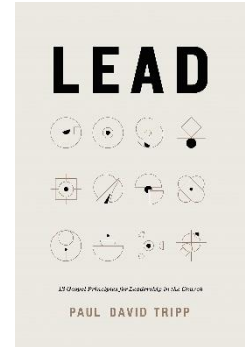**Book Outline**

Book Title: LEAD

Subtitle: 12 Gospel Principles for Leadership in the Church

Author: Paul David Tripp

Publisher: Crossway

Publishing Date: September 15, 2020

Introduction:

- Six characteristics that will mark out a leadership community formed by gospel values:
  - Humility
  - Dependency
  - Prepared Spontaneity
  - Inspection
  - Protection
  - Restoration
- There is a need for leadership community's whose function is not just structured to achieve with efficiency but is more deeply shaped by the comforts and calls of the gospel.
- This book is shaped by twelve leadership-community gospel principles. These principles are deeply relational because the gospel is.

Key Quotes:

"The gospel which is our hope in life and death, also sets the agenda for how we live, relate, and lead between the 'already' of our conversion and the 'not yet' of our final home going" (pg. 24).

"Humility means you love serving more than you crave leading. It means owning your inability rather than boasting in your abilities. It means always being committed to listen and learn…It's about fearing the power of position rather than craving it" (pg. 24).

"It means acknowledging that self-examination is a community project, because we are still able to swindle ourselves into thinking that we are okay when we are in danger and in need of help" (pg. 26).

Discussion Questions:

- How does this book relate to ministry leaders are not in the church, but who are servants of the Church?
- Who is one failed and restored leader in Scripture who has been an encouragement to you?

Chapter 1: Achievement

Principle: A ministry community whose time is controlled by doing the business of the church tends to be spiritually unhealthy.

Achievement becomes dangerous when it:

- Dominates the leadership community
- Controls our definition of leaders
- Forms our view of success and failure
- Silences honest leader communication
- Causes leaders to view disciples as consumers
- Tempts us to see people as obstacles
- Causes leaders to take credit for what they never could have produced on their own
- Becomes the principal lens of leader self-evaluation
- Tempts us to replace planning with prayer

Key Quotes:

"If hard, disciplined, faithful, well-planned, appropriately-executed, and joyful ministry work does not guarantee results, then lack of desired results should not define leadership failure" (pg. 40).

"In ministry, success and failure are not a matter of results but are defined by faithfulness" (pg. 41).

"but we must always remind each other that achievement is a spiritual minefield" (pg. 49).

Discussion Questions:

- What are some ways that we can gracefully disagree with one another?
- How can we encourage greater health in our understanding of achievement?
- Do leaders feel safe to fail? To recognize and name their weaknesses?
- What are some of the spiritual minefields of success?

Chapter 2: Gospel

Principle: If your leaders are going to be tools of God's grace, they need to be committed to nurturing that grace in one another's lives.

A Gospel Community is:

- o Nurturing
- o Honest
- o Humble
- o Patient
- o Forgiving
- o Encouraging
- o Protective
- o Restorative

Key Quotes:

"As leaders, we don't just work to develop cooperation with and confidence in one another along with functional unity, but we work to draw one another ever nearer to the Savior. We are doing more as a leadership community than nurturing healthy ministry relationships that result in missional cooperation and productivity; we are also nurturing in one another a deeper devotion to the Savior. The most powerful protection from the dangers that every leader faces is not his relationship to his fellow leaders but a heart that is ruled by deeply rooted love for Jesus" (pg. 56).

"It is love for Jesus that protects a leader from both fear of man and fear of failure" (pg. 56).

"Gospel restoration never minimizes sin. Gospel restoration never values efficiency over character. Gospel restoration never compromises in the face of position and power. Gospel restoration never puts the needs of the institution over the heart of the person. Gospel restoration never compromises God's ordained qualifications for ministry leadership" (pg. 69).

Discussion Questions:

- • What are significant factors which make up a "Gospel Community"?
- • How is this ministry a workroom of grace?
- • In what ways do we demonstration functional gospel amnesia? P 58
- • What is a time that you recognized your need of others? P.68
- • What does it mean for leaders to be "Gospel tenderized?"

Chapter 3: Limits

Principle: Recognizing God-ordained limits of gift, time, energy, and maturity is essential to leading a ministry community well.

Limits will always be a reality on this side of eternity, they are not barriers that will prevent the work that God desires to do through *us,* they exist as a product of his wise and loving design.

Key Quotes:

"We do not have to fear our limits because God doesn't send us out on our own; where he sends us, he goes too. We do not have to curse our weaknesses because our weaknesses are a workroom for his grace" (pg. 73).

"Leaders must push the gifts of others forward, willing to listen and willing to submit to the wisdom of others who are gifted in ways that they are not" (pg. 75).

"No matter how long we've been in ministry leadership, no matter how well trained, no matter how theologically mature, we are still in need of future spiritual development" (pg. 83)

Discussion Questions:

- What is your superpower?
- How can we better recognize our limitations?
- What are the ways that we don't recognize our own limits or the limits of our staff?
- How can we bring help and accountability to each other to live within reasonable limitations?
- Are there things that we need to subtract rather than add to our ministries?

Chapter 4: Balance

Principle: Balance is everything in its right place doing what it was meant to do. (*Shalom)*

Teaching leaders to recognize and balance various callings in their life is a vital contribution to their success.

Key Quotes:

"In its most fundamental everyday form, idolatry is when good things are out of balance in our hearts" (pg. 89).

"We still have times when momentary fear outweighs our hope in the gospel. Yet in the face of our struggle, grace frees us from the burden of denying the struggle…" (pg. 96).

Discussion Questions:

- How do limits (Principle 3) and Balance (Principle 4) relate to each other?
- Take a look at the list of descriptions of leadership on pages 92-95. Take stock of your own leadership. What is characteristic of you positively? Negatively? What one of the positive characteristics do you admire in another leader in your life?

Chapter 5: Character

Principle: A spiritually healthy leadership community acknowledges that character is more important than structure, strategies, or performance

Key Quotes:

"What has been entrusted to us is beautiful and life changing in every way. No matter your ministry, your leadership position, the daily tasks that have been assigned to you, or the leaders who stand and work with you, it is the gospel that must be in your mind and fill your heart moment by moment as you do your work. The danger in church and ministry leadership is that something else will begin to take the place of the gospel in your mind and heart, and if it does, you will no longer value what your Savior values or conduct yourself in a way that pleases him" (pg. 107).

"Every leadership community needs to recognize that ministry is an intersection of many competing and conflicting motivations" (pg. 109).

Discussion Questions:

- What are some areas of personal righteousness or talents that you hold onto that need to be exploded?
- Which characteristic in 1 Timothy 3:1-7 is most challenging as you consider your life?
- Compare and contrast the weight of God's glory with the weight of ministry idols.
- How might ministry and/or leadership become an idol in your life?
- How do you see others (or yourself) use spiritual terms to defend themselves when confronted?
- How can a leader's performance either obscure or reveal character?

Chapter 6: War

Principle: It is essential to understand that leadership in any gospel ministry is spiritual warfare.

Every leader must humbly accept and be growingly aware of his/her susceptibilities

As a leadership community, personal and corporate spiritual war must be a regular part of our ongoing conversation with one another and a central focus of our prayer together.

Key Quotes:

"Because we live in a fallen world, because there really is an enemy, Satan, because there is evil and temptation around us all the time, and because sin still leaves us susceptible to attack, we live every day in a war zone" (pg. 116)

"No leadership community should be naïve. No leadership community should do its work with a comfortable peacetime mentality" (pg. 121).

"Remember, God's warnings are always loving tools of his protecting grace" (pg. 123).

"Theological arrogance makes us vulnerable to spiritual warfare" (p. 123).

"I am heartened by leaders who never stop listening, examining, and learning" (p. 124).

Discussion Questions:

- Define spiritual warfare.
- Before you read this collection of verses on p. 116-121, how many war metaphors from the Scriptures would you have identified? How does this list inform our thinking about ministry?
- How has your last year in ministry prepared you to better understand the war we are in?

Chapter 7: Servants

Principle: A call to leadership in the church is a call to a life of willing sacrifice and service

Key Quotes:

"What gives a servant joy in being a servant is service." (p. 129)

"It takes grace to free us from the powerful inertia of sin's individualism. It takes almighty power to free us from the depth of our self-allegiance" (p. 130).

"All horizontal complaints have a vertical component…Grumbling about horizontal difficulty is at once a complaint against the one who lords over those difficulties" (p. 136).

Discussion Questions:

- Read the passages in Mark 9:38-50 and Mark 10:32-45 and a parallel passage in Matthew 20:20ff. Which of the people do you most identify with? The arguing disciples? James and John? Their mother? The disciples who were angry with James and John? What things do they all have in common?
- Look at the last/first paragraph on Page 134-135. Which of those questions reveal your heart?
- How well do the verses on page 137-139 describe you?
- Select 1-2 of the verses above and pray through them for yourself and your team.

Chapter 8: Candor

Principle: A spiritually healthy leadership community is characterized by the humility of approachability and the courage of loving honesty.

Key Quotes:

"A spiritually healthy leadership community is spiritually healthy when it is a safe place for struggling leaders to speak with candor and hope" (pg. 148).

"An isolated, independent, separated, and self-hiding Christian life is alien to the Christianity of the New Testament." P. 148

"If ministry has come to define you, the gospel won't" (pg. 154).

"We need to seek divine rescue from our ability to erect self-atoning arguments for our unrighteousness that crush gospel grief and humble confession" (pg. 155).

Discussion Questions:

- How do the statements in the second paragraph of page 148 encourage us to life in the church?
- What is the difference between "low-grade grumbling" and being frank about a struggle?
- Which of these five "silencers" do you struggle with? pp 154-157
  - Pride of Personal Maturity
  - Ability to Minimize Sin
  - Must Have the Respect of Others
  - Identity in Ministry
  - Functional Gospel Doubt
- How does candor show our dependency on God?
- In what ways does candor contribute to rest? P. 158

Chapter 9: Identity

Principle: Where your leaders look for identity always determines how they lead

The temptation is to exchange the stability of vertical identity for the instability of horizontal identity. But we will never find horizontally what can only be found vertically, in Christ.

Key Quotes:

"…wherever you look for identity will then exercise rulership over your heart and, in so doing will direct the way you live your life" (p g. 164).

"Is there any way that you're looking horizontally for what you've already been blessed with in Jesus?" (pg. 173).

Discussion Questions:

- In addition to the verses on p. 165, what verses have been encouraging or challenging to you as you think about your identity as a follower of Jesus?
- How have you (or how do you) see yourself exchanging your true biblical identity for one of position? Which of those sins described on page 168-173 has characterized you? How has that (or does that) impact your leadership?

Chapter 10: Restoration

Principle: If a leadership community is formed by the gospel, it will always be committed to a lifestyle of fresh starts and new beginnings

Key Quotes:

"If all God wanted to do was judge people, he wouldn't warn them first. God's warning is a beautiful aspect of his grace" (pg. 184).

"Restoration isn't motivated by seeing how fast we can get a leader back into the ministry saddle; it's longing that the lapsed leader would know spiritual health of heart and life. Restoration is not about turning away from a ministry leader, even if he needs to be removed from his position and ministry duties, but turning towards him with grace that takes both sin and restoration seriously" (pg. 189).

Discussion Questions:

- What are some of the differences between leaders in the church and organization when it comes to restoration?
- When do you know it is the right time to separate a recalcitrant leader? Member?
- Read through the story of Jesus restoring Peter in John 21:15-24. What principles of restoration are evident? What other narratives of restoration come to mind?
- What are some illustrations of warnings you have observed in ministry?

Chapter 11: Longevity

Principle: For church leaders, ministry is always the result of gospel community.

Key Quotes:

"You see, every leadership community needs to understand that there is no such thing as individual ministry. Every leader's ministry is a community project. Every leader needs the ministry of other leaders to grow to the kind of maturity that will allow him to lead well over the long term and end well" (pg. 194).

"God makes his invisible comfort visible through agents of comfort he sends where comfort is needed" (pg. 197).

"Spiritual maturity in the life and ministry of a ministry leader is about being humbled by the gospel, made courageous by the gospel, and infused with sturdy hope by the gospel" (pg. 203).

Discussion Questions:

- Who or what are some of the agents of comfort the Lord has brought to you over the years?
- How does patience play into everyday leadership as well as longevity in leadership?
- How does Scripture inform your understanding of God's patience with us?
- Of Humility, Courage, Hope, which are you learning the most about right now?
- How might you apply the strategy for longevity found on 204-205?

Chapter 12: Presence

Principle: You will only handle the inevitable weakness, failure, and sin of your leaders when you view them through the lens of the presence, power, promises, and grace of Jesus.

Key Quotes:

"When a leader forgets the powerful and gracious presence of the Lord, he also forgets who he is and what is his as God's child. Vertical amnesia always leads to identity confusion" (pg. 218).

"What every ministry leader will face he cannot endure or defeat on his own, and this is precisely why God has promised that he would not think of leaving you and that forsaking you is simply out of the question. As a ministry leader, God's presence is your **hope**, God's presence is your **confidence**, God's presence is your **refuge**, God's presence is your **courage**, God's presence calls you to **humility** and **dependency**, and God's presence is your **constant motivation** to continue. Ministry leadership, at its core, is about a community of leaders practicing together the presence of the Lord" (pgs. 220-21).

Discussion Questions:

- In what directions does the power or experience you have had tempt you?
- What does it look like when you lead in "vertical amnesia"?
- What are some ways your leadership team practices the presence of God? What does that look like in the mundane tasks of ministry?