



**A WORK OF HEART:  
Understanding How God  
Shapes Spiritual Leaders**

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**CULTURE. This includes all environmental influences that shape the leader's life and ministry context. These include the historical period, political situation, societal mores, and traditions. All these create the cultural milieu in which the leader operates. The leader's heart cannot be explained apart from its cultural influences.**



What cultural influences in your early years have shaped you most significantly?

How have these influences fashioned your uniqueness?

Are you a student of culture?

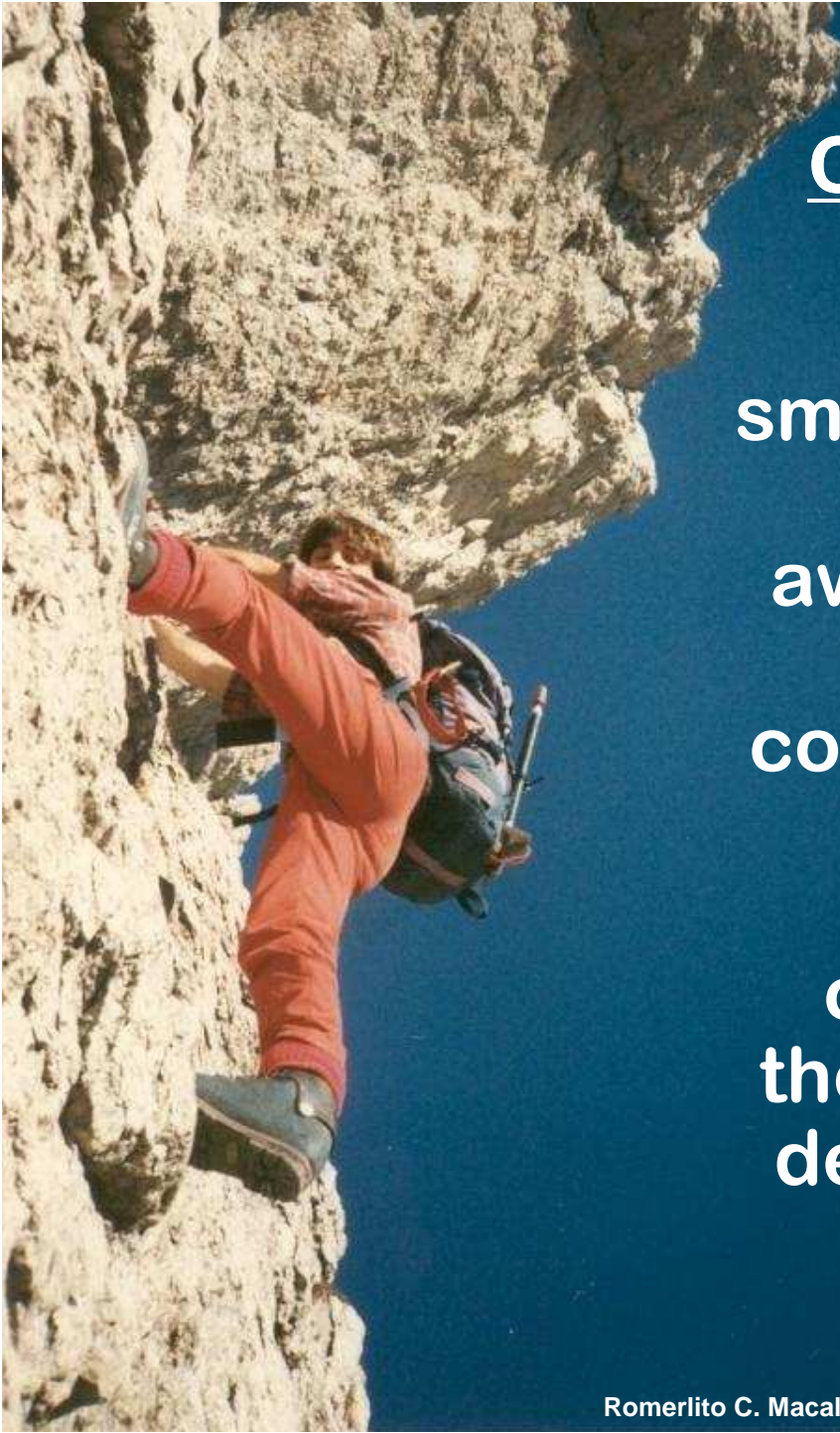
Do you know what is going on in the world?

Do you look for ways to connect with the culture or seek ways to escape it?

How comfortable or angry are you with those outside the faith?

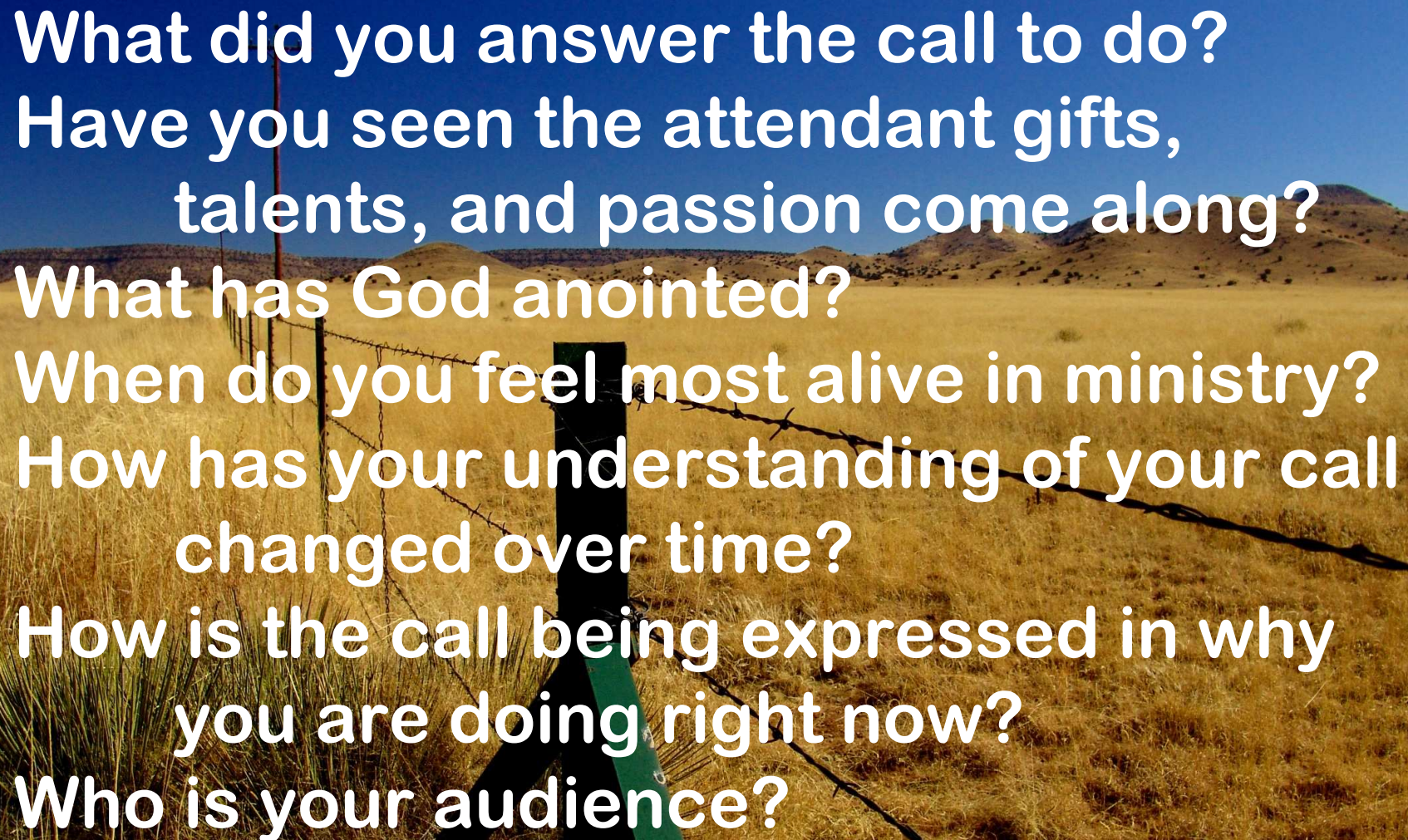
What is your track record of influencing people toward Jesus?






Call. Every leader will admit to having some sense of destiny, whether great or small. In spiritual leaders, we can refer to this as the awareness of a call. The call is the leader's personal conviction of having received some life assignment or mission that must be completed. The call orders the leader's efforts, affecting decision in every area of life.





What did you answer the call to do?  
Have you seen the attendant gifts,  
talents, and passion come along?  
What has God anointed?  
When do you feel most alive in ministry?  
How has your understanding of your call  
changed over time?  
How is the call being expressed in why  
you are doing right now?  
Who is your audience?





Community. Leaders do not develop in isolation. They emerge within a community that plays a vital role in shaping them. Actually we should speak of multiple communities in the leader's development, such as the family of origin, or initial life community, leader's friendships and faith-ministry communities.





**What gifts have you brought forward from your family of origin?**

**What have you claimed responsibility for?**

**What level of intimacy have you achieved with your family? Why or why not?**

**Who will attend your funeral?**

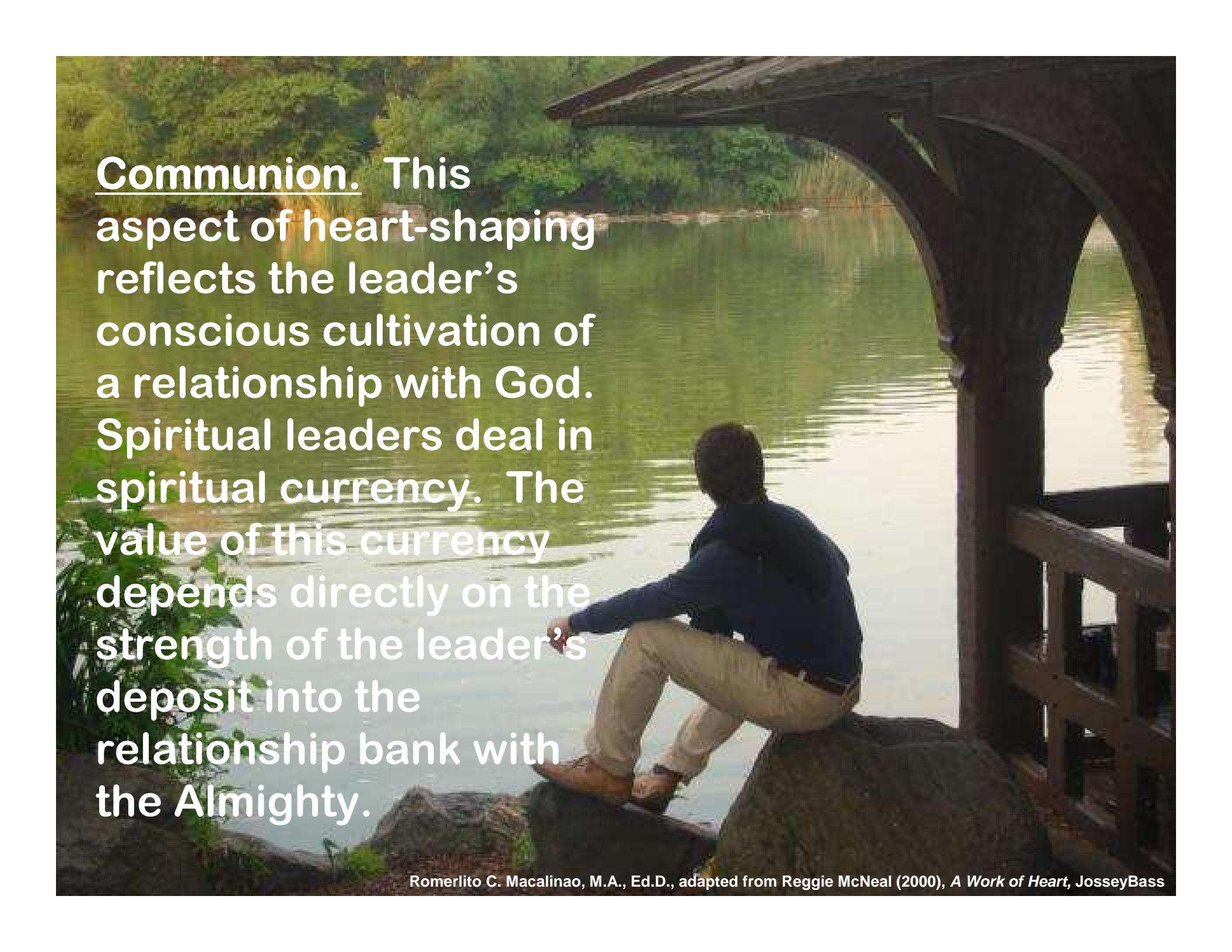
**What will they say about your relationship with them?**

**What kind of community are you building through your ministry, co-workers?**

**Who among your leadership constituency?**

**Who would be a good person or group to talk to about the above personals?**



A photograph of a man sitting on a large rock by a body of water, viewed through a wooden archway. The man is wearing a dark blue long-sleeved shirt and light-colored pants. The water is calm and reflects the surrounding greenery. The archway is made of dark wood and frames the scene. The overall mood is peaceful and contemplative.

Communion. This aspect of heart-shaping reflects the leader's conscious cultivation of a relationship with God. Spiritual leaders deal in spiritual currency. The value of this currency depends directly on the strength of the leader's deposit into the relationship bank with the Almighty.





**Do you have regular dates or coachings sessions with God?**

**When God thinks about you, what expression comes over his face?**

**What can you do to improve your communion?**

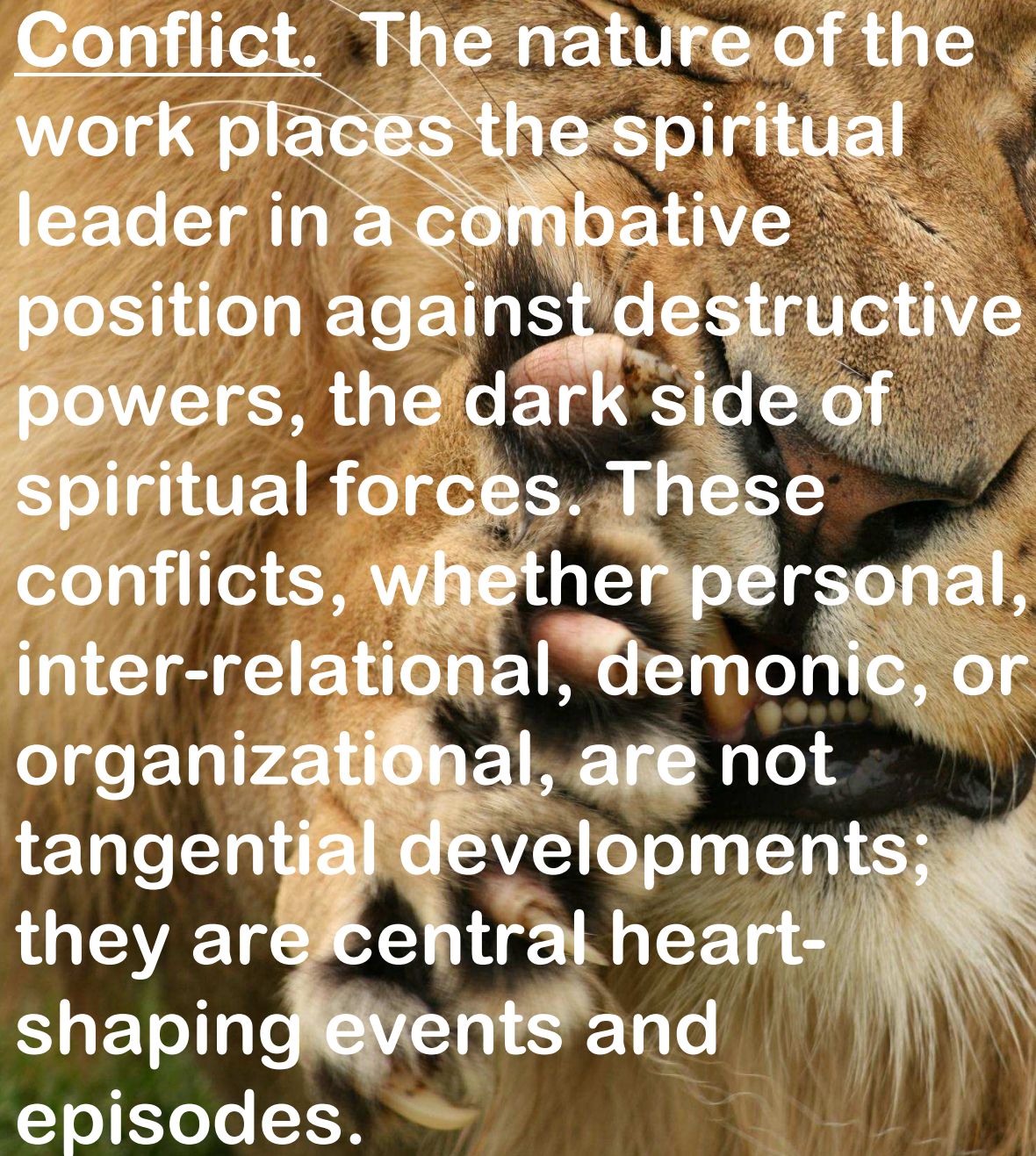
**What do others know about the conversations you have with God?**

**How do you keep God on your heart all day?**

**How are you cultivating God's friendship?**

**What is the last thing you have learned about God in your times together?**





Conflict. The nature of the work places the spiritual leader in a combative position against destructive powers, the dark side of spiritual forces. These conflicts, whether personal, inter-relational, demonic, or organizational, are not tangential developments; they are central heart-shaping events and episodes.



**What family-of-origin issues influence  
how you deal with conflict?**

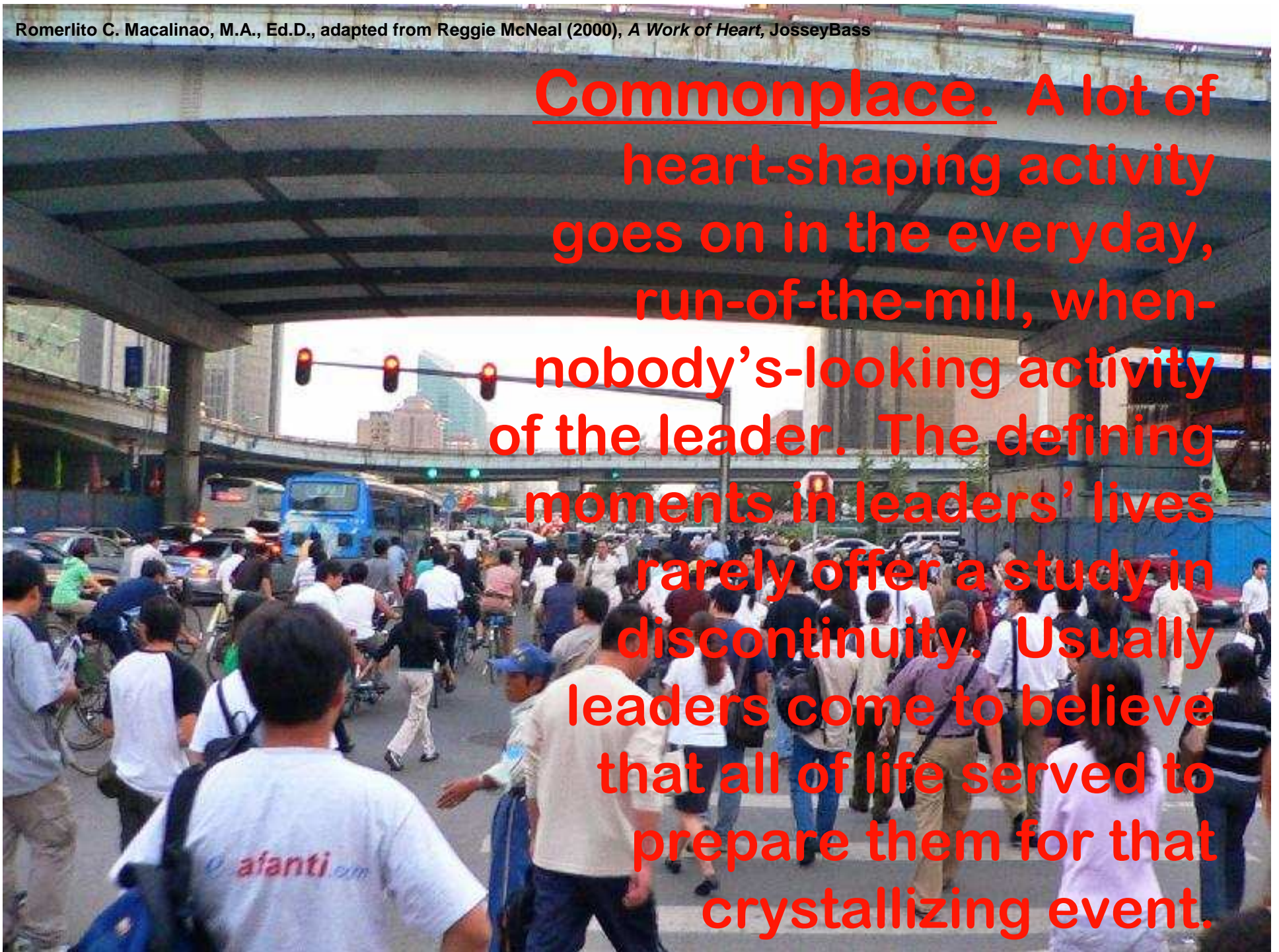
**What are your memoirs of early leadership  
conflicts?**

**What happened during your most recent  
conflict experience?**

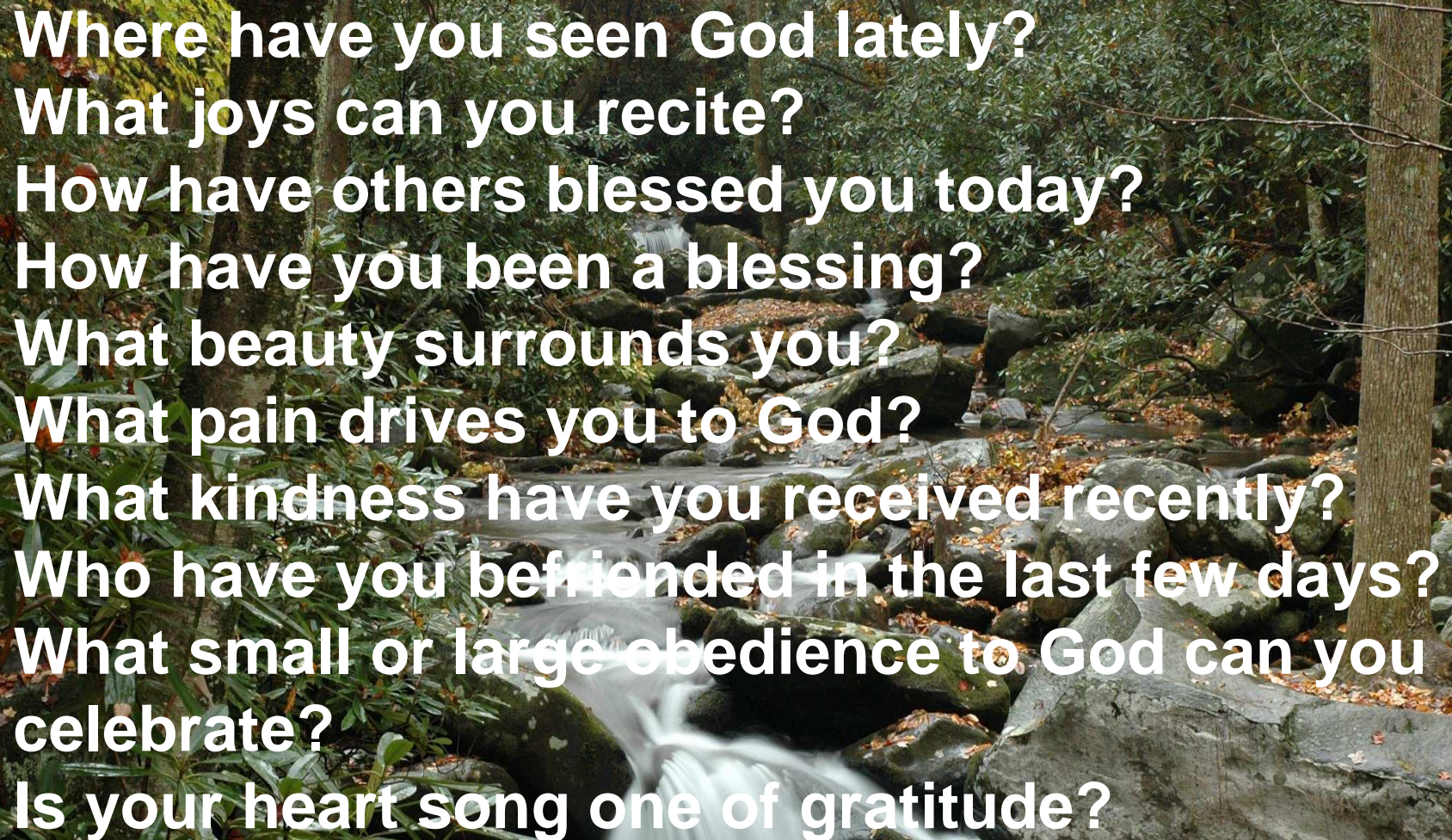
**What if anything, would you do differently  
now?**



Commonplace. A lot of heart-shaping activity goes on in the everyday, run-of-the-mill, when-nobody's-looking activity of the leader. The defining moments in leaders' lives rarely offer a study in discontinuity. Usually leaders come to believe that all of life served to prepare them for that crystallizing event.







Where have you seen God lately?  
What joys can you recite?  
How have others blessed you today?  
How have you been a blessing?  
What beauty surrounds you?  
What pain drives you to God?  
What kindness have you received recently?  
Who have you befriended in the last few days?  
What small or large obedience to God can you  
celebrate?  
Is your heart song one of gratitude?



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He has been involved in both formal and nonformal educational ministries for more than two decades. He has taught in several Bible colleges and seminaries. He has authored two books on preaching and pastoring. He has provided leadership as director for FEBC's Biblical education for all through media (BEAM), national program coordinator for PCEC's national church planting program (DAWN2000), executive director for the Philippine Association For Theological Education by Extension (PAFTEE), and Pacific Northwest Advocate of the Asian Caucus of the American Baptist Churches USA.

He has been a pastor for over two decades with interdenominational affiliations and international experience. He was ordained in the Gospel ministry with EL International in 1991. He is married to Catherine Caidic, also an alumna of Febias, with whom he has three children. – Ashiel (18), Keryx (13), & KrisMea (11).

He was an adjunct faculty of the Jesus Is Lord International Bible College, the Christian Theological College Foundation International, a visiting professor of the Asia-Pacific Nazarene Theological Seminary, the Asian Center for Missions, and the John Maasbach Mission Training Center. He teaches subjects on education, leadership, administration, and history. His latest book: **Developmental Pastoring: Strategic Leadership Along the Congregational Lifecycle**. He has been contributing articles with "The Evangelicals Today" and "The Ministry Digest."

His doctoral dissertation abstract on "The Leadership Attributes of Pastors of Large Churches in Urban Metro Manila and the Implications to Designing a Pastoral Leadership Development," is recognized and posted on "The Leadership Challenge" webpage by Tom Kouzes and Barry Posner ([www.leadershipchallenge.com/WileyCDA/Section/9id-131106.html](http://www.leadershipchallenge.com/WileyCDA/Section/9id-131106.html)). He is a consultant with Punlad-Buhay Resource Center and the Conservative Baptist Churches of the Philippines. He provides HR and OD services to both for-profit and not-for-profit organizations. He is a member of the North American Professors of Christian Education (NAPCE). He is the lead person for Distance Education of the Asian Seminary of Christian Ministries. He is also founder and CEO of GlobalFil Alliance Inc., an education consultancy that envisions a global network of Filipinos committed to international cooperation, cultural revitalization, and national transformation.

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