

FIT Leadership Intro Lesson — Facilitator Guide

Introduction Lesson — Discussion-Based Format | 25 Minutes

Facilitator Note: *This introduction lesson provides a discussion-based overview of the FIT leadership framework. It is designed to be used as a standalone intro session before leaders work through the FIT training guides on their own.*

OPENING

Say something like:

“When God invites someone into leadership, He is not calling them to perfection—but to growth. As leaders, we will make mistakes, face challenges, and encounter moments that stretch us beyond our comfort zones. Yet God is always at work in and through us. Today we are going to explore three qualities of a healthy Christian leader and what it looks like to develop them over time.”

Discussion Questions:

1. When you hear the word leadership, what comes to mind first?
2. Who has been the most spiritually impactful leader in your life, and why?

Transition — Say something like::

“The leaders who have shaped us most were not perfect—but they were growing. Let’s look at what Scripture says about how that growth actually happens.”

THE LESSON: GROWING IN F.I.T.

Read: *1 Timothy 4:7–8 and Philippians 1:6*

Discussion Questions:

1. According to 1 Timothy 4:7–8, why is spiritual training of great value?
2. How does someone actively train spiritually—and why does that matter specifically for those who lead others?
3. According to Philippians 1:6, who begins the work of spiritual growth in us, and who brings it to completion?
4. If God is the one doing the work, why do you think He still asks us to train and put in effort?

5. How does knowing God will finish what He started take the pressure off—without letting you off the hook?

Say something like:

"Here is what these two passages give us together. God calls us to train intentionally — spiritual maturity does not happen by accident. But we are not doing this alone. God initiates and sustains our growth; our job is to respond faithfully to what He is already doing in us. And because leadership magnifies influence, the growth happening in you directly impacts the people you lead. Partnering with God for our spiritual training is essential — now let's examine three qualities that mark a healthy, growing Christian leader."

The FIT Framework:

Faithful — Faithful leaders show up consistently for their people and stay committed to their role, even when it is hard, unseen, or inconvenient.

Intentional — Intentional leaders choose purpose and preparation over autopilot—they think ahead not just for themselves but for the people they are responsible for.

Teachable — Teachable leaders stay humble and open to growth because they know their own formation directly impacts those they lead.

Discussion Questions:

1. What do each of these qualities look like in the ministry you are serving in?
2. As you think about your specific leadership role, which FIT quality feels most natural to you in how you lead right now, and why?
3. Which of these three qualities do you think is hardest to sustain consistently in your leadership over time, and why?
4. How do we train ourselves in these areas?
5. Look back at Philippians 1:6. What encouragement does that verse give you as you strive to lead faithfully in these three areas?

Say something like:

"FIT is not a checklist to complete—it is a posture to grow into. These qualities describe the direction of a healthy leader, not a standard you have to master before you can lead. And the God who began this work in you will be faithful to complete it."

CLOSING

Say something like:

“The qualities we have looked at today—faithful, intentional, teachable—are not a checklist to complete. They are a posture to grow into. As you continue developing in each one, trust that the God who started this work in you will see it through.”

Discussion Questions:

1. What is one idea from today you want to carry with you?
2. How do you want to grow in one of the FIT qualities this week?

Facilitator Note: *Close the session in prayer. You may choose to pray on behalf of the group or invite participants into an open time of prayer.*