What Are Your Next Growth Steps?

- What are your next growth steps as a follower of Christ? How are you seeking to take that next step?

- Can you identify one or more areas of growth in your own leadership where focused improvement could exponentially impact your life and ministry? How are you investing in these areas?

- Will you be more like Christ one year from now? Do you have any intentional plan to see specific transformation and change in your life over the next year?

These questions flow from Paul's admonition to Timothy: "...train yours elf to be godly." (1 Timothy 4:7b). To paraphrase this verse, Paul is challenging Timothy to "take personal responsibility for intentionally and systematically investing in transformation toward Christlikeness." Why? "For physical training is of some value, but godliness has value for all things, holding promise for both the present life and the life to come." (1 Timothy 4:8)

In the context of Paul and other biblical teachings, 1 Timothy 4:7 is not advocating self-reliant works but a partnership over time between the active Holy Spirit and the dependent but responsible and active follower of Christ. Unfortunately, many adult followers of Christ struggle with combining personal responsibility, intentionality and action in becoming more like Christ. In his book, Growing True Disciples, researcher George Barna notes that:

- 3 of 5 Christian adults claim to have a deep commitment to the Christian faith, but they are not involved in any intentional effort to grow spiritually.¹

- Only 4 of 10 churched believers responded that they had set personal spiritual goals for themselves.

- Only 2 of 10 believers who are serious about their spiritual development have defined rather specific goals.³

- those with specific goals often "... have no idea how they will go about making those goals a reality."⁴

In a word, the fruit flowing from these statistics is "FRUSTRATION" — frustration with self, church and God for lack of growth. However, without any intentional effort, goals or a plan for growth, these outcomes of frustration should not be surprising.

² Ibid, p. 36
³ Ibid, p. 37
⁴ Ibid, p. 38
In response, church leaders must lead the way and provide a contagious example in personal growth. In The Seven Habits of Highly Effective People, author Stephen Covey argues that effective people must fight the 'tyranny of the urgent' and make intentional effort to 'sharpen the saw' or grow personally.

**Do You Have a Personal Growth Plan?**

If you've ever joined a fitness club you likely would have been coached in developing a very intentional personal strategy for the development of your physical fitness. Ironically, many of the same principles apply to the development of your spiritual or ministry fitness. These principles are outlined below in four easy steps...

**Step 1 — Identify A Focus**

The first step in developing a personal growth plan is to identify one or more areas of strategic focus from all the possible areas of growth. Although your focus may already be crystal clear to you, the following questions and tools will assist you in determining your areas of strategic focus.

■ **Pray** — Ask God for insight. Ask him what area(s) in your life that he would see as priority growth area(s).

■ **Feedback** — Ask respected key influencers in your life (spouse, church leaders, area minister, colleagues, etc.) for their input on priority growth areas in your life.

■ **Mission** — Review your personal mission statement. What aspects of your mission require focused attention? If you haven't developed a personal mission statement, this may be a great place to begin (see Appendix E).

■ **Continued Education** — Is there a degree or formal education program that would exponentially grow the depth, breadth or impact of your ministry?

■ **Comprehensive Review** — Based on a study of Jesus' life, there are four key components to the Christian life. As the following interconnected circles illustrate, these four key components are intimacy, character, community and ministry. As you read the descriptions below, which component would be most strategic for your own growth focus?
**Intimacy** — Jesus repeatedly demonstrated his need for and dependence on a deep, vibrant and dependent personal love relationship with his Father. Specifically, this area of 'being' a son or daughter of God includes connecting with God in heart and mind through spiritual disciplines. Although this component is the well-spring for Christian life and ministry, it is often neglected in favour of 'doing' ministry.

**Character** — Jesus was tempted in every way, but by God's strength Jesus chose and lived a life of complete obedience. In a culture where moral failures are anticipated, Christian leaders need to live transparent and authentic lives where integrity of actions, thoughts and words are lifelong.

**Community** — Jesus chose to live, love, serve and suffer in the context of community. Unfortunately, Christian leaders often feel disconnected from true community. Relationships with family, friends, church and world are included here.

**Ministry** — As a servant leader, Jesus boldly challenged, loved and led others in their quest toward a relationship with God. He called disciples to count the cost and radically follow him. He invested his life in training and developing others who would continue the mission in their own unique ways. He finished well and left the world a different place. Accordingly, each of his followers has been given gift(s), talents and experiences to be used in ministry.
Have you identified your spiritual gifts?
Does your ministry flow from clear vision and values?
What one area of ministry development would most help your ministry now?
In five years?

We have also identified some suggested core ministry skill areas:
- Leading Others (Cultivating and Equipping Volunteers, Casting Vision, etc.)
- Pastoral Care
- Administration
- Communication (Speaking, Writing, etc.)
- Relational Skills with Key Partners (Church leaders, Lay Leaders, Peers in Ministry, Community Leaders, etc.)

As you review the components of intimacy, character, community and ministry, what area(s) would be a strategic focus?

**Review Your Roles in Life** — Every person has been given multiple roles in life. The following four steps will help you review, prioritize and plan growth in your life roles.

1. List your roles in life (i.e. child of God, servant of God, husband/wife, parent, son/daughter, friend, volunteer, employee, ambassador for Christ, etc.).
2. Then, prioritize your life roles as well as outline your desire for each of those areas.
3. Now, go back and evaluate your current standing in each role. Develop your focus from the roles with highest priority and greatest deficit.
4. Set goals for each life role.
Step 2 - Setting Goals

With your focus clear, it is now time to set goals to assist your growth. Your goals should meet the following criteria:

**Specific** — Your need a clear, compelling and specific target. If you desire to grow in intimacy with God, your goal should be more like, "I want to grow in the inward spiritual disciplines of meditation, prayer, fasting and study" than the more vague, "I want to grow in the spiritual disciplines."

**Measurable** — You need to be able to measure or evaluate progress toward your goal. For instance, the goal, "I want to learn, grow and practice one spiritual discipline each month this year" can be evaluated each month.

**Achievable** — Your goals need to be challenging but achievable. Too many people set unachievable goals or set too many goals and grow in frustration rather than progress. Take an inventory of your priorities, the time you have available to commit to this growth process and start with fewer goals and smaller goals. This will help add motivation and momentum over the long-term.

For instance, if you desire to grow in intimacy with God, committing to learn about and practice one spiritual discipline each month (except your busiest ministry/life month) may be an achievement that brings motivation and momentum not frustration and despair. Remember that sustainability requires incremental small steps over time — for example, memorizing one Scripture verse per month from age 16 leads to 120 memorized verses by age 26!

**Special Note:** It's often best to plan that achieving your growth goals will take you twice as long as you first imagine. So, plan to achieve half as much in your estimated time or set aside twice as much time. This approach will help you see achievements rather than be discouraged.
Step 3 - Plan and Resource

Written Plan - To achieve your goals you will need to develop a written plan. The plan will ensure you remember your goals, enable others to encourage you and allow you to evaluate progress. See Appendix A to review some sample written plans.

Time Commitment — Stephen Covey’s book, First Things First reinforces the need to make our highest priorities reality by setting aside necessary time and maintaining this priority. What time commitment does your plan require? What time commitment is reasonable? Set this time aside now in your day timer and guard this time by scheduling around it. Note: There may be seasons of your life that allow you to take on more or require you to take on less — be wise in looking 'down the road.'

Resources — As you plan to achieve your goals, you will need to assemble a toolbox of resources. Your creativity is your only limitation. Your preferred learning style (i.e. visual (read), auditory (hear), experiential (do), etc.) should also be your guide. Which ideas from the following list could be a component of your own plan?

- Books — Mountain View Christian Bookstore is a good resource
- Magazines
- Periodicals
- Internet
- Tapes/CD
- Conference or Seminar
- Training Program (see Appendix C)
- Road Trip to Visit a Key Ministry or Ministry Leader
- Lunch or Coffee With An Expert — Bring Your Questions
- Mentor or Mentors (see Appendix E)
- Spiritual Director (see Appendix C)
- Marriage Encounter Retreat
- Invest Time in a Key Relationship
- Sabbath Retreat (see Appendix C)
- Volunteer Role
- Counseling (See Appendix G)

Support — Everyone needs prayer, encouragement, support and accountability. Who could you recruit to fill these roles for your growth plan? Involving your spouse, church leadership and/or ministry team in some degree during this process may be a wise idea to establish a support base as well as to model intentional growth.
Step 4 - Evaluate and Modify

As specified in your plan, take the time to evaluate your progress at regular intervals. Modify your plan as needed and set another evaluation date. Celebrate your progress!
The discipline of developing a personal growth plan involves the following:

**Step 1 - Identify A Focus**
- Pray, Seek Feedback, Review Your Mission Statement
- Look at areas of Intimacy, Character, Community and Ministry
- Review the Roles in Your Life

**Step 2 — Set Goals**
- Specific
- Measurable
- Achievable — start with fewer goals and give more time than you anticipate

**Step 3 - Plan and Resource**
- Written Plan (see Appendix A and B for samples and templates)
- Time Commitment
- Resources (see Appendix C for Starter's List)

**Step 4 — Register Your Commitment To Personal Growth**
- Receive Support From CCSB (see Appendix D)

**Step 5 - Evaluate and Modify**
- Regular Intervals of Evaluation
- Modify for Future
Appendix A - SAMPLE #1: PERSONAL GROWTH PLAN

My Personal Focus is: Intimacy with God

Evaluation: Before working this plan, how would you describe your current status in this growth area?

Intimacy with God is hard for me. It's easier to serve him out of love for the cause or duty than to receive God's love or to serve out of true loving devotion. My devotions have been replaced by study - two different things. My prayer has become a long list rather than time in the presence of my king.

My Personal Growth Plan is to:

□ Have a weekly Sabbath - time of reflection, journaling and creative worship times
□ Have a monthly Prayer Afternoon or Morning - focused on drawing close to God (extended Sabbath time)
□ Go on a One Day Spiritual Retreat twice per year
□ Start reading: Richard Foster, Celebration of Disciplines and Prayer
□ Memorize Psalm 23 over the next 2 months

Support:

I will share this growth focus and plan with my spouse and small group - asking them for prayer and accountability.

Evaluation/Celebration:

This is an on-going growth focus, but I will evaluate my progress monthly for 3 months.
Personal Growth Plan Handbook

Appendix A - Sample #2 - PERSONAL GROWTH PLAN

Goals & Objectives: April 2004 => June 2005

Spiritual Growth

G1) Re-establish Spiritual Disciplines
   □ Re-read 'Celebration of the Disciplines'
   □ One time meeting with spiritual director
   □ Listen to entire NIV audio Bible (driving)
   □ Solo worship time @ piano weekly
   □ Journal weekly

G2) Commitment to Integrity & Accountability
   □ Establish bi-monthly connection with an older mentor
   □ Maintain monthly, open communication with peer mentor

G3) Learn from Christian History
   □ Read 'The Normal Christian Life' & George Muller biography

Family

G1) Transition Bibles
   □ Transfer all notes from NIV Study to Life Application Bible

G2) Remain available to 3 Children
   □ Ski trip with children (Winter 2005)
   □ Pray daily for (and with) each child
   □ Take children into school in morning whenever possible
   □ Bi-weekly 'lay-down night' with each child
   □ Help with homework whenever possible
   □ Monthly date with each child individually

G3) Remain available to Key Mentorees
   □ Email, MSN or phone at least twice weekly
   □ Host and/or special occasions bi-monthly

G4) Stabilize Family Finances post-move
   □ Develop detailed family budget (2005)
   □ Meet twice with advisor re long-term planning
   □ Look into home based income for spouse

G5) Maintain Communication with Parents & Siblings
   □ Contact weekly by phone

Physical Health

G1) Improve Rest, Nutrition & Fitness patterns
   □ Average 45 hours sleep per week
   □ 3 times/week at gym (1 aerobic, 1 strength, 1 combo)

Develop

Friendships with Neighbours
   □ Host D&H, N&J for backyard BBQ
   □ Coach kid’s team (2005)
   □ Plan 2 summer outings with all the kids & parents

G2) Increase Investment in Key Relationships
   □ Pursue more time with 2 mentors - A and B
   □ Remain available to past ‘mentorees’

Home

Finish Transition

G1) □ Unpack and organize garage, crawl space, tools & office

G2) Continue with General Projects
   □ Paint foyer, LR/DR and all 4 bedrooms
   □ Build and stain 2 loft beds

Vocational Goals

Prayer

G1) Grow Prayer Support Team
   □ Develop new prayer card by August 2004
   □ Invite 500 members to join monthly email update
   □ Recruit 3 ‘daily warriors’ for my personal protection
   □ Pray DAILY for 2 members of my support team

Continuing Education

G1) Receive Credentialing in 2004
   □ Complete assignments and meeting (April 2004)

G2) Establish Education Plan to commence by Sept 2005
   □ Follow-up re DMin status
   □ Look into DMin opportunity
   □ Look into auditing college business courses

Time Management

G1) Balance Stewardship of Time vs Gifts/Abilities
   □ Maximum 5 couples for pre-marriage counseling
   □ Be strategic re ministry involvement at church
   □ Transfer and organize all files onto one computer system
   □ Establish wireless network for home office

Specific Ministry Goals...
Appendix A - Sample #3 - PERSONAL GROWTH PLAN

Note: This is designed to be a 2 year plan

**Family Development**
- Take my wife on a Cruise
- Necessary sacrifices for spouse professional development
- Make my day off fun and with the family
- Establish a Family recreation activity

**Personal Development**
- Strong fitness routine that focuses on muscle and cardiovascular development with 3 times per week schedule.
- Take Anger management course with my Mentor.
- Get help from Mentor with development and practice of Gentleness.
- Map out my exploration of my fear of illness & need to control it. (Fear inventory)
- Begin guitar lessons and learning.
- Say 'no' more

**Educational Development**
- Work towards a Masters degree.
- Read 1 book a month. (include Sacred Romance and Journey of Desire)
- Investigate and develop my prophetic gift.

**Ministry Development**
- Limit my work week to 2 nights a week on a consistent basis (40 weeks a year).
- Develop effective work schedule that reflects my responsibilities/ giftings/skills.
- Focus on the development of leaders by identifying 4 leaders and invested 3 hours per week in them.
- Take "Solitude Retreats" 2 times a year focussed on personal reflection.
- Limit extra speaking engagements to 4 times a year. (i.e. Camps, conferences)
- Create a quarterly peer cluster mentor group within my own city.

**Support** (Ideas: Small Group, Ministry Team, Prayer/ Accountability Partner, Mentor, Counselor, etc.)
- Mentor re: Anger management/patience
- Peer Accountability for remainder - bi-weekly

**Evaluation/Celebration** (When will you evaluate your progress and plan?)
- Monthly review of progress, modify plan at 6 month intervals for 2 yrs
Appendix B - Template #1 - Personal Growth Plan

My Personal Growth Focus is... ________________

Pre-Evaluation: Before working this plan, how would you describe your current status in this growth area?

________________________________________________________________________________________

________________________________________________________________________________________

________________________________________________________________________________________

My Personal Growth Plan is...

Support: (Ideas: Small Group, Ministry Team, Prayer/Accountability Partner, Mentor, Counsellor, etc.)

□ □ □

________________________________________________________

Evaluation/Celebration:
(What time frame before your first self-evaluation?)

□
Appendix B - Template #2 - Personal Growth Plan

Date: ________________________

Personal Mission Statement:

Family Development

________________________________________

________________________________________

________________________________________

Personal Development (Spiritual, Physical, Relational, etc.)

________________________________________

________________________________________

________________________________________

Educational Development

________________________________________

________________________________________

________________________________________

Ministry Development (Specific Ministry Goals)

________________________________________

________________________________________

________________________________________

Support (Ideas: Small Group, Ministry Team, Prayer/Accountability Partner, Mentor, Counsellor, etc.)

________________________________________

Evaluation/Celebration (When will you evaluate your progress and plan?)

________________________________________
Appendix C - Starter's Guide to Resources

Please Note: The following list of resources is not by any means exhaustive. Please feel free to suggest resources that have been helpful to you and we will update future resource lists. In addition, the following resources do not necessarily represent the views of the CCSB — as always, discretion is advised.

Intimacy With God

**Prayer**, Richard Foster — Discover many different kinds of prayers with practical ways to pray. ISBN - 0060728833

**Fresh Wind, Fresh Fire**, Jim Cymbala — An inspiring read with examples of how God responded to the passionate and faithful prayers of his people at Brooklyn Tabernacle. You'll be praying more by the end of this book! ISBN - 0310251532

**Celebration of the Disciplines**, Richard Foster - Outlines the inward, outward and corporate spiritual disciplines. Workbook also available. ISBN - 0060628391

**Spirit of the Disciplines**, Dallas Willard — Reveals key to self-transformation is in practice of spiritual disciplines and how their practice affirms human life to the fullest. ISBN - 0060694424

**The practice of the presence of GOD**, Brother Lawrence — Do devotions feel like doing the dishes? You know you should do them and you often do them but it's often like a chore before you really start your day? This very short book of letters is written by a monk from 300 years ago. Deals with cultivating a 'chapel' in your heart where you have true day-long devotion in the presence of God. ISBN — 156563148X

**Love Beyond Reason** John Ortberg - Moving God's love from your head to your heart. ISBN - 0310234492


**Sacred Pathways**, Gary Thomas - Discovering your unique connection path to God. ISBN - 0310230926

**Too Busy Not to Pray**, Bill Hybels — How to slow down, listen to God, practice the presence of God, overcome prayer barriers and respond to what we hear from God. ISBN - 08308189711

**The Jesus I Never Knew**, Philip Yancey - Getting closer to God through a closer look, or re-look - at Jesus. ISBN - 031021923
**Listening for the Soul**, Jean Stairs - Through this challenging vision of "soulful pastoral care", the reader is helped to look deeply into his/her own soul. ISBN - 0800632397


**The Inner Compass** - modern 'Ignatius' "Spiritual Exercises"

**The Reflective Life**, Ken Gire. ISBN - 1564767264

**Personal Retreat Centers** — Seek out a personal retreat centre in your area. Two options in the Guelph/Southwestern Ontario area are: 1. 'The Hermitage' at Crieff Hills Retreat and Conference Center near Guelph for day or longer personal retreats at very reasonable rates. Contact Crieff at 1-800-884-1525 or [www.crieffhills.com](http://www.crieffhills.com). And 2. Loyola House in Guelph has directed spiritual retreats and has accommodations for personal retreats throughout the year. Contact Loyola House at [www.loyolahouse.ca](http://www.loyolahouse.ca)

**Spiritual Direction** — Seek out a spiritual director. Loyola House in Guelph may be able to refer you to trained spiritual directors in your area. [www.loyolahouse.ca](http://www.loyolahouse.ca)

**Character**

**Ordering Your Private World**, Gordon MacDonald - Our public self may be showing happiness and self-control, but our private self may be growing 'out of control.' Great book to help you prevent serious problems in your character and life. ISBN - 0785263810

**Eros Defiled**, John White — With understanding and compassion, White speaks to issues like premarital sex, extramarital sex, masturbation, homosexuality, etc. Offering a biblical perspective, hope and how community can provide love and forgiveness. ISBN - 0877847819

**Eros Redeemed**, John White — Deals with breaking the stranglehold of sexual sin. Looks at root issues, deals with forgiveness, steps to healing and change. ISBN - 0830816976

**Boundaries**, Dr. Henry Cloud and Dr. John Towns end — Ever feel 'out of control' of life? Are you unable to say 'yes' and 'no' freely — obligation or guilt is often attached? This book will help you develop healthy boundaries to take control of your life. ISBN - 0762421029

**Why You Do What You Do**, Bobb Biehl — Answers to your most puzzling emotional mysteries. ISBN - 0840791542

**The Quest for Character**, Charles Swindoll. ISBN - 0310420512
**True Faced**, Bill Thrall et al — The necessity of living a life of authenticity. ISBN — 1576834468

**Who You Are When Nobody's Looking**, Bill Hybels. ISBN - 0877849455

See also Appendix F — Employee Assistance Plan

**Community - Family Life**

**The Five Love Languages**, Gary Chapman — We need to relate to others the way they best understand. Chapman identifies five unique ways that people understand love — helping us to love people in their specific love language. Good for marriage relationships. ISBN - 1881273156

**How To Be A Hero To Your Kids**, Josh McDowell — Practice these principles for parenting and you will develop a strong foundation for your child and your relationship with them. These principles are transferable to all relationships too. Written by a faithful and committed Dad. ISBN - 0849938260

**Raising Great Kids**, Dr. Henry Cloud — A comprehensive guide to parenting with the balance of grace and truth. Shares practical guidelines for parenting objectives for all ages. ISBN - 0310225698

See also Appendix F - Employee Assistance Plan

**Life Management - Mission Statements (see also Appendix D)**


**First Things First**, Stephen Covey — Keys to finding balance, control, purpose and even more productive time. ISBN - 0684802031

**Seven Habits of Highly Effective People**, Stephen Covey. ISBN - 0671708636

**Ordering Your Private World**, Gordon MacDonald — Chapters 6-7 — How to recapture your time. ISBN - 0785263810

**Ministry Direction**

**The Call**, Os Guinness — A big picture approach — looking at God's call by Him, to Him and for Him. ISBN - 0849912911
LifeKeys — Discovering Who You Are, Why You're Here and What You Do Best, Jane A.G. Kise, David Stark and Sandra Krebs Hirsh — A comprehensive guide to discovering your talents, spiritual gifts, passions, values and personality. ISBN - 1556618719

Knowing God's Will, M. Blaine Smith — A more detailed and practical focus to recognize God's guidance in your life.. with practical and biblical answers. ISBN — 083081308X

Experiencing God, Henry T. Blackaby and Claude V. King — A popular workbook designed to help you discover how to know and do the will of God. ISBN - 0805461396

Ministry Leadership

The Wounded Healer, Henri Nouwen — A very short but very deep classic book. Always ahead of his time, Nouwen shares with leaders how to effectively minister in our culture. ISBN - 0385148038

In The Name of Jesus, Henri Nouwen — Again, very short but very deep book. Easier to read. Outlines 3 common pitfalls in ministry and the Christian life and reminds us to love people. ISBN - 0824512596

Spiritual Leadership, Oswald Sanders — Looks at a biblical definition of leadership and provides practical and biblical advice for developing as a spiritual leader. Each chapter stands alone — you can pick-up and read it anytime. ISBN - 0802467997

Transforming Leadership, Leighton Ford — A book on the leader of leaders — Jesus. A harder read with lots of biblical support — but, you will see Jesus as a leader above all others by the time you finish. ISBN - 0830816526

The Seven Habits of Highly Effective People, Steven Covey — Not written from a Christian perspective, but much wisdom for people desiring to take leadership of their own lives and desiring to succeed in relationships. ISBN - 0671708636

The Making of A Leader, Robert Clinton — Ever wonder how leaders develop? Clinton proposes a theory of leadership develop that will help you understand the building blocks of leadership, where you are and how to grow and help others grow too. ISBN - 0891091920

Developing the Leader Within You, John Maxwell. ISBN - 0785266666

Developing the Leaders Around You, John Maxwell. ISBN - 0785261508

Visioneering, Andy Stanley — Based on principles from Nehemiah, this book outlines how to connect with God's vision for what can and should be. ISBN — 157673787X
**Good To Great**, Jim Collins — Researched principles comparing good to great companies. ISBN - 0066620996

**Unstoppable Force**, Erwin McManus. ISBN - 0764423061

See also McMaster Divinity College — [www.mcmaster.ca/divinity](http://www.mcmaster.ca/divinity)

See also Arrow Leadership Ministries — Assisting young leaders (25-40) with leadership development through shaping values, sharpening skills and sharing ventures. [www.arro wleadership.org](http://www.arrowleadership.org)  Note: Arrow can contribute to Masters studies and has a D.Min. option.

**The Big Small Church Book**, David Ray - Along with careful analysis of the small church reality, the author offers many practical suggestions for leadership in small churches. ISBN - 0829809368

**The Once and Future Church**, Loren Mead - Reinventing the congregation for a new mission frontier. ISBN - 1566990505

**Transforming Congregations for the Future**, Loren Mead - Re-building the church from the ground up. ISBN - 1566991269

Appendix E - Sample Mission Statements

The following personal mission statements can serve as creative examples to help you on the journey of developing your own personal mission statement.

Example 1:

By His strength, I desire to be a child of God, remaining faithful and available to Him.
I desire to live life most abundantly, lovingly preparing myself, my family and my communities for eternity.

Example 2:

I will live of life characterized by intimacy, integrity and impact.

I will purposely and creatively sustain an intimate walk with my Lord Jesus Christ.
I will trust Him, and seek to live a life in submission to His guidance and direction.
I will also live a life of intimacy with my family, and friends, sharing deeply, and living all of life together.

I will live a life of integrity, where my faith and actions are synchronized, and expect to grow more like Jesus through the seasons of my life. Integrity also means being honest about my spiritual journey and sharing deeply and honestly with those closest to me.

I will live a life of impact, helping others to become mature apprentices of Jesus Christ. I will faithfully use my spiritual gifts of apostleship, leadership and exhortation to serve God. I will be a faithful leader for the church, focusing on the development of Christian leaders for service across Christ's kingdom.

I desire to be a passionate leader, assisting people to become passionate about impacting their world. I desire to create, develop and facilitate kingdom movements that help God's people to move with love into the lives of those who don’t know Jesus.

Example 3: Ministry Context

To strategically develop healthy, radical, contagious and lifelong followers of Christ who will profoundly impact the Church and their communities.

Example 4:

I choose to Celebrate God with my Life... I belong to him and I will learn to dance with the life he has given me. I am grateful for the purpose, meaning and direction he gives to
I choose to **Walk with Grace & Truth**... I will forever boast of my personal bankruptcy before God and cling to Christ alone in mind, body and spirit. I commit myself to cultivating an ancient-future faith.

I choose to **Delight in my family**... As God's Gift to me I will seek to create value in each of you. I am proud of who you are and what you are becoming. (Spouse), I will support your dreams with everything I am and everything I have. (Child 1, 2 and 3), I will protect, encourage, challenge, guide, and when the right time comes, release you.
Appendix F - Developing A Mentoring Relationship

There are a number of excellent resources on developing a mentoring relationship. One key resource is Connecting by Paul Stanley and Robert Clinton (Nav Press). The following tips of finding a mentor or being a mentor may be of assistance:

1. **Identify Your Specific Needs** - How you are trying to grow should significantly influence who you select for your mentor. For example, if you are seeking to grow in intimacy with God, then a mentor experienced with spiritual direction would be ideal. Or, if you are seeking to grow as a communicator, you should seek a mentor who can coach you as a communicator.

   If your identified needs are diverse, you may need to develop multiple mentoring relationships. Otherwise, you may be expecting your mentor to develop you in areas that are too diverse for them or any one person. **Note: You probably will not find one person who is an expert or sage on everything.** Also, your mentor does not necessarily need to be older spiritually or chronologically. Appropriate boundaries should be in place if your mentor is of the opposite sex.

   Conversely, you should only agree to mentor someone in an identified area that is within your experience, abilities or expertise.

   Stanley and Clinton identify a number of different types of mentoring. Which from the following list best represents your current need?

   - **Discipleship** - Basics of following Christ
   - **Coaching** — Motivation and skills needed to meet a task or challenge
   - **Spiritual Guide** - Accountability, direction and insights for commitments and decisions affecting spirituality and maturity
   - **Counselor** - Timely advice and correction perspective on viewing self, others, circumstances and ministry
   - **Teacher** - Knowledge and understanding of a particular subject (i.e. studying a certain topic or book)
   - **Sponsor** - Ministry guidance and protection within an organization (i.e. helping someone get established in a ministry position or using their gifts)

2. **Pray and Look** - With the type of mentoring in mind, start praying and looking for and asking about people who may be able in this mentoring area.

3. **Relational Connection** — With someone in mind, begin to establish a relational connection by spending some time together — i.e. coffee, etc. For mentoring to work, there needs to be a relational connection on both sides.
4. **Share Your Specific Need** — Share why you desire a mentor and why you believe this person would do well.

5. **Discuss Expectations** - Frankly discuss one another's expectations about mentoring — i.e. how often you would get together, what getting together would look like (i.e. lunch), level of intensity (i.e. homework), duration of mentoring, etc.

    **NOTE #1:** Depending on the type of mentoring, you may not need to get together frequently— maybe just once a month or once per quarter. If you are looking for relationships and community, try a small group or peer cluster.

    **NOTE #2:** The mentoree should expect to take initiative in the mentoring relationship (i.e. calling to confirm meetings, updating mentor on progress, etc.).

6. **Agree or Not** — If you have different expectations or the mentor cannot commit, it is better to not get started. But, if agreeable to both, establish a regular meeting time and place, agree on a learning plan and agree on an evaluation or ending date. (Don’t leave it open-ended.)

> "As iron sharpens iron, so one person sharpens another."
> Proverbs 20:17