

Life-giving Leadership

JOURNAL



A downloadable version of this journal is available at
www.pcacdm.org/women/LGLJournal

Leadership Inventory Tool



This tool should be filled out before you read the book. Then refer back to it after you have read the book and discuss it with your group. It would also be a valuable tool to use each year as you start a new ministry year.

Leadership Strengths	Leadership Weaknesses	I desire growth in these areas over the next year.
Leaders I look up to and want to learn from over the next year	Potential leaders I want to invest in over the next year	Three people I will ask to hold me accountable and ask to pray regularly for me
Are there any areas of habitual sin in my life where I need to repent and believe?	Are there any unreconciled relationships for which I need to seek reconciliation?	Impossible prayer list: Write out prayers that are doomed to failure unless God be in them.
My personal leadership purpose statement	God-shaped goals (Pray for God to shape your goals)	Who is in my group? Make this your prayer list.

Introduction



What is a leader?

What are some words or qualities that describe a leader?

What does leadership look like for a woman in her various callings and contexts?

How has the leadership of other women shaped your life?

How would you contrast life-taking and life-giving leadership?

What is your reference point for learning how to be a leader?



PCA Women's Ministry Purpose Statement

The purpose of the Women in the Church is that every woman know Christ personally and be committed to extending His Kingdom in her life, home, church, community, and throughout the world.

My Leadership Story

Reflect on the first time you led anything. What did you learn?

Who were key leaders who shaped your thinking on what a life-giving leader looks like? List them here and write 2 -3 adjectives to describe them.

How are their leadership "fingerprints" still marking your life?

Where does God have you leading now? Does it bring you joy or frustration?

What are areas of leadership you might be prayerful to explore in the future?

Our Church's Purpose or Mission Statement

Our Ministry Purpose Statement

If you do not have one, write the one you want to propose.

How do these two complement one another?



Think Big, Think Long, Think Biblically Tool



This chart is meant to be filled out as you make your way through the book. Note some key points to consider. We encourage you to come back often to add to your list.

<p>Think BIG</p> <p>When you consider the ministry God is calling you to lead, are you aiming to do something that is doomed to failure unless God be in it? Write your impossible prayers for God to do something exceedingly abundantly more than you can ask or think!</p>	<p>Think LONG</p> <p>You are called to lead in light of eternity. The only two created things that last forever are the Word of God and the souls of men. Make a list here of how you can be investing as a leader into these two things.</p>	<p>Think BIBLICALLY</p> <p>As you read the book, we pray God will help you think biblically about these topics. As God brings a key scripture or convicts you of a way to lead in a more biblical way, record it here.</p>

1

Confidence



Self-confident leadership is life-taking. Christ-confident leadership is life-giving.

What does it mean to think biblically about leadership?

What does it mean to lead covenantally?

Now write some adjectives that describe this type of leadership: (Ex: wise, faithful, relational, etc.)



Leadership Burnout

Have you ever experienced burnout as a leader? Take some time to reflect on Stephanie Hubach's heart-penetrating questions about where your confidence lies as a leader:

How has God uniquely designed me?

How, in my self-confidence, have I been blind-sided to the corresponding weaknesses that accompany my God-given strengths?

How have I neglected to embrace my finiteness as a human being?

Where am I experiencing frustration as a result of expectations by myself or by others?

Where does my fuel source really come from?

Confidence: “con” (with) + “fides” (faith) = Full trust

Becoming a Christ-confident leader means dying to self.
Jesus, our Life-giving Leader, said,

Truly, truly, I say to you, unless a grain of wheat falls into the earth and dies, it remains alone; but if it dies, it bears much fruit. Whoever loves his life loses it, and whoever hates his life in this world will keep it for eternal life. If anyone serves me, he must follow me; and where I am, there will my servant be also. If anyone serves me, the Father will honor him (John 12: 24-26).

“The fundamental difference between life-taking and life-giving leadership is the object of our confidence.”

<p>WHERE? The plot(s) of <i>dirty</i> God is calling me to die in as a leader:</p>	<p>WHAT? The areas (dreams, fears, comfort, etc.) in my life Christ is calling me to <i>die</i> to:</p>	<p>HOW? How do I see death leading to life as a leader?</p>
		<p>Pray that God will produce gospel fruit in your life.</p>

Prayerfully reflect on Jesus' life-giving questions for us as leaders.

- Will we hate our lives in this world?
- Will we follow Him on the path to Calvary?
- Will we die to self and put all of our trust in Him?
- Will we serve rather than be served?
- Will we let the truth about the Son of Man become the truth about us?

Learning life-giving leadership from Jesus:

Write 2-3 qualities you observe in Jesus' life and ministry.



The Head, Heart, and Hands of a Leader

A gospel-transformed life and gospel-transformed leadership begin with God's Word and ask the Holy Spirit to renew our minds (*head*), change our *hearts* so that we love God and others, and empower us to become doers of the Word (*hands*). It's not just *my* head, heart, and hands—it's *our* heads, hearts, and hands joined together.

List and then prayerfully commit your . . .

HEAD Your thoughts, ideas, opinions, plans, etc.	HEART Your affections, relationships, confession of sin, etc.	HANDS Your gifts, graces, physical belongings, etc.

The Gifts and Graces of a Leader

Underline all the inclusive words:

All saints, that are united to Jesus Christ their Head, by His Spirit, and by faith, have fellowship with Him in His grace, sufferings, death, resurrection, and glory: and, being united to one another in love, they have communion in each other's *gifts and graces*, and are obliged to the performance of such duties, public and private, as do conduce to their mutual good, both in the inward and outward man.

How will living out this statement from *The Westminster Confession of Faith*, Chapter 26 produce a life-giving culture in your church?

How have you enjoyed communion with other people's gifts and graces?

Give specific examples. If you are meeting in a group, spend time telling each other.

How could you contribute to the mutual good (both the inward and outward) of those in your group?

Life-giving vs. Life-taking Leadership

Circle the statements that you most resonate with right now as a leader.
Put an * next to the statement that you need prayer for as a leader.

- A life-giving leader has full confidence in God.
- Life-giving leaders progressively die to self, abide in Jesus, and confidently bear gospel fruit for His glory.
- Life-giving leadership is a head, heart, and hands endeavor.
- A life-giving leader shares her gifts and graces with others.
- A life-giving leader develops her gifts and graces.

Cultivating the Gift and Grace of Prayer

Honestly reflect what your prayer default is as a leader. Write what you normally do when everything is going right and when everything is going wrong. A life-giving leader enters the throne room often. She enters in repentance when she has relied on herself.

When things are going well, do you enter with the petition to be delivered from self-confidence and self-promotion, or do you

?

When things are *not* going well, do you enter with the prayer of Jesus on your lips and stay until it is in your heart, or do you

?

One thing

I will seek to apply from this chapter . . .

2

Calling



*A life-taking leader is concerned about a place at the table.
A life-giving leader wants to serve the table.*

Shining Leadership

Daniel 12:1-3: “Those who are wise will shine like the brightness of the heavens, and those who *lead* many to righteousness, like the stars for ever and ever” (NIV).

The fear of the Lord is the beginning of wisdom. Do I fear the Lord as a leader?

Is my desire to not do anything that does not glorify Him reflected in wise decisions as a leader?

Where am I leading others? To myself? To programs? To perceived success?

Would I say that those around me are closer to Jesus because they have been close to me?

How is God specifically using me as a leader to form Christ in those that I am privileged to serve?

How is the type of leadership I am showing BIG, LONG and BIBLICAL?

Life-giving vs. Life-taking Leadership

Circle the statement that you most resonate with right now as a leader.

Put an * next to the statement that you need prayer for as a leader.

- Life-giving leadership is a calling to follow and a promise to become like the One we follow.
- Life-giving leadership is not synonymous with a position of authority.
- Life-giving leadership is synonymous with serving.

Jack Miller wrote, “What does it mean to serve one another in love? Practically it means to labor to make others successful. Ask yourself: what can I do to make the other group members successful?”

Write 5 ways you can labor to make your other group members successful:

Cultivating the Gift and Grace of Life-giving Words

Consider the following verses about our words.

- Underline all the adjectives
- Draw a box around all the verbs
- Put an “LT” over life-taking words or actions
- Put an “LG” over life-giving words or actions

“Do all things without grumbling or disputing, that you may be blameless and innocent, children of God without blemish . . . holding fast to the word of life” (Phil. 2:14-16).

“Let your speech always be gracious, seasoned with salt, so that you may know how you ought to answer each person” (Col. 4:6).

“Therefore, having put away falsehood, let each one of you speak the truth with his neighbor, for we are members one of another” (Eph. 4:25).

“Truthful lips endure forever, but a lying tongue is but for a moment” (Prov. 12:19).

“Death and life are in the power of the tongue” (Prov. 18:21).

“The tongue is a small member, yet it boasts of great things. How great a forest is set ablaze by such a small fire! And the tongue is a fire, a world of unrighteousness. The tongue is set among our members, staining the whole body, setting on fire the entire course of life, and set on fire by hell. For every kind of beast and bird, of reptile and sea creature, can be tamed and has been tamed by mankind, but no human being can tame the tongue. It is a restless evil, full of deadly poison. With it we bless our Lord and Father, and with it we curse people who are made in the likeness of God. From the same mouth come blessing and cursing” (James 3:5-10).

“Let the word of Christ dwell in you richly, teaching and admonishing one another in all wisdom” (Col. 3:16).

“She opens her mouth with wisdom, and the teaching of kindness is on her tongue” (Prov. 31:26).

“When words are many, transgression is not lacking, but whoever restrains his lips is prudent” (Prov. 10:19).

“A soft answer turns away wrath, but a harsh word stirs up anger. The tongue of the wise commends knowledge, but the mouths of fools pour out folly” (Prov. 15:1-2).

“A gentle tongue is a tree of life, but perverseness in it breaks the spirit” (Prov. 15:4).

“Gracious words are like a honeycomb, sweetness to the soul and health to the body” (Prov. 16:24).

“A word fitly spoken is like apples of gold in a setting of silver” (Prov. 25:11).

Write down three things you will do this month to grow in life-giving speech. If there are specific people you need to speak to, write down their names.

1.

2.

3.

People:



One thing

I will seek to apply from this chapter . . .

3

Clarity



Life-taking leadership is myopic. Life-giving leadership is comprehensive.

Life-giving vs. Life-taking Leadership

Circle the statement that you most resonate with right now as a leader.

Put an * next to the statement that you need prayer for as a leader.

- A life-giving leader sees whatever ministry she is involved in as one part of the total ministry of the church.
- A life-giving leader sees how all parts of life and ministry fit together and is increasingly passionate about the small moments and tasks because she has a vision of the whole.
- A life-giving leader's passion is not just to build the ministry where she serves, but to help build a strong church.
- A life-giving leader's reference point for all of life is the Lord God.
- A life-giving leader acknowledges that God's Word is her authority.
- A life-giving leader rejoices that her purpose as God's image-bearer is to reflect His glory. She also sees others as image-bearers of God and wants to encourage and equip them to fulfill their purpose.
- A life-giving leader celebrates and values God's plan of gender distinctiveness.
- A life-giving leader gratefully embraces her creation design (helper) and redemptive calling (life-giver) and prays for repenting grace when she rebels against God's plan.
- A life-giving leader knows she cannot earn God's love. She rests in His eternal, sovereign choice of her as His daughter, so her service is not an attempt to gain His favor; it is an act of gratitude for His favor.
- Leading covenantally means leadership is relational. Life-giving leadership happens in community. Leadership separated from community runs a high risk of becoming life-taking—authoritarian, domineering, bossy.

- A life-giving leader prays for a heart of compassion that reflects the heart of her Father.
- A life-giving leader is supremely mindful of and committed to generational ministry. She uses the tasks she does as an opportunity to disciple a younger woman.
- A life-giving leader loves the Church and lives out the implications of the covenant in the local church where God has placed her. If she is married, she knows her family should see the brightest reflection of the life of church and nurturing them in a way that reflects Jesus gathering His people to Himself.

Learning life-giving leadership from Jesus:

Write 2-3 qualities you observe in Jesus' life and ministry.

Leading Coram Deo

Consider what is anchoring your ministry . . . the Glory of God or something else (tradition, a person, an event).

“The thought that came to me was the power that comes when our vision is centered on the glory and praise of God. Practically I believe that this glory comes into its own when we self-consciously make it our anchor for what we are doing . . . What I would stress, then, is that a man of vision gets his vision only in and through prayer. Only prayer with a goal of glorifying God at any cost can give God’s vision to a man or a woman.” – John C. Miller

“To live coram Deo, to live one’s entire life in the presence of God, under the authority of God, to the glory of God.”
– R. C. Sproul

Leader Decision-making Tool



Think of three decisions you need to make in the near future. Now reflect on this question from Courtney Doctor that is underlined below:

“He is constantly in the process of redeeming the lost, repairing the hurt, restoring the broken, and renewing all things. Read that list again—because a good leader will anchor her decisions in this ongoing reality. We need to be asking questions like how does this choice (this Bible study, event, outreach, relationship, newsletter . . .) help us participate in redeeming the lost, repairing the hurt, restoring the broken, and renewing all things? because, ultimately, life-giving leadership has to be tethered to the life-giving story of God’s redemption.”

Write three decisions and then write how they will answer Courtney’s question.

Decisions	Redeeming the lost	Repairing the hurt	Restoring the broken	Renewing all things
1.				
2.				
3.				

Covenantal Leadership Tool



Characteristics of the Covenant	Scripture Reference	Truth	Implication	Ways we are currently reflecting this	Ways we can pray to have the opportunity to reflect this
Sovereignly Initiated & Eternally Secure	Genesis 12: God sovereignly initiated promise with Abram.	Because the Covenant is sovereignly initiated and sovereignly sustained, we can know it is eternally secure.	Gratitude that desires God's glory above all else. Humility that frees us to consider others. Security to cast our cares on Him. Ability to extend grace to others because of God's grace that was shown to us.		
Relational	Genesis 12: God initiated a relationship with Abram	The God of heaven and earth is a personal God who enters into an intimate relationship with us.	Relational model builds on the character of God, not felt needs or sentimentalism. Relationships with each other are to mirror God's relationship with us. Ministry should offer opportunities for women to cultivate covenant relationships.		

Compassionate	Exodus 34:6 and Ephesians 4:32	God is a God of compassion and we are to be a people of compassion.	We should be caring for others. We should teach our people to care for others. Church should be a safe place for hurting people.		
Generational	Deuteronomy 6:4-9 and Titus 2:1-5	Each generation is to show and tell the next generation the praiseworthy deeds of the Lord and the wonders He has done.			
Corporate	In Exodus we see emphasized the corporate aspect of the Covenant that God has called a people unto Himself.	God relates to us collectively. We are His holy nation, His royal priesthood, His bride and His body.	We should teach others how to: <ul style="list-style-type: none"> - Love the church - Submit to the authority of the Church. - To rest in the protection of the Church. - Serve the ministry of the Church. Cultivate community in the Church.		

Event Planning and Evaluation Tool



Use this as a planning sheet to plan and then as an evaluation sheet when the event is finished.

Event: _____ Date: _____

<h3>Purpose</h3>		
<p>Why are you doing what you are doing/did you do what you did?</p>		
<p>Did we accomplish our purpose?</p>		
<p>What is our church's mission or purpose statement?</p>		
<p>How will/did this event help to accomplish this statement?</p>		
Vision	Unity	Tasks
<p>How will/did this event glorify God and reflect His character?</p>	<p>How will/did this event build unity among the women?</p>	<p>Do/did these tasks flow from Scripture?</p>

Church	Team	Gospel
<p>How will/did this event help or hinder the overall church and its ministries?</p> <p>Have you received approval from the church leadership about this event?</p> <p>Was this event life-giving or life taking?</p>	<p>Who is on your team for this event?</p> <p>How can you blend their gifts and graces for God's glory?</p> <p>Have you expressed thanks for their efforts?</p>	<p>How will/did this extend the boundaries of the community to enfold those outside the church?</p>
<p style="text-align: center;">Characteristics of the Covenant:</p> <p>How will/did this event demonstrate the characteristics of the Covenant?</p> <p>Covenant is Sovereignly-initiated:</p> <p>Covenant is Relational:</p> <p>Covenant is Compassionate:</p> <p>Covenant is Generational:</p> <p>Covenant is Corporate:</p>		
<p style="text-align: center;">Prayer Requests:</p>		<p style="text-align: center;">Praise Report:</p>

One thing

I will seek to apply from this chapter . . .

4

Character



A life-taking leader says, "Look at me." A life-giving leader prays, "Show me Your glory."

Our leadership is life-giving when it reflects His person and purpose, which is only possible because of His prayer and provision.

Jesus' Person put the character of God on display. As a leader I put _____ on display.

Jesus' purpose is to glorify the Father. My purpose as a leader is to _____.

Jesus prayed that the Father will give us unity with one another that reflects the unity of the Trinity. As a leader my unity with God and unity with others currently reflects _____.

Jesus' extravagant provision enables us to live in community with God's other children.

What has He given me as a leader?

Why has He given us His glory?

What message will our oneness proclaim?



Life-giving vs. Life-taking Leadership:

Circle the statement that you most resonate with right now as a leader.

Put an * next to the statement that you need prayer for as a leader.

- A life-giving leader prays first and plans second when she faces a crisis.
- A life-giving leader intercedes for the people she leads—her children, spiritual daughters, ministry team, co-workers.
- A life-giving leader asks God to use difficult circumstances and people to show her more of Himself.
- A life-giving leader prays for grace to reflect the brightness of God’s character even in the desert and even to stiff-necked people.
- A life-giving leader cultivates community by reflecting Jesus’ character to others.
- A life-giving leader submits to God’s Word and this posture characterizes and empowers her leadership.
- A life-giving leader continually reminds the people of their identity as God’s people, of the covenant promise, and of a vision of their redemptive history.
- A life-giving leader is not a solo act. She leads covenantally.
- A life-giving leader is not possessive of her position; she is passionate for the next generation to glorify God.

Becoming a life-giver is a life-long adventure of being transformed by the renewing of our minds into the image of Christ. This transformation is pervasive, profound, and progressive.

Cultivating the Gifts and Grace of Wisdom

Wisdom is the hinge that connects the glory in our hearts to the work of our hands. Wisdom is that wonderful ability to see a person and situation from God’s perspective and with His heart and to know what needs to be done. Wise leadership is not about knowledge acquired but rather knowledge applied.

“If any of you lacks wisdom, let him ask God, who gives generously to all without reproach, and it will be given him” (James 1:5).

Learning life-giving leadership from Jesus:

Write 2-3 qualities you observe in Jesus’ life and ministry.



Team Decision-making Tool



Write a decision you or your leadership team needs to make in the next year:	
Question:	Answer:
Have we prayed about this decision?	
How will this decision have the potential to glorify God?	
Is there anything in Scripture that prohibits us from doing this?	
Will this decision be life-giving or life-taking to our church?	
Have we sought out other godly leaders for their counsel?	
How will this decision impact our team?	
Will it help us grow spiritually as a team?	
Are we benefitting from the wisdom of everyone on the team?	
Are we listening to and learning from one another?	

One thing

I will seek to apply from this chapter . . .

5

Submission



A life-taking leader pridefully thinks her way is better. A life-giving leader submits her plans, projects, and priorities to the Sovereign Lord's purpose and timing before submitting them to others.

A life-giving leader repents when rebellion lurks in her heart and prays for grace to joyfully submit to God's sovereign rule by voluntarily submitting inwardly and outwardly to the authorities He places over her.

Cultivating the Gift and Grace of Humility

A humble heart frees you from: (Write down any area where this is evident in your life and ministry so that you can repent and then believe what is true.)

Self-protection	Self-promotion	Manipulation	Control
What is true is that God is my Shield and Protector.	What is true is that God is in charge of my reputation.	What is true is that I do not need to fear people and seek to manipulate them to get my way.	What is true is that God is sovereign and in control of everything and everyone.

Leadership Heart Diagnostic Tool



Are there areas in my leadership where I am failing to submit, yield, surrender? Spend time entrusting yourself to a Faithful Creator (1 Peter 4:19).

If we could talk and pray together over a cup of coffee, we would ask you questions we ask ourselves: questions that help us look beyond our situation to our own hearts; questions about our purpose, authority, and motives; life-giving questions that help us entrust ourselves and our plans to Jesus.

Questions	Honest Answers
Is God's Word my authority for faith and life—and for this situation?	
Is my heart submissive to God's authority and to the authorities He places over me?	
Am I asking the Holy Spirit to show me areas where I am not submitting and to give me grace to repent and to model what repentance looks like?	
Is my chief end God's glory, or do I want self-glory and self-gratification that comes from having others acknowledge the success of my plans?	
Do I believe God is sovereign and He has placed me in this church to accomplish His purposes in and through me?	
Do I pray that if God wants me to help our leaders utilize the gifts and graces of women more effectively, He will open the way?	
Will I be content if He uses another woman?	
Do I believe the leaders of my church are good and godly men? Do I believe they want to glorify God, whether they always "get it right" or not?	
Do I believe the best or the worst about their motives?	
Am I serving in ways that build trust in the hearts of the leaders, or am I tearing them down?	

<p>Do I pray consistently and fervently for the leaders with gratitude for their service, even when their decisions have hurt or disappointed me?</p>	
<p>If the elders need to change their attitude about women, do I trust the Lord to do that work in them in His way and His time?</p>	
<p>Am I grateful to be a doorkeeper in the house of my God, even when I wanted to be the Bible study leader?</p>	
<p>Am I a life-giver or a life-taker in my church?</p>	
<p>How do I use the opportunities to serve that do not require a position of leadership—prayer, loving the people, showing compassion in practical ways, reaching out to visitors, helping with whatever needs to be done?</p>	

Leadership Collaboration Tool



Consider a task that needs to get done. You may be inclined to try to do this on your own but stop and pray about how you could benefit from collaborating with a team to accomplish this task.

Task to be accomplished	
Listening to the ideas of others, . . . what did you hear?	
Group gifts and graces needed	
Summarize & synthesize next steps	
<p style="text-align: center;">Group Growth</p> How did it turn out? How did you grow in your appreciation for what each member of the group brought to the task?	

Learning life-giving leadership from
Jesus:

Write 2-3 qualities you observe in Jesus' life and
ministry.



One thing

I will seek to apply from this chapter . . .

6

Compassion



*A life-taking leadership team sees projects as the priority.
A life-giving leadership team sees and cares for people.*

Life-giving vs. Life-taking Leadership

Circle the statement that you most resonate with right now as a leader.
Put an * next to the statement that you need prayer for as a leader.

- A life-giving leader is dignified.
- A life-giving leader is not a slanderer.
- A life-giving leader is sober-minded.
- A life-giving leader is faithful in all things.

(Also see “Helper by Design” in the back of *Life-giving Leadership*.)

Learning life-giving leadership from Jesus:

Write 2-3 qualities you observe in Jesus’ life and ministry.



Helper/Life-giver & Hinderer/Life-taker Tool



Verses	Helper/ life-giver	Hinderer/ life-taker	By faith I will seek to be a helper/life-giver by. . .
Exodus 18:4 - [Moses said] “The God of my father was my help and delivered me from the sword of Pharaoh.”	Defends	Attacks	
Psalm 10:14 - “But you, O God, do see trouble and grief; you consider it to take it in hand. The victim commits himself to you; you are the helper of the fatherless.” (NIV)	Sees, cares for the oppressed	Indifferent, unconcerned	
Psalm 20:2 - “May he send you help from the sanctuary and give you support from Zion?”	Supports	Weakens	
Psalm 33:20 - “Our soul waits for the Lord; he is our help and shield.”	Shields and protects	Leaves unprotected	
Psalm 70:5 - “But I am poor and needy; hasten to me, O God! You are my help and my deliverer; O Lord, do not delay!”	Delivers from distress	Causes distress	
Psalm 72:12-14 - “For he will deliver the needy who cry out, the afflicted who have not one to help. He will take pity on the weak and needy and save the needy for death. He will rescue the for opposition and violence for precious is their blood in their sight.” (NIV)	Rescues poor, weak and needy	Ignores the poor, weak and needy.	
Psalm 86:17 - “You, Lord, have helped me and comforted me.”	Comforts	Causes discomfort	

Cultivating the Gift and Grace of Comfort

Our suffering and the comfort we receive are gifts to be stewarded. Neither one belongs to us. They are instruments in God's hands to accomplish His purposes in our lives and the lives of others, to transform us into the likeness of His Son.

Write your story here of how someone's head, heart, and hands were exercised to show you comfort. Remember when they saw your need, they moved toward your need, and touched your need in a physical or spiritual way.

How is God asking you to steward that comfort in the lives of those around you?



Compassionate Leadership Tool



Question	Answers
Do I pray that I will see others as Jesus sees them?	
Am I fully present to my group, or am I distracted by tasks?	
Am I praying that the Lord will show me the physical, emotional, and spiritual needs of my group?	
Have I surrendered my time, talents, and resources, and have I built margin in my finances, calendar, and relationships so that I am available to sacrificially serve the group?	
Does someone in our group need a meal, a ride, childcare, or material goods, a hug, a listening ear, an empathetic heart or anything else?	

Cultivating a Culture of Compassion on Your Team

<p style="text-align: center;">See</p> <p>Write the names of those whom you see in your group right now. Next to their names write if they have a physical, spiritual or emotional need.</p>	<p style="text-align: center;">Move</p> <p>How is God encouraging me to move toward these people with one of the following resources: time, talents, money or physical resources?</p>	<p style="text-align: center;">Give</p> <p>What tangible things can I give right now to my group members?</p>

Leadership Is Always about Repentance and Faith

Has there been a time when you looked away because you saw the problems instead of the person? Have you ever chosen comfort and convenience over compassion? If so, ask the Lord to forgive you and ask for another opportunity to move toward that person.

One thing

I will seek to apply from this chapter . . .

7

Community



*Life-giving leaders rejoice with those who rejoice and weep with those who weep because their hearts are knit together in love (Rom. 12:15; Col. 2:2).
Life-taking leaders keep emotional distance from others.*

Life-giving vs. Life-taking Leadership

Circle the statement that you most resonate with right now as a leader.
Put an * next to the statement that you need prayer for as a leader.

- Life-giving leaders humbly acknowledge the Holy Spirit as the Source of their faith and gifts. At some level, life-taking leaders depend on their performance.
- Life-giving leaders are grateful for the diversity of gifts God gives and are committed to blending their gifts with the gifts of others for the common good. Life-taking leaders are threatened by diversity.
- Life-giving leaders have a deep dependence on the Lord; they know it is only His Spirit's power that we can use our gifts for His glory. Life-taking leaders depend on themselves.
- Life-giving leaders nurture a blessed belongingness that energizes people to use their gifts for the common good. Life-taking leaders are cliquish.
- Life-giving leaders are grateful for every member of their church because they recognize them as God's gift. Life-taking leaders resent and are annoyed by some people.
- Life-giving leaders have a sweet interdependence on each other. Life-taking leaders value independence and autonomy.
- Life-giving leaders do not place degrees of value on various gifts. Life-taking leaders foster a spirit of competition by valuing some gifts over others.
- Life-giving leaders rejoice with those who rejoice and weep with those who weep because their hearts are knit together in love (Rom. 12:15; Col. 2:2). Life-taking leaders keep emotional distance from others.

“My People” Tool



Fill in the names of all the people in your group in the chart on the next page. Remembering important details about people and their families is important. Remembering special days makes group members feel valuable. Having all your people on one sheet is helpful when you're looking to accomplish a task.

For example: I may need to remember that a member has asked for prayer as she cares for an elderly parent and not give her too much to do. I can also see that receiving cards brings her joy, so I will encourage the rest of our group to shower her with cards on a particularly challenging week of care.

Cultivating the Gift and Grace of Love

- Reflect on 1 Corinthians 12 and 13.

1 Corinthians 12 describes the culture of covenant community life.

- Preparing for a team-building activity

Set aside a time to gather with your people. If you cannot be physically present them, take time to write each person in your group. Consider what you have learned from studying 1 Corinthians 12.

Spend time writing down your answers and then verbally affirming your group members by completing these statements:

I value our unity in the midst of our diverse gifts. We cannot say, "I don't need you," instead I want to say . . .

I need you because _____.

I affirm that God has given you many gifts and I am especially thankful for this gift I see in you:

_____.

I am thankful I am not serving alone. I rejoice with you because

_____.

I also weep with you over _____.

Now with one voice spend time in corporate prayer thanking the Lord for the community He has given your group.

- 1 Corinthians 13 describes the character necessary to cultivate and sustain this culture.

Pray this prayer inserting your name in the blank. Pray God will enable you to be a conduit of this type of love to your group members.

_____ is patient and kind; _____ does not envy or boast; _____ is not arrogant or rude. _____ does not insist on [her] own way; _____ is not irritable or resentful; _____ does not rejoice at wrongdoing but rejoices with the truth. _____ bears all things, believes all things, hopes all things, endures all things.

Learning life-giving leadership from Jesus:

Write 2-3 qualities you observe in Jesus' life and ministry.



Leadership Team Dynamics Tool



A team can build one-voice leadership by having discussions where they are vulnerable with one another. Fill this out individually and then schedule a time as a team to share openly and honestly about your answers.

Questions	My answer	My teammates' answers
I am excited about serving on this team because . . .		
I am fearful because . . .		
It is life-giving to me when others. . .		
I think my strengths/gifts are . . .		
My weaknesses are . . .		
It will help me compensate for my weaknesses if others will . . .		
I see your strengths/gifts to be . . .		

“The wisest of women builds her house, but folly with her own hands tears it down” (Prov. 14:1).

Community-building and Peace-making Tool



Spend time evaluating these questions as an individual and then schedule a time to discuss them as a team.

Questions	My answers	My teammates' answers
How are we being proactive in guarding against conflict and division?		
How are we building a community of love that can withstand attacks on our unity?		
How are we teaching a biblical perspective of covenant community?		
How is our team modeling community?		
Would the male leaders, other women, other ministry leaders in our church say that 1 Cor. 13:4-7 describes our team?		
What do I do when I feel disconnected?		
Do I withdraw or do I speak the gospel to myself and act on the basis of God's Word rather than my feelings?		
Do I give others permission to speak truth to me and ask them to pray for me?		
Do I repent when my actions/attitudes are life-taking?		
What is my reaction to a woman who is not using her gifts to serve the church? Am I critical of her?		

Do I recognize that she may be in a season of life where she is using her gifts to serve her family, and this is serving the church?		
How is our leadership team affirming her ministry to her children, or her elderly parent, as one way her gifts are being utilized and developed?		
What is my reaction when it's time for me to rotate off the leadership team?		
Am I possessive about my position/ministry, or do I trust God to develop the next leader?		
Do I rejoice in her willingness to serve?		
What am I doing to develop community life among my servant team?		
Do we have fun together?		
Do we share stories, fears, and dreams with each other?		
What are we as a team doing to develop community with other women in our church?		
Have we provided a way for them to come to us with questions and ideas?		
Do we pray through conflicts until we come to a place of unity?		
If we need help resolving a conflict, whom do we ask for it?		

“And let the peace of Christ rule in your hearts, to which indeed you were called in one body. And be thankful” (Col. 3:15).

One thing

I will seek to apply from this chapter . . .

8

Discipleship



A life-taking leader is most comfortable acting as a lone-ranger and is characterized by independent and haphazard actions. A life-giving leader is intentional—whatever she does she shows someone else how to do it, and she tells them why she does it.

Life-giving vs. Life-taking Leadership

Circle the statement that you most resonate with right now as a leader.
Put an * next to the statement that you need prayer for as a leader.

- Life-giving leaders joyfully submit to the concept of ecclesiastical authority and to the practice of being “subject for the Lord’s sake” to those who “watch out for my soul” (1 Peter 2:13; Heb. 13:17).
- A life-giving leader balances the educational and relational components of discipleship.
- Life-giving leaders are motivated to make disciples by their gratitude for the gospel.
- A life-giving leader rests in the assurance that Jesus redeems and purifies those who belong to Him.

Learning life-giving leadership from Jesus:

Write 2-3 qualities you observe in Jesus’ life and ministry.

Leadership Personal Development

Carving is a tender, tedious, and transformative process.



Leaders Are Pillars

Identify areas where I am trapped and stopped like Lot's wife:

Life-giving Questions

Ask yourself these questions as you consider what you wrote in the box above. Honestly answer these questions and then keep them in your “back pocket” as you come alongside other women.

- What/who is your reference point?
- What is the first thing that comes to your mind when you think about God?
- What will it mean to glorify God in this situation/relationship?
- What will it mean to bring this situation/relationship under the authority of God's Word?
- Are you willing to ask God to show you ways you are being a life-taker and to give you repenting grace?
- What will it mean to be a life-giver in this situation/relationship?
- How can I help you to be a life-giver?

It is not good for us to be alone. It is His intentional design at this time in your life to be in this group with these people. They need you and you need them. God has placed these group members in your life as pillars—teachers and spiritual mothers. God in His sanctifying grace is fitting you together for His glory! Some of them serve as *supporters*, reminding us what is true and showing us the shape of godliness over the long haul. Others serve as *connectors*, those who connect us to sound doctrine and sound relationships. Discipleship begins when we look at a woman and pray that we may see what God sees. Let's *grow* together.

Prayerfully reflect on these questions:

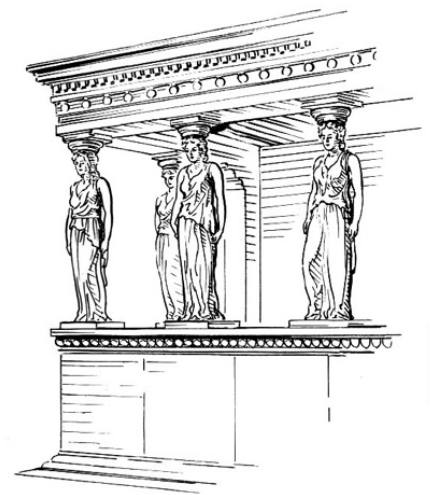
What do I see when I look at other women?

Do I see them as they are or what, by God's grace, they can be?

Do I believe God is using our time together as a team to smooth away sharp edges, so we fit together to become supportive pillars in our church?

Do I want others to help me chip away at life-taking attitudes and actions in my life?

Am I willing to pray for and be patient with others as God carves them?



One thing

I will seek to apply from this chapter . . .

9

Scripture



A life-taking leader is often frazzled and driven by the tyranny of the urgent. A life-giving leader continually evaluates to be sure there is margin for her to choose the good portion, to cultivate the holy habit of reading and meditating on God's Word, and to gather others into her heart and home.

Life-giving vs. Life-taking Leadership

Circle the statement that you most resonate with right now as a leader.
Put an * next to the statement that you need prayer for as a leader.

- Life-giving leaders see small distractions and big disruptions as opportunities for the display of God's glory and His love for us.
- Loneliness drives life-giving leaders to go deeper into God's Word and wider in leading others to Jesus.
- A life-taking leader is often frazzled and driven by the tyranny of the urgent. A life-giving leader continually evaluates to be sure there is margin for her to choose the good portion, to cultivate the holy habit of reading and meditating on God's Word, and to gather others into her heart and home.

Learning life-giving leadership from Jesus:

Write 2-3 qualities you observe in Jesus' life and ministry.

Leadership Styles

Take an honest look at these styles. No one sets out to manifest any of these styles. It is a good practice to revisit these styles often. A life-giving leader is called to be a chief-repenter.



Spend time prayerfully repenting of any hint of these leadership styles creeping into your life and ministry. Then write the gospel truth you need to believe that will help you avoid these leadership pitfalls.

Example: Position-oriented Leadership

Confession: Lord, I confess that I am more comfortable resting in my position rather than relying on You to be a servant leader.

Gospel truth: Jesus, You came not to be served but to serve and give Your life as a ransom for many. As I die to my plans, agendas, desire to be in control, and my comfort, please help me to become a life-giving leader by first giving my life away to others I am called to serve.

(See chart on next page.)

One thing
I will seek to apply from this chapter . . .

Leadership Styles Tool



Position - oriented Leadership	Personality-driven Leadership	Consumer-based Leadership	Productivity-motivated Leadership	Word-based and Relationally-driven Leadership
<p>Position-oriented leadership is shaped by the leader's title rather than the group's purposes. She believes power is inherent in the position. Her leadership style is rarely team-focused or collaborative. A hierarchical culture exists where leadership transfer is difficult.</p>	<p>Personality-driven leadership revolves around the strengths of the leader. Glory and credit often go to her rather than to God. This approach fosters territorialism about "my" events, offers few opportunities for others to use their gifts, and spends little if any time on discipling new leaders. Usually, when the leader leaves, the ministry flounders.</p>	<p>Consumer-based leadership is fueled by the demands of the people we serve. Leadership decisions are based on felt needs or the latest, hottest trend. God's glory and purpose are secondary to trying to meet the needs of individuals and special interest groups.</p>	<p>Productivity-motivated leadership places tasks before people. Efficiency trumps community and discipleship. Team purposes are centered on producing bigger and better results. Delegation rarely happens because it seems quicker to do it yourself. This leadership posture is in forward motion so opportunities to witness God's grace and the Spirit's work are often overlooked.</p>	<p>Word-based and relationally-driven leadership has an unwavering clarity about the mission of glorifying God and obeying His Word and a commitment to build relationships. Two characteristics of this approach are conviction and continuity.</p>
Confession	Confession	Confession	Confession	Confession

Gospel Truth	Gospel Truth	Gospel Truth	Gospel Truth	Gospel Truth
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Leadership Health Tool



This leadership tool is especially helpful when you are planning a new year of ministry or debriefing after serving together. You can use questions to diagnose your individual health as a leader and to assess the health of a ministry team. Fill this out and then schedule a time for your team to debrief on this.

Questions	My Answers	Team Answers	Reponses: Action steps to be taken
Am I/are we being transformed more and more into the likeness of Christ?			
Am I/are we leading those who follow us to Jesus?			
Am I/are we building up or tearing down the women entrusted to us?			
Do they feel safe to come to me/us with their cares, concerns, and complaints?			
Why am I/are we doing this?			
How does what I am/we are doing (task or activity) flow from Scripture?			
Is the gospel clearly communicated in what I am/we are doing?			

How will what I am/we are doing disciple women to think biblically and live covenantally?			
How will I/we glorify God by reflecting His character to those we serve?			
How is what I am/we are doing building community among others?			
How will what I am/we are doing build community with other members, age groups, and ministries of the church?			
How will what I am/we are doing extend the boundaries of the community to enfold those outside the church?			
How does what I am/we are doing demonstrate the compassion of Jesus?			
Is what I am/we are doing giving life to our church or sucking life from it?			
How am I/are we communicating our answers to the above questions to participants in the ministry so they understand why we do what we do?			