

MINISTRY VELOCITY

GROUP LEADER'S GUIDE

Wayne Schmidt

Copyright © 2012 by Wesleyan Publishing House
Published by Wesleyan Publishing House
Indianapolis, Indiana 46250

This guide is to be used in conjunction with *Ministry Velocity: The Power for Leadership Momentum* by Wayne Schmidt (Indianapolis: Wesleyan Publishing House, 2010).

All rights reserved. Permission is granted to reproduce the contents of this publication for ministry or educational purposes. No portion of this publication may be reproduced for profit without prior written permission of the publisher.

CONTENTS

How to Use This Guide	4
1. Where Do We Go from Here?	5
2. Discovering God's New Frontier	7
3. Courage That Counts	9
4. Moving Forward Together	10
5. Time for a Reality Check	12
6. Focusing on Priorities	13
7. Don't Stop Now	15
8. A Legacy Worth Following	17
9. Slow but Sure	18
10. Clarifying Core Commitments	20
11. God's Power for God's Purpose	21
12. Overcoming Obstacles	22
13. The Debilitating Danger of Deception	24
14. Maintaining Momentum	26
15. The Crucible of Conflict	28
16. A Leader's Legacy	30

HOW TO USE THIS GUIDE

This guide is designed to be used for personal and group study and reflection alongside *Ministry Velocity: The Power for Leadership Momentum*. There are questions for personal reflection, an inventory for spiritual leaders, and an imaginative prayer written as “Joshua’s Journal” for each section. The book and this guide can be used together in the following ways.

First, a leader might use these resources for personal Bible study and leadership training. Whether you are a pastor or layperson, awareness of what contributed to Joshua’s effectiveness will yield fruit in your life and ministry. The book of Joshua reads a bit like a journal, as if he noted his observations while living them in everyday life. You might consider keeping a journal of your own, noting observations for the situation in which God has placed you.

Second, these resources can be used for discipling leaders in ministry management. So often the forward progress of a church is hamstrung by the leader’s insufficient grasp of the dynamics of change and inability to capitalize on those dynamics. Church staffs, boards, or task forces may use this guide as they pursue a clearer understanding of what is required to take hold of the future God has prepared for them.

Third, these resources can be the basis for a series of small group sessions. Because so many people are dealing with change in their families, workplaces, and communities, the truths here resonate with the dilemmas faced in day-to-day living.

My prayer is that it will be so much more than words on a page, providing food for thought. Like Joshua, we need a new generation of leadership to prompt God’s people to act upon God’s promises. We need you.

WHERE DO WE GO FROM HERE?

PERSONAL REFLECTION

1. How “up-to-date” is your relationship with God? When was the last time you obeyed God in a way that significantly stretched your faith?
2. As you evaluate your own personal history, what are some of the key transition moments you experienced? (Look for spiritual changes, relationships beginning or ending, career or geographical moves, influential people or events, family transitions, etc.)
3. How open do you see yourself being to the changes God brings about in your life? In terms of God’s timing, do you tend to move too quickly or too slowly?
4. As you assess the current status of your life, are you:
 - mourning the loss a significant change in your life has created?
 - stuck “between chapters”?
 - anticipating what God is going to do next in and through you?

INVENTORY FOR SPIRITUAL LEADERS

1. Can you identify some of the “chapter transitions” in your local church’s history? (It may help to review some of the transition signals highlighted in this chapter.)
 - How was your church founded? By whom? Why? What were its founding values, and how appropriate are they for the present and future?
 - What are the patterns of attendance, conversions, and finances recorded in your statistical history?
 - What are the notable events and frequently told stories? What years are considered the “golden years” by most members?
2. Where is your church in the change process?
 - Denial: Most see little need for change.
 - Discomfort: There is resistance to making any substantive changes.

- Discovery: We're praying about and seeking God's will for our future.
- Devotion: The congregation is committed to a specific plan for moving forward.

3. What are ways you can lead your church to focus on God during times of transition?

4. Are you anticipating the future?

- What opportunities do you see for outreach in your community?
- What new ministries would you like to see initiated?
- What areas of growth must you experience to equip you to lead in a movement of God?

JOSHUA'S JOURNAL

Lord, I've lost a trusted mentor and spiritual director. How I wish he (or she) were here as I face the greatest challenge of my life! Help me to trust in you. Help me to move in concert with your will, both for my internal development and my spiritual leadership. Give me wisdom as I help your people adjust from what has become so familiar to that which will stretch their faith. Help me to be patient as they say good-bye to the past but persistent in helping them look to the future.

DISCOVERING GOD'S NEW FRONTIER

PERSONAL REFLECTION

1. Have you ever attempted to clarify your own personal life mission statement? For what purpose did God place you upon this earth?

2. Prayerfully consider these questions:

- Who have been your role models? What qualities do you admire in them?
- If you could be remembered for living by only one principle, what would it be?
- At the end of your life, if you could be remembered for only two accomplishments, what would they be?

3. In order to pursue your life vision, what must you say no to? What must you unlearn? In *What Color Is Your Parachute?* Richard Bolles recommends that we:

- Unlearn the idea that our mission is primarily to keep us busy doing something, and learn that our mission is first to be the sons and daughters of God.
- Unlearn the idea that the unique and individual aspects of our mission are ordered by God without respect to our hearts, and learn that God has created us to enjoy our mission.
- Unlearn the idea that our unique mission must be some achievement for all the world to see, and learn instead that a stone does not always see the ripples it has caused.¹

4. Establish the goals necessary to achieve your life mission and form an accountability partnership or group.

INVENTORY FOR SPIRITUAL LEADERS

1. Review the “blindness” present among the people of God in Joshua’s day that might have kept them from seeing the future. What blindnesses are present in your church?

2. What are some of the possibilities for ministry present in your church and your community? Think again (as you were challenged to do at the end of chapter 1) about opportunities for outreach, new ministries that could be developed and necessary steps of growth for the people of your congregation.

3. What boundaries exist in your vision of ministry—what will you not do, at least in the near future? These include ministries already being done well by others that aren't essential to your vision and reflected in your gifts. For example, not establishing a Christian school because there are already a few excellent Christian schools in the community. You may choose to enter into these ministries, and others may choose to do the things you decide not to do. The important thing is that each church implements the ministries that fit the vision God has given them.

4. What are some of the “territories” or key result areas that your church should constantly pursue and monitor? Are they reflected in your vision statement?

JOSHUA'S JOURNAL

Lord, it is an awesome mission that you have set before me. So much of it is hard to understand or envision from my current vantage point, but I vow to keep in step with you. While you've not promised easy or immediate accomplishment of this mission, you have promised to never leave me or forsake me. So I'll courageously move forward, for there is nothing that empowers a person more than your promises and your presence.

NOTE

1. Richard N. Bolles, *What Color Is Your Parachute? A Practical Manual for Job-Hunters and Career-Changers*, 2012 ed. (New York: Ten Speed Press, 2012), 288.

COURAGE THAT COUNTS

PERSONAL REFLECTION

1. This chapter mentions the passionate convictions held by men like Billy Graham. What is your passion? What people group or cause captures your heart with a compelling burden?

2. Joshua had to have the courage to transcend his personal comfort zones and invest his own credibility to move God's people forward. Can you think of a time when God asked you to invest your personal credibility to further his mission?

3. Success comes through meditation upon an application of God's Word (Josh. 1:8). How consistent are your times of Bible reading? Have you developed a goal for Scripture memory? Do you keep a journal in order to record what God may be saying to you through his Word?

4. Reflect on the A-B-C zones identified by the Ortlunds (*Ministry Velocity*, p. 59). In which zone would you currently place your walk with God? Your marriage? Your ministry?

INVENTORY FOR SPIRITUAL LEADERS

1. What are ways in which your church might increase its influence in the surrounding community? It may help to target specific areas, such as increasing influence with local government leaders, school personnel, or the business community.

2. How would you describe the current heartfelt passion of your church? (Possibilities might include holiness, families, youth ministry, caring, or teaching God's Word). Is this the passion you want to be the identifying mark of your church?

3. What decisions currently face your church that will require courage and perhaps the investment of the personal credibility of the leaders?

4. Is your church currently in zone A, B, or C?

JOSHUA'S JOURNAL

Lord, I'm grateful for the credibility you've entrusted to me. Since I have a limited supply, help me to invest it courageously but wisely. Grant me the courage to not only see your vision, but commit to doing my part in making it a reality—even if it involves suffering. My desire is to consistently follow your path without veering to the left or right. Please empower me to stay the course.

MOVING FORWARD TOGETHER

PERSONAL REFLECTION

1. Have you ever spent time in God’s “waiting room”? If so, what did you learn during those experiences? Are you continuing to wait upon the Lord to give you direction, maturity, and ministry?
2. The process for change was summarized as $(D + V + FS) > R$, or dissatisfaction, vision, and first steps combined must be greater than resistance (*Ministry Velocity*, p. 68). Can you think of a time in your life when you were dissatisfied and God used it to prompt positive change?
3. Have you made any promises on which you have not followed through? Do you need to renew that commitment or seek forgiveness for making an improper commitment?
4. Are there those who have hurt you by failing to keep their word? Have you allowed their failure to fester into bitterness in your heart, or have you sought to grant forgiveness?
5. Who are the people who refresh and refine your spiritual walk? Some you may know well (friends, fellow church members, etc.). Some you may not even know personally (authors, radio or television ministers, etc.).

INVENTORY FOR SPIRITUAL LEADERS

1. When forming ministry teams, what efforts do you make to discover the spiritual gifts, abilities, and experiences of those being recruited? Does your recruitment simply fill vacancies, or is orientation given to those assuming places of service?
2. When launching a new ministry initiative, do you allow for a waiting period so God can impress the idea upon the hearts of others? Does your system of communication allow for feedback? Do you give several opportunities for people to participate in different ways?
3. Do you trust your leadership teams to make decisions and carry out their responsibilities, or must they constantly check back with the pastor or church board to receive permission for almost everything they do?
4. Five different types of respondents have been identified—refreshers, refiners, reflectors, reducers, and rejecters. Do you know the people in your church who might belong to each group? Are you relating to the various types of responses in a way that best moves your church’s vision forward?

JOSHUA'S JOURNAL

Lord, while the vision you've entrusted to me is personal, it is not private. Help me share it with others in such a way that your Spirit is free to build ownership for it in their hearts. I want to trust you, to wait upon you to convince people to be part of what you are doing. I submit to your authority and commit to using whatever spiritual authority you've delegated to me in a way that honors you. Keep me open to the variety of responses people will share, but please bring people to me who will move your vision toward reality.

TIME FOR A REALITY CHECK

PERSONAL REFLECTION

1. As you review your personal journey with God, have you had the faith to see the obstacles and yet not be limited by them? What were some of those obstacles? How, by God's grace, were they overcome?
2. What have you learned from past experience that is important to keep in mind for the future? If a new Christian were to ask you to share five lessons from your experience with the Lord, what would you share?
3. The conclusion of the spies Joshua sent included facts and faith (see Josh. 2:23–24). Which do you more naturally lean toward—facts or faith? How do you compensate for this natural tendency in order to keep the fact/faith balance?
4. Are there areas in your life right now where God is asking you to count the cost (see Luke 14:25–35)?

INVENTORY FOR SPIRITUAL LEADERS

1. Is there an area in your church's ministry where a task force would be helpful right now? If so, who will they report to when they are finished, and how will that report be given? Is their assignment sufficiently focused? Have you been careful to select participants based on quality rather than quantity?
2. Is there an opportunity through a short-term assignment to "check out" future leaders?
3. If your church is about to take a step of faith (building program, multiple services, new program, etc.), have you checked with others who have taken a similar step? Have you estimated the consequences of both taking the step and not taking it? Have you listened to the various groups of people who may be impacted by it?

JOSHUA'S JOURNAL

Lord, help me to learn from my experiences and yet not be limited by them. May I be objective enough to bring to the surface any self-deception that may cost me my vision. Guide me in discerning my weaknesses and grant me the security to surround myself with people and strengths to offset them.

FOCUSING ON PRIORITIES

PERSONAL REFLECTION

1. Where did the focal point of your life originate? (Possibilities might include God's calling, an unmet need, another person, etc.)
2. Joshua 3:7 tells us that God exalted Joshua. In your times with God, are you humbling yourself so that he is free to use you as he pleases?
3. Are you in a time in your life when focusing on God is particularly important (during new initiatives, times of conflict, times of failure or confusion, experiences of worship)?
4. Check your attitude during your times of worship. Are you expecting to meet with God? Are you overly critical of those who lead the worship service? Is your focus on your needs alone or in giving praise to God?
5. Which of the mentioned ways of showing reverence are consistently true of your life (see *Ministry Velocity*, pp. 95–99)? In what other ways can you demonstrate your reverence for God?
6. How instant is your obedience when God speaks? Does he have to try several times to get your attention or build the necessary conviction so you will obey? Are you obedient in all areas or just some areas?

INVENTORY FOR SPIRITUAL LEADERS

1. What is the focus of your church's ministry (obstacles, leaders, God)? How do you know this is the focus? Why did you make the choice you did?
2. Is there an inappropriate dependence on any one leader (either pastoral or lay)? It may help to diagnose it by asking questions such as:
 - Is there a leader who must be present at every event in the church's life?
 - Is there a leader who expects to know every detail of the church's ministry?
 - Is there someone whom the church just can't get along without?
3. What are tangible ways in which you are establishing God's Word and Spirit as the reference point for ministry?
4. How up-to-date are your ministries, particularly in reaching the next generation (youth)?

JOSHUA'S JOURNAL

Lord, prompt me to center my complete life and ministry on you. Let nothing influence my thoughts, feelings, actions, and leadership more than your Spirit and Word. May I humbly seek you so that you can exalt me to accomplish your purposes. May our relationship be marked by intimacy, but keep me from ever taking you for granted. Grant me an up-to-date walk with you.

DON'T STOP NOW

PERSONAL REFLECTION

1. If you are currently seeking God's will, what will your answers be to these questions?

- How is your relationship with God?
- Are you living in obedience to God?
- Have you prayed about it?
- Have you weighed the options?

2. Whose ripples of influence consistently flow into your life? Is this the influence you desire in order to develop your spiritual life and ministry?

3. Who is affected by the ripples of your influence? Are you a good steward of the influence God has entrusted to you?

4. Plot your own personal spiritual history based on the phases of sacrificial growth and simple growth. Be sure to identify the defining moments that occur along the way.

5. How open to change are you? What kind of adopter are you most naturally inclined to be? Is this an asset or liability in your spiritual life?

INVENTORY FOR SPIRITUAL LEADERS

1. Can you envision the ripple effect that occurs in your church? Who are the "power" people? The "spiritual" people? The representatives of key groups?

2. Do you attempt to orchestrate the ripple effect in your church? Can you identify a time when you've seen the ripple effect work negatively? Positively?

3. Plot your church's history based on the simple growth and sacrificial growth scenario. What period are you in now?

4. What have been some of the defining moments (either positive or negative) in your church's history?

5. How would you rate your congregation's openness to change? In other words, what percentage of your congregation would you place in each of the adopter categories?

JOSHUA'S JOURNAL

Lord, I will seek your will and commit to it even when sacrifices are involved. Help me to be a good steward of the influence that you have entrusted to me. Help me to continue to stand firm in your plans even when others waver. Keep me open to change—not just for change's sake, but for your sake, O Lord.

A LEGACY WORTH FOLLOWING

PERSONAL REFLECTION

1. By what criteria do you evaluate your personal success? Is this the criteria you want to continue to use in the future?
2. Have you identified your spiritual gifts? Are you actively functioning in the body of Christ by serving him and others with your gifts?
3. What kind of legacy are you leaving behind? If a eulogy is given at your funeral, what will be mentioned?
4. Have you formulated your testimony of faith in Jesus Christ so that it can be communicated to others?

INVENTORY FOR SPIRITUAL LEADERS

1. In what ways do you evaluate the success of your church? How do you measure the success of the pastor? The church board? Other lay leaders?
2. Have you provided a means for people in your church to discover their spiritual gifts? Are there ministry roles available to utilize a variety of gifts?
3. What is the reputation and impact of your church in the surrounding community?

JOSHUA'S JOURNAL

Lord, may I invest my life in things that lead to lasting success. May I measure the significance of my life in spiritual not superficial terms. May the legacy I leave not point people to me but to you.

SLOW BUT SURE

PERSONAL REFLECTION

1. Is there an area in your life where you are disappointed that God hasn't done more or moved faster?

2. An examination by a medical doctor assesses physical health. Take a moment for a personal examination of your spiritual health.

- Diagnosis—Is there any problem in your spiritual health? If so, what?
- Prescription—How might you improve your overall spiritual health?

3. Is your life in balance? What areas are receiving too much of your energy and attention? What areas are being neglected?

4. Apply the principle of uneven development to your personal life (for review of this principle, see *Ministry Velocity*, p. 38). In what areas have you grown rapidly? In what areas might you need to do some catching up?

INVENTORY FOR SPIRITUAL LEADERS

1. Why do you think many pastors and lay leaders apologize for slow growth?

2. Name some ways in which slower growth may allow for quantitative developments (though not guarantee it).

3. How would you rate the current health of your church or the ministry area you lead? Why?

4. In what areas is God currently asking you to grow as a leader?

5. Which dimension of leadership do you find most difficult? The easiest?

- Leading Up
- Leading Laterally
- Leading Down
- Leading Yourself

6. In what areas of ministry do you currently need more leaders?

7. What areas of your ministry need to be rebalanced?

JOSHUA'S JOURNAL

Lord, your ways are far beyond me. I don't understand them. I feel the challenge of knowing what you are going to do. That challenge is amplified by trying to discern when you are going to do it. Help me to discover all that you choose to reveal to me. But help me also to keep growing and learning at those times when I don't understand. Don't allow the mystery of your will to stall my commitment to the ministry you want to accomplish through me.

CLARIFYING CORE COMMITMENTS

PERSONAL REFLECTION

1. Circumcision was a tangible expression of allegiance to God's covenant with Israel. What are some tangible ways in which we express our allegiance to God today?
2. Is God speaking to you about any area that requires personal repentance?
3. Emotional intelligence is the ability to honestly assess and then discipline oneself to make needed changes. Which of your current attitudes and actions would you identify as strengths? As weaknesses? Which need to be improved with greater self-discipline?
4. In which areas of your life do you find it easiest to rely upon God? In which is it most difficult?
5. What are some of your personal core values?

INVENTORY FOR SPIRITUAL LEADERS

1. Are there any areas of personal or congregational repentance that God is speaking to you about?
2. What services or events have led to significant change in your ministry or church?
3. When was the time in your ministry when you relied upon God the most? How did you feel at that time? What were the results?
4. Has your church clarified and communicated its core beliefs? Its core values?
5. Choose one of the core values of your ministry. List some of the ventures that reinforce it. What drains the life out of it?

JOSHUA'S JOURNAL

Lord, I want to give my full allegiance to you. Please help me to consistently identify anything that stands in the way of my full devotion. Help me not only to repent of it, but also to fully rely upon you for daily victory over it. Help me to stretch my faith so that I don't live by self-reliance but move to the place where I must rely upon your power and promises. May my beliefs and behavior be completely aligned with your Word, heavenly Father.

GOD'S POWER FOR GOD'S PURPOSE

PERSONAL REFLECTION

1. In what areas of life do you have to work most diligently to be yielded to God? What steps do you take to achieve that surrender?
2. Do you have a pattern that guides your personal prayer times?
3. List the various roles that you fill both personally and professionally. Write a brief statement describing how you seek to honor God in each role.
4. How do you prepare for spiritual warfare (see Eph. 6:10–20)?
5. Do you know your personal mission and message? Write them in one or two paragraphs.

INVENTORY FOR SPIRITUAL LEADERS

1. If effective leadership requires asking the right questions, what are some questions that leaders in your ministry should ask each other about their personal lives? About their ministry endeavors?
2. What distinguishes a servant leader from a self-serving leader? What are the signs that you are growing as a servant leader?
3. How clearly can you describe your current role as a leader? Which of the expectations that accompany that role are you willing to do? Which are you unwilling to do?
4. Give a brief statement of the mission of your ministry (what God has called you to do). Give a more detailed statement of the vision of your ministry (what you will see as it becomes reality).
5. Is your leadership team facing a decision or conflict that listening prayer might help to resolve?

JOSHUA'S JOURNAL

Lord, please allow me to experience some “holy ground” moments in my leadership journey. May I understand the ministry role you have for me and fully submit to you so that I might faithfully fill it. May I know the joy of your power flowing through me to accomplish your purpose. I want to hear your still, small voice above everything else that clamors for my attention.

OVERCOMING OBSTACLES

PERSONAL REFLECTION

1. How do you go about seeking God's will for your life? If part of the process involves seeking godly counsel, from whom do you seek it? Why did you choose that person?
2. Jesus said that God reveals his truth and will to those who have eyes to see and ears to hear (see Matt. 11:15; 13:16–17). In what ways can we develop our spiritual senses in order to gain more insight and direction from God?
3. What unique ability has God given to you? Of all areas in which you might serve him, which one makes the best use of your God-given design?
4. What items in your home (for example, pictures or objects) are symbols of your relationship with God?
5. Review the illustration of the hand (*Ministry Velocity*, pp. 186–187). How sensitive are you to opportunities to share your faith? Who are the spiritually lost people you are praying for? What is your evangelistic style? Are you able to share a simple presentation of the gospel? When was the last time you invited someone who is not yet a Christian to a ministry event?

INVENTORY FOR SPIRITUAL LEADERS

1. Have you created a MAP for your ministry (*Ministry Velocity*, p. 180)? In which areas can you generate the most momentum for ministry?
2. As a leader, have you ever sensed that God was showing you something that others had yet to see?
3. Review the strategy questions listed in this chapter, answering them in relation to your area of ministry (*Ministry Velocity*, p. 185).
4. Who are the people currently making the greatest contribution in your ministry? Who are the emerging leaders who might make a significant contribution in the days ahead? What are you doing to nurture relationships with each of these people?

JOSHUA'S JOURNAL

Lord, help me to discern which doors you are opening for me. Lead me to understand the unique way in which you've designed me and the ways in which I can bear the most fruit. Keep me from being discouraged by the opposing forces that I will undoubtedly experience. May my devotion to you only grow in the days ahead.

THE DEBILITATING DANGER OF DECEPTION

PERSONAL REFLECTION

1. Can you think of a time when you deceived yourself, only later to see things as they truly were? What eventually helped you to “see the light”?
2. What safeguards have you built into your life to protect against self-deception? Who have you empowered to ask tough questions of you?
3. Have you ever been deceived by others? How did you feel? What did you do to move beyond the deception?
4. Review the self-evaluation questions on page 203 of *Ministry Velocity*, and search for self-deception in your physical, mental, emotional, financial, relational, and spiritual life.

INVENTORY FOR SPIRITUAL LEADERS

1. Joshua’s prayer in Joshua 7:6–9 reflects some common weaknesses of leaders. In what way do you see those weaknesses in your own leadership?
 - Joshua blamed God. Is there any failure for which you blame God?
 - Joshua lost vision. Have you lost the vision for any area of your ministry?
 - Joshua became selfish. Is there some area of ministry that has become all about you rather than about serving God and others?
2. Review the common areas of deception for churches (*Ministry Velocity*, pp. 201–202). Do any apply to your church or area of ministry?
3. Why do you think so many spiritual leaders fail to finish well? What is most likely to trip you up and keep you from finishing well?
4. The leaders of Israel failed to pray before making a significant commitment. In what ways does prayer increase a leader’s discernment? When you’re about to make a big commitment, what should you include in your prayer for discernment?
5. Some churches and ministries develop a victim mentality, living in the pain of the past rather than entering the future God has for them. What consequences of adopting a victim mentality have you seen in others or in yourself? How can a leader or church avoid that trap?

JOSHUA'S JOURNAL

Lord, I recognize that it's easy to be deceived by others, easier to be deceived by myself. Please bring to light any ways in which I'm fooling myself. Help me to be open to the godly counsel of others whom you may be sending to warn me. Lord, please help me to see the light before the consequences of deception significantly affect my relationship with you and my ministry to others.

MAINTAINING MOMENTUM

PERSONAL REFLECTION

1. What personal limitations do you have? What might you do to manage or minimize them?
2. Is God prompting or leading you in any way right now? What are you doing in response?
3. What spiritual disciplines are you building into your life to make it more likely that you will sense and obey God's leading?
4. When you look back over your life, do you see a pattern in the way God has led you? Toward what does God seem to consistently lead you?
5. Trusting others can be a huge hurdle for leaders to cross. Do you find it easy or difficult to trust others? What factors (for example, past experiences or personality) may be limiting your ability to trust others?
6. Do you have any insecurities that keep you from blessing and empowering others? What are those insecurities, and in what ways might God work in your life to overcome them?

INVENTORY FOR SPIRITUAL LEADERS

1. Have you ever tried to limit the mission God has given you so it would fit within your limitations? If so, how have you done that, and how might you avoid doing it in the future?
2. Complete the exercises included in the "Defining Your Role" section of this chapter (*Ministry Velocity*, pp. 216–222). Identify two things that have become clearer to you about yourself and your role as a leader.
3. How do you rate yourself in the area of delegation? In what ways might you strengthen your skills in this area?
4. List some of your existing leaders. Name one way you can bless each of them.
5. Name some of your emerging leaders. Think of one thing you can do to empower each of them.

JOSHUA'S JOURNAL

Lord, you are the Creator, with unlimited knowledge, power, and life. I am a creature with very real limitations. While these limitations may seem burdensome to me, may they never limit the mission that you desire to accomplish. Please show me the contribution you want me to make, and then enable me to let go of those things that are beyond my reach. May I trust, bless, and support others who join me in your great kingdom work.

THE CRUCIBLE OF CONFLICT

PERSONAL REFLECTION

1. What is your view of conflict? Why do you view conflict as you do?
2. Do you know anyone who requires a high level of forbearance? How do you deal with that person?
3. Is there someone you need to forgive?
4. Are you now involved in any conflict in your personal life? What do you see are the sources of that conflict?
5. What emotions do you tend to experience during conflict? How do those emotions affect your involvement in conflict resolution?

INVENTORY FOR SPIRITUAL LEADERS

1. In the early stages of a conflict, people tend to choose sides. What steps might a leader take to prevent division when conflict begins?
2. If it can be done with integrity, it is sometimes best for a leader to avoid conflict. What is the difference between avoiding conflict with integrity and avoiding it because it is difficult or undesirable?
3. Review the four sources of conflict (*Ministry Velocity*, pp. 232–236). Can you identify conflicts you've experienced as a leader that arose from each source?
 - Personal Issues
 - Priority Differences
 - Perspective Variances
 - Principle Offences
4. If you were to appoint a conflict resolution team, who would you include? What qualities do these people possess that makes you think of them as potential peacemakers?
5. Do you have a conflict resolution flowchart or pathway for resolving conflicts? What action steps would you recommend to someone who was facing a conflict?

JOSHUA'S JOURNAL

Lord, life is full of conflict. Help me to know which ones to avoid as an act of forbearance and which conflicts I must help resolve. Give me the discernment to know the source of each conflict, and prevent my judgment from being clouded by unmanaged emotions or false assumptions. In every situation, may I be part of the solution and not part of the problem because of my actions and attitudes. May I be a peacemaker.

A LEADER'S LEGACY

PERSONAL REFLECTION

1. Read John 17:4. What do you see as the work God has given you to do? How will you know when it is completed?
2. Who are people you trust to give you honest feedback?
3. What are the most significant blessings in your personal life?
4. In what areas do you struggle most to be obedient?
5. What long-term promises have you made (for example, wedding vows or pledges made when dedicating children)?
6. What short-term promises have you made (for example, commitment to a small group or membership in a recreational league)?

INVENTORY FOR SPIRITUAL LEADERS

1. What blessings do you count as most significant in your ministry?
2. As you look to the future, what work do you see that is yet to be done?
3. With what resources has God blessed you: educational, financial, relational, spiritual, other?
4. Do you have a succession plan for your ministry?
5. As a concluding exercise, write your ideal farewell speech. How must you live and lead from this day forward if that speech is to truly depict your legacy?

JOSHUA'S JOURNAL

Lord, the final word on my life will not be mine but yours. I want to so live that someday I will hear you say, "Well done." I may not be able to fully envision what my contribution is to be, but I ask that you would give me glimpses of it, and I promise to act upon what you show me. Help me to live with an open heart and an open hand, recognizing that your eternal work did not begin with me and will not end with me. I realize that's the only way I can live freely and lead fully.