

Life-giving Leadership

LEADER'S GUIDE



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Susan Hunt

Committee on Discipleship Ministries • Lawrenceville, GA

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Foreword



Dear Leader,

If you picked up *Life-giving Leadership*, we encourage you to look over your shoulder! You will see people, and they are following you. It might be church members, the next generation of leaders, or maybe even your children. And the sight of them will either bring fear or excitement to your soul.

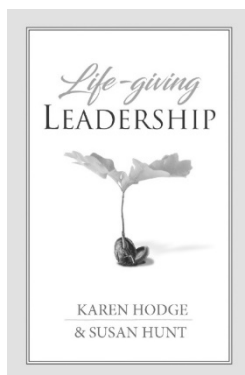
Leadership has everything to do with where we fix our eyes. So, in the journey of moving from being a life-taking leader to becoming a life-giving leader we want to encourage you to *look!* Look back to life-giving leaders in the Scriptures, look around to those who are serving next to you, and learn from them. Most importantly, look up to our Life-giving Leader, Jesus Christ. We often get distracted as leaders; remember to *look*.

Task-driven leaders tend to be fixated on all the things that need to be done. Personality-driven leaders tend to look inward and be driven by their own gifts or skills. Consumer-driven leaders look to others to set their course. But servant leaders look to Scripture and see the bigger picture.

We think of the many examples of leaders in God’s Word. Abraham stepped into the unknown and led his family because his eyes were fixed on a city whose architect and builder is God. Moses, who when he was frustrated with the stiff-necked people he was called to lead, cried out, “Show me your glory!” and then radiated the compassionate, gracious, long-suffering love of God to those same people. How about the unlikely leader John the Baptist? When he saw the Son of Man coming, he said, “Behold the Lamb of God who takes away the sins of the world,” and then responded, “He must increase and I must decrease.” Mary saw the angel and was given the hardest task a leader could ask for—dying to her fears, the unknown, and her reputation. Her response was, “I am your servant, may it be to me as you have said.” And there is the leader of leaders, Paul, who challenged weary and persecuted believers to look not to the seen which is temporal but rather to the unseen which is eternal. He encouraged them to follow him as he followed Christ. Then we look up and see Jesus our reference point for servant leadership who, when He came to earth as a man, emptied

Himself and took on the form of a servant and humbled Himself by becoming obedient to the point of death, even death on the cross.

We are not leadership experts, but we can say after years seeking to serve the Church, “We want to fix our eyes on Jesus the Author and perfecter of our faith . . . because we are weak leaders. But that is good news because His grace is sufficient and His power is perfected in our weaknesses . . . because when we are weak, He is strong!”



For God’s Glory,
Karen & Susan

Ways to Use This Book



Leadership Contexts: This leader’s guide is designed to help you take a group of women through *Life-giving Leadership*. Women lead in many different contexts, often several at the same time such as the home, church, workplace, and community.

Leadership Groups: We hope that the truths of this book will be transferable to any type of group or team you lead. For our purposes, we will use the word *group* for the widest application unless we are referencing something only a ministry team would do. You may serve on a children’s ministry team, worship team, mercy ministry team, or a women’s leadership team. You may be studying this book with a group of women’s Bible study small group leaders and teachers. You may study this book with a group of women at your church.

All three approaches (below) will require you to:

- Read *Life-giving Leadership*.
- Reference the Leader’s Guide in this manual.
- Reference the Leadership Journal (will be noted LJ) in this manual. This needs to be copied and put in a notebook for participants and given to them with a book.

Team Development: Monthly Team Meetings	Team Development: Weekend Leadership Retreat	Women’s Book Study
<ul style="list-style-type: none"> • Many ministry teams have monthly meetings (see a suggested schedule below). • To maximize your time together have group members read the assigned chapter ahead of time and complete the corresponding chapter in the Leadership Journal before you meet together. 	<ul style="list-style-type: none"> • You may want to consider scheduling a one-day retreat on a Saturday or an overnight retreat to focus on team building and discussing <i>Life-giving Leadership</i>. • You will want the team members to read the book before attending the retreat. • See pp.11-12 for a retreat-abbreviated discussion guide and suggested schedule. 	<ul style="list-style-type: none"> • Since we believe all women are leading in some realm, you may want to consider studying this book with a group of women. • It could be accomplished in a 9, 10 or 11-week format. Some Titus 2 discipleship groups meet monthly (see a suggested schedule below).

Monthly Team Meetings Suggested Schedule

- January: Introduction
- February: “Confidence”
- March: “Calling”
- April: “Clarity”
- May: “Character”
- June: “Submission”
- July: “Compassion”
- August: “Community”
- September: “Discipleship”
- October: “Scripture”
- November: Conclusion: “A Shining Star” & Appendix: “Helper by Design”
- December: Wrap up

Suggested Weekly Schedule

Most semester-driven studies run from 10-12 weeks. Below you will find a twelve-week schedule. A ten-week schedule could be accomplished easily by removing week one and twelve.

- Week One: Introduction
- Week Two: “Confidence”
- Week Three: “Calling”
- Week Four: “Clarity”
- Week Five: “Character”
- Week Six: “Submission”
- Week Seven: “Compassion”
- Week Eight: “Community”
- Week Nine: “Discipleship”
- Week Ten: “Scripture”
- Week Eleven: Conclusion: “A Shining Star” & Appendix: “Helper by Design”
- Week Twelve: Wrap up

Leadership Retreat



Set aside a time once a year to have a leadership retreat. This will not only build team unity, but it will help you align your group's mission and purpose to the mission and vision of the church.

Suggested Format

This is meant to be a highly relational time. We suggest no more than 5-6 hours total of teaching and discussion. Don't be frustrated that you cannot cover everything in the book or the Leadership Journal. Individual reading and reflection will yield lasting fruit. The rest of the time should be set aside to build community around meals and free time to connect.

Overnight Weekend Retreat

Friday 6:30 p.m.-10:00 p.m.

Saturday 9:00 a.m.-noon

One-day Retreat

Saturday 9:00 a.m.-3:00 p.m.

Preparation

We suggest you provide a copy of *Life-giving Leadership* and a copy of the Leadership Journal for each of your team members three months before the retreat so they will have ample time to prepare. Even though you will not cover everything in the book or journal, all the content and tools will be beneficial.

Abbreviated Content

Below is a suggested content and portions from the Leadership Guide and the Leadership Journal that you could cover in the 5-6 hours of your retreat time together. Use the Leader's Guide to guide the discussion and have the retreat participants follow along with their answers in the Leadership Journal. Your time will largely be weighted on the discussion of application of the content of the book. You know your group better than we do, so adjust to your group's needs.

Suggested Abbreviated Content

(LJ) – Leadership Journal

Introduction

- Leadership Inventory Tool
- (LJ) Leadership Questions
- (LJ) Purpose Statements
- (LJ) Personal Leadership Story
- (LJ) Think Big, Think Long and Think Biblically Tool

Chapter One – “Confidence”

- Big Idea
- Key Themes
- (LJ) Life-giving leadership is . . .
- The Head, Heart, and Hands of a Leader
- (LJ) The Gifts and Graces of a Leader
- (LJ) Cultivating the Gift and Grace of Prayer

Chapter Two – “Calling”

- Big Idea
- Key Themes
- (LJ) Shining Leadership
- (LJ) Life-giving leadership is . . .
- (LJ) Cultivating the Gift and Grace of Life-giving Words

Chapter Three – “Clarity”

- Big Idea
- Key Themes
- (LJ) Life-giving leadership is . . .
- Comprehensive and Cohesive Conversation
- (LJ) Covenantal Leadership Tool
- Cultivating the Gift and Grace of Vision and Passion for God's Glory
- (LJ) Event Planning and Evaluation Tool

Chapter Four – “Character”

- Big Idea
- Key Themes
- (LJ) Life-giving leadership is . . .
- Difficult Leadership Callings
- Cultivating the Gift and Grace of Wisdom
- (LJ) Leader Decision-making Tool

Chapter Five – “Submission”

- Big Idea
- Key Themes
- (LJ) Life-giving leadership is . . .
- Holy, Hopeful Women
- (LJ) Leadership Heart Diagnostic Tool
- (LJ) Leadership Collaboration Tool

Chapter Six – “Compassion”

- Big Idea
- Key Themes
- (LJ) Life-giving leadership is . . .
- (LJ) Helper/Life-giver and Hinderer/Life-taker Tool
- (LJ) Compassion Leadership Tool

Chapter Seven – “Community”

- Big Idea
- Key Themes
- (LJ) Life-giving leadership is . . .
- Cultivating the Gift and Grace of Love
- (LJ) Leadership Team Dynamic Tool

Chapter Eight – “Discipleship”

- Big Idea
- Key Themes
- (LJ) Life-giving leadership is . . .
- Leaders Are Pillars (both sections)

Chapter Nine – “Scripture”

- Big Idea
- Key Themes
- (LJ) Life-giving leadership is . . .
- (LJ) Leadership Styles Tool
- (LJ) Leadership Health Tool

Getting Ready



The following suggestions should be adapted to your group, schedule, and style.

Purpose

- This book is about equipping women **to think biblically** *about leadership* and *to lead* covenantally in a complementarian context.

Format

- Part One: Thinking Biblically about Leadership
 - Key verse: “Those who are wise will shine like the brightness of the heavens, and those who lead many to righteousness, like the stars for ever and ever” (Dan. 12:3 NIV).
 - The Big Idea of Part 1: God’s Worthiness (His character, who He is) and His Word are the reference point for life-giving leadership.
- Part Two: Leading Covenantally in a Complementarian Context
 - Key verse: “The wisest of women builds her house, but folly with her own hands tears it down” (Prov. 14:1).
 - The Big Idea of Part 2: Five biblical principles in the Pastoral Letters provide basic building blocks for women as we serve in all areas of church life so the work of our hands is life-giving (builds) and not life-taking (tears down).

Paul’s letters to Timothy and Titus are known as the Pastoral Letters because they were written to teach the young pastors how to have strong, healthy churches— “I am writing these things to you so that, if I delay, you may know how one ought to behave in the household of God, which is the church of the living God” (1 Tim. 3:14). The five passages that specifically mention women give foundational principles for women serving individually or collectively in any area of church life. These principles are interdependent. They coalesce to form a framework for thinking and living covenantally.

1. Submission—1 Timothy 2:9-15
2. Compassion—1 Timothy 3:11
3. Community—1 Timothy 5:1-16
4. Discipleship—Titus 2:3-5
5. Scripture—2 Timothy 3:1-9, 14-16

In *Women's Ministry in the Local Church*, a book Susan co-authored with Dr. Ligon Duncan, these passages are explained, and suggestions are given to develop and implement a Word-based, relationship-driven women's ministry in the church. However, the application of these principles is broader than just a women's ministry. They are also applicable to all women wherever we serve in the household of God.

These chapters use these building blocks to focus on the *hands* component of leadership. Rather than repeat the explanation of each passage, we encourage you to refer to the corresponding chapter in *Women's Ministry in the Local Church*.

Leader/Facilitator Preparation

1. Pray for wisdom to balance teaching and discussion.
 - Leading a discussion does *not* mean there is no teaching.
2. The group will need to read the chapter and complete the leadership journal section for that chapter to be prepared for the discussion before coming to the meeting.
 - Suggestion: Many women are in seasons of life where they feel overwhelmed. Emphasize that reading the material in advance is not a requirement to attend. It is more important for women to feel loved and welcomed. Sometimes just getting there is all they can do. They need spiritual mothering. As they grow in the grace and knowledge of Jesus, trust Him to give them the desire and discipline to prepare.
 - Consideration: Consider the biblical knowledge of the women. If there are terms or concepts in the chapter that the women will not be familiar with, be prepared to explain or define them.

Suggested Group Format

1. Gathering, refreshments, opening prayer.
2. Community Building
 - This is an essential element. A well-planned 10- or 15-minute segment will set the tone for your entire study. Intentionally planning ways for women to build relationships will transform your Bible study from an academic atmosphere to a loving and safe place for women to study and apply God's Word.
 - Ideas are given on p. 21–22.
 - Purpose: To connect the hearts of women so they learn to share their lives with one another—to live covenantally.

Discussion Guide

Each chapter will include:

- How to prepare before the group gathers
- The big idea for the chapter
- Key themes for the chapter
- **Chapter Topic:** Each chapter unpacks a different aspect of life-giving leadership. As the leader, you will want to be able to summarize the teaching found in each chapter.
- **Life-giving Leader's Stories:** Each chapter opens with a real-life story from a life-giving leader just like you. These stories serve as a springboard for the women in your group to share their own leadership stories. We have included some questions or tools to respond to the principles found in these stories.
- **Life-giving leadership is . . .** This section unpacks life-giving and life-taking qualities around the chapter topic. The group will have an opportunity to identify the life-giving truth that most closely relates to themselves and the one that they need to pray about.
- **Case Studies:** Every week spend time interacting with the case studies. We use the same two questions because they point back to the purpose of the book. How would you advise them to think biblically about these situations? – Thinking Biblically. How could a leader be a life-giver to them? – Leading Covenantally.
- **Life-giving Leaders from Scripture:** Over the course of the book, you will interact with Naaman's maid, Moses and his mother and sister, the Hebrew midwives, Hannah, Mary and her sister Martha, and Mary the mother of Jesus. Most importantly, we hope you will see Jesus, our reference point for life-giving leadership.
- **Learning Life-giving Leadership from Jesus:** In each chapter help the group to identify two or three life-giving leadership qualities they observe in Jesus.
- **Gifts and Graces:** In this book, we use the biblical category of gifts and graces. Leadership skills are important, but skills can be life-giving or life-taking. Gifts and graces will include the head, heart, and hands. Gifts and graces are a result of our union with Christ. They are spirit-empowered and full of faith. We will explore the gifts and graces of: prayer, life-giving speech, vision and passion for God's glory, wisdom, humility, comfort, love, teaching and training, and a commitment to Scripture.
- **Practice These Things:** Paul says, "Do not neglect the gift you have . . . Practice these things, devote yourself to them, so that all may see your progress" (1 Tim. 4:14-15). This section will give you practical ideas and tools to put into practice the content of the chapter.
- **Pause, Pray, and Ponder:** These sections provide additional questions to those found in the leader's guide and the leadership journal. The members of the group will be asked every week to consider one thing from the chapter they will begin practicing.

- **Pastoral Encouragement:** Each chapter includes a letter from a life-giving pastoral leader addressed to leaders who face common leadership maladies such as “Dear Discouraged Leader,” “Dear Weary Leader,” and “Dear Marginalized Leader.”
- **Prayer Time:** At the end of each group meeting, you will want to end your time with a season of prayer. Here are a few suggestions to guide your time:
 1. Help women begin to use Scripture to shape their prayer requests.
 2. You may want to ask volunteers to praise the Lord for something they learned about Him in the lesson.
 3. Ask: In light of what we have discussed, is there any specific way we can pray for you as you seek to apply these transforming principles to your life?
 4. Ask: Has there been a specific way the Holy Spirit has enabled you to be a life-giver recently? Then say: Let's celebrate His work in our lives by thanking Him.
 5. Share other prayer requests and, where appropriate, ask: “Can you think of a Scripture we could use to pray for this person or situation?”

Leadership Journal Tools



Most studies provide handouts or a participant guide. We decided to go another direction with this book. Often leaders are so busy they rarely take time for thoughtful reflection. Our hope is, by providing a journal format, it will give those who participate a place to record their thoughts and prayers. It is filled with leadership tools that can be used over and over again. We hope this journal will be something to which they refer to remember life-giving leadership truths and to celebrate the ways God is shaping them as a leader.

You will find a printed copy of the Leadership Journal in the back of this Leader’s Guide. You will note in your discussion guide by the initials (LJ) when you need to have your group reference their journal. You will also receive a link to download the journal and print it for your participants. We encourage you to put the full journal in a notebook for participants and give it to them with the book before the group begins to meet. You will note that the leadership tools listed below are formatted so that you can print each tool separately as you need them in the future.

For example, you may want to print the “Event Planning and Evaluation Tool” as your team meets to plan or debrief on an event. The “Team Decision Tool” would be great for a meeting where you have an important decision to make as a team. You should give it to your team members to fill out before the meeting so when they arrive to make the decision, they have prayerfully thought through all the questions.

Life-giving Leadership Tools

Book Chapter	Tool	Application
Introduction	Leadership Inventory Tool	Individual
Introduction	Think BIG, Think LONG & Think Biblically	Individual
Chapter Three	Leader Decision-making Tool	Individual
Chapter Three	Covenantal Leadership Tool	Individual and Group
Chapter Three	Event Planning and Evaluation Tool	Group
Chapter Four	Team Decision-making Tool	Group
Chapter Five	Leadership Heart Diagnostic Tool	Individual
Chapter Five	Leadership Collaboration Tool	Group
Chapter Six	Helper/Life-giver and Hinderer/Life-taker Tool	Individual
Chapter Six	Compassionate Leadership Tool	Individual and Group
Chapter Seven	“My People” Tool	Group

Chapter Seven	Leadership Team Dynamics Tool	Individual and Group
Chapter Seven	Community-building and Peace-making Tool	Individual and Group
Chapter Nine	Leadership Styles Tool	Individual
Chapter Nine	Leadership Health Tool	Individual and Group

Community-building Ideas



A leader seeks to cultivate community across her group. (See Chapter Seven.) Throughout the book, we use stories and pastoral letters to cultivate community with our readers. Here are some ways you could implement these ideas with your group.

Questions

Each chapter in the Leader's Guide gives a suggested opening question to get your group talking. Here are extra *get to know you* questions. If your group is larger than ten, you may want to divide into two or more groups.

1. How long have you attended our church?
2. What drew you to our church?
3. Name the places where you have lived.
4. What is your favorite vacation place (or food, time of day, place in your home)?
5. What is a favorite Scripture verse and why?

Stories

We often assume members of a group know one another. Allocate time each meeting for the group to get to know each other's stories.

Below are types of stories that might be of interest to share. Encourage people to remember the ABC's of storytelling when telling their story:

- A** Audible—Share in a way everyone can hear.
- B** Brief—Keep your story brief and to the point. Writing out a story and timing it is always a good idea.
- C** Christ-centered—The point of the story is to learn more about Christ being formed in you.

Have group members tell their:

- Faith stories—How they came to Christ
- Leadership stories—Use the stories from the women at the beginning of each chapter as a model. Perhaps you assign a topic such as “How I learned to pray as a leader” or “How God used an unlikely gift or relationship to encourage me to lead.”
- Life-giving leader stories—Share the story of a leader who has influenced them and give three ways the leader's fingerprints still mark their lives.

Letters

Each chapter includes a letter from a pastoral leader which addresses a struggle we may face. Written words have staying power!

We encourage you to incorporate the gift of letter-writing with some of these ideas:

- Ask your pastor to write a letter to your group, thanking them for their service.
- As the group leader, write each group member to tell them something you appreciate about what they bring to the group.
- Bring a stack of note cards and have your group write letters of appreciation to other church leaders.
- Ask someone to read one of the pastoral letters from *Life-giving Leadership* out loud and discuss whether the group can relate to feeling weary, discouraged, marginalized, etc.
- Use the book, *The Heart of a Servant Leader* by C. John Miller. These are letters written by veteran ministry leader Jack Miller that address a variety of ministry issues: physical suffering, overcoming sin, learning to forgive, spiritual warfare, etc.

Serving Together

Nothing builds a team or group unity like serving together. Here are some ideas to build community.

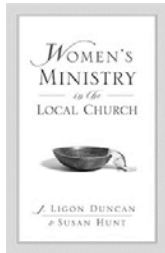
- Go as a group to serve at a local food shelter or mercy ministry.
- If a group member needs help, then mobilize the group to meet the need—help with meals, moving help, transportation help, or help with their children. Start by serving your own group.
- Assemble “thank you” gifts and notes for those who have helped with an event.
- Ask everyone in your group to bring two dozen cookies or bars. Then assemble assorted dessert platters for your pastors, elders, and staff.
- Coordinate with another ministry at church.
- Staff the children’s ministry classes as volunteers so the children’s ministry team can have a team building time.
- Find out when the youth ministry is having an event and offer as a group to provide and serve the refreshments.
- Send an email to other ministry teams in the church asking for their monthly prayer requests. Set aside a time in your group to pray for them. Once a quarter write that team a note letting them know you prayed for them.

Resources from CDM



The Presbyterian Church in America’s Committee on Discipleship Ministries has long been committed to developing resources that are foundational in building a robust philosophy of women’s ministry. These books are designed to teach women to think biblically about all of life, including issues specifically related to being a woman.

Training for Women’s Ministry Leaders

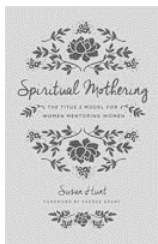


Women’s Ministry in the Local Church – Susan Hunt & Ligon Duncan

In a time of confusion and uncertainty, authors Susan Hunt and Ligon Duncan walk women through the Scriptures to help them better understand what it means to have an effective, biblical women’s ministry in the church. The benefits of women’s ministries are great: training and discipling, evangelizing, and reaching out to the poor and needy. This book written by seasoned ministry leaders provides many proven tools to help start or further develop a women’s ministry in your church.

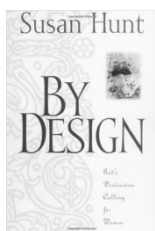
- If you do not already have a women’s ministry, consider teaching this as a women’s Bible study when as many women as possible can attend. Then, from those who go through the study, you can identify women who are interested in helping develop a women’s ministry.
- It is suggested that you have a women’s ministry in place *before* beginning a Titus 2 Discipleship ministry.
- The Titus2 Discipleship committee should read and discuss this book in order to know where this type of discipleship fits into the overall vision for a women’s ministry.

Women’s Topical Bible Studies



Spiritual Mothering – Susan Hunt

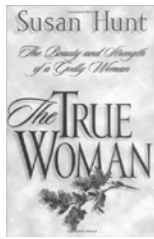
Titus 2 calls women to minister to women younger in the faith. This is a very practical book filled with suggestions and examples of how this can be done. Women will be challenged to put the teaching of Titus 2 into action. Both biblical and modern-day examples are used to illustrate the principle of older women “caring for” younger women in the church.



By Design, God’s Distinctive Calling for Women – Susan Hunt

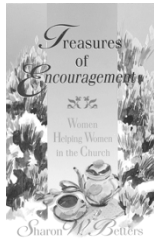
Woman’s “helper design” uniquely equips her for ministries of mercy. This study shows the value of men and women partnering in church ministry and explores the implications of woman’s creational design in the various seasons of life.

The True Woman – Susan Hunt



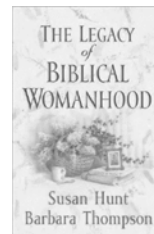
Here is the beauty and strength of a godly woman. This book contrasts the true woman with the new woman and examines the standard and virtues of the true woman. Maybe you've heard God's call to change the world but weren't sure how to maximize the opportunities God has given you. Maybe society's definition of "true womanhood" —claiming it's about reproductive rights, doing things "your way," assuming the power, and gaining control of your life—has clouded your view of who you are in Christ. Or maybe you've just been waiting for a little encouragement and inspiration. In any case, author Susan Hunt says, "Start now."

Treasures of Encouragement – Sharon Betters



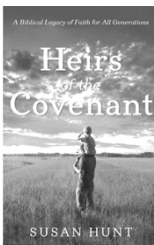
The freedom that springs from a secure identity in Christ can enable you to reach out. As one who has suffered much, Sharon offers stories, principles, and examples to help build up both you and your church through the ministry of encouragement.

The Legacy of Biblical Womanhood – Susan Hunt and Barbara Thompson



Whose responsibility is it to disciple women in the biblical image of womanhood? Hunt and Thompson believe this important job belongs to the church—and they offer practical advice on starting a "spiritual mothering" ministry in your congregation. Discover the joy that comes from "passing the baton" of faithfulness to the next generation!

Heirs of the Covenant – Susan Hunt

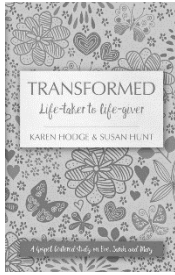


Finally, a covenantal approach to Christian education that equips parents, teachers, and pastors to pass on a legacy of faith to the next generation. A strategic title for all those interested in reaching the rising generation for Christ.

Prayers of the Bible – Susan Hunt



This is a Bible study for women that establishes foundational biblical principles of true womanhood and then explores prayers recorded in the Bible with the objective of equipping women to call on God in truth. Prayer is our direct means of communication with God. Yet many people are unsure how to pray. Is there a specific way to do it? Are there any examples we can study? Just where do you go to learn about prayer? Go to the Bible. Specifically, go to the prayers in the Bible. Each prayer passage in this book comes with an outline, questions to focus your thoughts, a prayer story, practical suggestions for prayer, and suggestions for personal reflection.



Transformed: Life-taker to Life-giver – Karen Hodge and Susan Hunt

This 10-week personal or group Bible study takes us on a transformational journey. Key biblical passages, gospel-centered devotions, Scripture-based prayers, and heart-penetrating questions celebrate the power of the gospel to transform God's daughters into women who give life to their relationships.

Bible Studies

These studies, written specifically for women, weave Biblical Womanhood principles into the application of the passages as you study through entire books of the Bible. These studies are recommended for weekly Bible studies. Each study includes a commentary, leader's guide, and student book.



- *The Formation of God's People Israel: Exodus, Leviticus, Numbers, and Deuteronomy*
- *The Gospel of Matthew: Part 1*
- *The Gospel of Matthew: Part 2*
- *Paul's Letters to Maturing Churches: Ephesians, Philippians, Colossians, 1 & 2 Thessalonians*
- *The Pastoral Letters: 1 & 2 Timothy, Titus*

Resource for Titus 2 Discipleship with Teens and Pre-teens

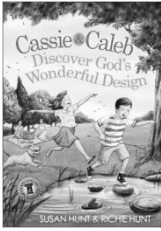
Becoming a True Woman—While I Still Have a Curfew – Susan Hunt and Mary A. Kassian



Have you ever wondered why God made both "male" and "female"? Have you thought about his purpose for you as a female? Have you considered the fact that God has “intentionally” planned everything about your life? Yes, yes, yes! This 35-day devotional digs deep into God's Word, hearing what He says about your womanhood, and learning how to live as a “true woman” day by day. Each day begins with a short devotion and then A Time for You section – a time for you to read, to think, to pray, and to live for God's glory. Interspersed throughout are personal stories and thoughts from girls like you.

- It can be used as a stand-alone devotion book by a girl, by a girl and her mom, or for group discussions.

Resource for Titus 2 Discipleship with Younger Girls



Cassie and Caleb Discover God's Wonderful Design – Susan Hunt & Richie Hunt
Girls (and boys!) 5-8 will love the fun world of Cassie and Caleb, two energetic and inquisitive children discovering the beauty of God's wonderful design. Through 20 stories with engaging illustrations, followed by interactive time between parent and child, your children will learn:

- The creational principle that God created man in His own image: male and female
- Jesus is in all of Scripture
- God's Word is our authority and His glory is our purpose
- When we belong to Jesus, we belong to His covenant family
- A biblical framework for living and thinking

It's never too early to start the conversation about God's wonderful design. Group meetings can include reading and discussing a chapter from the book, adapting some material from the teen curriculum, prayer time, role play to demonstrate being a life-taker and a life-giver in various situations, a box talk (young girls love doing this!) and a craft or game.

For information or to order visit:
www.pcabookstore.com or call 1-800-283-1357.

Life-giving Leadership

LEADER'S GUIDE



Introduction



Preparation

1. Read *Life-giving Leadership* page 9-14, “Introduction.”
2. Make sure every participant has the entire Leadership Journal.
3. Read the Discussion Guide several times and adapt it to your group and schedule.
 - LJ refers to the Leader’s Journal.
 - If you are using this as a book study and not for a leadership team, adapt the language and questions to include their experiences at home and in the workplace.
4. Big Idea
 - As you engage in women’s ministry in your church, think big, think long, think biblically.
 - Read and meditate on Ephesians 3:14-21. Use this passage to reflect on thinking big, thinking long, and thinking biblically. Also use it as your prayer for yourself and those who will participate in this study.
5. Key Themes
 - Life-giver
 - This book is about equipping women to **think biblically** *about leadership* and to *lead* covenantally in a complementarian context.

Community Building

- Since this is the first time the women gather for this study, if they do not know each other spend time asking each one to introduce herself and tell one or two facts about herself.
- Ask: What do you think about the title of this book and why did you decide to be a part of this study?
- Use an idea from pp. 21-22 of this guide. For example, ask the pastor to write a letter expressing his support and encouragement for women in the study, and then ask the women their reactions to this pastoral support.

Discussion Guide

1. Refer to the Leadership Journal (LJ) and ask the women to fill out the Leadership Inventory.
 - Only allow a short time for this.
 - Purpose: To identify areas they want to develop as a leader.
 - Explain: They may not know what to write, but these ideas will be discussed throughout the study. The ideas in the inventory are concepts that will be fleshed out in the book. If you are

doing this as a book study and not with a leadership team, refer to the question “Who is on my team?” and explain this may be family, co-workers, your Bible study group.

- Suggestion: Encourage women to use it as a prayer guide as you go through the study.
- Emphasize: At the end of the study, you will return to this Inventory to evaluate how they have grown in their understanding and application of leadership principles in the book.

2. (LJ) – Discuss Leadership Questions

1. What is a leader?
 2. What are some words or qualities that describe a leader?
 3. What does leadership look like for a woman in her various callings and contexts?
 4. How has the leadership of other women shaped your life?
 5. How would you contrast life-taking and life-giving leadership?
 6. What is your reference point for learning how to be a leader?
- You may want to give the women a few minutes to write their answers, and then have volunteers read their answers.
 - Emphasize: There is not one right answer, and there is nothing wrong with saying, “I don’t know.”
 - As women discuss these questions, you will begin to see their working definition of leadership. You will also see who has influenced them and what leadership models have shaped their ideas about leadership.
 - Explain: You will return to this at the end of the study to see how they answer the questions.

3. Discuss the introduction in the book. Ask two or three volunteers to answer the following questions:

- How would you explain the life-giver concept to someone who’s never heard of it?
- What did you learn, or what are your reactions, to Susan’s Story?
- What did you learn, or what are your reactions, to Karen’s Story?
- What did you learn, or what are your reactions, to The Book’s Story?

Another idea is to assign each section in the chapter to a different woman and ask her to be prepared to summarize it.

4. (LJ) – Purpose Statements

- The purpose of this exercise is to use the Women’s Ministry purpose statement as an example and to see if they know their church’s purpose statement.
- Refer to the LJ and read the Women in the Church purpose statement.
- Write your church’s purpose statement.

- If any women are involved in the leadership of a ministry in your church (women’s, children’s, missions, etc.) that has a ministry purpose statement, ask them to share it.
- If you are using this to train the women’s ministry leadership team, and you do not already have a purpose statement, you may want to begin developing one.
- If you are using this as a group study, you may want to ask if anyone has a personal or family ministry statement.

5. (LJ)–Personal Leadership Story

- Ask volunteers to answer the questions.
- Point out the stories at the beginning of each chapter and explain the Journal space is for them to write their own story. Ask for a volunteer who will be prepared to write and share her story at your next meeting. Sharing stories will build community on a team or in a group.
- You may want to go ahead and schedule a story for each week of the study.

6. (LJ)–Think Big, Think Long and Think Biblically

- Use the following to explain the “big idea” of the book.

This book will continually push us to think beyond the task we are doing—whether it is changing diapers, litigating a lawsuit, planning a women’s retreat, homeschooling children, caring for an elderly parent, teaching a class, working part-time in a mundane job to supplement the family income, keeping the nursery at church, caring for the single mom’s child because she had to work late—to the glorious Triune God who loved, chose, forgave, adopted, and sealed us so that we might put His glory on display (Eph. 1). Everything we do matters because we can glorify Him whether we eat, drink, or whatever we do (1 Cor. 10:31). The book will challenge us to think bigger and longer than the present moment by thinking and praying biblically.

- Refer to the LJ and read Ephesians 3:14-21 in unison or ask volunteers to read sections.

This prayer lifts our hearts to think big thoughts: the eternal, worldwide family of God; the power of God’s Spirit working in us so that Christ dwells (increases, takes up more space, is formed) in us; uniting with all God’s people in our comprehension of the expansive love of God; being filled with God; a holy expectation of immeasurably more than we can ask or imagine!

No wonder Paul explodes in doxology: “To Him be glory in the church and in Christ Jesus through all generations, forever, and ever. Amen.”

This is thinking big, long, and biblically.

- (LJ) This chart (p. 98) is meant to be filled out throughout the study of this book. You may want to discuss examples.

- Think BIG

When you consider the ministry God is calling you to lead, are you aiming to do something that is doomed to failure unless God be in it? Write your impossible prayers for God to do something exceedingly abundantly more than you can ask or think.

Example: Perhaps it is for the hearts of the people you lead to be united in love, or for a task that seems impossible to accomplish . . .

- Think LONG

You are called to lead in light of eternity. The only two created things that last forever are the Word of God and the souls of men. Make a list here of how you can be investing as a leader into these two things.

Example: Perhaps it is studying a passage of Scripture you discover in the book in greater depth or writing a list of names of people you want to invest in this year. Encourage the woman in the mundane job to pray for the people around her, the woman who is responsible for snacks for the children's ministry to see it as an opportunity to show love to the children, etc.

- Think BIBLICALLY

As you read the book, we pray God will help you think biblically about these topics. As God brings a key scripture to mind or convicts you of a way to lead biblically, record it here.

Example: Perhaps it is seeking to have a better understanding of biblical peacemaking when conflict arises or seeking to think biblically about submitting to leaders when you may be tempted to do your own thing.

Prayer

- Depending on the time and your group, you may want to share personal and or ministry prayer requests. Encourage the women to pray big, long-range prayers, and to let Scripture such as Ephesians 3:14-21 shape their prayers.

1

Confidence



Preparation

1. Read *Life-giving Leadership* pp. 17–32.
2. Complete the Leadership Journal section for Chapter One.
3. Read the Discussion Guide several times and adapt it to your group and schedule.
4. The Big Idea
 - Self-confident leadership is life-taking. Christ-confident leadership is life-giving.
5. Key Themes
 - Christ Confidence vs. Self-Confidence
 - Positional Leadership vs. Servant Leadership
 - You have to die to live.
 - You have to die to lead.
 - The nature of gifts and graces
 - Leadership involves engaging our heads, hearts and hands.
 - Prayer builds confidence in Christ, and confidence in Christ fuels prayer.

Community Building

- Suggested opening question: What is one “hidden talent” that you possess that no one else in the group knows about?
- Use one of the story or letter ideas found on pp. 21–22 in this manual.
- Open to p. 19, Chapter One in *Life-giving Leadership*

Discussion Guide

1. Leadership Burnout

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

- How has God uniquely designed me?
- How, in my self-confidence, have I been blind-sided to the corresponding weaknesses that accompany my God-given strengths?
- How have I neglected to embrace my finiteness as a human being?
- Where am I experiencing frustration as a result of expectations, either my own or others'?
- Where does my fuel source really come from?

2. Case Studies

Every week, as you discuss the case studies, use the same two questions (below) because they point back to the purpose of the book.

This book is about equipping women to **think biblically** about leadership
and to *lead* covenantally in a complementarian context.

You may want to ask a group member to read the case studies. Then ask, "Can you relate to Jennifer or Carly?"

1. How would you advise them to think biblically about these situations?
2. How could a leader be a life-giver to them?



What does it mean to think biblically about leadership?

What does it mean to lead covenantally?

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

3. (LJ) – Life-giving leadership is . . .

Ask the women what they circled that resonated with them, and what they starred that they need prayer for.

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

4. Read from p. 21:

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

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

(LJ) – Ask your group to share their responses. See possible answers below to get the discussion moving.

Where?	What?	How?
The plot(s) of DIRT God is calling me to die in as a leader:	The areas (dreams, fears, comfort, etc.) in my life where Christ is calling me to DIE:	How do I see death leading to life as a leader?
A new task or commitment Parenting A change in church leadership A conflict in a relationship	Comfort Convenience Agendas Plans Reputation	Pray that God will produce gospel fruit in your life.

Prayerfully reflect on Jesus' life-giving questions for us as leaders. You may ask your group to change "we" to "a leader" and say, "As a leader, will I hate my life in this world?"

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

5. Learning Life-giving Leadership from Jesus:

Share 2-3 life-giving leadership qualities you observe in the life and ministry of Jesus.

6. The Head, Heart, and Hands of a Leader

Ask a group member to read this from p. 22:

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

(LJ) – Ask your group to share their responses. Below are some suggestions.

List and then prayerfully commit your . . .

Head Your thoughts, ideas, opinions, plans, etc.	Heart Your affections, relationships, confession of sin, etc.	Hands Your gifts, graces, physical belongings, etc.
Lord, I ask You . . . to guard my mind in You, to saturate my mind with Your Word, to help me think about whatever is true, whatever is noble, whatever is right, whatever is pure, whatever is lovely, whatever is admirable—if anything is excellent or praiseworthy.	Lord, I ask You . . . to make me be quick to say not my will but Thine be done, that I will be quick to repent and ask for forgiveness, and seek to be a life-giver in all my relationships.	Lord, I thank You for the gift of teaching. May I yield it to Your purposes. I thank You for the financial resources You have given our family. May I seek to be a cheerful giver. I thank You for my home. Give me opportunities to open it to others and extend gospel hospitality.

7. The Gifts and Graces of a Leader

Underline all the inclusive words. They are in bold type and underlined for you.



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

(LJ) Now share your responses to these questions:

- How will living out this statement from *The Westminster Confession of Faith* produce a life-giving culture in your church?
- How have you enjoyed communion with other people's gifts and graces? Give specific examples.
- If you are meeting in a team, spend time telling each other how you have benefitted from their gifts and graces.
- How could you contribute to the mutual good (both the inward and outward) of those on your leadership team?

8. Naaman's Maid

Discuss these two questions:

- As you read this section, what were some unexpected actions or outcomes you noticed?
- Have you ever felt small, insignificant or reluctant to step out in faith?

9. Pause, Pray, and Ponder

Discuss the following:

- How does this chapter help you think biblically about leadership?
- When things get hard, is your first reaction to rely on yourself or on Christ?
- Describe the dirt where you are planted right now.
- Pray that you will bear fruit where you are.

10. Cultivating the Gift and Grace of Prayer

Leader reads:

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

(LJ) – This will build community if the group is willing to share their responses:

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

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

11. Pause, Pray, and Ponder

Paul says several times in the Epistles, “This one thing I do.” With singularity of mind he focuses on what is most important. It would be easy for the members of your group to be overwhelmed as they go through this book. Each time you meet, guide them in focusing on one thing they can take away from the chapter and then commit by faith to seek to begin to live it out in the following week. They may make this into a prayer request. You can always ask the next time you gather about how things are going.

End this time with these questions:

- What difference does it make when you direct your heart to the love of God and the steadfastness of Christ?
- One Thing: What is one thing from this chapter you will practice?

12. Prayer Time

13. Pastoral Encouragement

- Ask someone to read the pastoral encouragement on p. 32. Then ask: Can you relate to being a weary leader? Any other observations from the letter?

14. Preparing for the next session:

- Read Chapter Two in *Life-giving Leadership* and
- Complete Leadership Journal pp. 105-108 for Chapter Two.