 18 cousins, first cousins which are their first best friends all around and my wife has a twin sister. We have deep family roots that we love and so moving the family, that was a significant pressure. I think up here, actually on the staff with the team, there were a lot of people that I knew I wanted to get with and a lot of people that I wanted to meet with which is really beginning, figuring out, okay, how am I going to strategically map out these conversation that I need to have?

[Kevin Queen:](#) I think I had to whittle down, like okay, this is ... like what I need to do. I had seen great senior leaders. I had been under great leadership but I had to whittle down the list of what are the things that I can do, and only I can do and how do I ... and then I took my week and I just went and I put an ideal week together. Like here's with the dream week of what I do, and then I just try to hit 80% of that.

[Carey Nieuwhof:](#) What did you decide were the things that only you could do?

[Kevin Queen:](#) So preach.

[Carey Nieuwhof:](#) Yeah. No, but you have a team here.

[Kevin Queen:](#) I have a team. So I developed a team. So in the interview process, asked do we have a team. There really wasn't necessarily a bench. There were some people who had risen up in the transition season but really developed a teaching team and a bench of teachers, leaders. The other thing was lead with vision. And so I really want to bring that leadership team, that leadership table together. But I have to own the vision and communicate the vision. The financial conversation, the drive, that conversation for us as a church, what it means to give and to give generously. And then I think for the staff as far as leading ... because rebuilding trust was a big part of it, so there was a lot that I had to do with the staff because of the transition.

[Carey Nieuwhof:](#) How do you do that? How do you rebuild trust? Trust is an issue regardless of circumstance, and it's a huge one in church, and in any organization. How did you rebuild trust?

[Kevin Queen:](#) That's a great question. I came in and there was a leadership team that was a part of the hiring team and so in many ways, they chose me, and it was good, but because of the more difficult.

[Carey Nieuwhof:](#) And now they work for you

[Kevin Queen:](#) Right.

[Carey Nieuwhof:](#) Weird.

[Kevin Queen:](#) Yeah, it was weird. They chose me and so I think they were ready to go. But realizing that the rest of the staff didn't necessarily choose me, and that the church didn't necessarily choose me. You've got this search team that chose me, and that for people, giving people enough time, different people are going to rebuild trust and different, it's just going to take time. Different amounts of time for different people. So giving that time and then, I think Jeff Henderson, again we're going to bring back Jeff. Jeff gave me a great piece of advice. We're having pizza at Mellow Mushroom and Jeff, he said, "Kevin." I said, "Jeff, any words of advise?" He said, "Well." He said, "Don't change anything for about a year."

[Carey Nieuwhof:](#) Wow.

[Kevin Queen:](#) He said, "Don't change anything for about a year." He said, "He was very familiar with Cross Point." He said, "You've got a great staff." He said, "Love the staff and listen. Listen to people." And he said, "Preach the best messages you've ever preached in your life." Now, I don't know if they're the best, but I did my best, but I knew that I was going to have to prepare because leading a church like that with multi-site, through video. I knew that I was going to have to protect time to write and to craft the messages for the weekend that the church needed in that.

[Kevin Queen:](#) But the listening to people and the asking questions were so important. So I wrote down several questions. I prepared several questions. I thought these are questions I want to ask people and so I would ask these questions to staff, of elders, of board of trustees. I would ask, I had about three questions.

[Carey Nieuwhof:](#) Can you share them?

[Kevin Queen:](#) Yeah. First question I said, I would ask them the question, What do you love about Cross Point? And so I've give them an opportunity to speak to that, and then I would ask a question, Why did you stay in the transition?

[Carey Nieuwhof:](#) Good question.

[Kevin Queen:](#) And then the third I would say, What do you hope never changes? And so I think those three questions gave them an opportunity... it gave me a chance to get to here.

[Carey Nieuwhof:](#) How do you figure out those three questions?

[Kevin Queen:](#) I don't know. I think I read a lot of books about transitions in between. The first 90 days. I read these books and those were the three I saw. I'm just not real good at remembering things, so I need to try to whittle it down to a list of three.

[Carey Nieuwhof:](#) So you come into the city. Cross Point really well known, prominent church, nationally but also in the city. Probably one of the best known if not the best known church in Nashville. How did you handle other pastors? That can be, you're the new kid in town. Here comes a new sheriff.

[Kevin Queen:](#) You know it's funny. I felt more like the new kid in the lunch room. Is there going to be a seat at any table? Yeah. I think it's important to say like my heart has always been for revival.. Ever since I was in college, I was part of a movement and really, I started reading about revival and studying revived. I just so wanted to be a part of a movement that was bigger in a city and I look out, I might go back in history and I'll read about what God did in Whales.

[Kevin Queen:](#) So I'll go through and I'll read these historical accounts and go, I want to be a part of that. But I knew that for that to happen. These broad stroke moves of

God. Across the city, or region, or the county. They always happened through unity among church leaders, and so I knew that it would require that. I called one of my mentors, Tom Tanner. I called him during the transition time. I said, "Tom, should I feel bad that it's bigger than Cross Point?" This desire for revival is bigger than Cross Point.

[Kevin Queen:](#)

What I want to be a part of it involves Cross Point, but its other leaders and other churches, and God doing... I feel bad that it's bigger than Cross Point. He said, "If it's not bigger than Cross Point, then don't go." This heart for revival. So knowing that this desire to see God move in this kind of way across the city. What I started doing was meeting with pastors, and so I started whether it was a coffee, whether it's lunch. I would get other pastors and ask who do I need to know? Who do you know that I should know? And so I asked that question.

[Kevin Queen:](#)

And when I sit down with pastors and get to hear their story, and then get to hear about their church, but then ask them a question like, start talking about revival. And usually there are two responses. One, some guys, their eyes glow over, cynical. And then other guys, their eyes well up with tears. And so then I just make a list of the people where their eyes well up because I'm like okay this is the white hot core. This is the group. And there was one guy that I met, his name is Dave Clayton. He pastors this church called Ethos. And Dave is the, he's one of the first people I call after weekend, and he shares to me about what God is doing at his church, and I shared about what God did over the weekend.

[Kevin Queen:](#)

We call each other. We text each other before we go, before we preach. So having a running partner like that. I'm like, if you're Rocky, I want to be Apollo Creed. I want to be the guy that runs with you and so really bringing that together has been so life giving for me but I knew that for us to experience that across the city. It was going to take a lot of churches. So we start gathering together to pray. We got a white hot group, and we had eight to 10 to 12 in that group of 20, group of 40, and then just over time. We'd meet once Wednesday afternoon a month and then over time, God put it on Dave's heart to lead out this Awaken gathering in churches together to fast and pray for 30 days, and there have been 300 churches that have...I've never heard of that.

[Carey Nieuwhof:](#)

No, I don't know of any other city.

[Kevin Queen:](#)

Right. It's hard to get two churches to cooperate. They have over 300. So we're going to be walking. In January 27th, we start it through February 24th and 30 days of prayer. It's aimed on prayer over Nashville for awakening in Nashville. Here's the cool part. We've got the names of all the people who live in Nashville, all the households. And so each person is going to get a list of 12 names to pray for those people specifically by name.

[Carey Nieuwhof:](#)

Everybody who lives in the city in Nashville. How did you get that list?

[Kevin Queen:](#)

Out of Dave.

[Carey Nieuwhof](#): Dave.

[Kevin Queen](#): Yeah. We'll have to...I think he purchased it right from marketing. Yeah, he just purchased it from a marketing group and got that list. And so we divvied it up, so each packet is specifically, or uniquely prepared for that person receiving. These are the people you pray for and so then there's going to be postcards in the packet, and people will get a postcard, at the end 30 days, people can write a little note, saying "Hey, just want to let you know. People of God in the city. We've been praying for you by name."

[Carey Nieuwhof](#): That's incredible.

[Kevin Queen](#): Yeah. So who knows what God would do. Here's what we know, that we know that God has never moved in revival. Tight moves. Where you're talking about society, cultural transformation that didn't first start with concerted prayer, with a small group of people praying, so we know how it begins. And then as God, as he revives a person, he can revive a family. If he can revive a family, he can revive a small group. If he can revive a small group, he can revive a church. If he can revive a church, he can revive cities, so it just spreads.

[Carey Nieuwhof](#): That's exceptional. Tell me more about your prayer life and how it's grown over the years and a little bit more about what it looks like.

[Kevin Queen](#): I really think it goes back to my mom. My mom was a woman of prayer. She had a prayer journal that she kept out on the table, and so she would spend time with God, and then she would conveniently leave her prayer journal on the table where I couldn't eat cereal without looking over. So even by reading her prayer journal, I think I learned how to pray that way as a kid, and also wanted to see like what did she know?

[Carey Nieuwhof](#): Right, right.

[Kevin Queen](#): What has God telling her? What was she onto in my life? Because I wasn't always walking with Jesus. So part of me just knowing I had a mom who pray for me, so I learned to pray from being around her, and I think I was like, I want to pray like that. I wanted to learn to pray like her and that won me over the prayer, and then when I got to college there was prayer movement going on with the Wesley Foundation where if you were in leadership, it was expected that you'd be a part of prayer, like it was just expected, it was like cultural expectation.

[Kevin Queen](#): Some of the richest prayer time. And we saw God move. Back in that time, there were people praying 24 hours a day, seven days a week, like 24/7, before that was a thing. And we were seeing God move in supernatural ways, and so I started reading books about men of prayer and prayer movements, and that started in college, then I got to 12Stone and pastor Kevin Myers, he said early on, he felt like I was saying, "I want you to get people together and pray on

Saturday nights." He got people together and prayed on Saturday night and he preached on a Sunday, and he said, "It felt like God moved in a different way."

[Kevin Queen:](#)

So he's like, "God, I want you to do that again. If you get together and pray on Saturday nights, I'll show up on Sundays." And so he said, "How long we had to do this? As long as you want me to show up on Sundays." So for like 30 years, every Saturday night, whoever's communicating, whoever's teaching leads a prayer time there at the church, so that's something that's going on. So I think being a part of that environment where connecting the prayer with the word, and I think this combination of the word and spirit is that you have word churches and spirit churches.

[Carey Nieuwhof:](#)

Yeah, you do.

[Kevin Queen:](#)

RT Kendall said, he said, "There's been a great divorce in the church." He said, "Divorce between the word and the spirit." He said, "As with any divorce, some kids go with the mom, and some kids go with the dad." He said, "But revival happens, awakening happens when you bring together word and spirit." When you bring together the word and you bring together prayer. And so those two things coming together, for me that became, okay, this is how it looks in ministry. But personally, it started with my mom, but then when I was in, when I got married I saw my wife have great discipline.

[Kevin Queen:](#)

I thought, well, I want to be like that. There was just this consistency to her pursuit of God, and then the longer I watch that, the more inspired of it came, but I still struggled with it, and pastor Dan Reiland said this. He said, "Kevin." He said, "Pick a place, pick a time, and pick a plan." And so having a place and a time, and so I probably told about that basement that started in that season. And then I'd say it really kicked in, Carey, about seven years ago. I just really wasn't ... I wasn't satisfied with my prayer life.

[Kevin Queen:](#)

And I couldn't say that I wanted my kids to have my prayer life. I could say I wanted them to have their mom's prayer life, but I couldn't say that that would be an inheritance that I would want for them. And so that drove me mad because I think it was Ravenhill who said, "No man is greater than his prayer life." I was like, I want to build that kind of prayer life, and so I went and read biographies, and I read biographies. I set out to read 50 biographies on the year, and I got through about 20 of them. I'm reading people like Ian Bounds, and biographies like Hudson Taylor, and Muller, and all these great. I'm reading Wesley, and I'm reading all these biographies. I get about 20 in and I quit. I'm not reading anymore because they're all saying the same thing.

[Carey Nieuwhof:](#)

Which was?

[Kevin Queen:](#)

Prayer. Here are these people who built their ministry and their life on prayer. And so I was like I need to make some changes, so I began to push the day around and protect the mornings.

[Carey Nieuwhof:](#) So morning like all morning, an hour in the morning, 10 minutes in the morning. What do you do?

[Kevin Queen:](#) Let's just say this. I started with 15 minutes and then I just began to add to it. I think one time, I was like I need to pray for an hour. I started there and that set me out for disappointment. But I started with 15 minutes, and then I added to it by appetite and for me, I'm a morning person so I was getting up at 4:15, and my wife and I have a similar routine and rhythm. But spending that time, and for me, here's what really shifted things for me.

[Kevin Queen:](#) Now reading the scriptures became prayer because I define prayer as keeping company with God. So if I'm reading the scriptures and I'm in a conversation with God. That's prayer. If I'm sitting on the couch with the fire going on, and I'm just sitting and I'm quiet and I'm listening, that's prayer. If I'm worshiping in that moment, that's prayer. I look at prayer more as keeping company with God and protecting that time.

[Carey Nieuwhof:](#) That's good. That's really good. Okay. So we had another episode of this podcast where we sat down with some of your team, with Matt, and with Drew. We talked about attractional church, what's changing, being in Nashville. I don't know, you haven't heard that interview because you weren't in on that. But you guys have had that conversation and I know you haven't changed a lot and yet the climate has changed which is really interesting to me. Anything you want to tell us about sort of your approach to how you're leading the services these days, that you think is shifting?

[Kevin Queen:](#) I think after I listened to your podcast...We've got a great team. We've had some great conversations. I think there is a, if you were to a picture like a Venn diagram. And you had attractional on one of the circles, and then another circle would be word and another circle would be spirit. I think there is this sweet spot, this intersection between the best of attractional. Which means we want to create a great experience for people who walk into the doors.

[Kevin Queen:](#) The best of the word which is saying, we want to disciple people. We want to preach the gospel. We want to communicate the gospel effectively. And then the best of spirits, which has been prayer, and just the sensitivity to what God is doing, and so I think if you looked at the overlap of those three, I'd say that's the sweet spot.

[Carey Nieuwhof:](#) That's where you want to be.

[Kevin Queen:](#) That's where we want to be.

[Carey Nieuwhof:](#) Yeah. Because where we landed on that is it's not like attractional was bad. But the model, surely, had its limits, and what's the opposite? Repugnant church. You don't want to be repugnant? You don't want to be indifferent. You don't want to be hostile. So of course, you're going to take the best of that, but you

also don't want it. Just I think the big, one of the big takeaways for me was you don't want it to be about performance. You don't want to get caught in that trap.

[Kevin Queen:](#)

Right.

[Carey Nieuwhof:](#)

We talked a little bit about the tone and the temperature of the service. So maybe not everything is quite as upbeat. You haven't added a lot of music. We haven't either at Connexus, maybe one more song, so you had 18 to 20 minutes of music, so it's not like 40 or 60 minutes of music. But I think Drew was talking a little bit about creating more tone and mood and softer moments. Any thoughts on that and where that might be? What does that do when you create? When it's not just 120 beats per minute forever and ever, and then done, here's the message.

[Kevin Queen:](#)

I think we're taking people on a journey. And just go, okay, we want to take them on a journey. I think ultimately, I'm not a good thermometer in the room because I'm one of those guys where I think ... I think being a campus pastor for 10 years, and receiving something that was exported. I didn't have to think about those things. So I just knew, it was my job as a campus pastor to lead in that room and to be like the lead worshipper, even though it wasn't on a platform.

[Kevin Queen:](#)

Not in a performance, but it's from an authentic place of going, I want to go first and so I think that. I've brought that in. We have a great team and they design services in a great way. But I'm so into the moment that I think a lot of times I'm not necessarily, making changes or arranging things. I'm just wanting to worship and lead the church in that.

[Carey Nieuwhof:](#)

What about your preaching, what are you focusing on? Is there an intentional focus or tone?

[Kevin Queen:](#)

Yeah. I think something that Larry Osborne said that was so helpful when we were with him is he was talking about preaching to the seeker rather than trying to convince the cynic or the skeptic or woo the mocker. He's like, whatever theological position you take. Ultimately for a person to be a seeker, it's requiring the spirit of God to do something. And so going, okay, I can preach to the person that God is already working in their life, and communicate the gospel in a really effective.

[Kevin Queen:](#)

Try to communicate in an effective way, but that helped me and then I experience something when I was, there was a civil rights museum that they put together in Atlanta, and it's amazing. If you're ever in Atlanta, the civil rights museum that's put together is amazing.

[Carey Nieuwhof:](#)

Yeah. That Martin Luther King Jr., right across from...

[Kevin Queen:](#) It's actually right next to the Coca Cola museum. They're off the park and so they put together this phenomenal museum, but they created, and I was listening to the person who designed that. I was listening to him talk at a leadership conference, and he said, "We created the experience with a 15 year old knucklehead in mind." And said, "Because we knew if we could immerse and engage the 15 year old knucklehead, that they would go home and tell their parents."

[Carey Nieuwhof:](#) Yeah.

[Kevin Queen:](#) And so I think back to the first time I've preached at a weekend service with adults and before I stepped out, my mom said, she said, "Kevin, just remember. There are teenagers worth with hair in their ears and noses." I think all those years of student ministry. I think really has gotten to because if we can engage, if we can communicate the gospel to a 15 year old where they get excited about it, and they're telling people, at the same time, dealing with issues. But you know what, you're an adult, you make those same decisions. It's just catastrophic in your life. So really we're dealing with a lot of the same thing, but trying to keep in mind.

[Carey Nieuwhof:](#) That's different than the cynic or the mocker?

[Kevin Queen:](#) Yeah. Yeah, it is. I think thinking about the person that seeking, and the questions that they're asking as a seeker.

[Carey Nieuwhof:](#) Wow, anything else about helping your family make the transition?

[Kevin Queen:](#) I had to convince myself that my most important ministry started when I drove in the driveway. So many phone calls and so many conversations that I wanted to help linger. I just had to put a hard stop. Sometimes I go park. At the park to finish a phone call because I was like, I want my kids and my family to know, and then just knowing that it's difficult especially kids, my oldest was 14. They left all their friends. They went from having all these friends to going to somewhere. Maybe they have one, or if any.

[Kevin Queen:](#) And they're wonderful. They're friendly kids, but it just, it wasn't the same, and just knowing I need to attend to their heart, and so I would encourage leaders, just to stay engaged. We're a year. We're 18 months through and I'm seeing the relationships and we're starting to see them flourish again. So just stay engaged with their heart, and just make that your most important ministry, and I had to say no to a lot of things in the evenings so that I could be home with my family.

[Carey Nieuwhof:](#) What would you say no to?

[Kevin Queen:](#) Dinners out. There were a lot of people who wanted me to attend banquets and functions and things around town that where they wanted my presence. They didn't necessarily want my influence or they didn't want a conversation, but

they wanted me to, and they were being kind with the invitation. I'm really grateful for that invitation but that first year, I just had to say no to a lot of those things. So that I could be at home and have dinner with my family and my wife and I, we have date day on Friday and it is my favorite day of the week because we have, the kids are in school and we're able to have that time and just to communicate and here's something that really changed for us in our marriage, when I dignified her voice.

[Kevin Queen:](#)

I think for a long time, Carey, I think I was the pastor. Even when we would talk about scripture and we'd talk about things. I had something to share. But when she became my primary prophetic voice. Like the voice that I realized that God speaks to me through things that she said, and once I dignified her voice, things begin, because she does have incredible things to say, and I really had a bit of grief that I was like, man, I spent 12 years, maybe of our marriage, 13, 14 years of our marriage. We're married 18 years. I spent a long time not as attuned to what she had to say, and so Friday is a time for me to ask questions and for me to really get to hear from her.

[Carey Nieuwhof:](#)

What does it involve to dignify her voice?

[Kevin Queen:](#)

It started with a ... I was at a leadership event, and there were, we were in a small group and they gave us 20 questions to ask people on the group and I'm going through and I think it was just 20 leadership questions or get to know you questions and I'm going through and I'm going, I don't know that I know how my wife would answer these questions. I was like because I haven't asked and so we ended up taking an evening. We got away, and we just head over. We sat out on a patio at a restaurant, and we just sat there and we went through those questions and I just listened, and it was like in front of, it was like I saw her heart just begin to blossom.

[Kevin Queen:](#)

I realized, I've shut her down in some ways because I haven't listened to her and the more I treasured her voice and cherished the things she had to say. The more I saw her grow. Because she always had great things to say. I was just, I think I was just too prideful to listen.

[Carey Nieuwhof:](#)

That's a wonderful place to end this conversation, Kevin. Thank you.

[Kevin Queen:](#)

Yeah.

[Carey Nieuwhof:](#)

You're a gift to me personally, a gift to this church, gift to the community. Thank you. People can find out more at [Crosspoint.tv](#). Are you on the socials?

[Kevin Queen:](#)

Instagram and Twitter. Yeah, so it's [@kevinqueen](#).

[Carey Nieuwhof:](#)

Cool. Kevin, thank you.

[Kevin Queen:](#)

Thank you, Carey.

[Carey Nieuwhof:](#)

Well, that is a deep well. And if you want more, you can head on over to the show notes. Go to careynieuwhof.com/episode252 where you will see everything or head to LeadLikeNeverBefore.com, in the search window, type in Kevin Queen and the show notes will magically appear. There's also transcripts and quotes that you can share on social. Speaking of sharing on social. Thank you so much for doing that, and thank you to everybody who's leaving ratings and reviews. We are well into the 900s now in terms of reviews. Clark, thank you so much for yours. You say you are a recent listener, and you've learned so much in such a short time, neither seminary nor conferences have given you this kind of wisdom.

[Carey Nieuwhof:](#)

I'm so glad, I'm so glad you feel that way. Also, Orchard Mama, stay at home mom of three says, I love this podcast. I cherish the times I get to listen to a great show where I learn something, get inspired, receive encouragement. This podcast offers all of that. I love the long interviews, thank you for that because I really get into the deeper truths of things and 30 minutes podcasts just never scratch that itch. Great variety of guests and topics.

[Carey Nieuwhof:](#)

Well, you understand my heartbeat because yeah, I don't know how you have a conversation like this in 10 minutes with Kevin Queen or last week's, or even for that matter, next week's. Speaking of next week, we are back with Kadi Cole. She has a brand new book on women in leadership in the church and I talk to her about the new rules for men and women in the workplace and Kadi is a top notch leader and thinker. Really challenged me. The book is brilliant, honestly.

[Carey Nieuwhof:](#)

I think it's a must read for men and women and she is accomplished leader in and of herself. A pioneer in multi-site, in corporate, in so many other things. So here's an excerpt from next episode with Kadi Cole.

[Kadi Cole:](#)

So yeah, I was in my early 20s. I graduated college and moved to Florida from the Seattle area, and I found a great church and I was volunteering at the singles picnic. I've probably been there three months and they put me in charge of the greeter table, so I was handing out name tags and welcoming everyone and this guy, and now I'm in my mid-40s, but at the time, when you're 22, a mid-40s guy at the singles picnic is a little creepy anyway, and he comes up and he says, "Boy, you have really nice birthing hips." What do you say to something like that? I had never been complimented on that before, but it was good to know.

[Carey Nieuwhof:](#)

If that's what you call it.

[Kadi Cole:](#)

One of many awkward moments in ministry that I'm sure everyone experiences. I'm sure men have them too, but I don't know that many men get that kind of comment.

[Carey Nieuwhof:](#)

So you don't want to miss that. We've also got Haydn Shaw coming up next week. Guys, thank you so much for the ratings, reviews, for sharing, for all of that and head on over to rethinkleadership.com. Get registered before it's too

late and don't forget about Pro Media Fire before Easter, the special offer is going away. 40% off now so you can go to promediafire.com/carey. Get a cloud-based team that is a done for you solution. Well, while you can still get it, all while the getting is good. All right, thank you so much guys, I will talk to you next week and I hope our time together today has helped you lead like never before.

[Announcer:](#)

You've been listening to the Carey Nieuwhof Leadership Podcast. Join us next time for more insights on leadership, change, and personal growth to help you lead like never before.