

2. Each phase of the timeline has a unique focus.

The Leader's Timeline				
Five Phases with related Development Focus				
Foundations Phase	Early Phase	Middle Phase	Latter Phase	Finish Well Phase
<p><u>Focus: SD</u> especially character and integrity</p>	<p><u>Our focus: MD</u> doing ministry</p> <p><u>God's focus: SD</u> being in Christ</p> <p>No focus yet on STD</p>	<p><u>Sustained focus: SD</u> recognize the priority of it</p> <p><u>Fading focus: MD</u> now proven capable</p> <p><u>Emerging focus: STD</u></p>	<p><u>Priority focus: STD</u> Effectiveness prevails over efficiency</p> <p>Desire to do the right things the right way</p> <p><u>Non-focus: MD</u></p>	<p><u>Prevailing focus: SD</u> reproducible model for others</p> <p><u>Final focus: STD</u> desire a lasting legacy</p>

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← Show transparency 7-3.

- a. **Spiritual development (SD):**
This has to do with those activities that shape the inner life.
- b. **Ministerial development (MD):**
This has to do with shaping the leader – skills, giftedness, and ministry insights that help the leader to deliver efficient and effective ministry.
- c. **Strategic development (STD):**
This has to do with destiny processing by which life purpose can be realized – lasting legacies we leave behind because we have fulfilled our life purpose. [See Appendix 7C]

← If time permits, have the group see Appendix 7C for further insights about the timeline (The Leader's Development Processes Timeline) for a more in-depth tool to help them determine where they are on the Leader's Timeline.

Timeline for 2nd & 3rd Career Ministry Leaders

For those who receive a ministry call after a 1st or 2nd non-ministry career, the leader's timeline can provide a reality check to entry-level leadership expectations.

Although character development and life experience are extremely valuable and transferable coming into the ministry, they don't preclude the newly called potential ministry leader from having to basically start all over in his or her new calling.

It is not uncommon for someone to come out of his career at a later phase of development in that career, but then have to step back to the "early phase" of ministry development.