

## **The Process of a Leader**

### **>>>> Discussion Guide**

Welcome!

I'm glad you're taking this journey and hopefully with some friends. Being a leader in the church or a Christian leader in the business world isn't always easy. Let's be honest; there are times it's very hard. There are expectations that need to be met, problems to solve and people to lead.

With those dynamics, there are temptations that satan gives us. He wants us to have the wrong mindset or a selfish motive. He wants us to fall into one of his traps. But these are pitfalls we can avoid. There are ideas that can help shape us into becoming the leader God intends. There's a mindset that our Father wants us to walk in that will enable us to avoid those traps. This will not only keep us from falling but empower us to make a bigger impact for His Kingdom. Let's take a minute to pray with our group and invite the Holy Spirit into our conversation today so He can lead us into all truth and guide us as we grow together.

### **PRAYER >>>**

### **WEEK 1 DISCUSSION >>>** Group Leader, Read the Following aloud.

Pastor, Leader, Staff Member, CEO, COO, I've got news for you. God, the Father, doesn't want you to be successful - at least in the way the world defines it. He does want you to be successful in the way He defines it. He wants you to be significant. He wants you to simply be His son or daughter. He wants you to know how incredibly loved you are by Him. He wants you to comfort and love people in their time of need, expressing His unwavering love for them. He wants His love to so fill you that you actually overflow with His love. He wants your cup to run over with His goodness. When this happens, when you invite His presence to be the most important and the most treasured part of your life, you'll discover that your friendship is significant in the lives of people. You can only be significant in the lives of a few even if you're successful in the eyes of many. Here is where you'll find your greatest joy and truest calling: just being

loved as a son/daughter of God and then sharing that love with a brother or sister in God's family. Sonship is where it's at.

It seems most leader go through a process of becoming the person God intends they become. We know that "God orders the steps of a righteous man" and I believe our steps include our sanctification, even if that means pain or adversity. The process of a leader is as follows ...

**P. Promise**

**R. Reality**

**O. Obstacles**

**C. Character Tests**

**E. Endurance**

**S. Success**

**S. Sonship**

Sonship is the heart of this book. Yes, I want you to reach "the top" in your leadership, to become someone who impacts many, but not at the expense of your character or your family.

Being a child of God is the greatest joy and honor for us. If you miss this truth, you miss the meaning of life and you'll miss the joy of leading people. If you aim for greatness as a leader but forget you're first a child of God, you'll push people down to get to the top only to find "the top" a very lonely place.

If you aim for greatness as a leader but forget you're first a child of God, you'll believe the lie that you are great all on your own. You're only great because God made you great. You're only gifted because God gave you gifts.

If your joy and happiness in life is tied up in only your achievements, you'll be missing the joy God intends you to have - joy that can only come through relationship with Him and relationships with others. Life is about people, not projects. You'll strive and strive and although you'll hit goals, you'll

be constantly longing for more. When you get a revelation of sonship, knowing you're already completely loved by Father God, you'll have a peace and contentment that lasts far beyond the goals reached or missed, success of a product or program or failure of a product or program.

Ironically, the quicker you understand this, the more risks you'll take. Why? When you know you're loved by Father God no matter what happens, you're now liberated to take risks!

Rom. 8:29 "For God knew His people in advance, and He chose them to become like His Son, so that His Son would be the firstborn among many brothers and sisters." I wonder if we as leaders would be more concerned with being a son instead of a "success" how much trouble that would save us?

I'm asking that you take some time every week with a group of Christian leaders and discuss the questions below. There are some things we simply can't learn without the authentic community of other believers. As leaders or soon to be leaders, you'll be able to relate to one another in a unique way. Others have experienced a trial or life lesson that they could share with you. They have had a revelation of God's love in a different aspect than you; I'm certain of it. Discussing what we learn in each chapter will enable you to go further faster; you'll learn from one another's mistakes and mountain-tops. Don't skip the "Apply It" section at the end of each chapter, even if it means going through the questions alone with self-reflection. We must return to *why* we do what we do and these question will help mine our hearts and ensure we get back to our "why."

We will look at the p.r.o.c.e.s.s. of old testament leaders and the life of Jesus. We'll find a pattern and a message that Father God wants to write upon our hearts. God the Father doesn't want you paralyzed by fear or striving for affirmation. Your Father in Heaven already loves you and wants you to return to a place of peace in your heart and mind. He desires that you love Him more than you love leading. He desires that you return to the joy of knowing Jesus as your brother, Savior and Lord and God as your Father. This newfound security will cause you to shake off every lie from Satan that wants you to cower in fear or puff up in pride. This return to your truest identity will break the lie of

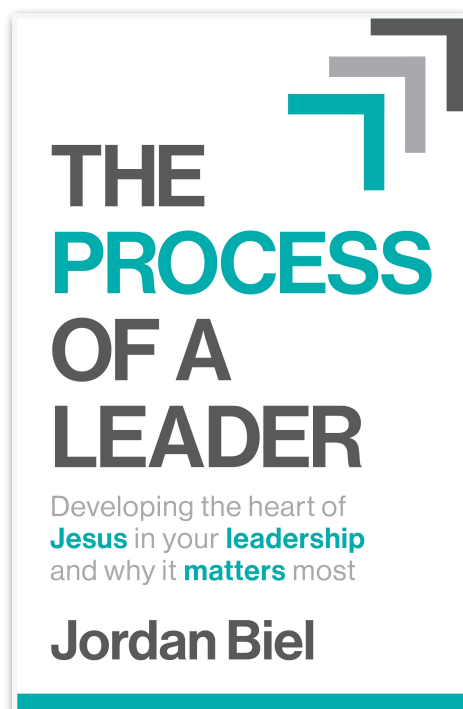
insecurity and the trap of ambition. This journey with the Holy Spirit will cause you to boldly embrace the God-vision for your future. There's a promise inside of you! There's a people you're called to and a process laid out for you.

- Discover hidden fears that hinder your relationship with the Lord
- Define beliefs that limit your impact and kick fear out of the house
- Embrace beliefs that expand your impact
- Avoid temptations that stem from unhealthy thoughts
- Find joy in being the leader that God made you to be

**It's time to value character over charisma and sonship over success.**

*"This book is a must read for every young leader endeavoring to make an eternal difference. I've heard it said that joy is in the journey, not in the destination. Jordan Biel does a masterful job not only of helping leaders navigate around the pitfalls that could detour them from their destination, but also in immersing us in the mindset necessary to find joy in every stage of the journey. If God has given you a dream, this book will equip you to see it become a reality."*

**- Andy Lehmann, Executive Director, 415 Leaders**



If you did not pick up the book yet, you can get it on Amazon or [TheProcessofALeader.com](http://TheProcessofALeader.com)

There are 7 Discussions all together so I encourage you to set aside time to join us each \_\_\_\_\_ at \_\_\_\_\_am/pm at this location\_\_\_\_\_

We will watch the video together then discuss with other Christian leaders what you're reading together. Remember, what you share here, stays here. This is a safe place for you to be real! Nothing you share will be posted to social media or discussed outside this room. We commit to honor one another & help each other grow.

## >>> **WATCH VIDEO 1 "THE PROCESS - INTRODUCTION"**

### **WEEK 1 DISCUSSION >>>**

1. Do you agree that most Christian leaders go through the P.R.O.C.E.S.S. outlined in chapter one? Who is a leader you can name who went through a "process" before attaining the influence they have today? Describe what took place.
2. Without delay, name a leader that you look up to, someone you respect the most. Now, around the room, what are the character traits that you like about them? You may find the same character traits in Jesus are those that you aspire to the most as we read this book together. Why do you think they came to mind instantly when asked "who do you look up to?"
3. Let's make this personal. What part of the "process" are you in right now? There are times when we'll hit these different phases again and again. Is there an obstacle that you faced years ago that tested your character and integrity? Is there an obstacle you're facing right now?
4. Why is it tempting to want to be known as "successful" and what is it about this that reveals our sinful nature? Why do we sometimes crave accolades, "likes," position or power? What does this reveal about sanctification?

5. In your group, read Mt 4:1-11 Discuss what Satan offered Jesus and why? Is it possible Satan was actually offering something to Jesus that was already His, given to Him by the Father? Satan offered Him what? Power? Fame? Tempted Him to “prove” himself. Jesus already knew His identity - a loved child of God!

6. In your group, someone read the story in Luke 15 of the Prodigal Son. In this story, consider the following questions: Why was the older brother mad? What did the Father do to celebrate the son that came home? What does this tell you about God the Father’s love for you? If you had to pick, which character in the story most resembles you and why? Do you see yourself as the forgiven and thankful son or the jealous older brother? Discuss this statement Pastor Jordan made: Religion is when you try to earn what the Father has already given. What does that mean?

## ACTION STEPS

This week, I’m going to be intentional about telling my team members, \_\_\_\_\_ that their success is my success. I’m going to ensure they know that I am more excited about them reaching their goals than I am about me reaching mine.

I can intentionally show them gratitude by:

- Telling them how grateful I am for them
- Writing them a card describing my gratitude for their work
- Celebrating their achievements
- Asking them questions regarding their desires & dreams

The leader I mentioned in question 2 is \_\_\_\_\_

The reason I look up to them is because they have the following character traits: \_\_\_\_\_

These are character traits that I am going to ask God to strengthen in my leadership.

If I had to select where I'm at in the process of a leader right now, I'd say I am in the phase of (circle one)

**Promise Reality Obstacles Character Tests Endurance Success Sonship**

If you're brave, discuss with the group why you selected that. Be raw. Be real. Surface conversation leads to surface relationships. Be vulnerable and go deep. Let God excavate your heart and build priceless, possibly lifelong friendships through this group.

## The Process of a Leader // Discussion Guide // WEEK 2

Welcome!

I'm glad you're taking this journey and hopefully with some friends. Being a leader in the global church isn't always easy. There are pitfalls we can avoid and ideas that can help shape us into becoming the leader God intends. Let's take a minute to pray and invite the Holy Spirit into our conversation today so He can lead us into all truth and guide us as we grow together.

**PRAYER >>>**

**>>> WATCH VIDEO 2 "JOSEPH"**

**WEEK 2 DISCUSSION >>>**

1. Is it possible Joe was misunderstood by his brothers? In what way?
2. What dream has God placed in your heart? Does it feel too big to ever come true? Are you too worried about being misunderstood?
3. What does it mean when the dream is too big for you to accomplish in your own strength? And why would God put that kind of dream in your heart?
4. Would anyone want to share about a "pit" that you endured or a time when your character was tested?
5. Have you ever bought into the lies that came with "success" - that you deserved more than you were given? What does the 10 Commandments say about coveting and how is that related to living a life thankful for what you *do* have?
6. What's the difference between arrogance and confidence?
7. Is it ok to be driven? Is it ok to have ambition? Is it ok to have vision? What's the difference between ambition and vision? Excerpt from the



book: *Vision is what you can do to better the lives of others - the preferred picture of your future and your city's future. Ambition is the personal drive to accomplish and conquer - to attain power and prominence. Ambition is what you think you can do alone and comes from a place of pride.*

8. Have someone in your group read John 14. Have someone else read John 15. Discuss what it means to see Jesus as the vine, the center of it all!

I believe there's a difference between ambition and vision. Vision is what God can do through you. Vision comes from a place of humility and prayer as God gives you a burden for the salvation and peace of a people. It usually connected to a conflict that God's Spirit has made increasingly clear to you.

Ambition comes from a place of arrogance and selfishness. It's that slimey black sludge that pushes others down to get ahead. It will tempt you to stretch the truth to make yourself look more important than you are. It will tempt you to grapple for things that are not yet in God's timing. But like Jesus, you can resist those temptations with the Word of God and the trust that God's timing and ways are perfect. Ambition will likely try to sneak in like an unwanted thief from time to time in the heart of a leader. The second you see him intruding, kick him out with a confession of humility and thankfulness, a song of praise and a prayer.

Do you agree that sometimes we feel our value comes in our assignment and season instead of our sonship? What lies does Satan tell us when we are not succeeding at work or meeting goals we set out for our ministry or company? What temptations does Satan gives us? What does Satan want us to believe?

What does the Father want us to believe about ourselves?

### **A good place to start that prayer could be ...**

*Father, help me to have vision without ambition. Help me to advance Your Kingdom and not my own. Give me the courage to never stall as a result of short-sightedness or fear. Search my heart and know my motives. Convict me if my motives ever change and my desire becomes selfish or self-seeking. Prone*

*to wander, Lord I feel it. Help me Holy Spirit and keep Your grace front and center in my life. Remind me Holy Spirit, daily that it is YOU and YOU ALONE who gives me the grace to even breathe the air I breathe. Bring me to a place of humble thankfulness and vision for the future.*

## **ACTION STEPS**

I will remind myself today of the promise God placed in my heart. "I am sure of this, that He would began a good worship in me will bring it to completion at the day of Jesus Christ." PH 1:6

“Satan will tempt you to believe as a leader that your joy can come from what you don't have. True joy comes from knowing what The Father has already given you.”

Jordan Biel

[#TheProcessOfALeader](#)

The promise God put in my heart is...

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\*While this vision for your future may seem a bit blurry right now, I want to encourage you to keep pushing towards it. If God's given you a promise, a picture in your mind of what He wants to do in your future, don't ignore it and certainly don't give up on it! As each person in the group shares, encourage each other - give courage and strength to one another to pursue the promise and believe God to be faithful to accomplish the work He began!

## **The Process of a Leader**

### **Discussion Guide // WEEK 3**

Welcome back! Gideon! What an interesting person and wild life he lived! Let's open up with prayer and ask God to speak to us today.

**PRAYER >>>**

**>>> WATCH VIDEO 3 "GIDEON"**

**WEEK 3 DISCUSSION >>>**

Gideon went through a process of becoming the leader God wanted Him to become. His process was a journey with unexpected turns and twists and yours will be too. What if you valued the process and the journey of sanctification as much as you valued "the end" or the destination? I believe we need to do that. Gideon heard the voice of Father God and rose up in courage to face his enemies, those within and those without. The enemies we have within, like fear, insecurity or pride, can sometimes be bigger than the enemies on the outside. No matter what enemy you face, God will give you the strength to face it and defeat it! With Jesus as your brother, you and I are given the sacred gift of His Holy Spirit, empowering us to do what we could not do otherwise - to be brave - to lead others - to lead change - to endure - to blow up the status quo - to impact people and build God's Kingdom for God's glory! Are you willing to go through the process of a leader? Let's discuss it with a few friends.

1. What were the excuses Gideon gave when God tapped him on the shoulder?

2. Have you ever given God similar excuses? If so, what are they? i.e. *I don't have enough money to do that* (The lie of scarcity when God owns it all) *I don't have enough talent to accomplish that* (The lie that God withheld good gifts from you) *I don't have the right background* (Forgetting that nobody does! Only Jesus is perfect which is why our hope is in him, not ourselves)

3. What emotions might Gideon have felt when God asked him to use clay pots and trumpets instead of swords and shields? Have you ever felt silly obeying God? When?

4. When Gideon did what God asked of him, God came through in miraculous ways. What might happen if we as Christian leaders begin to trust that we *do* hear the voice of God when we pray and seek His guidance and begin to act in faith, no matter how abnormal the assignment may be?

5. Someone in your group, read John 15:26-27. What does this passage tell us regarding our ability to hear God's voice? Someone read John 14:15-21. What does Jesus promise us?

6. Someone read John 10:1-19. How is Jesus our "Shepherd?" Is hearing God's voice only for *special* leaders who are "more anointed" or does that promise also apply to you and me?

7. Why do you think God reduced Gideon's already small army to only 300 men? A few reasons are possible. Maybe to teach Gideon about his own character and develop his trust in God. Sometimes God uses difficult situations to prove His faithfulness and *His* ability to save so that He is given the glory He deserves. That's the reason God gives us in the text. God wanted given the credit and He deserves the credit!

## ACTION STEPS

I now realize that my declaration matters! What I believe about myself reveals what I believe about God. I declare today that I *can* hear the voice of God. I agree with the truth of Scripture that God's Spirit has been given to me and that at times, He may ask me to do something that seems impossible.

The impossible thing that I feel God is asking me to do is ...

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Those that will be potentially impacted when I believe and obey are...

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## The Process of a Leader

### Discussion Guide // WEEK 4

Welcome back!

King David, a man of blood. A man of war. A man of poetry, creative expression, a musician, a shepherd turned king. There's more written about the life of David than any other character in the Bible. It's interesting God would include Him in the sacred canon of scripture. David, a man after God's own heart. "Therefore, since we are receiving a Kingdom that can not be shaken, let us be thankful and so worship God acceptably with reverence and awe, for our God is a consuming fire." As you go through the process of becoming God's leader, I encourage you to "keep your lives free from the love of money and be content with what you have for God has said 'Never will I leave you; never will I forsake you.'" Hebrews 13:5

If you lead well, money will likely come as a byproduct. Don't let the byproduct become the mission. David didn't let the blessings of becoming King change his mission. The mission is honor God with what He's given you and to reconcile men to God. The mission is never to make more money so that you can build bigger barns. When money does come as a result of your leadership, treat that money as God's for it is. Give it away as soon as it comes. In doing so, you'll be instructing your heart who is really in charge.

If you lead well, a degree of fame may come along. Don't get wrapped up in it. Remember that there are 7 billion people on the earth and you put your pants on one leg at a time like everyone else. David remembered this most of the time. He got in trouble only when he let the fame and power create pride in his heart. Let's talk about David and the lessons we can learn from his life.

> **WATCH VIDEO 4 "DAVID"**

## PRAYER >>>

### WEEK 4 DISCUSSION >>>

1. What obstacles did young Dave have to overcome?
2. What temptations did he face with growing fame?
3. Someone read Psalm 8:1-4 then discuss... How does David's view of God humble him and give him proper perspective?
4. Someone read Psalm 18:16-19 then discuss... How does this express Dave's dependency on God? Do you think this sort of public humility repelled or attracted people to his leadership?
5. As a leader, why is it hard sometimes to admit when we need help?
6. As a leader, why would it be a great idea for you to pray and ask God for help publicly, in front of your team, with your team?
7. When we allow people to see our need for God, even admitting our weaknesses, it encourages them to respect God more than us. Why is this so needed and so important today?
8. When Dave admitted his failures and repented, God forgave Him and restored him. In your group, admit something God forgave you of. This removes the power from Satan to smother you in shame. With secrets come shame, with honesty comes freedom. Like Dave, you'll be surprised to feel a weight removed from your heart the minute you admit where God has forgiven you, exposing deep wounds that need to be healed. Someone read James 5:15-17 "...And if he has committed sins, he will be forgiven. Therefore, confess your sins to one another and pray for one another, that you may be healed. The prayer of a righteous person has great power as it is working."
9. How did David's leadership at home differ from his leadership of Israel? Is it possible to lead poorly as a parent yet succeed as a leader? What can we do to avoid that?



10. At the end of your life, will you be glad you were a great leader or a great dad/mom? What can you do now, on a weekly or daily basis to ensure that you first succeed at home in leading your children?

11. How did David's relationship with God inspire his desire to adopt his enemy's grandson? How can our relationship with God inspire us to love another?

12. Do you believe it's the role of government or the church to solve the adoption crisis? Why?

## ACTION STEPS

Before my role as a leader, I choose to first be a great parent (father-figure / mother-figure) to the following people...

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I choose to do this by spending time every month, week or day with

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From now on, I'm committed to nurturing my relationship with God. I make a commitment to spend time every day with Jesus; I will guard this time alone with my Lord just like David did.

I will surround myself with friends and other leaders and verbally invite them to speak into my life and to ask me hard questions. I am not an island. I realize my need for help and I humble myself to ask for it from the following people: \_\_\_\_\_

## **The Process of a Leader**

### **Discussion Guide // WEEK 5**

Welcome back!

Nehemiah didn't rebuild the walls of Jerusalem alone. He needed help. Nehemiah's aim was to restore the spiritual health of God's people alongside rebuilding the physical wall. He felt that God had given him a vision, a purpose, a promise! He felt that the wall was a visual representation of their spiritual plight. We know that he cared about their spiritual health, not just their economy because of how much he included Ezra in the process. He was committed to the sound of worship being restored to the temple. He was committed to seeing David's dream become reality again - nonstop worship through Levites. He, like every great Christian leader, wanted to see God's fame renowned and God's name lifted higher.

The exile to Babylon and the temple's destruction gave a picture of the consequences of sin. Every time God's people became oppressed by an enemy or even taken captive by an enemy, it seems God raises up a leader, someone who will lead people back into truth, into worship, and away from idolatry & apathy. Nehemiah was that leader and he knew that he needed not only God's favor but he needed to learn how to work with people. Leader, you will not see the promise of God fulfilled on your life if you're not willing to work with people and genuinely love them. Jesus is the Savior. Not you. YOU are not the Messiah. Jesus is. YOU are not the deliverer. Jesus is. Nehemiah's trust was solely in the Lord but he was willing to do the hard work knowing God was partnering with Him to bring Heaven's beauty to earth. Let's pray.

**PRAYER >>>**

**>>> WATCH VIDEO 5 "NEHEMIAH"**

## WEEK 5 DISCUSSION >>>

1. What were some of the fears Nehemiah likely had to overcome?
2. Is it possible God can use a terrible situation to redeem people? Discuss openly something that was unfair that you experienced and discuss the possibility of God using it for His glory and the redemption of others.
3. What gave Nehemiah the courage to approach the King? Does God give us courage when we approach Him in prayer?
4. How do you think Nehemiah felt when Sanballat and Tobiah were openly accusing him of subverting the King's authority? How do you think he ignored such vivid and public criticism?
5. When as a leader have you faced criticism and what did you do in response?
6. Have you ever experienced a time when you felt isolated or intimidated?
7. Someone read James 4:13-17 then someone else read James 5:7-11

***13** Come now, you who say, "Today or tomorrow we will go into such and such a town and spend a year there and trade and make a profit"— **14** yet you do not know what tomorrow will bring. What is your life? For you are a mist that appears for a little time and then vanishes. **15** Instead you ought to say, "If the Lord wills, we will live and do this or that." **16** As it is, you boast in your arrogance. All such boasting is evil. **17** So whoever knows the right thing to do and fails to do it, for him it is sin.*

***7** Be patient, therefore, brothers, until the coming of the Lord. See how the farmer waits for the precious fruit of the earth, being patient about it, until it receives the early and the late rains. **8** You also, be patient. Establish your hearts, for the coming of the Lord is at hand. **9** Do not grumble against one another, brothers, so that you may not be judged; behold, the Judge is standing at the door. **10** As an example of suffering and patience, brothers, take the prophets who spoke in the name of the Lord. **11** Behold, we consider those blessed who*

*remained steadfast. You have heard of the steadfastness of Job, and you have seen the purpose of the Lord, how the Lord is compassionate and merciful.*

8. Someone else read Romans 8:12-29

9. What do these passages tell us about God's will and God's goodness?

10 . How can we overcome the mental battle that Satan brings to us - the temptations to quit, the beliefs that we aren't good enough to make it, that we aren't smart enough or "spiritual enough" to lead...? How do we overcome these accusations Satan throws at our minds? How does grace play into these lies of shame? How does Jesus' work on the cross break these lies?

## The Process of a Leader

### Discussion Guide // WEEK 6

Welcome back!

When it comes to integrity, no one in the Bible quite stands out like Daniel does. King Nebuchadnezzar took the Israelites into captivity when they were exiled and taken into Babylon in 605 B.C. The King, like many before him was fuming with a ruthless greed to conquer all he could for his own fame and fortune. Of all that were taken, Daniel stood apart from the rest because of his wisdom, prophetic gifting, intellect and even good looks. His gifts gave him a special chance to serve in the palace, the Bible tells us.

While Daniel was true to his Jewish convictions, he served a tyrant! This is the same king who threw Shadrach, Meshach and Abednego into the fiery furnace when they refused to worship him. He was full of pride and arrogance and yet God used Daniel to prophesy truth about a dream the king had. God then fulfilled Daniel's prophecy and brought the king to a place of humility and desperate need for God. Daniel remained faithful to God and served God wholeheartedly in a broken kingdom. Daniel held on the promises of God and was faithful to serve Him with his prophetic gifting wherever God had placed him.

As leaders, we are called to be courageous, to go first and to be clear in what we stand for. The fastest way to lose your leadership is through compromise. Daniel was unwilling to compromise in a culture that pressured him to go along to get along. He did learn Babylonian ways, art, language and so forth. So he didn't separate himself from culture. He was truly "in the world but not of it" as Jesus would later teach us to be. He knew his identity *before* the pressure was on. Do you? Daniel knew his Jewish roots. He knew God personally not just culturally. He would worship God on his own apart from any church service. I wonder how many Christian leaders take the time for that sort of personal prayer today. Do we?

**PRAYER >>>**

**> WATCH VIDEO 6 "DANIEL"**

## WEEK 6 DISCUSSION >>>

1. Why is it easy to understand God corporately but not know Him personally in today's culture?
2. I'm going to ask that we get real today. I'd like each of you to state your greatest insecurity by stating what you want to be known for - that thing that describes who you assert yourself to be. Then be willing to shed that for the sake of being God's child with or without that position at work or title. It may be powerful for you to each state a new declaration after you've thought about what's inside that tries to define you. For example, it may go something like: *My name is Jordan Biel and before I'm a great pastor or songwriter, I'm a child of God. Whether my music endeavors or pastoral goals fail or succeed, I am known and loved by Father God. I choose to never compromise my Christian beliefs to attain power or position.* \*Insert your name and your position/roles in the underlined words and make your declaration! My name is \_\_\_\_\_ and before I'm a \_\_\_\_\_, I'm a child of God. Whether my endeavors or goals fail or succeed, I am known and loved by Father God. I choose to never compromise my Christian beliefs to attain power or position.
3. Daniel was unwilling to worship anything but God. Worship is when we put our thoughts and affections, money and time into something. You may not realize you're worshipping something until you assess where you're spending your time, thoughts, money and passion. If I looked at your checkbook, what would it tell me that you worshipped? If I could peer into your brain (scary, right?) and I could see the last 1,000 thoughts that crossed your mind, what would the whole of them summarize? Are your thoughts constantly racing over money? Then that very well may be an idol in your life that your heart and mind are worshipping. Let's ask God to forgive us of that and ask Him to cleanse us of that junk - that need for more money so we *feel* more secure - that need for approval from colleagues so we *feel* more *important* - that need for affirmation so we feel loved. Let's shed all those felt needs and realize that our true identity can only come from son-ship - from

knowing that we are a child of God and that we are eternally loved by Him!

4. Name a huge goal that you have. Share it with the group! It can be a God-given dream. It could be to run a marathon; it could be anything. Now ask yourself "Would I be content with my relationship with Jesus even if that fails or even if I'm not "as successful" as hoped in that endeavor?" If you can come to that place, then you're on the right track in the process of becoming a Christian leader who endures! Is God able to make that dream a reality? Of course! And we will believe for that together! But if it doesn't turn out how we expected, we must understand that doesn't change God's goodness.
5. What are you currently trusting God for? What miracle do you need? If you don't need a miracle, it's possible you're not in the secret place of prayer yet daily hearing from the Lord. What I've discovered is that the more I get away to talk with the Lord, the more aware I am of the world's needs around me and what God wants me to do. The more aware I am of that, the more I realize that I can NOT do what He's asking without a miracle. So again, what is it that God is speaking to you in the quiet place of prayer that may require a miracle in public?
6. Talk in your groups - is it possible for a miracle to take place in today's society that would so move governmental leaders out of atheism or apathy and into faith in Jesus Christ? What could that look like?
7. Is it possible to Lead in Ministry and not truly know and love Jesus? Why is this possible? How? Have I ever been tempted to believe that my value comes from what I'm accomplished? Have I believed the lie that my value comes from what others think of me? Where does my value truly come from? Why is God the only one legally able to give me identity and value? Only the Maker can give His creation it's true identity? And only the one who paid a price can declare it's value. God made us and we are His special treasure. God paid a price for us to be made holy and wholly His there only He can give us our true identity, the one we're all looking for.

8. What are some disciplines we can put in place to be more intentional in show humility? What can we do in our conversations to display love and Jesus-like sonship?
9. Take time as a group to read Mathew Chapters 5 & 6. Split up the passages by going in a circle and as it's read, take notice of how many references there are to God being your Father or the mention of "brothers" or "sisters" then discuss this. *Leader, after it's read and everyone has commented, ask the group ...* How do these commands from Jesus suddenly become much easier when we have the right perspective - the perspective of son-ship?



## **The Process of a Leader**

### **Discussion Guide // WEEK 7**

Welcome back! Our final week together discussing the process of a leader! I hope you've grown as much as I have. I've learned so much about myself, about the Lord and what it means to lead like Jesus. Let's start off today with a scripture. Someone please read Romans 8:15

**"So you have not received a spirit that makes you fearful slaves. Instead, you have received God's Spirit when He adopted you as His own children! Now we call Him, 'Abba, Father.'" Romans 8:15, NLT**

The entire book has led up to this moment. The moment we see Jesus, the Son of God for who He is, our brother! He is our best example of what Christian Leadership looks like. He is the one who suffered in our place and enabled us to become His brother and sisters, God's children. Before Jesus was High Priest, He was the Son of God. Before Jesus was the Savior, He was the Son of God, adored in Heaven. Before Jesus was the miracle-worker on earth, He was the Son of God in heaven. From the place of sonship, Jesus was secure enough in who He was to do what He did and say what He said, even with the body and emotions of a human. His humanity was subject to the Spirit of God within Him. He was our example to follow! WOW! He was fully God and fully man and His foremost identity was being His Father's son. You can't read the Gospels and miss that!

### **>>> WATCH VIDEO 7 "JESUS"**

*Leader, before you ask questions, recap this concept by saying...*

Jesus' identity came from Heaven which is why His courage was so evident on earth. As we said earlier, God the Father was "well-pleased" before Jesus ever performed a miracle or preached a sermon. At His water-baptism,

from the place of sonship, hearing *This is my son*, He went out in courage to fulfill His calling with each new day's assignments. We must learn this incredible truth as leaders. Too many leaders today lead from a place of insecurity. We all face it at times. I've spoken about it quite a bit in this book. I've seen it in my own life. I've seen it in the lives of others. Insecurity will sabotage your leadership. Insecurity leads to poor decisions, poor attitudes and poor outcomes. Insecurity shifts blame, pushes others down and avoids responsibility.

Security in who we are as God's beloved children leads to better decisions and better outcomes. It derives from a vibrant, personal relationship with Father God. Our sense of value must come *there*, our identity in being God's child. If it doesn't, we try to find our sense of value in our assignments, gifting or accomplishments. When we know our identity, who we are as God's child, we're not shaken when our assignment or season changes. When we lose a job, the plant closes, when circumstances are outside our control, we don't lose our peace or even our joy. Many people, including leaders base their sense of value on what they do instead of who they are. That has to change if we want to see more leaders last and finish strong.

Your assignments are like seasons in your life. They will come and go. Your identity as God's child won't. Your role or position in the church or company will likely change. Your identity as God's child won't. Like we said in chapter three, when assignments change, identity remains.

We must not confuse identity and assignments. God gives us the grace gifts we need to accomplish the things He wants us to accomplish in each new season. So leader, even the gifting you have to do what you do is a gift from God. You can not take any credit for it! In the words of the Apostle Paul, let us only boast in the cross of Jesus Christ.

**Take a look at the graph together** and let it be a visual aid to help you see how we as leaders, need to start viewing ourselves. Before we are given a title or a position, we are given a brother named Jesus. He's gone before us

and forgiven us of every sin and promised a life in Heaven we simply don't deserve. Let's find Him some more brothers and sisters and let's make that party in Heaven as big as possible!



### WEEK 7 DISCUSSION >>>

I'd like you to take a few minutes and circle the attributes you feel the Holy Spirit speaking to your heart about in the list below. After you've circled at least three, I'd like you to take a few minutes to pray, ask the Holy Spirit to help you in these areas and then write down what you'll commit to doing to grow in that area. Make the commitment a commitment to God - a prayer. I want to even encourage you to share this commitment with a friend or your spouse. It makes the commitment more meaningful and more likely to be enacted because you're inviting them to hold you accountable to it.

**SIGNS OF SONSHIP** **Circle at least three you need to grow in.** If the group leader has a dry erase board, go ahead and write on the board what the group members select. Don't forget to write your own!

**Courage to Lead Change**

**Empowerment of Others**

**Courage to Confront**

**Compassion**

**Humility (Owning it when I could do better)**

**Curious**

**Gracious (Cutting people slack when they missed it)**

**Risk-Taker**

**Security in my Identity**

**Celebration of Other Leaders/Pastors (seeing them as brothers & sisters)**

**Grateful**

**Empathy**

**Christ-Centered Speech (as opposed to me/I)**

**Good Listening**

**Openness to Suggestions & Constructive Criticism**

**Belief in Father's Provision**

**Prayer Life**

## **My Commitment To Grow in Sonship**

Lord, I commit to grow in son-ship. Help me to see myself as a child of Yours *before* I am a \_\_\_\_\_(your role at work). Remind me that like Jesus, you have found pleasure *in me* before I ever perform anything *for* You. Remind me, Father, that when You see me, You see Jesus! In that, You are well-pleased. Help me to be a good steward of the assignments You've given me in the season You've placed me in. Lord, I commit to grow in these areas by taking intentional time to:

- Celebrate the work of \_\_\_\_\_, a colleague of mine
- Ask my team good questions about their family life. I will take time every \_\_\_\_\_ to ask \_\_\_\_\_ questions such as "How is your walk with God going personally?" "What are some victories and answered prayers in your life right now?" "What are some points of frustration or pain?" "How can I pray with you about those things?" "How can I support you in that? Is there anything I can do to help?"
- Commit to my staff/team ... I am here for you whatever you need. Truly, if you need to just talk, I'm here. If you need a day off to take your spouse out for your anniversary, take it! I want the best for you more than I want the best for this organization. I'm committed to your success!"
- Take time every single morning at \_\_\_\_\_am to pray & read Your Word & invite Your Spirit to speak to my heart, challenge me to change anything in my life that needs to change to make me more like Your Son, Jesus.
- Set side time with a mentor & spiritual parent such as \_\_\_\_\_ at least once a month to come under their spiritual covering and receive wisdom. I commit to contact them today to start this relationship.



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