



Spiritual Leadership Inventory

Leadership Development

“entrust to reliable men
who will also be
qualified to teach others” 2 Tim. 2:2

CBMC

Centre of Communications
MIP P.O. Box 3428
Markham Ontario L3R 6G7
Email: info@cbmc.ca
Phone (905) 474-1223
Fax (905) 474-5808
www.cbmc.ca

The Need: Leadership Development

In Canada we live in a culture with declining morals and spiritual commitment. Lives are filled with pain, difficulty and busyness. The current generation struggles greatly and the next generations are disenchanted. Many Christians are not prepared to fully live their faith much less deal with the issues our society faces. Few Christians know and understand their calling in life and have a clear vision of how they are to be relevant in the post-modern society. Within the body of Christ and CBMC a leadership vacuum exists. Leaders are needed who will engage others in the purposes of God for their lives as David did in Acts 13:22 “*to serve the purpose of God for their generation.*”

Our Vision: Maturing Leaders

CBMC recognizes the need for more and increasingly mature leaders and is committed to be intentional about leadership. The vision for the Leadership Development is to help leaders and mentors fulfill God’s calling in their lives by 1) offering specific guidelines and direction for their growth through God, His word and His people and 2) creating an environment that fosters growth and change. Spiritually maturing and growing businessmen, who are servant leaders where God has placed them, will be the catalyst for new and existing ministry teams within and beyond CBMC. They will be committed to investing in the lives of people with the purpose of yielding spiritual reproducers.

Our Focus: Investing in Others

At a high level, the leadership development process is available to all. CBMC will initially focus on individuals who have been involved in ministry at the level of investing their life in another through discipleship or mentoring. As these individuals benefit and grow they will be positioned to invest in others “entrust to reliable men who will also be qualified to teach others” (2 Tim 2:2). The focus is on what is best for the individual and to see fruit and maturity in their calling and intimacy with God

Leadership Development Process: Being Intentional

Leadership is an ongoing process of learning and equipping that involves both short term developmental needs tied to current responsibilities and long term needs that are independent of an individual’s current role or position. CBMC recognizes that there are a number of components to the leadership development process. Firstly, God causes the growth (1Cor 3); secondly, there must be an initiative to grow on the part of the leader or mentor; and thirdly, CBMC must be committed to investing in the lives of leaders and mentors.

Developmental needs are unique for each individual. To be intentional about meeting these needs, each leader or mentor should have a customized plan or a Lifetime Leadership Growth Plan (“LLGP”). The intent of CBMC’s leadership development strategy is to provide the tools to construct a LLGP and create a safe environment for the leader or mentor to grow.

The first step of creating a LLGP is to provide the leader or mentor an opportunity to do a self-assessment using the Spiritual Leadership Inventory (“SLI”). An assessor would come alongside the individual to discuss the results of the assessment and to review spiritual growth and ministry objectives. The assessor, with the help of a resource guide, would identify knowledge, training, scripture references, people, and support system resources for the leader or mentor to start constructing their LLGP.

The role of the assessor is to encourage the individual, to provide resource alternatives and to offer mutual accountability and is best in a one on one basis with either the assessor, existing mentors or accountability partners. The process of mutual accountability would continue based on a previously defined scope and time frame.

Biblical Perspective on Leadership: The Life of David

The Lifetime Leadership Growth Plan looks at five components of leadership from the biblical model of the Life of David. David was a man after the Heart of God. He sought the help and presence of God throughout his life during good, difficult and repentant times. Intimacy with God was clearly what he desired. It was said of David that he “will do all my will.” He also had a heart for obedience, which speaks to David’s character. He was very much like us – he failed, he succeeded, he ran, he stood up to trials, etc.

How did David lead? Psalm 78:72 is a wonderful summary of the life of David. “So he **shepherded** them according to the **integrity** of his **heart**, and **guided** them with his **skillful hands**.” This verse describes five components of how David functioned as a leader: Shepherded, Integrity, Heart, Guided, and Skillful hands. The Spiritual Leadership Inventory and LLGP examine leadership in these five areas.

Shepherded	Community	Objective: Examine and build relationships, Resolving differences
Integrity	Character	Objective: Accountability, Develop Humility, Apply to Leadership
Heart	Intimacy with Him	Objective: Form Values, Develop Prayer, Experience Freedom
Guided	Calling	Objective: Articulate personal purpose, passions, vision, apply to roles
Skillful hands.	Competency	Objective: Develop skills for mentoring, leading and facilitating a team

Principles and Qualities of Leadership

Christ Life -Intimacy with Him

- A leader has a heart for God by knowing Him intimately and experientially
- A leader models Christ by his life and knows his identity in Christ
- A leader can handle the temptations of: power, popularity, relevance
- A leader has a deep understanding and application of God’s word
- A leader has a disciplined lifestyle

Character

- A leader has a Christ-likeness of character and maturity
- Brokenness and humility are absolute necessities
- Leaders need to be growing in the character qualities of integrity, trustworthiness, faithful, and purity
- A leader can handle the temptations of: power, popularity, relevance
- A leader can give up control and empowers others
- A leader has a disciplined lifestyle

Community

- A leader needs a team and can build a team
- A leader has a heart for people

Calling

- A leader is called by God and gifted by Him
- A leader models personal ministry.
- A leader knows his personality and style and applies them to his role

Competence

- A leader displays initiative
- A leader is able to communicate and clearly articulate his vision
- A leader knows how to inspire, motivate and encourage
- A leader is change oriented, a pacesetter and thinks strategically

Spiritual Leadership Inventory (“SLI”)

CBMC offers some guidelines for the use and implementation of the SLI. Any tool has the potential for constructive or destructive outcomes. This process and tool is meant to offer a framework and a safe environment where growth and change can occur. It is not meant to place value on the speed or extent of one’s spiritual growth or leadership.

The SLI is designed to allow the individual to do a self-assessment of their leadership capabilities in the five **Component** areas: *Christ Life, Character, Community, Calling and Competency*. Two types of self-assessment methods are provided. The first section provides individuals with an opportunity to respond to questions in each area. The second section is designed for a leader or mentor to select an appropriate box for each of the 60+ descriptors associated within the five components. Scales are used to indicate the degree to which the statement describes the individual. Space is provided at the end of each component for the individual and the assessor to develop a personalized LLGP.

Scale used: 1. Not evident 2. Evident 3. Acceptable 4. Growing 5. Highly Evident

Consider taking only one section of the SLI initially, in order to identify one or two issues. Then over a period of six months to a year work through the remaining components. The process of self-examination, interaction with the assessor and accountability is as important as gaining an understanding of the growth opportunities.

A. Christ Life – Intimacy with Him

Philippians. 3:10

that I may know Him, and the power of His resurrection and the fellowship of His sufferings, being conformed to His death;

Our relationship with God is one in which God is drawing us closer to Himself, inviting us to know and experience Him in a deeper, more intimate way. This intimacy with Christ is like a well from which rivers of living water can flow.

1. Describe your intimacy with Christ. Make note of at least one area of victory and one area of struggle.

What are you learning about this relationship?

2. What circumstance or relationship has God used to draw you closer to Himself in the past year?

What was the effect on your intimacy with Christ?

3. What would be 1 or 2 steps of faith you could pray for and take to grow in your intimacy with Christ?

I. Growing in Intimacy with Christ – Ps 73:25,28 Col 1:27

	Not evident	Evident	Acceptable	Growing	Highly Evident
Aware of God at work around me <i>Acts 21:19</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Experience God at work in my life <i>Gal 2:20</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Know of brokenness in my life <i>Jn 12:24</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Living out of who I am “in Christ” <i>Eph 1: 7,20</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Experiencing a depth of worship <i>Jn 4:24</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Loving and enjoying God <i>Mt 22: 37-39</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

II. Demonstrates Spiritual Maturity - Phil 3:14,15

	Not evident	Evident	Acceptable	Growing	Highly Evident
Have a consistent prayer life <i>1 Thes 5:17</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Exhibit a balance of faith, hope and love <i>1 Cor 12:13</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Growing in knowledge and understanding of God <i>Phil 3:10</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Consistent in studying and applying the word of God <i>2 Tim 2:15,16</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Exercise spiritual disciplines <i>1 Tim 4:7,8</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

LLGP - Christ Life - Intimacy with Him

B. Character

Romans 5:3-5

And not only this, but we also exult in our tribulations, knowing that tribulation brings about perseverance; and perseverance, proven character; and proven character, hope; and hope does not disappoint, because the love of God has been poured out within our hearts through the Holy Spirit who was given to us.

Character is who I am on the inside or how I act when nobody sees me. These are the attitudes of the heart, which are lived out in my relationship with God and people. Character includes integrity, honesty, faithfulness, teachability, patience, humility, kindness, joyful, perseverance, etc.

1. In what areas of character do you see God at work in your life?

What are you learning?

2. What area(s) do you need God to help you grow? Patience? Faithfulness? Etc.

3. What negative attitudes do you struggle with? Anger? Pride?

What would others say?

4. What are 1 or 2 steps of faith could you pray for and take to allow growth in your character?

I. Deepening in Personal Character - Phil 2:22

	Not evident	Evident	Acceptable	Growing	Highly Evident
Maintain a moral purity <i>Eph 5:3</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Demonstrate integrity <i>Ps 15:1,2</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Model humility <i>Phil 2:5-8</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Act with patience and kindness <i>2 Cor 6:6</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Recognized as being faithful <i>2 Tim 2:2</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Desire to be teachable, <i>Ps 25:4, Prov15:22</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Seek ongoing accountability <i>Prov 27:17</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

II. Decreasing in Negative attitudes - Col 3:5-8

Control anger, not expressing this in hurtful, sinful ways <i>Eph 4:26</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Decreasing in judgmental attitudes <i>Mt 7:1,2</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Quick to listen, slow to speak or defend <i>Js 1:19</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Give generously and unselfishly <i>2 Cor 9:7</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Handle money as a faithful steward and financial house is in order <i>1 Cor 4:2</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Able to submit to others, decreasing in independence <i>Is 53:6, 1 Pet 5:5</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lessening in my love of money and material things <i>1 Tim 6:10</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

LLGP - Character

II. Leads and Facilitates a Team - Lu 22:26

Model a servant attitude with the team <i>Gal 5:13</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Able to teach and instruct others <i>2 Tim 2:2</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Growing in facilitation, communication and dialog <i>Eph 4:28,29</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Minimize attitudes of comparison and competition <i>2 Cor 10:12</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Affirm others' giftedness, exercising shared leadership <i>2 Cor 12:19</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

LLGP - Community

D. Calling

Ephesians 4:1

I, therefore, the prisoner of the Lord, entreat you to walk in a manner worthy of the calling with which you have been called,

Calling is that invitation from God to enter into a relationship with Him, to join Him in His purposes and seeing your life work or vocation as the context where you live out this relationship with God and being involved in His purposes.

1. How are you doing in understanding and living out your calling?
2. Describe your passion as it relates to ministry? What are your spiritual gifts and how are they being used?
3. What is your vision from God to invest your life in other people?
4. Do I have any non-believers who would call you their friend?
5. What steps of faith could you take to grow in your fulfilling your calling?

I. Provides Vision and Direction - Josh 24:15

	Not evident	Evident	Acceptable	Growing	Highly Evident
Have a big picture view of God and the team's role <i>Eph 3:20,21</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Help the team develop vision and move out <i>1 Cor 15:56</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Persevere in reaching the vision without being distracted <i>Rom 5:3,4</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

II. Inspires Others - Heb 10:24

- | | | | | | |
|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Motivate others to engage in
God's purposes
<i>Eph 4:12,13</i> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Challenge and exhort others
to take steps of faith
<i>Heb 10:24</i> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Able to cast vision
<i>Pro 29:18</i> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

III. Lives with a clear sense of personal purpose and calling - Phil 3:14

- | | | | | | |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Have a written life purpose statement
<i>Col 1:28-29</i> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Know and exercises my spiritual gifts
<i>Rom 12:6</i> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Maintain a proper view of work
<i>Col 3:23</i> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Have a clear sense of my calling
<i>Eph 1:18</i> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Able to handle suffering and discouragement
<i>1 Pet 2:21</i> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Have a world vision
<i>Ps 2:8</i> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

IV. Engaged in Ministry - 2 Tim 4:5

- | | | | | | |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Coach and develop others
in Evangelism and Discipleship
<i>Phil 2:30</i> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Involved in ongoing personal evangelism
<i>Col 4:3</i> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Consistently discipling others
<i>Gal 4:19</i> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Have non-believers who call me their friend
<i>1 Cor 9:19</i> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

LLGP - Calling

E. Competence

2 Corinthians 3:4-6 NIV

Such confidence as this is ours through Christ before God. Not that we are competent in ourselves to claim anything for ourselves, but our competence comes from God. He has made us competent as ministers of a new covenant--not of the letter but of the Spirit; for the letter kills, but the Spirit gives life.

Competence is my proficiency in skills, abilities and methods used in ministering to others.

1. Describe your role(s) in your local ministry?
2. How are you doing in this role?
3. What are you learning?
4. What are your struggles?
5. What are you asking God for in these Roles?

Role

Prayer/ outcome

What steps of faith will need to take?

6. Will this require any help from another?

I. Effective in communication - Col 4:4

	Not evident	Evident	Acceptable	Growing	Highly Evident
Speak clearly and effectively <i>1 Cor 2:6,7</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Able to give testimony publicly <i>Rev 12:11</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Growing in communicating with others through writing and listening <i>Js :19</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

II. Learns and Innovates in a Changing World - 1 Cor 9:22,23

Accept and embrace change <i>1 Cor 9:22</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Help myself and others to think strategically and long term <i>Phil 3:13</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Help others develop clear strategies and goals <i>Phil 3:14</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

III. Understands people - Phil 4:19

Able use tools like the Birkman, DISC, etc. <i>Mt 12:35</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Understand and employs my own leadership style <i>Eph 6:5</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work well with other leaders <i>Eph 5:21</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

IV. Exercises Leadership Skills - Ps 78:73

Raise up other leaders <i>2 Tim 2:2</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Empower team and others to take action <i>Dan 11:32</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Proficient with using ministry tools of OT, LP1, LP2 <i>2 Thes 3:7-10</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Able to manage information and administration <i>Prov 10:14</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

LLGP - Competence

Lifetime Leadership Growth Plan - Summary

1. List out your steps of faith.
2. Review your spiritual growth and ministry plans. What further development do you need to be effective? Think in terms of knowledge, skills, and support systems.

LLGP - Christ Life - Intimacy with Him

LLGP - Character

LLGP - Community

LLGP - Calling

LLGP - Competence

Leading in Grace

- 1. Power** What is the source of Power? Christ, organization, position, or self? Who is making it happen? Would the function go on without my effort? Do you see that only God could do this?
- 2. Performance** Why are we doing what we are doing? Is it to look good? To meet my need for significance? Is there an overemphasis on outward behavior? What are my motives?
- 3. Popularity** Is my belief and motivation that *“bigger is better”*? Do I operate out of a sense of trying to please and not stir conflict?
- 4. People** Am I sold out that people are the number one value and we need to go every extra mile to serve them? Am I critical, judging or condemning of others? Do I have a sense that I need others and their giftedness?
- 5. Peace** Am I operating in peace or in stress and being anxious? Do those around me reflect peace or fear and doubt?
- 6. Recognizing the Flesh** Leadership out of the flesh can be evidenced by Control, Competition, or Comparison. Do I ever operate out of this perspective?
- 7. Calling** Leaders must have a very clear sense that God has called them? What is your calling? Do you see how God has brought you to where you are?
- 8. Character** The most critical quality of a leader is humility? Do others see me as humble? Or do they see self promotion or self preservation?
- 9. Vision** Leaders must have vision that is from God and can communicate the vision to others? Vision attracts others.
- 10. Wisdom** Leaders need God’s wisdom to navigate through decisions, change and circumstances.
- 11. Faith** Leaders must have and courage to stand against the opposition and their critics without being prideful.
- 12. Accountability** Are you willing to submit to others? If you stand alone take care if you fall.