

# FIT Leadership Guide: Foundations

Faithful · Intentional · Teachable

*Scripture study, reflection, and discussion for ministry leaders*

## INTRODUCTION

The Bible places a high value on spiritual growth, especially for those called to lead others in their faith. Scripture consistently connects leadership with character, faithfulness, and a posture of ongoing growth.

*1 Timothy 4:7-8 — “Rather train yourself for godliness; for while bodily training is of some value, godliness is of value in every way, as it holds promise for the present life and also for the life to come.”*

This pursuit of godliness in leadership can be summarized through three essential qualities: Faithful, Intentional, and Teachable. In this guide, you will walk through the expectations placed on those serving in ministry leadership, study what Scripture says about each quality, and reflect on how these qualities are forming in your own life and leadership.

## F — FAITHFUL

A faithful leader remains committed to God, to people, and to the responsibilities they have been entrusted with. Their consistency and reliability build trust over time.

### Consider:

1. Why have you chosen to step into leadership?
2. What motivates you to remain faithful when leadership feels challenging?

### Study:

*Context: In Matthew 25:14–30, Jesus shares a parable about servants entrusted with their master’s resources. Rather than focusing only on the results, pay attention to the posture and choices of each servant.*

### Read: Matthew 25:14–30

1. Describe what each servant did and how the master responded.
2. Why do you think the master responded differently to each servant? What does this reveal about God?
3. In verse 15, the master gives to each servant “according to his ability.” What abilities has God entrusted to you? How are you currently using them for His glory?

4. If you are not using them fully to love God and serve others, what may be holding you back?

**Read: Hebrews 12:1-3**

5. Based on these verses, how should a faithful person live their life—especially as a leader?
6. What do you learn about Jesus' faithfulness in verse 2, and how should His example shape your own leadership?

**Reflect:**

1. How would you describe a faithful leader? In what ways does this description reflect your current leadership?
2. What is one specific practice, habit, or mindset that could help you remain faithful to God and those you lead?

**Pray:**

Take a moment to pray for faithful qualities in your life. Consider how God has been faithful to you and ask Him for help in remaining faithful to Him and to those you lead.

## Faithful Follow-Up — Participant Discussion Questions:

*For studies completed individually as “homework,” followed by group or one-on-one discussion. These questions are designed to facilitate meaningful conversation.*

1. Summarize the passage in your own words. What stood out most?
2. Which question from the Consider, Study, or Reflect sections impacted you most? Why?
3. How would you define faithfulness based on this study and Scripture?
4. Why is faithfulness an essential characteristic for someone serving in a leadership role?
5. In what ways are you currently demonstrating faithfulness as a leader? Where do you see room for growth?
6. How do your abilities, gifts, and experiences shape your leadership for God’s glory?
7. How does this study shape or challenge the way you view leadership in this ministry?
8. What questions, insights, or reflections do you still have about faithfulness or leadership?

*Sponsor / Facilitator Prompt: Take time to clearly communicate your expectations of a faithful leader as it relates to this specific ministry, the leadership role being discussed, and character, commitment, and accountability. Invite dialogue and clarification rather than only explanation.*

## I — INTENTIONAL

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An intentional leader gives focused effort, shows care in their choices, and offers their best in what God has entrusted to them. They lead with purpose rather than autopilot.

### Consider:

1. Who do you know that is intentional in what they do?
2. What makes them intentional?

### Study:

*Context: Moses has died, and God appoints Joshua to lead Israel into the Promised Land. God gives clear instructions emphasizing obedience, courage, and focus on His Word as the foundation of Joshua's leadership.*

### Read: Joshua 1:1-9

1. Describe Joshua's role as a leader. How do you suppose he felt taking on this responsibility?
2. List the instructions God gives Joshua as he begins his leadership role.
3. Why does God emphasize obedience and focus?
4. What kinds of distractions can cause someone to become less intentional in their commitments? Which appear in your life?

### Reflect:

1. How would you describe an intentional leader? Does your description reflect your own leadership?
2. What is one practical way you can be more intentional in how you serve God and others?

### Pray:

Take time to pray for intentional qualities in your life. Ask God to give you insight into how you can be more purposeful in your leadership role.

## Intentional Follow-Up — Participant Discussion Questions:

*For studies completed individually as “homework,” followed by group or one-on-one discussion.*

1. Summarize the passage in your own words. What stood out most from Joshua 1:1–9?
2. Which question from the Consider, Study, or Reflect sections impacted you most? Why?
3. How does this passage help shape your understanding of intentional leadership?
4. Based on Scripture, how would you define intentionality?
5. Why is intentionality important for someone serving in a leadership role? What should it look like in practice?
6. In what ways are you currently demonstrating intentional leadership? Where would you like to grow?
7. How does this study challenge or affirm your current leadership approach within this ministry?
8. What questions, insights, or reflections do you still have about intentionality?

*Sponsor / Facilitator Prompt: Take time to clearly communicate your expectations of an intentional leader, especially as it relates to this specific ministry, preparation, follow-through, and focus. Invite conversation, questions, and clarification rather than only explanation.*

## T — TEACHABLE

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A teachable leader is humble in their approach to learning and has a hunger to grow. They are often slow to speak and quick to listen, understanding that correction and wisdom are gifts.

### Consider:

1. What role do pride and humility play in the life of a teachable person?
2. How can being teachable affect your faithfulness and intentionality as a leader?

### Study:

*Context: The book of Proverbs provides wisdom literature emphasizing practical application, contrasting the ways of the wise and the foolish.*

### Read: Proverbs 18:2

1. What is the meaning of this proverb?
2. Why does this description indicate someone is foolish?

### Read: Proverbs 15:31-33

3. According to these verses, what defines a wise person?
4. Why are life-giving corrections and discipline necessary for a teachable person?
5. What type of person or source should you seek instruction from to grow as a Christian leader?

### Reflect:

1. How would you describe a teachable leader? Does this description fit your current leadership approach?
2. What is one practical step you can take to become more teachable in your leadership role?

### Pray:

Take time to pray for teachable qualities in your life. Ask God to reveal any pride, stubbornness, or apathy and to help you remain open and humble.

## Teachable Follow-Up — Participant Discussion Questions:

*For studies completed individually as “homework,” followed by group or one-on-one discussion.*

1. Summarize the verses in your own words. What stood out most from Proverbs 18:2 and 15:31–33?
2. Which question from the Consider, Study, or Reflect sections impacted you most? Why?
3. How do these passages shape your understanding of teachable leadership?
4. Based on Scripture, how would you define teachability?
5. Why is being teachable important for someone serving in a leadership role? What should it look like in practice?
6. In what ways are you currently demonstrating teachability? Where would you like to grow?
7. How does this study challenge or affirm your current leadership approach within this ministry?
8. What questions, insights, or reflections do you still have about being teachable?

*Sponsor / Facilitator Prompt: Take time to clearly communicate your expectations of a teachable leader, especially as it relates to openness to instruction, humility, and growth. Invite conversation, questions, and clarification rather than only explanation.*

### REFLECT & CONNECT

*As you close this guide, reflect on which of the three qualities—Faithful, Intentional, or Teachable—God is most actively forming in you right now. Growth in one always strengthens the others. Come back to this guide as a reference point as you continue to lead.*