



The Foundation for our Leadership

(Our Ministry Will Be a Precious Treasure or a Performance Trap)

Lesson 1: Competence Versus Communion

The Big Idea:

“Come to Me, all who are weary and heavy laden, and I will give you rest. Take my yoke upon you and learn from Me for I am gentle and humble in heart; and you shall find rest for your souls. For My yoke is easy and My burden is light.” Matthew 11:28-30

In this series of lessons we will evaluate the foundation upon which our leadership is built. Often, in our pursuit of results, we slip into ministry motivated by guilt rather than by grace. May these lessons serve as a reminder of the Source of our power.

Luke 10:38-42

There are two common drives that emerge when people meet Jesus:

1. We are driven to _____.
2. We are driven to _____.

Martha and Mary are vivid illustrations of these two drivers or compulsions. Martha wants to impress Jesus, and she attempts to perform for Him. Mary determines she must first be served by Jesus before she attempts to serve Him.

Martha

Sought _____ on her terms.

Offers _____ power.

_____ from a driven spirit.

Mary

Sought a _____ with Christ.

Offers _____ power.

_____ from a response to grace.

◆ Leader's Notes ◆

PRAY! PRAY! PRAY!

1. Get close to Him

2. Get busy for Him

Approval,
Relationship

No, Unlimited

Performs, Serves



A Question to Consider:
Are you living and leading like Martha or Mary?

◆ Leader's Notes ◆

Competence

1. Thrives on rules and routines
2. Acts out of duty
3. Motivation: guilt
4. Human obligation
5. Comparison to others
6. Tired performance

Communion

1. Thrives on relationship
2. Acts out of devotion
3. Motivation: gratitude
4. Divine grace
5. Acceptance of others
6. Empowered service

Our Problem

Mary and Martha illustrate the truth of this lesson. When we first come to Christ we pursue communion with Him. That's all we have to offer - a pursuit of intimacy with God. Like a marriage, all we have to offer in the beginning is the pursuit of love. However, as we mature, our pursuit of competence displaces our pursuit of communion. We become like Martha. We strive to become competent at our Christian life and ministry. Eventually, God will remove the fulfillment of our competence in order to move us back to communion. Here is a summary of our problem:

Competence

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____

Communion

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____



The Salvation Army

Jack McDowell School for Leadership Development

Evangeline Booth College, Atlanta, GA

www.missionmover.org

In cooperation with
EQUIP's Million Leaders Mandate
Series One ~ Notebook Three
The Salvation Army Edition

Performance Versus Service

Let's define what we mean by the terms "performance" and "service" and define where our problem lies:

Definitions:

Performance = Ministry done out of human _____,
contrived from human strength in order to gain the approval of
someone.

Service = Ministry done out of and experience of _____.
It is a loving response to a new identity in order to say 'thank
you' to God.

Ask yourself these questions:

What is the foundation for my ministry?

Why do I do what I do?

What do I seek from doing ministry?

Leader's Notes

Obligation

Grace



The Salvation Army

Jack McDowell School for Leadership Development
Evangeline Booth College, Atlanta, GA
www.missionmover.org

In cooperation with
EQUIP's Million Leaders Mandate
Series One ~ Notebook Three
The Salvation Army Edition

A Thought to Ponder:

*God saved you by His grace when you believed.
And you can't take credit for this; it is a gift from God.
Salvation is not a reward for the good things we have done,
so none of us can boast about it.*

Ephesians 2:8-9 (NLT)

What Difference Would It Make:

Evaluate your pursuit of competence versus communion.

*What difference would it make
if your competence always came as a result of your communion with God?*

◆ *Leader's Notes* ◆



The Foundation for our Leadership

(Our Ministry Will Be a Precious Treasure or a Performance Trap)

Lesson 2: Performance (Law) Versus Service (Grace)

The Big Idea:

“Come to Me, all who are weary and heavy laden, and I will give you rest. Take my yoke upon you and learn from Me for I am gentle and humble in heart; and you shall find rest for your souls. For My yoke is easy and My burden is light.” Matthew 11:28-30

Differences Between Leadership - Based on Performance or Service

Performance (Law)

1. Strives in human _____.
2. _____ to law and legalism.
3. _____: More doing than being.
4. Motive is to _____ people.
5. _____ with others.
6. _____ others.
7. Lack of _____.
8. _____ reactions.
9. _____ with self.
10. Relationship with God is _____.
11. _____ to gain God’s approval.
12. Produces _____ of religion.

◆ Leader’s Notes ◆ **PRAY! PRAY! PRAY!**

1. Strength
2. Bondage
3. Imbalance
4. Please
5. Comparison
6. Manipulates and controls
7. Joy and peace
8. Extreme
9. Frustration
10. Unstable
11. Works
12. Stronghold



A Question to Consider:

What is your motive for leadership?

Differences Between Leadership - Based on Performance or Service (cont.)

Service (Grace)

1. Acknowledges human _____; waits on God's strength and timing.
2. _____ to give out of devotion, not duty.
3. _____ rhythm of reflection and obedience.
4. _____ to say no to people at God's direction.
5. _____ of others.
6. _____ to make choices and be different.
7. Experiences the _____.
8. _____; sensitive to God's leading.
9. _____ of God's growth process in self.
10. Slow but steady _____ with God.
11. _____ to God's unconditional approval.
12. Produces deep _____ with God.

◆ **Leader's Notes** ◆

1. Weakness
2. Freedom
3. Balanced
4. Ability
5. Acceptance
6. Freedom
7. Fruit of the Spirit
8. Consistency & Stability
9. Acceptance
10. Growth
11. Natural Life-Response
12. Relationship



The Salvation Army

Jack McDowell School for Leadership Development

Evangeline Booth College, Atlanta, GA

www.missionmover.org

In cooperation with
EQUIP's Million Leaders Mandate
Series One ~ Notebook Three
The Salvation Army Edition

The power to **BE** is a priority over the power to **DO**,
because if you are **SOMEBODY**, you will naturally do **SOMETHING!**

Conclusions Regarding Our Problem

1. Our ministry must move from _____ to _____.
2. We must pursue _____ before _____.
3. We cannot be _____ until we are _____.

◆ Leader's Notes ◆

1. Performance, Service
2. Communion, Competence
3. Grace-givers, Grace-receivers

A Thought to Ponder:

²⁰ *God's law was given so that all people could see how sinful they were.*

*But as people sinned more and more,
God's wonderful grace became more abundant.*

²¹ *So just as sin ruled over all people and brought them to death,
now God's wonderful grace rules instead,
giving us right standing with God
and resulting in eternal life through Jesus Christ our Lord.*

Romans 5:20-21 (NLT)

What Difference Would It Make:

*What difference would it make if
you were intentional in leading out of service (grace)
instead of performance (law)?*



The Foundation for our Leadership

(Our Ministry Will Be a Precious Treasure or a Performance Trap)

Lesson 3: "Grace Filled" Leadership

The Big Idea:

"Come to Me, all who are weary and heavy laden, and I will give you rest. Take my yoke upon you and learn from Me for I am gentle and humble in heart; and you shall find rest for your souls. For My yoke is easy and My burden is light." Matthew 11:28-30

Our Potential

Experiencing God's grace enables us to live and serve on a higher level. When we invited Christ to be our Lord, we experienced the grace to save us and take us to heaven. (That's certainly living on a higher level!) However, many of us leave that posture of grace and attempt to grow through performance.

If our leadership and ministry are going to be supernatural (as Jesus calls us to be) we must realize that everything in God's Kingdom comes by GRACE through faith. We must see and believe this before our lives will reflect it. Not the following three Biblical word pictures . . .

1. The picture of a Father and Son

We are first a _____ of God before we are a _____ for God.

2. The Picture of Marriage

We are the _____ of Christ before we are _____ to Christ.

3. The Picture of and Ambassador

We operate in _____ power and authority, not our _____.

◆ *Leader's Notes* ◆ **PRAY! PRAY! PRAY!**

1. Child, Worker

2. Bride, Slaves

3. God's, Own



The Salvation Army

Jack McDowell School for Leadership Development

Evangeline Booth College, Atlanta, GA

www.missionmover.org

In cooperation with
EQUIP's Million Leaders Mandate
Series One ~ Notebook Three
The Salvation Army Edition

Question to Consider:

*What steps do you need to take
to live out a "grace filled" lifestyle?*

◆ Leader's Notes ◆

The Biblical Basis for a Grace Empowered Ministry

1 Corinthians 15:10

2 Corinthians 9:8

2 Corinthians 12:9

Ephesians 2:10

It isn't that the law is bad; it just doesn't give us any power to live a life of service and ministry. It can only remind us when we've failed. Grace changes our desires and empowers us to live out those desires.

Our Prescription

What steps must we take to return to a "grace filled lifestyle?" Let's begin with the following applications for our ministry:

- Our "**Mary**" experience should precede our "**Martha**" experience.
- Our **competence** should come from our **communion** with God.
- We must find a balanced rhythm of **being** and **doing**.
- We must **believe** and **embrace** the following "grace" foundations.



The Salvation Army

Jack McDowell School for Leadership Development

Evangeline Booth College, Atlanta, GA

www.missionmover.org

In cooperation with
EQUIP's Million Leaders Mandate
Series One ~ Notebook Three
The Salvation Army Edition

Grace Foundations

1. God's grace is _____ for free because it's based on Jesus' performance, not mine.
2. God does not love me and _____ me for what I can do for Him.
3. I must _____ to my "old husband" (the law) and stop relating to God on that basis.
4. God's grace accepts me as I am, then _____ me to live above my own ability.
5. The only requirement for receiving grace is _____.
6. Ministry is greater under grace, because _____, not _____ is the motivation.

Stepping Into Grace

1. _____ - Conduct honest personal examination and diagnosis.
2. _____ - Surrender my performance issues to God.
3. _____ - Note the people and issues for which I am performing.
4. _____ - Forgive; let go of wrong views and surrender myself.
5. _____ - Ask the Holy Spirit to grant God's grace.
6. _____ - Refuse to allow wrong motives to rule me.
7. _____ - Return to serving God from a loving, responsive heart.

◆ Leader's Notes ◆

1. Mine
2. Save
3. Die
4. Enables
5. Humility
6. Gratitude, Guilt

1. Reveal
2. Relinquish
3. Recall
4. Release
5. Request
6. Renounce
7. Return



The Salvation Army

Jack McDowell School for Leadership Development
Evangeline Booth College, Atlanta, GA
www.missionmover.org

In cooperation with
EQUIP's Million Leaders Mandate
Series One ~ Notebook Three
The Salvation Army Edition

A Thought to Ponder:

*“Each time he said, “My grace is all you need.
My power works best in weakness.”
So now I am glad to boast about my weaknesses,
so that the power of Christ can work through me.*

2 Corinthians 12:9

What Difference Would It Make:

*What difference would it make
if you lived all out, whole-hearted, 100% by grace?!*

◆ *Leader's Notes* ◆