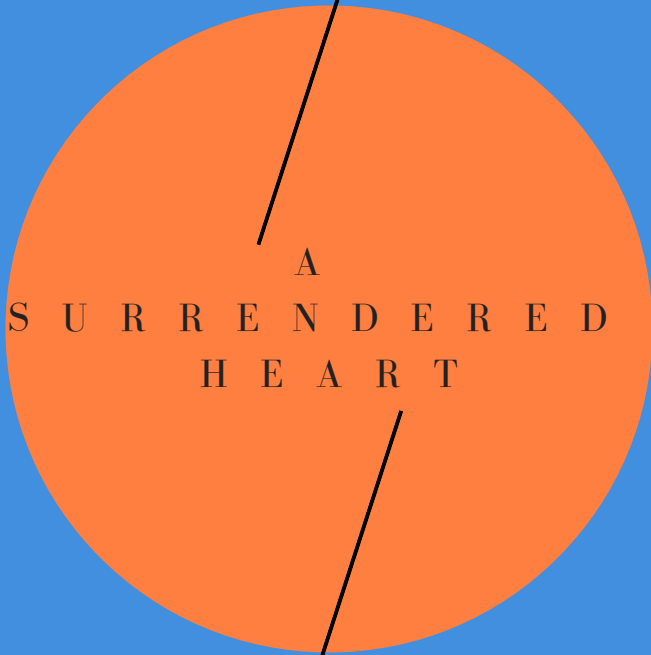


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CHAPTER 1 - A SURRENDERED HEART

How church volunteers begin to step into leadership

"You did not choose me, but I chose you and appointed you so that you might go and bear fruit, fruit that will last." John 15:16

God has always used ordinary people to accomplish extraordinary things. Scripture is filled with many accounts of shepherds turned kings, fishermen turned apostles, and unlikely servants turned leaders. Why? Because God is not looking for perfection, He is looking for willingness, looking for the one who will say "Here I am Lord, send me."

Jesus said in John 15:16, "You did not choose me, but I chose you and appointed you that you should go and bear fruit..." Leadership in the Kingdom does not begin with ambition, it begins with a calling. We are not in our current roles by coincidence. God has seen our hearts, our faithfulness, and our desire to serve. He is calling us to step into more. We were created with a purpose and each of us have a unique gifting. When we say yes to Jesus, He begins to use those giftings to fulfill His purpose, for His glory.

That calling may not come with fanfare. In fact, it usually comes quietly, in a nudge during worship, a conversation with a mentor, or an unmistakable pull toward greater responsibility. As Romans 8:28-30 reminds us, those God calls, He also equips. You don't have to feel ready to be chosen. You simply need to say yes.

We are called to lead. Not because we have it all together, but because we are willing to follow Jesus wherever He leads.

What does Romans 8:28-30 speak to us about our callings?

What is scripture good for according to 2 Timothy 3:17?

According to Hebrews 13:21 what is Jesus equipping you for?



● We are Not Just Filling a Spot, We are Answering a Call

Many people begin serving in church because there is a need. Someone asks for help with kids, the welcome team, sound, or at a ministry event. We said “yes” out of willingness and that is beautiful. But what if our “yes” was also the first step into a **divine calling**?

Leadership in the Kingdom is not a promotion it is a calling to go deeper. We are not just volunteering anymore. God is inviting us to carry responsibility, shepherd others, and reflect Christ as we lead. Leadership in the kingdom is about being the servant to all, not about giving out orders and being at the top.

According to 2 Timothy 1:8-9 how were we called, and by what?

What do we need to do in order to become a leader based on Matthew 20:25-28?

In John 13:13-17 what example of a leader were we given?

1 Peter 5:1-4 gives direction on how to lead. Write down the things you have learned.

● What Is a Calling, Really?

A “calling” is not a lightning bolt or loud voice from heaven (though it was for Paul). A calling may take time to understand, accept, or process. A calling will be known by others not just ourselves. It is something others will see in us. Often, it looks more like:

- A burden that will not go away
- A desire to serve people in deeper ways
- Confirmation through mentors or pastors
- Doors that open repeatedly in one direction

How are we told to walk within our calling according to Ephesians 4:1-6?



● How God Equips

The ultimate goal of God's equipping is to enable believers to live a life that is pleasing to Him and to participate in His work of redemption and transformation in the world. God uses various means to equip us. It is our job to be intentional by moving within these means:

- Spiritual Gifts:
 - God bestows spiritual gifts upon believers, equipping us for specific ministries and service within the body of Christ.
- Personal Experience:
 - God uses life experience, both positive and challenging, to shape and equip believers for future service.
- Scripture:
 - The Bible is a source of wisdom, guidance and instruction equipping believers for every good work according to it.
- Holy Spirit:
 - Holy Spirit empowers believers to understand God's will and to live out our faith in practical ways.
- Grace:
 - God's grace enables us to accomplish tasks that would otherwise be impossible, providing the strength and ability to serve Him.

● Signs We May Be Called to Lead

How do I know I am called? Is what I am feeling a calling or a desire I have? If you think you are being called, consider these questions:

- Do you often see how things could be done better - and want to help?
- Do others naturally come to you for advice or help?
- Do you feel a growing burden to guide others spiritually?
- Do you often pray for people in your church or ministry?
- Has a pastor or mentor encouraged you toward leadership?

If you said yes to any of these God may be preparing you for your next step. When we are feeling a quiet pull to lead, teach, guide, or build something for God, we should not dismiss it. That pull is not pride, it is purpose.

[What is the Lord speaking to you through Jeremiah 1:6-7?](#)

● Called ≠ Ready

Many of us feel unqualified or overwhelmed by the idea of leading. That is normal. Most leaders in scripture did not feel ready. We may never feel ready, but when we are obedient God will use us even more than if we think we have it all together. The truth is: God qualifies those He calls. He looks for obedience, not perfection.

Read 1 Corinthians 1:26. Write about who you were before you came to Christ. Has your life changed or is it similar? Explain.

● Next Steps in Responding to Our Call

I am sensing this call to lead: What do I do now?

- Pray: Ask God to affirm and clarify your role
- Talk to your leaders: Share what you're sensing
- Be faithful where you are: God uses today's obedience to prepare you for tomorrow's leadership
- Learn: This book is a start. Keep growing in the Word, in prayer, and in leadership wisdom
- Connect: talk to others serving, learn about what it took others to become a leader

Isaiah 6:8 is Isaiah's response to the call from the Lord. Are you ready to make this commitment in your own life?



● Reflection Questions:

What is God asking of you right now? This may be in a specific ministry at church, home or work. Maybe he is leading you to a specific group of people.

Is there a specific project that is highlighted in your life right now?

In what ways have you sensed God nudging you toward leadership?

What fears or doubts do you feel about stepping into a leadership role?

Who in Scripture do you relate to in their journey toward leadership?

● Personal Challenge:

Write your own answer to: "How do I feel God has called me to lead?" Post it where you will see it this week.

● Leadership Challenge:

This week, find 30 minutes to sit quietly with God.

- Ask Him directly: "Lord, what are you calling me to do in this season?"
- Write down anything that comes to heart.

● Prayer & Journaling:

Lord, I thank You for calling me. I want to respond with faith and obedience. Help me see where You are leading...

