



Session One:
Personal Development

Session Two:
**The Leadership
Maturing Process**

Session Three:
Values and Beliefs

➡ Session Four:
Personal Mission Statement

Session Five:
Mentoring

SESSION FOUR

Introduce a process for clarifying your biblical purpose and your personal vision as essential parts of developing a personal mission statement.

1. Introduce concluding reflections on how God has lead and shaped you.
2. Introduce a process for developing a personal mission statement.
3. Introduce a process for clarifying your biblical purpose
4. Introduce a process for clarifying you personal vision
5. Introduce a process for defining your life-leadership roles

REFLECTION

Review the *Focusing for Impact* process to this point and briefly describe key learnings.

- Your personal time line and life story (your growth as a believer)
- Your leadership development (eight concepts of leadership and four stages of leadership development)
- Your values, passions and beliefs

In this session we will begin the process of developing your personal mission statement. As you begin that process, reflect on the following questions:

- What has God taught me about myself, and how he has worked/how is he working in my life to broaden and deepen the impact I have on others for his purposes?
- Considering what God has done in my life to this point, does there seem to be some direction in which God is leading me?

YOUR PERSONAL MISSION STATEMENT

Effective believers and leaders learn to focus their lives and influence. They desire to abide in Christ and seek to bear fruit that remains. They are men and women of character and integrity. Their lives are centered on Christ, built upon a solid, biblical foundation. They have learned to hear from the Lord and respond to his leading. They seek to be good stewards of their unique shaping and giftedness by God.

Godly leaders who finish well share some common characteristics: they enjoy a growing and continuing intimacy with Christ; they experience repeated times of personal renewal; they are disciplined; they maintain a positive learning attitude through all of their lives and often have a network of meaningful relationships and mentors. Even more important, leaders who finish well aim for a big-picture perspective which enables them to focus their life and leadership.

A **personal mission statement** reflects a leader's unique, personal destiny. It is the best understanding to date of God's processing and destiny for an individual. An effective personal mission statement blends an individual's **biblical purpose, life-leadership values, and personal vision** for the future.

Personal mission statements do not create or make a leader. Rather they are a reflection of a person's development to date, an attempt to discern what God might want from them as an individual. A person's ultimate destiny rests in God's hands.

How Can a Personal Mission Statement Help You?

By way of overview, developing a personal mission statement which fits who God has created you to be, and which fits what God has done/is doing in your life, will be helpful in the following ways:

- It is common for men especially to go through a *Mid-Life Crisis*. Having a personal mission statement will give you a sense of direction and movement in your personal life and in responding to leadership opportunities.
- A personal mission statement provides a decision-making grid which you can use to assess various leadership opportunities. Good mission statements are dynamic and flexible, always evolving, yet providing direction and guidance for a leader's life.
- A personal mission statement is the first step in helping to focus your level of influence. Leaders who know where they are going personally are better able to provide leadership in clarifying future direction for any endeavor.
- A personal mission statement provides encouragement and fulfillment for a leader, often sustaining, guiding and motivating him through the difficult times of life and leadership.
- A personal mission statement will nurture a deep sense of fulfillment (the sense of satisfaction which comes from engaging in and fulfilling God's specific calling for you).

Like the process which led to your personal time line, the process of creating your personal mission statement is also sequential. Each step will move you toward your final personal mission statement.

An important step toward developing your personal mission statement involves reflecting on the kinds of needs which tend to grab your heart, and affirming your primary motivating passions. This is a key part of understanding how God has been using people, events, and circumstances in your life to shape you into the person you are today.

COMPLETING YOUR PERSONAL MISSION STATEMENT

In this session we will be focusing on developing an initial draft of your complete personal mission statement (including your biblical purpose statement, your values, and your vision statement), and a strategic process for integrating this statement into your pattern of life.

God brought us into existence at this specific point in time to bring glory to his name and to fulfill our small part in his eternal plan and purposes.

To this point you have developed your list of values and passions and your biblical purpose statement. In this session we will add a vision statement. Discovering personal vision may take a significant amount of time. Nehemiah went through a series of stages in the development of his vision to rebuild the temple wall. He moved from seeing the need, to praying and fasting, to walking in the ruins, to becoming convinced that he had heard from God, to communicating his vision to others.

Defining terms

As a point of reference for the remainder of this session, consider these definitions:

Biblical Purpose:	describes your biblical reason for existence.
Values:	describes your inherent preferences, assumptions and beliefs.
Vision:	a word-picture of a preferable future from God's perspective.
Roles:	the unique tasks you are called and best equipped to fulfill.
Goals:	specific objectives/faith statements that help provide accountability for vision.
Mission Statement	summary statement that weaves together biblical purpose, life-leadership values, and personal vision

FOUR FOCUSING QUESTIONS

The following four strategic questions will help to bring focus to your life and influence. Together they provide the basis for developing your personal mission statement. We have been doing preliminary work on Question 1 in the first three sessions. In this session we will work through these four strategic questions in depth.

1. Reflection: *Life-Leadership values, Unique shaping*
How Has God Shaped You?
2. Foundational: *Your biblical purpose*
What Has God Taught You?

3. Strategy: *Your personal life, Your leadership life*
What Is God Calling You to Accomplish?

4. Implementation: *Life-leadership roles, Your weekly goals and activities*
How Do You Plan to Accomplish Your Personal Mission?

Focus Question 1: How Has God Shaped You?

Life-leadership values, Unique shaping

David declares in Psalm 139 that each of us is “fearfully and wonderfully made.” The next step in developing your personal mission statement is reflecting on how God has uniquely shaped you as a person and as a leader.

In sessions two and three we discussed life-leadership values, the beliefs and assumptions that guide your behavior and actions, and the passions which motivate you. Through past leadership events, God has formed your life-ministry values. Distilling them into concise value statements will help you personalize your mission statement.

Consider the following lessons as you write value statements that reflect your calling. Your values should encompass lessons related to:

- Your personal journey with Christ
- Family, relationships, and accountability
- Biblical convictions and principles
- Insights concerning ministry and organizations
- Insights related to leadership and structures
- Character formation and effectiveness
- Unique calling and contribution

Another example of life-leadership values (for more examples see session three, pg 10ff)

- I value the kingdom, not just local church growth.
- I value primacy of the local church as God’s chosen vehicle for today.
- I value leadership: everything rises and falls on leadership.
- I value change, helping the church and God’s people move forward.
- I value family, they are God’s gift to me as a person and to my character.
- I value people, team ministry, and relational empowerment

Upgraded Life-Leadership Values

Using your values list from session three (pg 14), edit your life-leadership values statements in the space below.

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.

Focus Question 2: What Has God Taught You?

Your Biblical Purpose

YOUR PERSONAL DESTINY

At the core of a personal mission statement is the concept of **destiny** or purpose. The concept of a personal mission statement presupposes that each of us has a unique, personal destiny or purpose. God brought us into existence at this point in time to bring glory to his name and to fulfill our small part in his eternal plan and purposes. Destiny is the living out of God's purposes by a leader, in that leader's own generation. Destiny is an issue of vision and personal calling.

John Knox cried for a nation, "Give me Scotland or I shall die." Martin Luther was transformed by the life-changing gospel of grace through faith and driven by a vision of the reformation of the church which restored the gospel's place at the center of the church. Charles Wesley developed a new method for helping believers grow. The list could go on and on!

Biblical Examples of Destiny

It was one of those difficult, reflective moments, a time when a man examines his life. And when he adds it all up, he considers himself a failure. He is highly trained, yet uses very little of that training today. The job he finds himself doing, almost anyone could do.

He is not a young man anymore. And if the truth is known, he is headed nowhere fast. He ran away from the one big thing in his life he felt he ought to have done. It had been a crisis experience. He had escaped the situation, but he left behind his dreams for the future. He resides now in a foreign country. He is isolated and alone.

Once he believed he was born to lead. But now he doubts all that. At best, he is a reluctant follower. There is plenty of time for reflection in his current job. The pay isn't good, but the working conditions keep him outdoors. As the sheep continue to graze, he shifts his position.

Off in the distance he sees smoke rising. He wonders how the shrub could have caught fire in the middle of the day. It's dry – no lightning or storms, no one else nearby. As he moves the sheep toward the smoky cloud, he notices that a bush continues to burn, but does not burn up! The oddity of the moment forces him to investigate.

Drawing near to the bush, he senses something very different about where he stands. It is a distinct, supernatural moment, one that his father-in-law had often spoken about, but as yet he had not experienced. Later he would look back at this moment in time and would realize that this event helped launch him into a unique destiny.

Suddenly, he hears a voice, "Moses! Moses!"

His reply, "Here I am, Lord."

And thus begins one of the most unique accounts and experiences in all of Scripture. A man has met the Living God. Now he sees that the years of disappointment and confusion were sovereignly woven together into a unique, personal mission and calling...a destiny.

A vision was rekindled. God's purposes unfolded through the life of a leader. On that day Moses encountered the Living God and discovered that he had a unique destiny.

– Adapted from Dr. J. Robert Clinton

* * * * *

But that was Moses. What about you? What has God uniquely shaped you to accomplish?

* * * * *

Paul said of David, "For when David had served God's purposes in his own generation, he fell asleep" (Acts 13:36).

The Lord told Jeremiah, "Before I formed you in the womb I knew you. Before you were born I set you apart; I appointed you as a prophet to the nations" (Jeremiah 1:5). Jeremiah had a unique destiny to fulfill.

Jesus obviously lived with a sense of purpose and destiny. Jesus said, "My food is to do the will of him who sent me and to finish his work" (John 4:34). On the cross he cried out, "It is finished" (John 19:30). Jesus' life had purpose. Jesus came to die. His death on the cross completed what he had come to do. His resolve was to live out his own personal destiny. This focus caused him to make daily choices in line with his personal mission.

Paul, too, lived with a sense of destiny and purpose. In Romans 15:16, Paul reflects on his call “to be a minister of Christ Jesus to the Gentiles...so that the Gentiles might become an offering acceptable to God.”

In Ephesians 2:10, Paul reminds us that we are God’s craftsmanship, “created in Christ Jesus to do good works, which God prepared in advance for us to do.”

* * * * *

In a general way, each of us is called by God to live out our godly purposes, to love and worship him, to share his love with one another and a hurting world, to glorify the God and Father of our Lord Jesus Christ (Romans 15:6).

But each of us have also been gifted to play a specific role as a member of Christ’s body. Throughout history, God has called his servants to use their gifts and abilities to influence the hearts and lives of their generation. Destiny processing is a believer’s ability to focus their leadership according to God’s unique call on their lives. The question for us is the same as it was for them: What is God calling you to do? If you knew that you could not fail, what would you do for the glory of God and for the benefit of people around you?

A study of key scripture passages helps reveal our reason for existence as individuals. The following key passages can serve as a starting point. As you study these passages, God’s Spirit will likely bring to mind other passages which he have been formative in your life.

Matthew 28:19-20	Ephesians 2:1-10
Matthew 25:26-28	Philippians 3:8-14
Matthew 16:24-28	Colossians 2:6-7
Matthew 22:37-40	2 Timothy 1:9
Luke 9:46-48	1 Peter 2:1-5
John 17:20-23	John 13:34-35
Acts 13:36-41	2 Peter 1:5-9
Romans 15:6-7	2 Corinthians 4:7-12

Scripture Search: First, list those verses and key insights that help provide a biblical framework for your life. Next, review the verses provided to give additional insights into why we have been created as individuals.

Scripture

Insight

- 1.
- 2.

- 3.
- 4.
- 5.
- 6.
- 7.
- 8.

Reflecting on Your Study

Based on these insights, think through God's purpose for your life. List your reflections in short statements below. Use the following questions to help prompt your thinking.

1. What is my long-range purpose in life?
2. Why do I exist as a person?
3. Why did God create me?
4. What does God say will provide us our greatest sense of joy?
5. What is my response to God's work of grace and salvation on my behalf?
6. What is my personal response to the Lordship of Christ?

Writing Out Your Biblical Purpose

Examples of a Biblical Purpose Statement

1. My purpose is
to bring glory to my Lord and Savior, Jesus Christ, through consistent worship of him
with my praise and my life,
to cultivate an inner-life growth that reflects the grace of God, and
to equip men and women for ministry.
2. My purpose is to bless others by personally modeling and publicly proclaiming the good news that this is my Father's world and that Jesus Christ holds it together. I publicly proclaim this respecting others but with inner confidence that this is the truth. I personally model this by developing godly character and vision.

REFLECTION

In reviewing initial reflections on your biblical purpose (see pg 7-10 above), are there emphases that need to be strengthened, softened, or amended?

In going through the process of writing my biblical purpose statement, are there new insights that have challenged me beyond the level at which I am currently operating?

EXERCISE

Based upon your reflections above, write an initial draft of your biblical purpose in the space below. Reminder: a biblical purpose statement should be concise, describe why a person exists, and be based upon our biblical mandate.

Focus Question 3: What is God Calling You to Accomplish?

Your personal life, your circle of influence

Vision – the ability to see God’s preferable future – is the heartbeat of the personal mission statement. Vision flows from God’s redemptive heart, calling each of us to something specific. God designs vision; we discover it.

Vision is a word-picture of a preferable future from God’s perspective. It is a clear mental picture of the future from God’s perspective. Flowing from God’s redemptive purposes, vision is a God-given idea leading to God-given results. In the focusing process, a vision statement is a concisely-worded statement related to a specific area of influence, looking five to ten years into the future. Nehemiah was motivated by vision when he rebuilt Jerusalem’s wall (Nehemiah 1-6). He pictured what Jerusalem could be if God had his way with the returned captives.

Some struggle with the concept of vision, but throughout history God has breathed vision into the hearts and lives of his people. In generations past, men and women have heard from God, and by faith, have stepped out and trusted God. From Nehemiah to the apostle Paul, to Martin Luther to John Knox, down to today, personal vision is documented in the pages of biblical and contemporary history.

Vision involves passion! It motivates and captures the leader. It is what the heart yearns to see accomplished. **Personal vision** answers this question: If you knew that you would not fail, what would you do in your lifetime for the glory of God?

HOW TO CULTIVATE VISION

Six Ingredients for Cultivating Vision

- Stability - Biblical foundations, the non-negotiable that never changes.
- Freedom - to dream and fail.
- Fingerprints - a high commitment to ownership in your area of influence
- Time - a commitment to a longer term view toward influence and change.
- Reality - vision requires risk (faith).
- Principle - adults are more likely to change when they recognize the need to change.

In preparing for the following process, it is crucial to distinguish between your **personal** vision and the **corporate** vision of the entity in which you exercise your influence. Depending on the dynamics related to the corporate entity in which you exercise your influence, you may have a great deal or very little opportunity to influence that vision. Even if you do have significant opportunity to influence that vision, you will very likely be doing that along with other people, who may very likely have a different slant on that vision. In the following pages, we will be focusing on a process for clarifying your personal vision for life. The concept is that the more clearly you are able to articulate your own personal vision, the greater the possibility that you will be able to have a significant influence on the corporate vision. By means of this process, we are *Focusing for Impact*.

Discovering Your Personal Vision: Answering the following questions will help you discover and clarify your personal vision.

1. The people and circumstances that have most shaped my life and level of influence are:
2. When I think about my circle of influence in the future, the specifics that I would love to concentrate on are:

Why?

3. The qualities of character I most admire and desire for God to shape into my life are:

Why?

4. People who know me well believe I am most used by God when I am involved in:

Why?

5. My leadership activities that contribute most to God's kingdom are:

Why?

6. From the perspective of my personal life, the activities I engage in that I believe are making my greatest contribution to God's kingdom are:

Why?

7. Though I may have dismissed the thought many times for various reasons, at times I have felt I should be doing:

Why?

8. When people talk about a passion for leadership, I often begin to think about giving my life to accomplishing:

Why?

9. What common insights or themes surface in your reflections?

From your time of reflection, begin to formulate your vision for the future. This is a dynamic process. Your biblical purpose never changes; your life-leadership values seldom change. But your personal vision will go through a continual process of refinement as you grow in your relationship with Christ and assume new leadership responsibilities.

YOUR PERSONAL VISION STATEMENT

Reminder: Vision is God's preferable future. It is a clear mental picture of the future from God's perspective. Flowing from God's redemptive purposes, vision is a God-given idea leading to God-given results. A personal vision statement is a concisely-worded statement related to your specific life setting and areas of influence, looking five to ten years into the future.

AN EXAMPLE:

In a post-modern culture
stymied by a rootless sense of reality,
I will bless individuals and society at large
by modeling and proclaiming Jesus' rule
especially in long-term relationships.
As husband, father, ordained pastor, and citizen
I will communicate kingdom vision,
initiate wholesome structure,
disciple and be discipled
for faithful, Christ-centered living.

Based upon your reflections above, write a first draft of your personal vision statement below. In preparation for session five, please be prepared to share a written copy of your biblical purpose statement, your life-leadership values, and your personal vision statement. See the example on the following page.

An Example of a Personal Mission Statement
Les Kuiper (Written: May 22,1995; Last revised 01/07/2013)

BIBLICAL PURPOSE STATEMENT

My purpose is to bless others by personally modeling and publicly proclaiming the good news that this is my Father's world and that Jesus Christ holds it together. I publicly proclaim this respecting others, but with inner confidence that this is the truth. I personally model this by developing godly character and vision.

LIFE / MINISTRY VALUES

Piety	A meaningful relationship with God empowers a person.
Family	Family relationships are the school for life.
Community	People find their highest fulfillment when they express their uniqueness within the body of Christ.
Covenant Nurture	Covenant people are committed to nurture each other and our children in the whole truth as whole people.
Grace	Tenderness and sensitivity bring healing and encourage new risks.
Preparation	Aiming for competence and excellence prepares one for greater service.
Vision	Leadership with vision inspires hope.
Integrity	Leadership with integrity and humility engenders community.
Faithfulness	Faithfulness in all things inspires trust.

PERSONAL VISION

In a post-modern culture
stymied by a rootless sense of reality
I will bless individuals and society at large
by modeling and proclaiming Jesus' rule
especially in long-term relationships.
As husband, father, ordained pastor, and citizen
I will communicate kingdom vision,
initiate wholesome structure,
disciple and be discipled
for faithful, Christ-centered living.

Focusing Question Four: How Do You Plan to Accomplish Your Personal Mission?

Life-Leadership roles, Your weekly goals and activities

Personal mission statements become effective when they are integrated into the leader's daily schedule. Life-leadership roles are the key link between a personal mission statement and a leader's personal calendar; yet, most time-management systems fail to provide an effective way of linking a personal mission statement to a leader's schedule.

Mission statement → Roles → One year plan → Monthly objectives → Calendar

DEFINING YOUR LIFE / LEADERSHIP ROLES

Step One: Defining Your Life Roles

Each of us is also called to fulfill very significant life roles that help us develop character and integrity. Life issues are often overlooked by those driven to accomplish great feats for God; yet, it is in the life issues that God most often fashions character. Most leadership failures stem from character issues, rather than from lack of leadership skills.

The concept of Life Roles refers to those roles that are a part of who we are as people and often deal with the significant relationships in our lives. Identify your significant roles that match your situation and unique calling.

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.

AN EXAMPLE OF LIFE-LEADERSHIP ROLES

Husband	Teacher/Preacher	Friend
Father	Worship leader	Self Care
Grand-father	Pastor/counselor	Neighbor
Part of extended family	Church administrator	Citizen
Vision setter	Service Club member	Financial investor

Step Two: Defining your Leadership Roles

Living as one of God's people is an exciting, whole-life experience. Most of us are involved at various levels of leadership in several different areas of your life. The broad intent of this material is to be a resource which helps give focus for greater impact across the entire spectrum of your life.

A narrower intent of this material is to be a resource for giving focus for greater impact specifically for leaders within the local church. It is possible to think of involvement in your local church as just one of many areas of life, each of which place demands on your time. Scripture envisions the local church as an environment for integrating faith-and-life, rather than as just one of many demands on your time. In other words, God intends that the local church be a setting in which members of the body find vision and encouragement to live and express their faith within the varied areas of their lives.

Making God's intent for the local church a reality does not just happen. He gifts and empowers ordinary people to serve that function in each other's lives.

It was he [Jesus Christ] who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God's people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ. (Ephesians 4:11-13)

The Heidelberg Catechism summarizes biblical teaching on the church when it asks, "What do you understand by 'the communion of saints'"? and answers:

First, that believers one and all, as members of this community, share in Christ and in all his treasures and gifts. Second, that each member should consider it his duty to use his gifts readily and cheerfully for the service and enrichment of the other members. (QA 55)

There are some leadership positions in the church which are more strategic than others. For the most strategic positions Scripture gives insight into specific qualifications (see 1 Timothy 3 and Titus 1; see also the chart of these qualification in Session 3, pg 10). Spiritual leaders might use these lists of qualification as a sort of grid in processing nominations for Elder and Deacon – a tool for evaluating one's demonstrated level of spiritual maturity and level of commitment in giving of self to the local church.

So, as you begin the process of identifying the various roles in your life, we encourage you to consider ways in which you are currently involved in giving of yourself to your local church body and ways you feel you are being led to pursue this more intentionally.

The ideal situation is to be involved in leadership roles which most fit your *spiritual giftedness*, your *passions*, and your *personality type*. Ephesians 2:10 affirms that we are each God's workmanship, created in Christ Jesus to do good work. God gives leaders a variety of leadership assignments to continue to shape their lives.

Spiritual Giftedness

Each of us has different gifts, according to the grace given to use (Romans 15:6). Most leaders are aware of their spiritual gifts, but can lose sight of their own unique giftedness because of leadership demands. What are your spiritual gift? You have already done some initial work in answering that question in Session Two, pg 14ff. The reflections below are intended to guide further reflections on insights from that exercise.

1. List those spiritual gifts that others have affirmed in your areas of influence and past leadership assignments.
2. What spiritual gifts do you feel drawn to and are most likely to exercise in a leadership assignment?
3. Which of the spiritual gifts best helps you sense God working through you?
4. Which spiritual gifts has your past study or testing on the spiritual gifts revealed?

List your gifts in the following two categories

Primary Gifts (most often displayed; receive constant affirmation)

- 1.
- 2.
- 3.

Secondary Gifts (occurs occasionally; some affirmation)

- 1.
- 2.
- 3.

Notice the way your gifts group together. Is there one dominant gift? Do any of the gifts complement the other gifts?

Do any of these groupings imply some specific leadership role(s) that would best use your gifts?

Does your giftedness match your current leadership assignment? In what way could you better maximize your giftedness?

(For a more definitive look at the gifts, consult one of the many spiritual gift inventories. Also examine 1 Corinthians 12, Ephesians 4, and Romans 12 and the spiritual gifts listed in each of these passages. Review each of these gifts and evaluate them in regard to your passion and how often they have been displayed in your area of influence.)

Your Personal Passions

Reflecting on your notes in the *Passion Assessment* (session 3, pg 16ff), what were the top two to four passions which you identified?

Personality Types

Your unique shaping as a leader also relates to your God-given personality. Most personality inventories reveal four predominant personality types. In the context of leadership and interaction with others, what has your behavior revealed about your personality?

1. **Task-oriented leaders** enjoy results. They are determined. They value productivity, are usually optimistic, and can be insensitive to the feelings of those they lead.
2. **Influence-oriented leaders** enjoy influencing others to achieve results. They are relational, idealistic, and very expressive in nature. They often seek approval, are people-oriented, and can lack a disciplined life-style.
3. **Team-oriented leaders** enjoy participating with others. They are adaptive, realistic, and often very loyal. They often are more of a servant-specialist leader. They can become too much of a spectator and dependent on others.
4. **Detail-oriented leaders** enjoy jobs that are done well and completed. They tend to be analytical and drawn to administrative issues. They are reflective and correct, but can become skeptical and judgmental.

EXERCISE

- Which of the four descriptions best fits your personality type?
- Which of the four descriptions secondarily fits your personality type?
- Are you a combination of two or more of the types? Which of the types you selected would be more dominant than the others? How do these styles work together to complement one another?
- Do these personality type(s) imply leadership roles that would best match who you are as a person?

Affirming Your Leadership Roles

As you reflect on the mix of your spiritual gifts and your personality type, is there anything that strikes you regarding the kinds of leadership roles that seem to fit you best?

Identify your significant leadership roles that match your giftedness and your unique calling.

1.

2.

3.

4.

5.

6.

7.