

Leadership Timeline

Michael Heil

Wheaton College

Intercultural Studies Department

INTR 514 Spiritual and Professional Formation

Dr. Rob Gallagher

December 19, 2016

Phase 1: Sovereign Foundations

Sub Phase A: Leadership as a Child/ Christian Roots

Clinton states that during *Phase I*, God works providentially in our lives through our family, our environment, our friends, and neighbors. Even if the events we partook in were not exactly godly, God was still working through them to form and shape us. As a child, I was a year or two older than most of the kids in my neighborhood, and for some reason they really looked up to me. One of my closest friends and partners in crime was a year older than me, and from the time we were young our innovation would spark countless activities between the two of us. I would gather the neighborhood for night-games almost weekly. During the day, I would sculpt medieval weapons out of pvc pipe, foam, and duct tape. We would have legions of kids teaming up against one another to battle to the death. I would create rules for the games, fortresses, and tree huts. We were often seen running up and down the streets with weapons flailing. My little friends looked up to me, and these moments were some of the most precious of our lives. When we would play sports, I would often be the team leader and help to keep things in order when they got chaotic. I was always full of fun ideas, whether it was creating our own new games to play and working together to create rules that seemed fair, or choreographing a movie to be filmed with our old-school video recorders.

We would work day in and day out on our tree house and other various projects. At one point, we tried to build a gadget-mobile, a car filled with all sorts of detective tricks and quirks. At another point, we tried to dig our own pool in the backyard making sure we insulated it so that the water would not seep into the dirt, and still another we tried to build an underground fort equipped with a camouflaged piece of plywood that served as the roof. As I grew older a neighbor and I decided that we would try living off the land for a summer. We bought seeds and planted our very own gardens, expecting to sleep in our yards and eat only from our gardens. In the winter, we would build igloos out of 6 or 8 feet of snow. Not all of our projects were as successful as we had envisioned, but we found inspiration from one another. During this time, God was teaching me to believe that through teamwork we could accomplish anything, no matter how impossible the task. We learned that even our failures brought us joy, challenge, and growth. Each time we would come back stronger, with greater ideas, with more excitement and more dedication.

During this time I learned to work well with others, to sort out differences, to share our independent opinions, and to lovingly work through the differences. There were occasional neighborhood disputes; one of the kids had anger issues and would throw rocks or chase us with knives when we beat him in sports. Although this scared us, we learned to work through these issues. I remember going to church every Sunday, and although I was the only Christian child that I knew of in my city, my friends still accepted me. As we got older however, this began to change. My closest friends remained close and loyal to me, but still there was a growing segregation. Other kids our age would comment that because I wasn't a Mormon I was going to hell. I think these thoughts both confused and convicted my friends, and these presuppositions made me begin to feel that who I was not acceptable. Our friendships weakened and the games began to stop. We were growing up and soon became preoccupied with other friendships and people our own age group at school.

Sub Phase B: Losing Faith/ A Transitional Period

In elementary school two of my closest friends moved away to other states. It took me until Junior High to form another friendship that deep. As I transitioned into high school my best friend once again moved away, and my friend group slowly dissipated. At this point my best friend, who had gone to Virginia five years earlier, moved back to Utah. He was someone I looked up to, but by now he had become a heavy weed smoker. He encouraged me to follow in his suit. By this point I was fully aware that as a non-Mormon, I was an outcast. I felt so hopelessly judged by the Mormons, that no matter what I did, I would be in the wrong. I found refuge among the few non-Mormons at our school, all of whom were extreme partiers, drug users, and atheists. With this combination of influences, my life slowly began to decline. The Mormons claimed to be The One True Church. They were always judging each other and I thought if this was the very best of Christianity (The One True Church), then Christianity was the last thing in the world that I ever wanted to be a part of. The influence of my church was too small, there was no one for me to relate to, and I slowly faded away.

Since childhood, my personality was that of an influencer. No matter what I did, I would do it with my whole heart and all of my enthusiasm. By now I had an entire belief system based around those attributes, "life is short, it is over in a flash, we need to enjoy every second of it while we can, and live every passing moment to its fullest." With this attitude, I dove head first into an abyss of rebellion. My friend from Virginia and I were arrested countless times. Soon my best friend coerced my girlfriend into cheating on me with him. This was the

beginning of a pattern, and after this, the next two girlfriends I had both cheated on me with my closest friends. I became abhorrently afraid to trust others and pushed further into my in an attempt to block out my hurt and pain. This process further increased my trust issues, making it difficult for me to trust others and let them in. I felt like I could only trust myself, and I gradually made myself to be the very centerpiece of my existence, and I prided myself in my crimes, stories, and petty accomplishments. People would gather around me to hear my stories. At lunch I would stand on benches and share with groups who gathered around to hear me, and at parties I would stand on tables and share my most recent mischief.

During this stage of rebellion there were several prominent *inner-growth* items. Moments where I cried out to God, stating that if He were real I needed Him to show Himself to me. In these moments, God showed me that He both exists and hears my cries. One instance led directly to me getting arrested. His direct answer to prayer led to my direct arrest. I saw a glimpse of His reality, and as I pressed into Him to help me, my files were processed through the court system with extensive grace, and I was let go with a fraction of the penalties I would have otherwise had to endure. Although I was too stubborn to change my ways, this sparked great guilt in my heart for wronging my parents and loved ones. This *boundary item* caused me to slightly adjust my path, although I continued using and selling drugs, I decided to get ahead in my schooling. Because school came easy to me, I finished my University level Associate Degree while I was still in High School.

Sub Phase C: Christian Foundations/ Given New Life

The second *boundary item* hit me harder. I had just turned 18 and become an adult. At this time, I was selling hard drugs. I had made a habit out of stealing whatever I wanted and very rarely got caught. I headed into a grocery store to make my usual rounds and found that a special force surveillance officer was waiting for me there. I was arrested, taken to jail, and the arresting officer harassed me ceaselessly, telling me that with a record like mine I would be locked up for a long long time. When he threw me in the jail cell, I began weeping and weeping, wondering how long it would be before I saw my family again. Once again, I cried out to God, it was the first time I had acknowledged Him in almost two years. I wept, asking Him, please Lord, please help me. I will change my ways, please just help me. Suddenly the jail door unlocked, the cop told me to grab my stuff, he looked baffled. He said, "You have been given a clean slate. I am required by law to let you go." I cried out to God, and He gave me a clean slate. This was the start of my new life.

Although this was not the most glamorous start to a new life, it led to another *boundary item*. I quickly moved away to college to get away from my old life and the bad influences. God began to pursue me, I responded slowly, but faithfully. For the first time, I met born again Christians. God began healing my trust issues through Christian love and fellowship, He began healing my authority issues through very intense discipleship relationships. Clinton states that “The potential leader has little control over what happens in the sovereign foundations phase. His primary lesson is to learn to respond positively and take advantage of what God has laid in these foundations.” Although most of my lessons were learned by responding negatively to God, His steady faithfulness slowly broke through my heart of stone, and taught me to respond to Him in faithfulness. This was the beginnings of *Phase II, Inner-Life Growth*.

Phase II Inner-Life Growth/ Foundational Lessons

Sub Phase A: The Accident/ Inner-Life Growth

Clinton says that in *Phase II* the “leader seeks to know God in a more personal way. The leader learns the importance of praying and hearing God. He grows in discernment, understanding, and obedience, and he is put to the test.” I began seeking God diligently, spending long nights in the prayer room, sometimes even foregoing sleep. I began going to Bible studies and conferences. I began listening to God's voice and passionately sharing the revelations He entrusted to me with everyone I came into contact with. The more I came to know God, the more I found my past to be shamefully unfit. I slowly lost my enthusiasm for sharing with large groups of people and telling stories to others. Several of my Christian friends gave me *word process items*, saying that I needed to learn how to tame my tongue and that only a fool is full of so much speech. They were right to say these things in the sense that much of my speech was about myself, but their message was so strong that it made me afraid to be the outgoing person that I always had been. I found that person to be unfit for the Christian life and slowly lost touch with that more exuberant and personable side of myself. This may have been an *integrity check*, and although I responded to it with humility, I did not have the wisdom at that time to discern that I was unnecessarily forfeiting a very acceptable part of my personality.

It was at this point that the most significant *boundary item* that has happened in my life occurred. I got into a snowboarding accident, and as I sat dying, with a broken femur on the edge of a very remote cliff in the backcountry, I submitted my life further to God. God gave me three miracles that day, without each of which I

am convinced I would not have lived. Several surgeries followed along with a strong conviction “God, you gave me this life, and I failed you. Yet, in your goodness, you gave me a second chance. Lord, my life is yours. All of it.” At this juncture in my life, God gave me a very critical *word process item* from *Romans 9:33* “See, I lay in Zion a stone that causes people to stumble and a rock that makes them fall, and the one who believes in him will never be put to shame.” I had crushed my leg on a boulder, a giant stone, that had caused me to stumble and fall. Through this *word process item* God was showing me that I was following Him, but I was doing it in my own way. This was an *integrity check*, and He was giving it to me to see if I really was willing to follow Him to the extent at which I had promised.

Sub Phase B: How Much Are You Really Willing to Sacrifice

Clinton says “There are three parts to an integrity check: the challenge to consistency with inner convictions, the response to the challenge, and the resulting expansion of ministry.” By God’s grace, I responded to this challenge with wholehearted devotion, and as soon as I was healed the real test began. God very explicitly asked me to give up my schooling (which was my new-found idol), my job, my friends, and my family, to move to Joplin, Missouri, where there had been a devastating tornado. I bickered and quarreled with God for months, but eventually through my obedience, He both expanded my ministry and gave me my first taste of missions.

This lesson was two-fold: when I finally obeyed and embraced His plan, God blessed me; but during the time in which I was delaying God’s plan and bickering with Him, I got into a very unhealthy relationship. I told this woman that I was not ready for a relationship and did not want to make any commitments, but my feelings for her were strong, and she convinced me that I was the right man to father her daughter. I felt a massive obligation and we began seriously dating. This was not of God’s will, and it was something that He later asked me to surrender. This lesson taught me that delayed obedience is disobedience. As God continued calling me into missions, my heart was completely torn. Out of my obligation to Samantha I almost gave up my call to missions completely. None of this would have happened if I would have obeyed God’s call when He had first asked me to.

From here, God led me to Finland where I began to rediscover aspects of my personality that I had lost earlier. Everywhere I went I shared about the testimony of my accident. On planes, trains, and buses, in school, in student housing, in churches, and in the gym. Clinton says, during this stage the “leader becomes invariably

involved in some form of ministry, begins learning by doing, and gains inner life lessons.” Wherever I was at, God opened doors by creating curiosity in the people around me. Weekly, people would ask me what an American was doing in Finland, and I would grin meekly and tell them, “Well, God sent me here.” Therein unfolded my passionate explanation of my accident and how I would be dead if He had not saved my life. I would go on to say, “When I recovered, He told me to go to Finland and opened a door for me to study here.” I had never even heard of Finland, but it was where God was pleased to send me. I believe that this was a *loyalty* type of *integrity check* in which God tested my ongoing allegiance to Him. I have found this type of check to be particularly pertinent in my life as a missionary. It is easy for me to go somewhere new for the sake of the gospel, but once I am there, it is incredibly difficult for me to walk with Him in new contexts without good fellowship or support. God often uses *loyalty checks* to help me make sure I am remaining true in the little steps as well as the big.

During my time in Finland I spent a week fasting and praying about how I could spend my summer serving God while I was still in Europe. That week when I went to church, I found my answer. A man from the mission organization OM was standing in a cardboard box, challenging any of us who were willing to break out of our boxes and take the leap to serve God on the mission field this summer. At the end of his sermon, he broke the box and held it up in the air; as it unfolded into the shape of a cross, he called those of us who were willing to go up and sign our names, devoting our summer to God's service. I responded immediately, and after much prayer and counsel found myself committed to six months of mission work across the Mediterranean. This was an obedience check, and God was testing me to see if I was willing to “recognize, understand, and obey God’s voice.” (Clinton, Kindle Loc 489)

Samantha had guilt tripped me profusely about going to Finland, and as I talked with her about my fasting and God’s answer to my prayers, I asked her if she would allow me to serve Him in missions. As she manipulated me profusely, God began speaking to me through several *word process items*. *Ephesians 5:23* man is the head of his body as Christ is the head of His church. God was saying I am supposed to lead my woman. *1 Thessalonians 4:3* fornication is against the will of God. God was saying that I was leading her against His will. *Matthew 7:18* a good tree will never bear bad fruit and a bad tree will never bear good fruit. God was saying that this tree was not planted on good soil, and no matter how hard I fought to change that, it was a bad tree and it

could not ever, therefore, bear good fruit, only pain, guilt, and manipulation. I did not know that Samantha had been cheating on me while I was in Finland, but even then, it nearly killed me to let go of this relationship. God had called me, I had heard His voice, I had been convicted by His word, and I had to let this go. This was an *alternative guidance situation* in which God was testing my calling. This *alternative guidance integrity check* was created by my disobedience. If I had been faithful to God in the first place, I would not be fighting so hard to obey His voice now. Once again, He was testing me to see if I was really willing, and if so if I would do it in His timing.

Sub Phase C: Missional Foundations

Clinton explains that during this stage “God uses countless testing experiences to develop character.” During my time in OM, God used countless testing experiences to teach me to submit to authority. To tame my tongue, to let my words be few, to consider others before myself, to lay down my schedule, to stop justifying myself when I felt attacked and allow Him to justify me. Most of these processes were long, painful and prayerful, with God teaching them to me over and over again. I learned how to live 24/7 with teammates from four different continents of cultures. We created systems for holding each other accountable for areas we struggled in as well as areas where we would annoy or frustrate each other. On occasion, we would debate our theology heatedly. It was through these debates that God taught me He still heals sickness and cures disease, the Holy Spirit is alive, and the gifts of the Spirit are active. As a Presbyterian, I was severely opposed to these ideas, I had never heard of such a thing, but God humbled me and brought me into a deeper understanding of Himself. We watched many miracles unfold, and I saw the truth in what my teammates were proclaiming. These were *value integrity checks* in which God was helping me determine convictions and beliefs, *temptation integrity checks* in which he was testing the conviction of my heart, and *restitution integrity checks* in which he was testing the honesty of my heart. (Clinton, Kindle Loc 464)

God began to test me on these areas, and the real testing began when my mission work was completed and I returned to Utah to finish my degree. Now, without fellowship, God was testing me to see if I would continue walking in obedience to the things He had been teaching me. Several obedience checks that unfolded were God testing if I would stop, listen to, pray with, and share my food with the homeless people I encountered each day. God put many people on my path who were suffering and needed prayer. This was often in obscure

locations, holding up the checkout line in grocery stores or praying in the library or computer lab. I was learning to discern God's voice, and He often challenged me to pray and step out in faith in very strange ways. I was learning to be a fool for Christ, and loving every second of it.

Clinton emphasizes heavily that during this phase God's primary objective is to work in the leader, not through him. He says "Obeying God is the first lesson and the others hinge on it." (Clinton, Loc 512) During this phase, God was teaching me what it means to have an identity in Him. This lesson gave me peace and allowed me to start rediscovering components of myself that had been lost throughout my effortless striving to be a mature Christian. God did not increase my ministry during this time, He kept things simple, but persistent. Clinton says, sometimes if we fail in an obedience check, God will keep giving us obedience checks until we persistently answer in faith. I slowly kept seeking the Father, and His love continued healing me and began overflowing from my life into the lives of those around me.

Eventually I slowly drifted off and began making plans again for my own life. I was completely and wholeheartedly focused on Him, but I began to lose track of my calling to missions. I started thinking about professional jobs and got training to be a firefighter. Upon picking up my certificate, I was challenged by an *integrity check* from God. This was another *alternative guidance* situation that tested my calling. The fire chief's sister saw me playing with her kids and promptly offered me a job teaching in China. I knew this was God, but I did not want to go. He began showing me the moments where I had submitted my life wholly to Him, telling Him I would do anything. I told Him that I would go, and now He was asking me to do it. I had such a solid alternative, I did not want to go to China, but something in the back of my mind made me acutely aware of the need there. I told her that I was a Christian and that the only reason I would go to China is for my faith. I told her I would pray about it, and if God told me to go then I would. Although she thought I was a nut job and never followed up with the job offer. She planted a seed in my heart. I prayed about it profusely and became convinced that this was a step God was asking me to take.

Two weeks after I had very first heard about the job openings in China, I was offered a position under the condition that I could fly there within the following two weeks. The following two weeks were met with intense *persecution integrity checks* in which God was testing my steadfastness. I told a man whom I had been discipling that God had asked me to go to China. This man was very unstable, he was demon possessed; God had

done a lot of healing in his life, but he still needed more. The man wanted me to stay so that I could continue helping him. He broke into my house and tore my passport apart. He told me that he had been told if I go to China then I will die for my faith. I wept bitterly for several hours, scared to tell my parents these words. Desperately, I turned to the Bible and randomly flipped it open three times, praying for God to guide me. God gave me three *word-process items*: *Philippians 1:29* “For to you it has been granted for Christ's sake, not only to believe in Him, but also to suffer for His sake.” *Matthew 5:11* “Blessed are you when people insult you and persecute you, and falsely say all kinds of evil against you because of Me.” *1 Peter 2:20* “For what credit is there if, when you sin and are harshly treated, you endure it with patience? But if when you do what is right and suffer for it you patiently endure it, this finds favor with God” These verses were enough to help me push on. I had just a few days to drive to Colorado, get a new passport, expedite it to New York for the Visa, pack all of my belongings, and once again leave my family and my home.

Once I arrived in China, I was quickly brought to a small city. I had no foreign colleagues there, and for the first four months of being there I did not meet another white person whom I could talk or relate to. I was completely isolated. This led to one of the most difficult years of my life. Here I faced more integrity checks, word checks, and obedience checks than I could possibly explain in this paper. Value, temptation, conflict against ministry vision, an alternative in guidance situations, persecution, loyalty, and restitution checks, were things I faced over and over and over again, with no community, no support, no fellow Christians, and no friends. My faith shriveled, but I could not stop fighting. It shrank, but God would not allow me to give up. Despite my struggles, God supernaturally granted me the devotion and insight it took to learn the Chinese language. About six months into my first year in China, God gave me a missionary friend, two Chinese aunties, a Chinese pastor, and several wonderful Chinese friends and disciples. Despite my suffering faith, God granted me the opportunity to start teaching Bible studies in Chinese, and teaching Culture and Biblical Leadership classes at one of the schools. It was miraculous grace, but still the darkness consumed me.

Phase III Ministry Maturing

Sub Phase A: Intimacy with the Person of the Holy Spirit

Near the end of my first year God gave me a word process item in the form of a book. Oswald Chambers biography, *Abandoned to God*. I remember the day that I broke down, I spent the day weeping, I wept and wept,

telling God, I do not know if I can believe in you anymore. I wept until He showed up there on the couch next to me. His encouragement led me to pick up Chambers' book. I continued to read it. At the pinnacle of Oswald's ministry he had the same experience as what I was going through. He had written in his personal journal, "I am afraid if what I am experiencing is all that Christianity has to offer, then it is a fraud." (McCasland, 1993)

Oswald was missing the Holy Spirit, and at this juncture in his life God took him on an adventure to discover that which he had been missing, that which seemed to be so lacking in his testimony of the Christian faith. I never did finish that book, because within weeks, God sent me propelling headfirst into the same type of adventure He had taken Oswald on centuries before. I left all of my belongings, except one small backpack, in my friend's home in China and set off on a year's adventure to discover the person of the Holy Spirit. This marked the boundary of my transition to *Phase III*

God took me to underground youth rallies in China, He anointed me through one of His missionaries who had been serving in China over twenty years and now felt his time was coming to a close. He passed on his ministry to me in prayer and in supplication. God took me to remote villages where I wept in prayer on my knees, among the least of these. He took me to several Christian NGO's where immaculate church planting operations were taking place. He sent a prophet to guide me in my understanding, and eventually He led me to a season of healing for a six-month Discipleship Training School with YWAM in Hong Kong. Clinton writes in phase III the leader learns to "identify gifts and skills and use them with increasing effectiveness: patience, empathy, encouragement, understanding of others, tolerance, counselling, teaching, preaching."

During this school, God put it in my heart to be a source of encouragement to my fellow students, to exemplify patience, empathy, and encouragement in understanding and loving them. My mission was no longer to prove myself as a good steward of God, my focus was genuinely transformed, and my heart was dedicated to letting God live through me, that I might exhort and encourage my team in their relationship with the Father. In the *Ministry Maturing Phase* Clinton writes "(1) God challenges the leader into ministry. This is called *entry*. (2) He develops skills and spiritual gifts to enhance the leader's effectiveness. This is called *training* (3) He enables the leader to relate to people in ways that will motivate and influence them. He also teaches him how to set up the means to accomplish these goals. This is called *relational learning*. (4) He helps the leader see spiritual principles that govern ministry that pleases Him. This is called *discernment*." My time in China had given me a

crash course on *entry, training, relational learning, and discernment*, but it is here that God began to sculpt these works deeper into my character.

Sub Phase B: Placing God Before the Calling

From here, God greatly developed the vision He had given me to start doing Business for Missions in China. Several words of prophecy from complete strangers affirmed the plan He had instilled deep in my heart. I was becoming greatly encouraged, only to soon have my visa rejected, and be denied re-entry into China. When God soon told me that all of this took place so that I could go to Africa when my training with YWAM was complete, I was profusely confused, but I had learned to trust the voice of God. This did not seem to fit into the plan, into the words of prophecy, it seemed to forsake the immaculate network God had given me in China, but I could not dispute. I soon found myself serving once again with Operation Mobilization, this time in Africa. Several more prophecies followed, all of them confirming the vision God had given me for China.

After five months of service in Africa, I finally understood why God had brought me to this place, His plan laid open and bare to me, beautiful beyond conception. This alternative guidance option was testing my calling, and in this instance God wanted me to place Him before my calling by going to Africa. Little did I know, that Africa was actually a key component of the vision God had given me; this is something I could not have possibly discovered until I obeyed God and went. My ministry was expanding in Africa, and I became acutely aware of my spiritual gifts. In Subphase III and IV (*relational learning and discernment*), Clinton says the leader begins influencing a specific group of people to move in a God-given direction by relating to them effectively. In this beautiful and Spirit filled land, I began walking God's pace, His way. My gifts of encouragement were a source of great inspiration to my team, both sculpting and motivating them. My gift of teaching and preaching began to grow more robust, as God was teaching me to do all things through the guidance of the Holy Spirit.

Sub Phase C : Placing People Before Ministry

I began learning discernment. Previously I would embrace any form of ministry opportunity, and I would often find myself lobbying for a leading position. Here, however, I was able to lay down all of my insistencies and use my enthusiasm to encourage my teammates to pick up tasks that were new to them, beyond them. I learned to walk with them, encouraging them to step up to tasks that would stretch them and cause them to lean deeper on the Father. From Africa, God led me to Wheaton where He began teaching me further about

laying down my insistent ministerial efforts and simply letting my ministry come out of being and not doing. From here God led me to work for the USDA with the forest service. I was gifted the opportunity to use my gifts among a team of non-believers, and disciple one of my teammates. Being back in the States, however made me weak and frail; I missed mission work, but I was also losing the strength to continue on. I had spent all of my efforts, all of my strength, and every last penny of my savings in my service to God. I couldn't feasibly understand how I could continue at this rate. At this point in time, God taught me how to further trust the body of Christ through the gift of a friend named Edward who has given me both the means and strength to continue pressing on.

One of the objectives that God has as He develops a leader is to help us identify our unique *gift set*. It may take years for us to discover what our specific gifts or skills from God are. Many people will go their whole lives without keying into what their spiritual gifts are. If we don't be intentional about seeking out our gifts, seeking to understand them, and seeking to develop them, then we will be like boxers beating the air. Paul says to train to win the race. He says when you train, don't hopelessly beat the air, but be strategic and intentional. Reading through Romans 12 we can learn about the specific positions in the body of Christ. Prophets, Evangelists, Apostles, Pastors, and Teachers. Reading 1 Corinthians 12 we can see the unique gifts and skills that accompany and compliment each of these different positions. It took me years of prayer and ministry experience to identify that my primary gifts was encouragement. I also love to teach others and have a gift of pastoring.

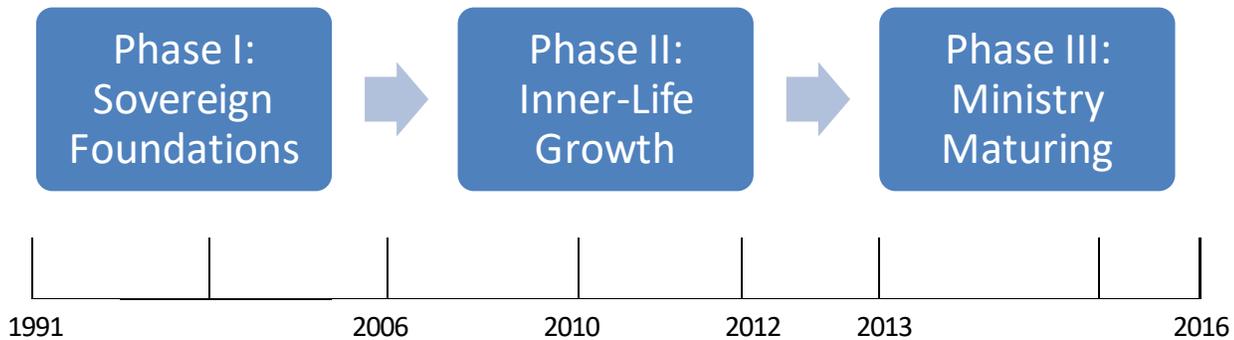
In pastoring, I lovingly care for others. I genuinely care for them, and patiently listen to them. As I hear them, I am able to insightfully breath hope and encouragement into their lives. The more I can consider others and listen to them patiently, the more that I am able to teach them using insight that applies directly to their lives. This is called a *gift set*. Each individual has a specific gift set, it is important that we key into our various different gifts and learn to depict the way in which they both compliment and contradict one another. It takes decades to master these gifts and many people never get there. I am barely beginning to gain a baby's understanding of my gifts, but together lets press in, keying into Gods voice. Knowing and believing that God speaks to us through His word, that God speaks to us through tragedy, and that from the very beginning of our lives God is at work in our hearts, sculpting us, developing our gifts, and creating a character that He can adore within us.

References:

Clinton, J. R. (1988). *The Making of a Leader*. Colorado Springs, CO: NavPress.

McCasland, D. (1993). *Oswald Chambers: Abandoned to God*. Grand Rapids, MI: Discovery House.

Timeline



Phase I: Sovereign Foundations

- a. Leadership as a Child/
Christian Roots
- b. Losing Faith/ A
Transitional Period
- c. Christian
Foundations/ Given
New Life

**Phase II: Inner-Life Growth/
Foundational Lessons**

- a. The Accident/ Inner-
Life Growth
- b. How Much are you
Really Willing to
Sacrifice
- c. Missional
Foundations

Phase III: Ministry Maturing

- a. Intimacy With the
Person of the Holy
Spirit
- b. Placing God Before
the Calling
- c. Placing People Before
Ministry