



AMBASSADORS ASSEMBLY

THE LEADER IN THE MIRROR

Who Am I? • How Am I? • Where Am I?

Before I lead them, I must examine me.

Thursday, October 8, 2026

Opening Session | Leaders Retreat



1 TIMOTHY 4:16 KJV

TAKE HEED UNTO THYSELF

“Take heed unto thyself, and unto the doctrine; continue in them...”

**Before Timothy watches the church,
Paul tells Timothy to watch Timothy.**

One of the greatest responsibilities of leadership is the **stewardship of the leader.**

Before we work on what depends on us, we *must work on us.*



WE ASK ABOUT EVERYTHING EXCEPT THE LEADER

How is the church?

How is the business?

How is the staff?

How are the finances?

How is the ministry?

HOW ARE YOU?





THREE QUESTIONS



WHO AM I?

PERSONAL



HOW AM I?

PROFESSIONAL



WHERE AM I?

SPIRITUAL

The leader must examine the person, the capacity, and the soul.



PERSONAL DEVELOPMENT

WHO AM I?

- Who am I when nobody needs me?
- Who am I when I am not preaching, leading, producing, fixing or solving?
- What parts of me have I neglected while developing the leader everybody else sees?

*Your assignment is not your
entire identity.*

PERSONAL DEVELOPMENT

PHYSICAL INVENTORY

- When was my last physical?
- How is my sleep, nutrition and exercise?
- Have I normalized exhaustion?
- Is my body paying for the success of my ministry?

Your body is carrying your calling.





PERSONAL DEVELOPMENT

MENTAL & EMOTIONAL

- What am I anxious about? Angry about? Grieving?
- What am I carrying that I have never processed?
- Do I have safe people—and can I admit when I need help?
- When did I last experience joy unrelated to ministry success?



AM I HEALTHY— OR HAVE I SIMPLY BECOME HIGHLY FUNCTIONAL WHILE UNHEALTHY?

Functioning is not the same as flourishing.



PERSONAL DEVELOPMENT

FAMILY & RELATIONSHIPS

- How is my marriage? My children? My closest friendships?
- Do the people closest to me experience the best of me—or only what is left of me?
- Have I become publicly available and privately absent?

*Leadership success that requires
relational bankruptcy is
too expensive.*



PERSONAL DEVELOPMENT

FINANCIAL & INTELLECTUAL

- Am I financially healthy—budgeting, saving, investing and planning for the future?
- Could my family survive financially without my next paycheck?
- Am I still learning, reading and stretching my thinking?
- Who is challenging my assumptions and expanding my understanding?

Do not teach stewardship corporately while avoiding it personally.



HOW AM I?

- Am I becoming better at what I have been called to do?
- What does my present assignment actually require of me now?
- Have I confused years of experience with years of development?

*One year of experience
repeated twenty times is
not twenty years of growth.*





PROFESSIONAL DEVELOPMENT

GIFTS, SKILLS & CAPACITY

- What gifts and skills are necessary for the kind of ministry I am called to live?
- Am I currently utilizing these gifts and skills effectively and efficiently?
- What competency does my next season require that my current season has allowed me to avoid?

WHAT DOES YOUR NEXT SEASON REQUIRE?

COMMUNICATION	LEADERSHIP	ADMINISTRATION
Financial Literacy	Technology	Emotional Intelligence
Conflict Resolution	Strategic Thinking	Team Building
Cultural Intelligence	Preaching / Teaching	Networking

**IF EVERYBODY
AROUND YOU IS
LEARNING FROM YOU
AND YOU ARE LEARNING
FROM NOBODY...**

**Eventually your organization
can become limited by the
boundaries of your knowledge.**



SPIRITUAL DEVELOPMENT

WHERE AM I?

- **How is my prayer life when I am not praying publicly?**
- **How is my devotional life when I am not preparing to preach?**
- **When did Scripture last convict me rather than give me something to tell somebody else?**
- **Am I hearing from God—or merely repeating what I have heard before?**



HAVE I CONFUSED BEING USED BY GOD WITH BEING CLOSE TO GOD?



Ministry activity can disguise
spiritual emptiness.



DO YOU NEED TO CALL AN AUDIBLE ON YOURSELF?

STOP

What is damaging me?

START

What do I know I need to begin?

CONTINUE

What is producing health and fruit?

CHANGE

What needs to be done differently?

SEVEN AREAS

PERSONAL GOALS BEFORE
ORGANIZATIONAL GOALS

- 01 — PHYSICAL
- 02 — MENTAL / EMOTIONAL
- 03 — FAMILY / RELATIONAL
- 04 — FINANCIAL
- 05 — EDUCATIONAL / INTELLECTUAL
- 06 — PROFESSIONAL
- 07 — SPIRITUAL

FROM ASPIRATION TO ACTION

MAKE THE GOAL CONCRETE

- ☐ What will I do?
- ☐ When will I begin?
- ☐ How often will I do it?
- ☐ How will I measure it?
- ☐ Who will hold me accountable?

*Vague intentions rarely produce
measurable transformation.*



PHONES DOWN • NO CONVERSATION • NO FIXING ANYBODY ELSE

RETREAT REFLECTION

1. Who am I apart from my title and assignment?
2. How am I physically?
3. How am I mentally and emotionally?
4. How healthy are my closest relationships?
5. How healthy are my personal finances?
6. Am I continuing to grow intellectually and educationally?
7. What gifts and skills are necessary for the ministry I am called to live?





CONTINUE THE INVENTORY

RETREAT REFLECTION

8. Am I utilizing those gifts and skills effectively and efficiently?
9. What skill must I develop for my next season?
10. Where am I spiritually—with God, not merely with ministry?
11. What have I been ignoring because leadership keeps me too busy to address it?
12. What is one change I know I need to make immediately?
13. What do I want my life—not merely my organization—to look like three years from now?
14. What must I STOP, START, CONTINUE and CHANGE to become that person?

15. IF NOTHING CHANGES, WHERE WILL I BE IN THREE YEARS?

Reflection must eventually
become urgency.



1 TIMOTHY 4:16

“TAKE HEED UNTO THYSELF...”

You are not merely the person leading the vision.

**YOU ARE PART OF THE VISION
GOD EXPECTS YOU TO STEWARD.**

**Don't build something healthy while becoming unhealthy building it.
Don't develop everybody except yourself.**

**DON'T SAVE THE ORGANIZATION
AND LOSE THE LEADER.**