LEADERSHIPLAB

PRODUCE & RELEASE FOR LIFE

character | passion/vision | knowledge | skill



The Training Center is a ministry of Fellowship Bible Church of Northwest Arkansas. The Training Center is the tangible expression of one of the three guiding metaphors that best describe the vision and mission of Fellowship; namely, that Fellowship is a "greenhouse," a "training center," and a "launching pad." The necessary link between the greenhouse and launching pad is The Training Center where people are prepared and equipped for leadership in life and ministry.



Core Training is a training track of ten training experiences for everyone at Fellowship. These ten trainings are meant to provide a starting point for engaging life at Fellowship and growing into a prepared and equipped spiritual leader. Whether you are new to Fellowship or have been around for decades, The Training Center is the place to start growing and developing.

BIBLE AND THEOLOGY

Panorama of the Bible We Believe or Our Faith Personal Bible Study

MISSION AND MINISTRY

Perspectives/GO Primer Leadership Lab Great Commission: Evangelism & Discipleship

LIFE AND GROWTH

Align Your Finances with the Heart of God Re Frame Family: Marriage and Parenting Great Commandment: Worship, Prayer, and Spiritual Growth (coming soon)

DISCOVER

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LEADERSHIP LAB

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LEADERSHIP LAB

PREWORK

Your enrollment in Leadership Lab is a significant step in growing and maturing as a spiritual leader. To prepare for your Lab experience, complete the following prior to the first week of lab.

- 1. Watch the Leadership Lab Intro video (1:34 minutes in length) at leadershiplab.fellowshipnwa.org.
- 2. Complete the Leader Profile Assessment at leadershiplab.fellowshipnwa.org.

LEADERSHIP LAB OBJECTIVE

LAB OBJECTIVE : PRODUCE AND RELEASE FOR LIFE

Fellowship NWA is one church with multiple congregations under the leadership of one elder board. Our goal is to accomplish the Great Commandment (to love God and love others) and the Great Commission (to make disciples). As a participant in Leadership Lab you are taking steps to further the Vision and Mission of Fellowship NWA.

THE VISION

To change the heart and soul of NWA and the world. In other words, Fellowship is about life change.

THE MISSION

To produce and release spiritual leaders who know and express the authentic Christ to Northwest Arkansas and the world.

THE OUTCOME

As a Leadership Lab participant you will utilize the Leader Profile to assess and better understand yourself as a spiritual leader. Focusing on key areas of Character, Passion/Vision, Knowledge and Skill, your Lab experience is designed to equip you to "produce and release" for life.

LAB STRUCTURE

Over the next four sessions we will explore the following ideas together:

Pre-WorkLeader ProfileSession 1CharacterSession 2Passion/VisionSession 3KnowledgeSession 4Skill/Next Steps

THE LAB EXPERIENCE



INTRO the Idea

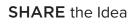


THINK about the Idea



PROCESS the Idea







PREP for the Next Idea



Producing and releasing spiritual leaders is a fluid and dynamic process. At Fellowship NWA we define a spiritual leader as a maturing disciple with a Kingdom focus.

DISCIPLE:

a person who knows and expresses the authentic Christ to his/her world

MATURING:

growing, developing, advancing

KINGDOM FOCUS:

clarity as to the active, dynamic exercise of God's redeeming rule over all

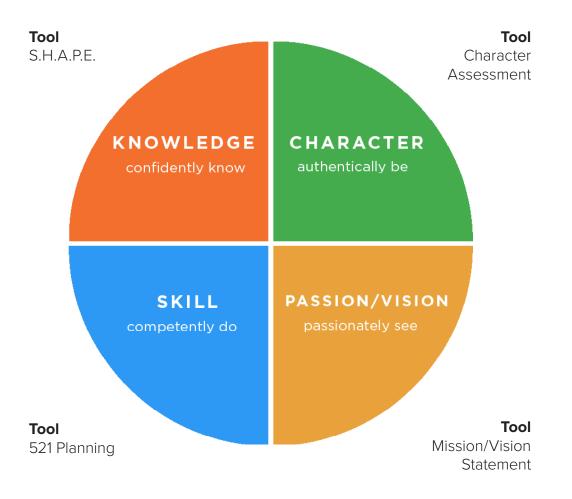


MATURING DISCIPLE

God matures us over the course of our lives as we follow Him. Spiritual leadership is a lifetime of God lessons. As lifelong learners it is helpful to develop tools that equip us to assess the past, examine the present, and anticipate the future.



The Leader Profile is such a tool. It targets four key areas of healthy spiritual leadership.



LEADER PROFILE ASSESSMENT

KNOWLEDGE

I know who God is as revealed in the Scriptures.

I know my S.H.A.P.E. (spiritual gifts, heart, abilities, personality, experiences) for leadership and the implications it may have on those I lead and serve.

I know and understand the basic 10 doctrines of Christian faith.

I know who I am in Christ.

I know my roles/responsibilities in my marriage or singleness.

I know how to make disciples of Christ (produce and release spiritual leaders).

SKILL

I can communicate the Gospel and God's plan for the nations.

I can study the Bible inductively, and lead others to do the same.

I can develop and follow a wisely prepared budget.

I can set and work toward goals that align with the mission/vision God has given me.

I can lead/serve in ministry team environments in a way that motivates others to follow.

I can identify my leadership rhythm in order to dream, think, and plan.

I understand my ultimate objective and purpose in life.

I embrace Christ as my consuming passion in life.

CHARACTER

I am daily abiding in Christ.

I am resting in the sufficiency of God's grace and the perfection of His power in my weakness.

I am consistently trusting God for things only He can do.

I am growing as a servant leader, taking initiative to meet the needs of others.

I am open to new ideas and instruction from others.

I am disciplined in making time for personal assessment and growth.

PASSION/VISION

I understand my ultimate objective and purpose in life.

I embrace Christ as my consuming passion in life.

I understand and participate in God's redemptive work in Northwest Arkansas and the world.

I understand and embrace the compelling mission/vision of Fellowship NWA.

I understand and can communicate a sense of personal mission/vision for the season of life I am in.

I understand the importance of passion harnessed to a sense of purpose.



1. Having completed the Leader Profile assessment, which of the four quadrants of assessment indicate an area of overall health for you?

2. Which of the four areas of assessment need your attention most?

3. Utilizing the chart on the next page, identify which of the Core Training experiences offered at Fellowship can help you address the area(s) in need of attention?

KNOWLEDGE

Panorama of the Bible We Believe or Our Faith Re|Frame Family Leadership Lab

CHARACTER

Life on Life Re|Frame Family Align (Finances) Leadership Lab

SKILL PASSION & VISION

Personal Bible Study Discover Fellowship/Mosaic Align (Finances) Leadership Lab Perspectives Evangelism & Discipleship Perspectives Cross-Cultural Experiences Discover Fellowship/Mosaic Leadership Lab



- 1. Be prepared to share with your LAB Group or coach one of the four areas (Character, Passion/Vision, Knowledge and Skill) you look forward to addressing and why.
- 2. Think through how the Leader Profile can become a useful assessment tool throughout your years of service and leadership in life and ministry.

And David shepherded them with integrity of heart; with skillful hands he led them. —PSALM 78:72

Pre-Work Leader Profile



PREP FOR CHARACTER

- 1. Meditate on the following Scriptures this week. Give thought as to why God focuses on the heart when considering leaders.
 - Proverbs 4:23 (NIV '84)
 - Proverbs 21:1 (NIV '84)
 - 1 Samuel 17:7 (NIV '84)
 - 2 Chronicles 19:9 (NIV '84)
 - Luke 16:15 (NIV '84)
- 2. Explain what role character plays in your view of leadership.

CHARACTER Intro

"The most important thing about you is not the things you achieve, it is the person you become." ¹

Being precedes doing. It is what is on the inside that should have profound influence on the outside. The internal qualities of a leader should shape the external metrics used to evaluate success.

General Norman Schwarzkopf once stated that "leadership is a potent combination of strategy and character. But if you must be without one, be without the strategy."

The Great Commandment, when harnessed with Jesus' Great Commission (GC²), leaves us awestruck, focused, and purpose-driven. Jesus' parting words to His disciples draw us into His redemptive passion and vision.

"Leadership consists not in degrees of technique but in traits of character." ²Leadership effectiveness depends on character. Character can be defined as a leader's sense of moral fortitude, an inner compass pointing true north that determines how a leader acts when no one else is looking. It reveals a leader's integrity, virtue and core values. At its root, character reflects the idea of etching, a chiseling from within, that defines a leaders' true identity.

In our work with leaders we've developed a simple tool to identify and assess the character strengths tat lie within, the raw material that can be identified and championed, fostering a sense of health and growth.

¹ Ortberg, John. Soul Keeping: Caring for the Most Important Part of You (Grand Rapids: Zondervan, 2014), 54.

² <u>https://charactercounts.org/best-ever-quotes-on-leadership/</u> Lewis H. Lapham





Why is it important to start here as an acquired skill of leadership health?

The answer to this question is found in the following passages. Read them and share your insights.

Above all else, guard your heart, for it is the wellspring of life. Proverbs 4:23 (NIV '84)

All a man's ways seem right to him, but the Lord weighs the heart. Proverbs 21:1 (NIV '84)

"...The Lord does not look at the things man looks at. Man looks at the outward appearance, but the Lord looks at the heart." 1 Samuel 17:7 (NIV '84)

"For the eyes of the Lord range throughout the earth to strengthen those whose hearts are fully committed to him. You have done a foolish thing and from now on you will be at war."

2 Chronicles 16:9 (NIV '84)

"He (Jesus) said to them (Pharisees), 'You are the ones who justify yourselves in the eyes of men, but God knows your hearts. What is highly valued among men is detestable in God's sight."

Luke 16:15 (NIV '84)



Character is an essential element of spiritual leadership. There are at least nine leadership essentials that consistently emerge at Fellowship when we talk about the character component of the Leader Profile.

9 Leadership Essentials at Fellowship NWA

1. Clarity.

We live in an uncertain world, and uncertainty creates discomfort and anxiety. Clarity creates a sense of hope and momentum. In times of uncertainty, clarity of vision fosters confidence and freedom as to who we are, where we are headed, and how we will get there. Time and again Scripture reveals that a relevant vision is crucial to the leadership of that generation of people. Moses provided an enslaved people a vision of a promised land and freedom, and they followed him. Nehemiah provided the citizens of a desolate city a vision of wall and restoration, and they followed him. Jesus provides a lost and broken humanity a vision of redemption and healing, and we are following him. The power of a God-given vision catapults us onto the frontier of God's activity. *"If people can't see what God is doing, they stumble all over themselves; but when they attend to what he reveals, they are most blessed."* - Proverbs 29:18 (MSG)

2. Gratitude.

It was the defining issue in one man's life. He was counted among the number of ten lepers Jesus healed in Luke 17. Realizing what had been done on his behalf, he returned to Jesus to express his deep gratitude. Noting that ten were healed, and inquiring as to the absence of the other nine, we see the high value Christ places on gratitude. There is such power in the two words "THANK YOU." They reflect an attitude of the soul, and a posture of the heart. Paul calls us not to be anxious about anything, but in every situation, by prayer and petition, **with thanksgiving,** present our request to God. (Philippians 4:6) Gratitude is to be a primary response when met with the circumstances of life.

3. Humility.

Chuck Swindoll tweeted, "Pride stinks! The problem is, the proud person is the only one who doesn't smell it." ³ Peter writes, "...Clothe yourselves, all of you, with humility toward one another, for 'God opposes the proud but gives grace to the humble." -1 Peter 5:5 (ESV)

It is only in humility that we can rest in the sufficiency of God's grace and know the perfection of His power in our weakness (2 Corinthians 12:1-10).

As the Fellowship Mosaic Congregation puts it, "All are broken, all matter, One gets the glory!"

³ https://twitter.com/chuckswindoll/status/581441267936137216

Session One

Character

4. Courageous Faith.

A courageous capacity to believe God for things only He can do, is a third essential. On the rare occasions when Jesus rebuked His disciples, a lack of faith was often the issue (Matthew 8;26, 14:31, 16:8). The author of Hebrews writes, "Let us then with confidence draw near to the throne of grace, that we may receive mercy and find grace to help in time of need." -Hebrews 4:16 (ESV)

5. Servant Leadership.

The goal of character assessment and development is Christ-likeness. His leadership model is our leadership model. Leadership is not an ascent to great achievement, but a descent into greatness in Christ's Kingdom. That greatness, according to Jesus, is defined by service. "If anyone wants to be first, he must be the very last, and the servant of all." -Mark 9:35 (ESV). Our "name nowhere, our fingerprints everywhere" is a value worthy of embracing.

6. Teachable Spirit.

We are life-long learners, and life is a series of teachable moments in the ways and person of Jesus Christ. Paul writes, "...what you have heard from me in the presence of many witnesses entrust to faithful men who will be able to teach other also." -2Timothy 2:2 (ESV)

7. Focus on Health and Reproduction.

Healthy things grow and multiply, whether it be in marriage, business, athletics, or spiritual leadership. Creating margin in life for self-assessment and growth is part of our leadership rhythm at Fellowship. It is likely your motivation for participating in Leadership Lab. To know how to put your thumb on the pulse of your spiritual health in order that you flourish is a desired outcome of the Lab!

Dear friend, I hope all is well with you and that you are as healthy in body as your are strong in spirit. -3 John 1:2 (NLT)

8. Extravagant Love and Generosity.

As believers, these are two hallmarks of life in Christ. It is from the extravagance of His heart that we know what love is. We have the capacity to love well, because He first loved us. (1 John 4:19) There is nothing tight -fisted, stingy, or chintzy when it comes to the love of God an how it is expressed. God is the perfect model of generosity, and when we are generous with others, it points them to Him. When we live as generous people, it is for His glory and the good of others.

9. Kingdom Thinking.

Kingdom thinking doesn't start with "I." Rick Warren begins his book, *The Purpose-Driven Life*, with these words, "It's not about you." Kingdom thinking and a Kingdom mindset always starts with God. It is about Him and the advancement of His Kingdom

Character Assessment

The character assessment evaluates an individual's capacity to lead from nine essentials modeled in healthy leadership cultures.

- Clarity
- Gratitude
- Humility
- Courageous Faith
- Servant Leadership
- Teachable Spirit
- Focus on Health and Reproduction
- Extravagant Love and Generosity
- Kingdom Thinking

The most important thing about you is not the things you achieve, it is the person you become. —Dallas Willard

1. I live with a clarity of purpose that profoundly affects my thoughts, actions, and relationships.

1 2 3 4 5

Rarely Continually

2. I easily default to gratitude as a primary response when met with leadership challenges.

1 2 3 4 5

3. I lead through the confidence of humility.

1 2 3 4 5

4. I possess a courageous capacity to believe God for things only He can do.

1 2 3 4 5

5. I would rather my "name be nowhere, my fingerprints everywhere."

1 2 3 4 5

6. I am a lifelong learner and perceive life to be a series of teachable moments and God lessons.

1 2 3 4 5

Session One Character7. Knowing healthy things grow and multiply, I create margin in my life to assess my leadership health and reproduction.

1 2 3 4 5

8. I practice expressions of extravagant love and generosity for the Glory of God and the good of others.

1 2 3 4 5

9. My leadership reflects a core belief that it's about God and not me, the advancement of His kingdom and not mine.

1 2 3 4 5

Total: _____

CHARACTER SCORE	CHARACTER DEVELOPMENT	NEXT STEPS FOR GROWTH	
30-45	Healthy Character Development	,	
15-29	Moderate Character Development	Improvement Needed	
14 or Below Evident		Coaching and Accountability Needed	

Beware! Character Assassins are lurking. For every character champion that can be identified and celebrated, there is a character assassin lurking in the darker crevices of a your leadership heart and soul. Below are 9 lethal character assassins that contend with the champions assessed.

Champion

Purposeful Grateful Humble Courageous Faith Servant Leader Teachable Spirit Flourishing Lovingly Generous Living for a Greater Glory

Assassin

Compulsive Entitled Pride Doubt & Cynicism Controlling Dictator Presumptive "Know It All" Toxicity Cheap & Stingy Narcissistic

Next Best Steps. In order to keep the assassins neutralized, and the champions embraced and celebrated, consider taking these next best steps within 30 days.

- 1. Intentionally model 1 of the 9 Character Champions at home or work for 30 days.
- 2. Add to the list of Character Champions you possess that aren't on the list of 9. Develop your own statements with a 5 point rating scale for evaluation.
- 3. Get gutsy and ask a trusted friend/your spouse to do the "Trusted Friend" Character Champion Assessment found in Appendix B.

NOTE:

See Friend Assessment Appendix B, page

Session One Character



- 1. In which of the nine Leadership Essentials do you sense God is at work in your life right now?
- 2. Share with your LAB group or coach how you have seen the Leadership Essentials in action at Fellowship, in your workplace, and in Northwest Arkansas.



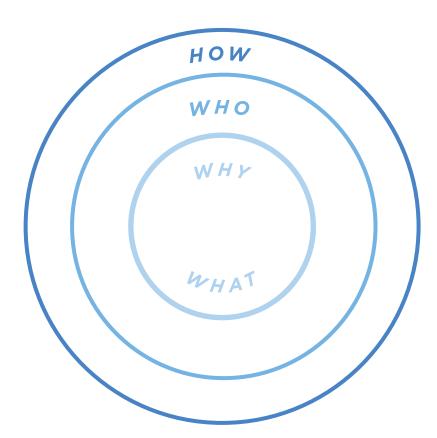
- 1. Read Matthew 28:16-20 | Mark 12:28-34 | Luke 19:1-10
- Watch Simon Sinek's TED TALK titled "How Great Leaders Inspire Action." ted.com/talks/simon_sinek_how_great_leaders_inspire_action
- 3. What would you say is the "why" of Jesus?
- 4. What would you say is your "why?"

THE PASSION/VISION TOOL

Start with "Why"

Based on Simon Sinek's TED Talk, "How Great Leaders Inspire Action," we will examine Fellowship's ultimate objective and compelling Vision/ Mission. Following that, you will be given time to process your own sense of vision/mission.

Note that Leadership Lab has modified the "Golden Circles" to better complement our content at Fellowship as the Circles of Influence.



My purpose is to bring God glory by...





Our Ultimate Objective:	My Ultimate Objective:		
Our Vision (Why):	My Vision (Why):		
Our Mission (What):	My Mission (What):		

Drafting a Personal Vision/Mission Statement

Writing a personal vision/mission statement is the practical follow-up to the "Passion/Vision" component of the Leader Profile. Listed below are some suggestions to keep in mind as you draft your statements.

RESOURCES

- Pray, asking God to give you clarity.
- Think in terms of an idea or compelling phrase for your vision statement. This statement answers the "why" question.
- Think in terms of an action or "to do" sentence for your mission statement. Consider completing the following sentence to prime the pump: "My purpose is to bring God glory by..."
- Keep your statements simple and concise. Be able to write them on a napkin, making it easily understood by your spouse or grade school children.
- These statements should be a reflection of your identity in Christ.

EXAMPLES

- Vision: The Greater Good Mission: To inspire the right people through trusted advice and exceptional service for the Greater Good. *—Tim Hearon, Executive Recruiter*
- 2. Vision: Off the Fence into Life Mission: To inspire women to get off the fence and into life. —*Kathy Rusch, Women's Mentor*
- Vision: To engage the body of Christ in ministry for their joy and God's glory. Mission: To offer my time, talent, and treasures to connect maturing Christians to ministry opportunities where they can serve God and fulfill their Kingdom purpose. —*Hector Sanabria, Generosity Team Coordinator, Fellowship Bible Church of NWA*
- 4. Vision: Because I'm Called Mission: To influence and inspire the next generation to smile. —*Jeff Rhodes, Pediatric Dentist*
- 5. Vision: re:FRAME Mission: To equip 500,000 families to walk in the power of a redemptive life. —*Chip Jackson, The Training Center*
- 6. Vision: Life Change Mission: To produce and release spiritual leaders who know and express the authentic Christ to NWA and the world. *—Fellowship Bible Church of Northwest Arkansas*



1. In the next seven days, what are the best steps you can take in loving God and loving others?

2. How has the Passion/Vision assessment of the Leader Profile proven helpful to you?

3. When it comes to people who lead with a strong sense of Passion/Vision, who comes to mind? Why?

4. What do you find compelling about Fellowship's Vision/Mission?





- 1. Watch Erik Rees' video "What is Your S.H.A.P.E.?." youtube.com/watch?v=4mYac9FMSJQ (7:06).
- 2. Complete the Spiritual Gifts Assessment at leadershiplab.fellowshipnwa.org
- 3. Take the DiSC Profile from Uniquely You website. uniquelyyou.org/content/concise-personality-online-profile-summarized

KNOWLEDGE Intro

S.H.A.P.E. is an acronym Rick Warren, Pastor at Saddleback Church in Lake Forest, California, developed in order that leaders may know and apply the way God has wired them to do ministry. Gaining knowledge of your spiritual gifts, heart, abilities, personality, and experiences better equips you to lead and serve in the right place, at the right time, for the right reason.

"What God made you to be determines what God intends for you to do." —Rick Warren



Spiritual Gifts: God gives you spiritual gifts to use in ministry leadership and service. (1 Corinthians 12, Romans 8, Ephesians 4)

Warren states, "I also believe most churches get the process backwards. They say, 'Discover your spiritual gifts and then you'll know what ministry you're supposed to have.' I believe the exact opposite of this: start experimenting with different ministries and then you'll discover your gifts! Until you actually get involved in serving, you're not going to know what you're good at."

Heart: The Bible uses the term "heart" to represent the center of your motivation, desires, interests, and inclinations. Your heart determines why you say the things you do (Matthew 12:34), why you feel the way you do (Psalm 34:7), and why you act the way you do (Proverbs 4:23). Physiologically, each of us has a unique heartbeat. Each person has a slightly different pattern. Likewise, God has given each of us a unique emotional "heartbeat" that races when we encounter activities, subjects, or circumstances that interest us. Another word for heart is passion. Remember, we've linked this idea to vision in the Leader Profile. There are certain subjects that you feel passionate about and others that you couldn't care less about. God had a purpose in giving you your inborn interests. Your emotional heartbeat reveals a very important key to understanding His intentions for your life. Don't ignore your natural interests. People rarely excel at tasks they don't enjoy doing. High achievers enjoy what they do.

Session Three

Knowledge

Abilities: These are natural talents God gives you so you can accomplish His purposes. In Exodus 31:3 NLT, God gives "skill, ability, and knowledge in all kinds of crafts..."

Personality: God has not used a cookie cutter to create people. He made introverts and extroverts. He made people who love routine and those who love variety. Some people work best when given an individual assignment while others work better with a team. Some of us are task oriented, others are people oriented. Some fast paced, while others are slower paced.

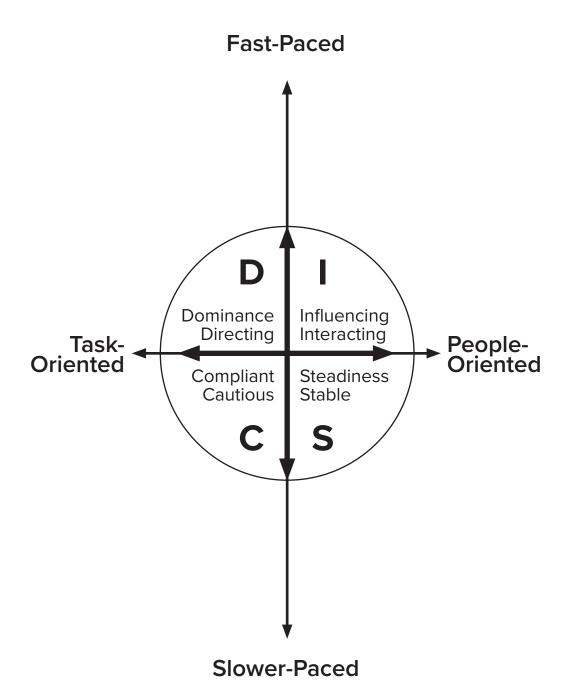
For our purposes in Leadership Lab, we utilize the DiSC Profile Assessment to gain a better understanding of personality types and how to champion the strengths of each.

Experiences: God never wastes an experience. Romans 8:28 (NIV) reminds us, "And we know that in all things God works for the good of those who love him, who have been called according to his purpose."

There are five common experiences that influence your service to others:

- Educational Experiences: What were your favorite subjects in school?
- **Vocational Experiences:** What jobs have you enjoyed and achieved results while doing?
- **Spiritual Experiences:** What have been the meaningful or decisive times with God in your life?
- Ministry Experiences: How have you served God in the past?
- **Painful Experiences:** What are the problems, hurts, and trials that you've learned from?

Wise stewardship of your life begins by knowing and understanding your S.H.A.P.E. You will be the most effective and fulfilled in ministry when you use your spiritual gifts and abilities in the area of your heart's desire and in a way that best expresses your personality and experiences.

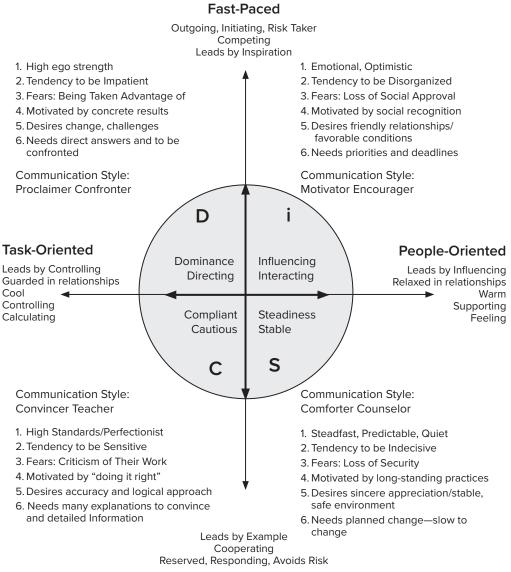


Adapted from PathFinder Resources

leadershiplab.fellowshipnwa.org

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Understanding Your Personality



Slower-Paced

Understanding Your Personality

Session Three Knowledge

Style	D	I	S	С
Basic Tendencies	Fast Paced Task-oriented	Fast Paced People-oriented	Slower Paced People-oriented	Slower Paced Task-oriented
Greatest Strengths	Decisive Action Takes Charge Gets Results Self-Confident Independent Risk-Taker	Fun-Loving Involved Enthusiastic Emotional Optimistic Good Communicator	Patient Easy Going Team Player Calming Influence Stability Systematic	Accurate Analytical Detailed High Standards Intuitive Controlled
Natural Limitations	Impatient Stubborn Blunt	Disorganized Not Detail-Ori- ented Unrealistic	Indecisive Over-Accommo- dating Too Passive	Too Critical Perfectionist Overly Sensitive
Communication	One Way Direct "Bottom Line"	Positive Inspiring Persuasive	Two Way Best Listener Empathetic Feedback	Diplomatic Good Listener Provides Details
Fears	Being Taken Advantage Of	Loss of Social Approval	Loss of Stability	Criticism of Their Work or Performance
Time Frame	NOW	FUTURE	PRESENT	PAST
Love Language	Admiration	Acceptance	Appreciation	Affirmation
Under Pressure	Autocratic Aggressive Demanding	Attacks (But may avoid public confrontations)	Acquiesces Tolerates Complies	Avoids Ignores Plan Strategy
Money Viewed As A Means Of	Power	Freedom	Showing Love	Insuring Security
Decision Making	Quick: Result-Focused Very Few Facts	Impulsive: Whether It "Feels" Right	Relational: Based on Trust of Others	Reluctant: Needs a lot of Information
Greatest Needs	Challenges Change, Choices Direct Answers	Fun Activities Social Recogni- tion Freedom From Details	Status Quo and Stability Time to Adjust to Change, Conflict Free Environment	Time to Do Quality Work Personal Support No Surprises
Recovery	Physical Activity	Social Time	Nothing Time	Private Time



Session Three

Knowledge

For which we are his workmanship, created in Christ Jesus for good works, which God prepared beforehand, that we should walk in them. -Ephesians 2:10 (ESV)

- 1. What are your spiritual gifts?
- 2. What do you put your heart into? What things are you passionate about?
- 3. What special abilities and skill sets do you have that can be an asset in ministry leadership and service?
- 4. What is your personality type? D, I, S, or C?



1. How do you see God using your gifts, experiences, and personality for His glory and the good of others?





- 1. Give yourself the "gift of an unhurried day." Spend time in prayer, asking God for ideas as to where he might be leading you in the next 5 years, then listen.
- 2. Read "The Life-Transforming Power of a God-Given Vision for Your Life." Appendix A.



Session Four Skill

If the ax is dull and its edge unsharpened, more strength is needed, but skill will bring success. —Ecclesiastes 10:10 (NIV)

In the Scriptures, skill is closely tied to wisdom and knowledge. The idea is the application of wisdom and knowledge to an area of life. From the skill necessary to build the Tabernacle (Exodus 35:10), to lead effectively (Psalms 78:72), to pursue love (Jeremiah 2:33), a person of skill is an individual who has a depth of knowledge that translates into an ability to produce something of significant worth.



Sharpening your skill set as a leader is a major goal of the Five Core Training experiences at Fellowship NWA. Developing skills in communicating the Gospel and God's plan for the nations, studying the Bible inductively, stewarding well the resources entrusted to your care, and leading and serving on ministry teams are all potential outcomes of "sharpening your ax" in the The Training Center.

There is a skill to identifying your "leadership rhythm" and then developing a planning process that harnesses your biggest leadership dreams with strategic thought and application.

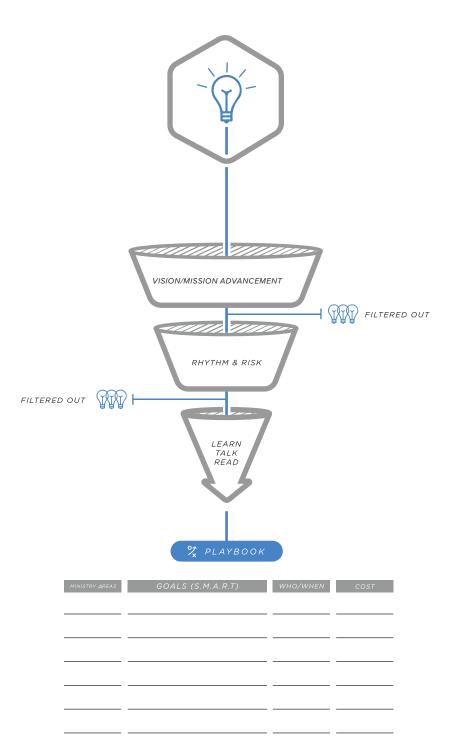
In Leadership Lab, we utilize a process titled: **521: Dream for 5, Think for 2, Plan for 1.**





521 is an annual planning process that can be utilized to help leaders and leadership teams dream about and anticipate ideas that could be on the horizon in five years. Harnessing these ideas to strategic thinking for up to two years is then followed by developing a one-year plan of action.

521 PLANNING



Dream for 5 be a future traveler

Think for 2 be a strategic thinker



DREAM FOR 5 YEARS

Now to Him who is able to do immeasurably more than all we ask or imagine... —Ephesians 3:20



What do I see in 5 years regarding my Vision/Mission, the vision/mission of my family?

Where do the words "immeasurably more than all we ask or imagine" take me?

When I wander outside the boundaries imposed by the way things are, what do I see? What do I think God sees?

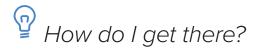
What ideas do I need to keep dreaming about?





THINK FOR 2 YEARS

Finally, brothers and sisters, whatever is true, whatever is noble, whatever is right, whatever is pure, whatever is lovely, whatever isn't admirable if anything is excellent or praiseworthy think about such things. —Philippians 4:8



Will this idea advance my Vision and Mission?

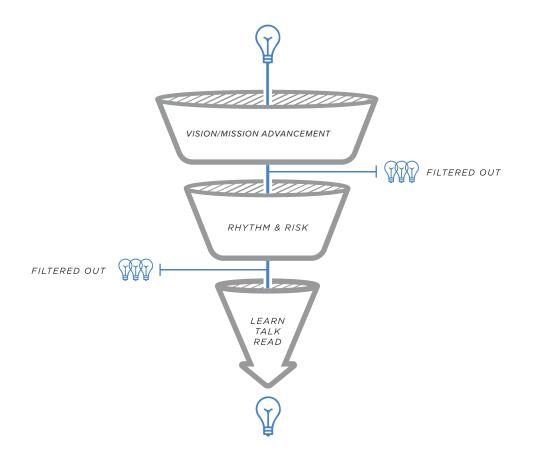
How will it affect my rhythm and pace of leadership?

What are the risks involved? Am I willing to assume them?

Who has implemented this idea and what can I learn from them?

Who are the leaders, teams, and organizations I need to talk with about this idea?

What do I need to be reading to sharpen my thinking on this idea?



PLAN FOR 1 YEAR

🎇 The Game Plan

...the eyes of the Lord your God are continually on it from the beginning of the year to its end. —Deuteronomy 11:12b

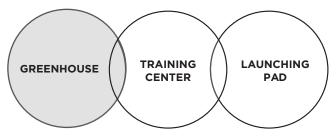
2 PLAYBOOK					
MINISTRY AREAS	GOALS (S.M.A.R.T)	WHO/WHEN	COST		
				S.M.A.R.T. GOALS	
				Specific	
				Measurable	
				Attainable	
				Realistic	
				Timely	

Next Steps

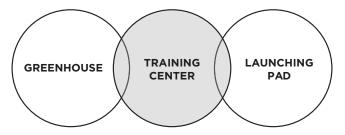
NEXT STEPS

There are three guiding metaphors that best describe the vision and mission of Fellowship: we are a "greenhouse," a "training center," and a "launching pad."

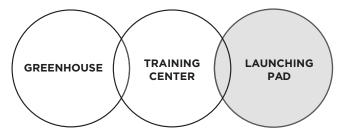
The "greenhouse" is where leaders/emerging leaders experience healing, nurturing, and growth to flourish.



The "training center" is where leaders/emerging leaders experience instruction, coaching and equipping in order to serve with great effect.



The "launching pad" is the goal where leaders are released to passionately pursue God's will for their life—to embrace a bigger mission, a higher calling, as they know and express the authentic Christ to Northwest Arkasas and the world.



As you evaluate your Leadership Lab experience, which of the three metaphors best describe where you are as a leader at Fellowship?

What are the next best steps you need to take in order to sense you are "launched," and released to lead in NWA and the world?

"How can we continue to help?"

The Training Center Team: *Chip/Nick/Will/Brian/Tonya*

leadershiplab.fellowshipnwa.org

APPENDIX A

The Life-Transforming Power of a God-Given Vision for Your Life

By: Dr. David Jeremiah

According to Dr. David Jeremiah, Duke Ellington, the late jazz musician, was once asked to define rhythm. Ellington replied, "If you got it, you don't need no definition. And if you don't have it, ain't no definition gonna help." "Vision is sort of like that," says Dr. Jeremiah. "Someone defined vision as a hope with a blueprint. Vision is the ability to see beyond our present reality to create what does not yet exist, to become what we are not yet, and to have the capacity to live out of our imagination. A vision is an enlivening, Spirit-directed, guiding force that even in the secular world is behind all human endeavors." Join Dr. Jeremiah for this inspiring message, originally presented at a Dallas Theological Seminary Leader Board event.

The older I get, the more important the issue of having a vision for life becomes to me. When God gets hold of our lives, He has a plan for us. He puts a dream into our hearts to serve Him. Then God uses that vision to move us forward in life and causes us to find the encouragement and satisfaction that we are looking for and that God alone can provide. Whatever your role or station in life, God can give you a vision for what He wants to accomplish in and through you. I want to help you think about what a God-given vision involves. And I need to tell you that every man or woman who has ever made a difference in life has had a vision that God has given them for something He wants them to do. A vision is that dominant factor that governs your life. It determines all the choices that you are making. It's what's left of you when all the other layers are peeled away. It's what your mind naturally gravitates toward when it's not concentrating on something else. It's what you are at the very core of your life.

The Bible is filled with stories of people who had a great vision from God and set out to follow it. One of my favorites is Nehemiah, the builder of the walls of Jerusalem. Nehemiah risked death at the hands of the enemies surrounding him. His motivational instructions to his fellow patriots are a testimony to the vision that he had received from God. I remember underlining in my Bible Nehemiah's statement of his vision: "What my God had put in my heart to do for Jerusalem" (Nehemiah 2:12). When Nehemiah went back to Jerusalem, he discovered the vision God had for him. Let me share with you some of the lifechanging benefits of a God-given vision.

A Vision Gives You a Dynamic

First of all, vision produces dynamic in your life. When you discover who you really are and that you have a unique purpose for your life, you are filled with a kind of joy that can only come from that experience. Each day is filled with a sense of anticipation as you watch your vision unfold and impact the lives of people around you. Most of all, you have this great sense of the future. I know that as we get older, we begin to wonder if that all goes away. No! When you have a vision, the future is always there. You never sense that God is finished with you.

A Vision Gives You Direction

A vision also gives you direction. Some people live all their lives as if lost in a maze. Have you ever been around people like that? Theirs is a mundane existence that seems to start nowhere and go nowhere.

But when you are fixed on a vision that you believe God has given you, you cannot just exist. Vision will give you direction, and staying true to your vision will make things happen in your life the way that God wants them to happen.

Somebody asked me one time what was the clearest vision I've ever had in my life. That's easy. I had cancer 11 years ago—lymphoma on two occasions and a stem cell transplant. My greatest vision was the vision of getting better. It sounds a little simple, but every day when I got up, that's all I cared about. I prayed, "God, I am going to do everything within my power to get better."

Appendix A

A vision is what's left of you when all the other layers are peeled away.

Appendix A That vision gave me direction and focus. It made decisions very easy. I said no to things, and I didn't even think twice about it. If it wasn't a part of my vision to get better, then I said, "No, thank you." I could only ask that the vision God has given me for ministry would be that clear and dynamic, because vision gives direction.

Nehemiah's vision gave him direction. He toured the ruins of Jerusalem's walls, then called the people together and said, "Come, let us rebuild the wall of Jerusalem" (Nehemiah 2:17). Nehemiah knew exactly what he was there to do. When you have a vision, you know what to do. When you see what God has put into your heart, it energizes you and gives you direction.

A Vision Gives You Discipline

Here's the third benefit: A vision gives you discipline. If you know the Book of Nehemiah, you know that after the project started, some guys named Sanballat, Tobiah, and Geshem came along and began ridiculing Nehemiah for attempting to rebuild the walls of Jerusalem. Israel's neighboring nations didn't want the city to be rebuilt. It was a threat to them, and so they were doing everything they could to scuttle the project.

In the face of this opposition, it was Nehemiah's vision for the project that held him to the task: "I answered them by saying, 'The God of heaven will give us success. We his servants will start rebuilding, but as for you, you have no share in Jerusalem or any claim or historic right to it'" (Nehemiah 2:20). Nehemiah was telling his enemies, "This is not your deal. This is our deal, and God will keep us on task."

When the building project was halfway done, these same three critics and their coalition came and tried to discourage Nehemiah again. It was Nehemiah's vision that kept him on task again. He tells us, "But we prayed to our God and posted a guard day and night to meet this threat" (Nehemiah 4:9).

A Vision Produces Determination

Number four, if you have a vision, it will help you exceed the barriers that you assumed were impossible before. It makes the seemingly impossible possible. Someone has said that obstacles are those frightful things you see when you take your eyes off your goal.

Too many people get discouraged and are ready to quit or change venues when they encounter their first obstacle. My father, who was also in ministry, used to tell me, "David, don't ever go to another place because of problems. The same person who is driving you nuts in the church where you are will be waiting at the front door in the church where you are going. So you might as well stay there where you are and see it through." Determination leads to the fifth benefit of a vision.

A Vision Produces Durability

Long-distance runners have to have vision. The goal can never be out of mind, or fatigue will set in and they will quit. The same is true for those who want to be long-distance runners for the Lord. You can never lose sight of the vision. History records the failure of many gifted people who lost their vision and didn't finish the race.

I am now 70 years old. This is the time when most people think vision is for younger people. But I want to tell you that in your later years, you need vision more than you have ever needed it in your life. It may be the refreshing of the vision God has already given you, but don't be too sure that He may not give you a new one. Perhaps the best work Caleb ever did was at the age of 85. You need a vision that will carry you through the transition years and keep you focused and motivated.

Seven Steps Toward a Vision

Those are some benefits of a God-given vision. Now let me give you seven steps you can take toward getting a vision, taken from that great passage in Philippians 3 that is Paul's vision for greater godliness. Here's the first step:

- 1. Dissatisfaction: The first step is dissatisfaction with where you are. Paul wrote: "Not that I have already obtained all this, or have already been made perfect. . . . I do not consider myself yet to have taken hold of it" (Philippians 3:12-13). Paul was not satisfied with who he was in Christ. He wanted more. Jesus said, "Blessed are those who hunger and thirst for righteousness, for they will be filled" (Matthew 5:6). I have always been encouraged that He didn't say, "Blessed are those who are righteous." I am convinced that the beginning of a vision is the realization that I am not where I want to be. When people come to me and say, "Pastor, I am discouraged about my Christian life and a little dissatisfied with where I am," I love to tell them that they are in just the right place. If God has given you a thirst and a hunger for greater godliness and a closer walk with Him, that's the beginning of a vision. And that translates into step number two, which is desire.
- 2. Desire: Paul also wrote in Philippians 3 of his burning desire for a closer walk with God. "Whatever was to my profit I now consider loss for the sake of Christ. What is more, I consider everything a loss compared to the surpassing greatness of knowing Christ Jesus my Lord, for whose sake I have lost all things. I consider them rubbish, that I may gain Christ" (vv. 7-8). You can hear the desire dripping from his words.

In your later years, you need vision more than you have ever needed it in your life.

Appendix A

- Appendix A3. Dependence: Paul got his vision from God. It all began for him with this question, "Who are you, Lord?" (Acts 9:5). If you have answered that question in your life, then the next logical question is, "Lord, what do You want me to do?" When you and that out, you realize that what God wants you to do will always be greater than what you can do without Him.
 - 4. Detail: A vision is not just a statement. It is what you see in your mind. Somebody has said that vision is the process whereby ideas and conviction take on substance. When you read Paul's vision statement in Philippians 3, you realize how specific and detailed it is. If you are trying to discover what God wants you to do, you should try to get that picture as clear in your mind and heart as possible.

A great Biblical example of detail in a vision is King David's vision for a temple in Jerusalem. The king had vanquished all his enemies and was enjoying his magnificent cedar house. But God stirred David's heart with a vision to build Him a temple.

You can read the story in 2 Samuel 7. After David described what he wanted to do, the prophet Nathan said to him, "Whatever you have in mind, go ahead and do it, for the Lord is with you" (v. 3). David had a picture in his mind of the temple he wanted to build.

- 5. Demanding: A vision must be demanding enough to require sacrifice. David made great preparations to build the temple, even though his son Solomon would build it. The materials and the effort demanded a lot of David, but he was ready to do it because he had a big vision.
- 6. Durable: A vision must be durable enough to resist discouragement. Just because you have a vision doesn't mean you will never encounter discouraging circumstances or setbacks. I have a place in California where I go when I don't know what to do. I drive up into the mountains and I sit up there and sometimes I pray and sometimes I think. I thought I had this great vision from God, and then all of a sudden, this barricade went up and the answer was no. This is not the end of your vision. It may just be a delay in what you thought was God's timing. Don't let discouragements stop you.
- 7. Dynamic: Finally, a vision must be dynamic enough to recruit others to its accomplishment. If you have a vision and nobody else is involved in it with you, take stock. Maybe you need to make some adjustments. A vision that is dynamic will attract others!

APPENDIX B

Character Assessment: Friend Version

The Core4 character assessment evaluates your friend's capacity to lead from the nine essentials modeled in healthy ministry leadership cultures.

He/She is asking for your "Snoopy response" in order to gain insights to help in character growth. Your feedback is highly prized and greatly valued.

- Empowering Presence
- Gratitude
- Humility
- Courageous Faith
- Servant Leadership
- Teachable Spirit
- Focus on Health and Reproduction
- Extravagant Love and Generosity
- Kingdom Thinking

The most important thing about you is not the things you achieve, it is the person you become. —Dallas Willard

1. My friend lives with a sense of Christ's empowering presence, that profoundly affects his/her thoughts, actions, and relationships.

1 2 3 4 5

Rarely Continually

2. My friend easily defaults to gratitude as a primary response when met with leadership challenges.

1 2 3 4 5

3. My friend leads through the confidence of humility.

1 2 3 4 5

4. My friend possesses a courageous capacity to believe God for things only He can do.

1 2 3 4 5

5. My friend would rather his/her "name be nowhere, and fingerprints everywhere."

1 2 3 4 5

Appendix B 6. My friend am a lifelong learner and perceives life to be a series of teachable moments and God lessons.

1 2 3 4 5

7. Knowing health things grow and multiply, my friend creates margin in life to assess his/her leadership health and reproduction.

1 2 3 4 5

8. My friend practices expressions of extravagant love and generosity for the Glory of God and the good of others.

1 2 3 4 5

9. My friend's leadership reflects a core belief that it's about God and not him/her, the advancement of His kingdom and not his/her own.

1 2 3 4 5

Total: _____

Based on the Total Character Score (questions 1-9), use the chart below to gauge character development and identify next steps for character growth.

CHARACTER SCORE	CHARACTER DEVELOPMENT	NEXT STEPS FOR GROWTH
30-45	Healthy Character Development	Keep Doing and Improving
15-29	Moderate Character Development	Improvement Needed
14 or Below	Character Flaws Evident	Coaching and Accountability Needed

NOTES