

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 do you think causes someone to give up on a leadership commitment?

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. What does that response reveal about God?
2. In verse 15, the master gives to each servant "according to his ability." What abilities has God entrusted to you, and how are you currently using them for His glory?

Read: Hebrews 12:1-3

3. Based on these verses, how should a faithful person live — especially as a leader?
4. 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 leadership so far — or the kind of leader you want to become?
2. What is one practical step you can take to grow in this area within your leadership role?

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.

I — INTENTIONAL

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? Explain.
2. What does it look like when a leader operates on autopilot? What tends to happen?

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. What does God instruct Joshua to do as he steps into leadership — and why do those instructions matter?
3. Why does God emphasize obedience and focus?
4. What kinds of distractions pull leaders away from intentional focus? Which ones show up in your own leadership?

Reflect:

1. How would you describe an intentional leader? In what ways does this description reflect your leadership so far — or the kind of leader you want to become?
2. What is one practical step you can take to grow in this area within your leadership role?

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.

T — TEACHABLE

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 does this proverb reveal about the posture of someone who has stopped learning?

Read: Proverbs 15:31-33

2. According to these verses, what marks a person who is truly wise and teachable?
3. Why is openness to correction especially important for someone in a leadership role?
4. What kind of people or sources should a leader seek out to keep growing?

Reflect:

1. How would you describe a teachable leader? In what ways does this description reflect your leadership so far — or the kind of leader you want to become?
2. What is one practical step you can take to grow in this area within 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.

FIT LEADERSHIP GUIDE: FOUNDATIONS — FOLLOW-UP DISCUSSION

Sponsor / Facilitator Note:

For use after the leader has completed all three sections independently. Use these questions as a guide, not a checklist. Follow the conversation where it leads. If a particular quality needs more attention, return to the Reflect questions in that section as a starting point. Your goal is not to cover every question but to help the leader move from reflection to commitment.

F.I.T. Discussion Questions

- 1.** As you worked through this guide, which quality — Faithful, Intentional, or Teachable — resonated with you most? Why?
- 2.** What does faithfulness and intentionality look like specifically in this ministry — and what does your sponsor or trainer expect from you in those areas?
- 3.** How do you see Faithful, Intentional, and Teachable connecting to each other in your specific leadership role?
- 4.** Which of the three qualities feels hardest for you to sustain consistently, and why?
- 5.** What is one concrete step you want to take in the next month in response to this guide?