

Inspiring Integrity in the Battle for Life

Devotionals & Management Tips for Pro-Life Ministry Leaders

by Vicki L. Jackson



It has brought me such joy to write devotionals and management tips for pro-life ministry leaders. This book is dedicated to all those who faithfully serve in the battle for life. I know the joys and the trials of leading a pro-life ministry from my tenure as Executive Director of a Pregnancy Medical Clinic and I truly desire to encourage and inspire other Pregnancy Center directors and ministry leaders.

Personally experiencing the devastating effects of abortion has inspired me to be a voice for the unborn and to share grace with the hurting. My consulting business is named after my child lost to abortion. Her name is Freedom. She has been honored and remembered by our family at the National Memorial for the Unborn in Chattanooga, Tennessee, and the testimony of my abortion experience was shared there on Sanctity of Human Life Sunday, January 18th, 2009.

It is my hope that the testimony of her death through abortion and the truth of her existence in my womb will save other lives, and that through my healing testimony of redemption in Christ, those who have walked in condemnation will experience freedom through grace. I share mine and Freedom's story via an audio link on my website at **www.freedomstouch.com**

"So there is now no condemnation for those who belong to Christ Jesus." (Romans 8:1 NLT)

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Introduction .

In sharing my personal experiences in leading a pro-life ministry, I hope to encourage you. It is my prayer that you feel that you are not alone on your journey in leadership. My journey began from healing of the very deep pain of abortion, a prayer in my living room floor, and a word from the Lord. I prayed God would use the pains of my past abortion experience to help others and to place me on a platform to speak for Him, although I was trembling inside with fear. The Lord reminded me of His truth in Ecclesiastes 9:11, that the race is not only to the swift (which I am not) nor the battle to the strong, neither yet bread to the wise, nor yet riches to men of understanding, nor yet favor to men of skill; but time and chance happen to them all. Regardless of our educational background or lack thereof or the wisdom and strength that may be in short supply, we all have a destiny that He chooses.

I was, shall we say, a Domestic Engineer, raising and homeschooling 3 young boys. My days were spent with piles of school books surrounding me on the kitchen table and in the floor or wherever we chose to school for the day. I prepared breakfast, lunch and dinner for our family, played with our children at recess, and yes, we even did homework after dinner, since we were schooling at home. During these years I had no idea what God had in store for me in ministry but I knew I had a deep desire to serve Him, not only in rearing our precious sons but in making an impact in the lives of others. I just didn't quite know what that would look like at the time I was raising, loving, scolding, chasing, and schooling 3 rambunctious boys. God was preparing me for His call through

all the adventures, joys, and trials of these years.

In 2006, I began volunteering at the local Pregnancy Center when all but one of our sons were teenagers. This was a good time for me to get involved in ministry. I attended a Sanctity of Human Life Sunday celebration at church, and when I heard a pregnancy center nurse share of her life-saving work I couldn't resist any longer. I prayed about the decision to serve the Lord and He awoke me one night and led me to scripture. The scripture He placed in my mind says, "Go into the city and I will tell you what to do" (Acts 9:6). He instructed me to go into the field and bring in the harvest. I asked the Lord, "Where is the field and the harvest?" He responded, "PRC."

I began volunteering, and as I volunteered passion began to stir within me to speak for the unborn; I also began to study nonprofit business (this was strange). I knew something in my soul was taking place and something in the spiritual realm that I had no knowledge of yet. God loves to surprise us when He reveals His plan. In 2008 I was approached about applying for the Executive Director position of the Pregnancy Resource Center in Carrollton, Georgia. I prayed diligently and sought direction through prayer, my spouse, and friends. I felt very inadequate and ill equipped but as we know, God equips those He calls for His purpose. I was so nervous that I almost didn't attend the interview for the position but God asked me a question that evening. "Who is the woman I have created you to be?" I had to decide the answer to that question and believe the answer. Was I strong enough,

tenacious enough, smart enough? In the world's eyes would I have been the applicant chosen, no, but Christ had chosen me. He possessed what I did not and would do the job through me. I was a vessel for His use and an imperfect one at that, I was well aware. Christ not only has a sense of humor but a way of letting us know His ways are not ours and His plans are definitely higher. That evening, I was selected for the position. I remember the first time I sat in the desk chair in my new office. I prayed God would lay before me what He would have me to do as I felt like a lost school girl at that moment. I sought continuing education to build my knowledge of leadership. I realized that there was so much that I needed to learn and wanted to learn not only to perform an adequate job but to excel in leading a nonprofit business and ministry. I knew that there were unborn lives to be saved and team members' lives that would be affected by my leadership. I prayed for God to provide the mentors and the resources that I would need along this journey: He was faithful to do that. I've met wonderful servants of the Lord who have poured love and wisdom into my heart and mind through the years.

The greatest gift God has given me through leadership is a deeper understanding that leading is about following His lead and not my own. As we do this, He creates a

servant's heart in us. To become a servant leader is not always easy. We learn by serving, but we must remember that it is because of Christ's grace given to us, the Holy Spirit that lives in us, and His love that flows through us that we serve. We don't have to strive in serving. The Lord will lay the opportunities before us to join Him in the great work He is doing. There have been so many times that the Lord taught me the value of serving. One of those times was the day of a big newsletter mailing in the ministry and I noticed the staff working their way through the piles to sort. Realizing we were short staffed in volunteers to assist, I left my office and joined them. The time spent serving with them created a time of fellowship and a time that I heard their hearts.

There are no menial tasks in ministry. Every area of service plays a part in saving a soul or a life and teaches us something as well. For this reason, I've written this first devotional on Servant Leadership. It should be the foundation of our character in leading a ministry. Along with the personal stories and devotionals, I have included words of wisdom from things I have learned along the way of my journey as Executive Director. I pray that integrity is inspired and joy is obtained as you read and share with your team.

Learning to Lead is Loving to Serve

Many times in the role of leadership we hear, "Leaders must be servants." The Lord taught me the meaning of this phrase in a way He knew I would comprehend - by washing the feet of others (literally). You see, I had heard of a "Foot Washing" but had never attended one. I knew the biblical account of what transpired between Jesus and Peter when the Lord was teaching the meaning of servanthood, but understood much better after the experience I am about to share. I had just completed training as the new Executive Director of our center, I don't think the newness of the desk chair I was seated in each day had even worn off yet. This role was still very new and full of learning experiences. I attended a ministry event and one of our staff was the guest speaker. All of the staff that I was getting to know was present. It was at this event that I was taught my first lesson in leadership, one of humility. As I was seated, I noticed pitchers and basins placed along the altar. There was a towel and a chair beside each basin. At the closing of a powerful message people began to tearfully gravitate toward the altar. I remained seated knowing that the Lord would have to pry me from my seat to walk down the aisle, as this was unfamiliar to me. Then, I began to weep as the Holy Spirit touched me. I walked the aisle to the altar. One by one I asked each staff member to sit at the basins. I can't explain the feeling of love that filled me. I remember so vividly that I looked into the eyes of one staff member. Her eyes filled with tears as she shook

her head as if to say, "No." I nodded "Yes, I must," as I placed her feet over the basin and began to gently wash. An overwhelming love penetrated my heart for this staff I would not only lead but serve. I understood so clearly. In the Word when James and John were disputing over who was greatest, these were Jesus' words: "You know that the rulers in this world lord it over their people, and officials flaunt their authority over those under them, but among you it will be different. Whoever wants to be a leader among you must be your servant, and whoever wants to be first among you must be a slave to everyone else. For even the Son of Man came not to be served but to serve others and to give His life as a ransom for many" (Mark 10:41-44 NLT). As I've developed in leadership, I understand that learning to lead is loving to serve. This may require that I am assisting with newsletters that need to be counted, sealed, and mailed or cleaning with the team before a tour of our center, or maybe washing dishes after a meal. When staff members see the willingness to serve they will believe in the capacity to lead and see a leader they will trust and follow. As a leader, when your day is full of preparing for Board meetings or completing reports, etc., remember the love of serving. Walk the aisle (walk away from the desk). Find a basin (look for an opportunity to serve). Fill a pitcher with water and wash the feet of another (serve with love and teach others to lead).

Prayer for the Day:

Oh Father, how I want to serve Thee. Show me in every way how I can touch some untouched heart and keep them from going astray. Show me, Lord, my gifts unknown to me and ways I may help others draw closer to Thee. Father, my heart aches to help the ones in need to give them some assurance of hope even if only a small seed. Nourish it Lord, water it with love and help it to grow so that maybe it will be another servant I've brought you to know. Give me guidance my Lord. Instill strength in my soul that I may lead others to you and their name be on your heavenly roll.

Remeber the Call

Christ knew very well the call upon His life and the feelings of discouragement, burnout, and weariness but He didn't let His own feelings stand in the way of the cross for us. He was a cross bearer for all humanity. The Son of Man must be lifted up so that everyone who believes in Him will have eternal life (John 3:14). It is so important that we remember our calling when we get discouraged. John Ensor shares about the call to be Cross Bearers for the Child Bearers. I could never relay the story as he did but in short, he shares of a woman in another country that has some disabilities. Each day she makes her way down to the riverbank bearing her cross.

You see, at the riverbank is where, in that particular culture, those that are believed to have disabilities or deemed not valuable or worthy of life are abandoned. The woman makes her way to the riverbank each day to rescue those abandoned. He calls her a "cross bearer for the child bearer." This is truly who you are as a servant in a pregnancy center or pro-life ministry.

You will encounter many discouragements on a daily basis and frustrations as well. I know so well the day in the life of a ministry director when the copier is on the brink and you can't copy necessary forms or Board reports. The internet is down and you can't pull up needed files and the employees are struggling. You're already short staffed and need to help in the counseling room and you have an abortion minded client that you're just not emotionally prepared for after the stress of the morning.

Maybe you have a staff meeting at 12:00p.m., a webinar at 2:00p.m. and a Board meeting at 6:00p.m., when you'll tell the Board, "We need more funds." Before this day even began you had a sick little one that you needed a sitter for and the dog ran out the door that you had to chase as you were trying to hurry to work and you were already late. Sound familiar? It is during these times of frustration that we must know that it is Christ in us and not of ourselves that we lead a ministry. I can do all things through Christ that strengthens me (Philippians 4:13). Remembering the call and that you are part of a life-saving work will give you joy and perseverance. It is this call that reminds us that we are vessels for a mighty God in a vital ministry as Cross Bearers for the Child Bearers. When you feel discouraged and ask yourself, "Is it really worth it," remember the call!

Prayer for the Day:

Lord, I pray that on those hectic days I will remember the purpose to which I am called. I pray that I will be reminded of your sacrifices for me so that I will sacrificially persevere in this ministry. Give me strength when I am weary and help me to possess love in frustration. Help me to fulfill the call of Cross Bearer for the Child Bearer that we may see lives saved and souls transformed. Thank you for being a solid foundation when I feel that I am on shaky ground. In Christ name, amen.

The Clay Says to the Potter: Work on Me'

In this journey called "life," many things happen that shape us along the way. There are trials and there are victories. There are moments of sadness and there are times of joy. We face many challenges and especially in the pro-life ministries that we serve and work in. We are created in Christ's image and are seeking to save Christ's image in the womb. Satan would love to trip us up in any way in this. As leaders, staff and volunteers we must depend on the Holy Spirit and trust the Lord that He knows all that we face each day. All the obstacles and all the challenges continue to shape us and strengthen us if we allow them to. This means coming to a place that we can see Christ as the Potter and ourselves the clay and say to the Potter, "Work on me, Lord."

I love the passage in Isaiah 29:16 that says, "He is The Potter and He is greater than us, the clay." This means that we do not have to be in control of everything and can face challenges as the clay, ready for The Potter to begin molding us, shaping us, strengthening us, and making us beautiful. I've often prayed that the Potter would never take me off His potter's wheel. I know that there are so many things in me that need to be refined. We are to seek humility and to be disciples of love, knowing that God's work in us is always transforming us to minister to others.

One morning as I prayed, "Work on me, Lord," the Holy Spirit showed me the joy this brings to the Potter when it is our plea. I envisioned

the Potter and me the clay as He said, "Now, let's work, laugh, and play." I saw The Potter go to work on me. At times the sculpting was serious and at times it was playful. We laughed, The Potter and I the clay. I prayed to be refined. The Potter said, "We will make your spirit to dance and soar over adversity. Your heart, my dear clay, although at times it must break, I will mold it back together even stronger and more beautiful." I began to get excited as the clay being molded and asked, "What about my eyes, my hands, my feet?"

The Potter replied, "Your eyes will see my vision and you will shine My Glory. Your hands will expand the work of My kingdom. We will make your feet walk the straight path and when circumstances come, you won't veer off." I, the clay, was so surprised when I even saw my stomach. The Potter said, "We will make your stomach as iron so emotions and pain won't throw you and you will be strong. I am The Potter and you the clay. I've been waiting on you to cry, "Work on me, Lord, work on me!"

Ah, the Potter, always ready to mold a willing vessel of clay. He is there to strengthen our weaknesses. He is there to pick us up and shape us back together again for an even greater purpose each time we fall and when we are afraid. I don't know about you but if I could choose to be the beautiful, glazed piece of pottery or the imperfect, incomplete lump of clay, I would choose to be the clay. Great things come when we cry to the Potter, "Work on me!"

Prayer for the Day:

Father, I ask you as the Potter to mold me as clay on your potter's wheel. I pray for willingness and obedience as a vessel for your use. Give me a teachable spirit as you shape my character as a leader. In Christ's name, amen.

Giving & Guarding Your Light

I love these words from Jodi Detrick in her book, *The Jesus Hearted Woman*. "While I give my light freely, I guard my fuel fiercely so I can burn brightly in a grace-deprived world that has lost its shine." Think about this for a moment. How often do we expend ourselves, our fuel, for the ministry or for people in our lives? At times as a leader you feel that you must go above and beyond the call of duty. Many times it's necessary but often we give all of our light and our fuel for a lack of guarding our energies, our peace, and our rest.

The first time I heard the statement that the average tenure of an Executive Director is 2 years, it frightened me. I knew how passionate I was about my job and didn't want this to be the case in my leadership. You have to guard against expending yourself and all of your resources. Lysa Terkeurst, in her book The Best Yes says, "We live with overwhelmed schedules and underwhelmed souls." Doesn't this sound true about our jobs and our personal lives as well? We arrange our schedules trying to squeeze in as many obligations as possible. We fill our days to the brim and at the end of the day we wonder where all the hours went and why we are so exhausted. Maybe as we tuck a little one into bed and he pleads, "Read me a story, Mommy," we realize that time with him wasn't included in the day we thought we accomplished so much in. We look in that little one's face with tears and feeling the guilt of not making him or her a priority. Then God is beckoning because He misses us from skipping our morning prayer and fellowship with the One who gives us strength for those long days. So how do we guard against overwhelming schedules and

mental and physical exhaustion?

As a spouse and a parent you must be intentional about protecting your time with your family. As a leader, you must recognize the situations or tasks around you that drain your fuel and sometimes even the people. If we are not careful to guard our light, at times people in our families, friends, and people in the ministry can deplete us of our fuel, especially if there are areas in their lives in need of healing. One way to avoid this is to only place healed people in positions at the PRC. If employees and volunteers are unhealed in areas, especially the sensitive areas relating to the center services, this will lead to issues in the workplace, lead to exhaustion, and an emotional and physical breakdown on your part from expending your fuel dealing with the effects, i.e., burnout.

We must remember that in trying to "fix" or heal a person of our own efforts will only cause great discouragement. In my efforts to help a former co-worker and feeling utter exhaustion, a friend once said to me, "You can lead them to the cross but you can't be the cross." This statement was a revelation to me of what I had been trying to do. You must recognize that you are not the supply that every person needs or you will deplete your own energy that is greatly needed to lead. As Lysa Teurkyrst says in her book, The Best Yes, "We short circuit their need for God." Wow! We cannot take the place of Christ but we can take a seat in Christ! It is possible to give our light freely as we guard it also so that there is enough of it to go around. We need energy to spend time with God, be present with our families, and to shine our light in leadership, so give but guard!

Prayer for the Day:

Today I ask for discernment to know where you want my light to shine today. Help me to minister where you choose and only where you choose. Lord, help me to focus on the tasks I am to complete and give me the strength to release the tasks that are to wait for another day. Help me to save some energy for those who need me most. Refuel me when I am weary. Remind me to rest and breathe in your presence. Thank you. In Christ's name, amen.

Give Praise to Whom Praise Belongs

If we are serving in ministry to receive a pat on the back or for people to put us on pedestals for the cause that we stand for, we will be discouraged. The praise for saving lives and saving souls is not ours to receive. It is the Lord's.

If we desire this praise, it will propel us into a surefire mode of people pleasing, which the Word speaks against. "What sorrow awaits you who are praised by the crowds, for their ancestors also praised false prophets" (Luke 6:26).

This scripture hit home for me. I never want any of my service for the Lord to be false or for my glory and not His. I know the feeling of seeking to please everyone around us and of desiring a pat on the back. We seek to please the Board and to please a staff. This also leads to burnout and discouragement. It becomes approval addiction because we can never please everyone all the time. The pursuit would be endless. Listen to Paul's words about approval addiction. "Obviously I'm not trying to win the approval of people but of God. If pleasing people were my goal I would not be a servant of Christ" (Galatians 1:10).

Many times God will allow circumstances in our lives to remind us that all is for His glory and not our own. When we know we are approved in Him as His child, we will seek to glorify Him. Remember as a child when you sought your parents' approval and praise with pretty pictures you had drawn or a flower picked from the yard and even the slightest disapproval would hurt your heart? In Christ, we are already approved and we don't have to seek approval of others as a child would do. When we know that the mission is not about us and not up to us to accomplish in our own efforts, we turn that praise to Him. I can remember the first young woman and her family that I ministered to as a Client Advocate in the PRC. She was being pressured to abort her child and I could see the love in her that she already possessed for the unborn in her womb. I began to share my story with her and gently talk to her and those accompanying her about options. After the session the young woman gained such strength and decided to give life to her child. Her mother thanked me and said, "We will have a beautiful grandchild." I can still see her hand in mine and her tears of joy. I never saw the child that the Lord saved that day and I always thought the reason was to keep me in humility, to recognize that it was the Holy Spirit that spoke that day and saved that life, not me. I could not take credit for what transpired in that first pregnancy counseling session nor would I ever need to. It's all for Christ's glory and when we recognize that, our approval addiction will dissipate. Give praise to whom praise belongs.

Prayer for the Day:

Lord, I pray that I will remain humble in You. Help me to give all praise and glory to You and Your name for it is You that is deserving. Teach me the fruits of humility and to rely on Your Holy Spirit to lead me. In Christ's name, amen.

Balance is Up to You

At one point my schedule had gotten so hectic and I observed the strain on my family. They had been very supportive, at every speaking engagement, every event but more than Executive Director of a ministry, I was mom and wife in their eyes. I had begun to bring these stresses home and I noticed one of our sons became quiet when I spoke of my job. I asked him, "Son, aren't you happy for mom's job in the Pregnancy Center?" He replied, "Mom, why would I be happy if your job is doing this to you?" His response penetrated my heart deeply.

I knew how much I loved my job and I wanted them to love it as well and be passionate about saving lives, but I had been exhibiting the stress of it more than the positive, life-changing experiences. Don't put the stresses of your position on your children and spouses. Have an inner prayer circle that you can bring prayer requests of the stresses, to or another peer within the same job position that can understand.

It is very easy to be overwhelmed with the daily duties of director, speaking engagements, places to go and people to see. Bill Purvis, Pastor and leader says, "You go home to the people who would cry the hardest and miss you the most if you weren't there." We don't have to run in every social circle although sometimes we feel that way as the "face of the center." Marriage and family are before ministry. How many times do we hear the regrets from ministry leaders of time lost with their families? Are you a person that can't say no and your family suffers for it? Lysa Teurkyrst explains it so well, "The people we try to please that will be disappointed with a no, will eventually be disappointed with a yes." It really is okay to say no sometimes.

When we say no and allow another person to say yes to an opportunity, we are allowing God to work in another person's development also. Sometimes it is in His plan that we say no. It is an act of unselfishness when we fear it will seem selfish to say no. We can never know the mighty work God may be doing behind the scenes of a "no" that is becoming a "yes" for another one of His children. If we truly desire balance and truly desire to allow others to shine, we will choose to step into the shadows at times. When we can be present with our families in the absence of something else, it is accomplishing more than we can imagine. Balance is up to you.

Prayer for the Day:

Lord, please remind me to keep balance in my life and in ministry. Place the faces of my family in mind when I am not giving them enough of me. Draw me to You, Father when I am not giving You my heart first. May my family see joy and may my co-workers see refreshment as I learn to keep balance. In Christ's name, amen.

Ray of Hope

Everyone needs a ray of hope. There are many joys but many sorrows serving in a pregnancy center. We rejoice over unborn lives saved and we mourn over others when abortion was chosen. Times of sadness need a ray of hope shining through the clouds. Personally, I know the depths of this need. One of our children had been hurt and as a parent this is a pain that you can't manage on your own. When you can't rescue them or take the pain away that only God can, you feel helpless. It is at this point that God's comfort is the only ray of hope that shines through the darkness.

The Lord spoke these words to me during this very painful time in our family's life. "Just as the sun rises in the morning and sets in the evening, so shall you." He was telling me that I would get up from this trial and continue. I would rise and I would rest again in the hope that He gives.

As you are walking through a trial you don't always see the ray of hope shining through the clouds, but it is in these times that God strengthens us in ways we couldn't have imagined. What is your ray of hope? Keep it before you that it may bring you joy. Is it a photo of your children or a scripture the Lord spoke to you? Maybe it is just a small

item or a memory that gave you profound joy. Place a memento in front of you as you work, especially during a trying time in leadership.

Sometimes trials cause us to run from the Word instead of to the Word. Don't sacrifice your time in the Word, which is also a ray of hope. One day on my drive to the center I was praying about my hectic schedule and reminiscing about those days when I could escape to guiet time in the Word.

I told the Lord how I missed those times. He sent a message my way that day. A very precious lady who was also a prayer warrior for the ministry and myself, came to visit. She popped into my office unannounced but with an announcement from the Lord. She told me that she had a word from Him. for me. This dear friend proceeded to speak to me as if it was Christ himself standing before me. She said, "The Lord says that He knows your job is hectic but do not forsake your time with Him." I was speechless at His answer to my earlier prayer that she had no knowledge of at the time. God has His ways of speaking so that we hear. I needed to reset my priorities, and my time in the Word and prayer was at the top of the list. It has truly become my ray of hope during trying times.

Prayer for the Day:

Father, you are my ray of hope. Be ever so present during the stressful moments of the day and remind me to turn to You. Help me to seek You through the Word and cling to Your voice for guidance. Give me refreshment as I keep my priorities in place. Thank You. In the name of my Savior, amen.

Even for the One

In the movie, "The Book Thief," there is a scene where the main character, a young girl, is walking as a group of Jewish prisoners are marching down the street. She and her family had secretly housed and cared for a Jewish man that left their home for the sake of this family's safety. The young girl had shared books and special times with this man during his time of shelter in their home.

As she saw the prisoners, in the midst of her fear of the Nazi guards, she very boldly and passionately begins to run through the group in the street shouting his name. "Max! Max!" she shouted as she searched desperately for the one face she knew. His life was valuable and worth saving to her. Even if for the one life transformed or the one life saved, your service is worth it. It is so easy to be caught

up in the numbers when so many reports require that we focus on the numbers. People want to know how many lives and souls have been saved. We want to know this ourselves but we need to remember that to Christ, even the one is valuable.

The one may be a young woman that needs diapers for her child and we see her smile as we help her. It may be a family that has no home and receives information of a shelter for them. Maybe the one is a young man without a father who needs a listening ear as he shares his fear of fatherhood. When we can be confident that every appointment God sends our way is a divine appointment, we will go home feeling as though our time and service are worth it, even if for the one.

Prayer for the Day:

Father, help me to yield to Your plan each day. Help me to focus less on the numbers and more on the value of one. I pray that I will be Your vessel, Your hands and feet to any person You allow to cross my path. Help my words and my love draw them closer to You. In the name of my Savior, amen.

Remove the Mask

I would venture to say that all leaders mask some source of insecurity. There is an area that affects each leader they may feel inadequate in. For myself, I had no corporate background or college degree, and directing a non-profit business and ministry was frightening. I learned to say a prayer for the Lord to give me discernment regarding every task and decision that came before me. Although greatly beneficial and needed, there is not a degree in all the world that can replace the Holy Spirit's wisdom from the Lord that is needed at times in ministry leadership.

I was very excited that the Lord provided so many educational opportunities to me in my position, but was reminded by a dear friend and mentor that there are times when wisdom is needed over knowledge -Holy Spirit wisdom, that is. The Holy Spirit can reveal the masks we wear to hide our insecurities. Sometimes we wear the mask titled, "I have it all together" when we are really so fearful of not having it together, whatever IT is. Fear is a tactic Satan uses to keep us from moving forward and to cause discouragement. You grow past your fears and insecurities by focusing on faith in Jesus' strength in you. God's spirit beckons. There are things to do and places to go! This resurrection life you received from God is not a timid, grave-tending life. It's adventurously expecting, greeting God with a child-like, "What's next, Papa?" (Romans 8:10-16 MSG).

If we can adventurously expect the next big task or project our insecurities will lessen

with each new challenge, but it requires removing the mask to allow others to help. I know that is easier said than done. My insecurities have been more than a few. I was insecure as a child so I overcompensated on the playground by exhibiting that I could handle anything on my own. Isn't that how we can be as leaders sometimes? We fear that our inadequacies will be drawn into the spotlight with the next big project ahead of us so we overcompensate and try to handle it on our own, letting our co-workers know it will be a breeze. Then, behind closed doors we have our head in our hands thinking, "How will I handle this? I'm not creative; I don't write as well as Sue and I can't problem solve as well as Tom." It's a breeze alright, a breeze of fear blowing over us that creates a chill to our bones. All the while Christ is saying, "Let me help you. I am strong where you are weak."It is not only through facing the challenge that we grow stronger. We are strengthened as we face our insecurities, admitting them so that Christ can work through them. It's also okay to admit them to others. When you can become vulnerable, you become stronger. Followers don't desire to see a perfect leader. They can truly see behind the mask whatever it may be. They desire to see an honest leader, one who doesn't make them feel inferior because they think have it all together all the time. It is very wise to build a team of individuals that have different talents and are smarter in certain areas of expertise. That's wise leadership and portrays a leader that can remove the mask whatever it may be.

Prayer for the Day:

Father, help me to be a genuine leader and one who refuses to wear mask to hide my insecurities. Please produce a spirit in me that allows others to help me with tasks that are beyond me. Give me the courage and humility to ask for help and for Your guidance. In Christ's name, amen.

Fearful Moments Build Stamina

As I write this devotional, I am reminded of a little girl. She was tiny and somewhat awkward with blonde, wavy hair and was timid in spirit, although at times possessing some mischievousness. On the outside she tried to compensate for the fear she so often felt on the inside. She attended a small elementary school and her grandparents lived directly behind it. In the first grade she had a teacher whose name was Ms. Wolfe. (The name sounded more fearful than the teacher was.) One day, in a moment of fear, the timid little girl ran away from school to her grandparents' home. How convenient that this refuge was so near. They lovingly drove her to her parents' home and said, "Don't punish her, she's just afraid." Her parents took her back to school to face her fears.

Sometimes we run in moments that are fearful just like that little girl (which was me) but God intends for those moments to build stamina in us. He doesn't punish us or gaze upon us in disapproval but utilizes those fearful moments in our lives. Often when we run He places us back in the situation to see Him as our true refuge. Ultimately, these fearful trials are not only for our own good but for how we will impact the world for Him. Paul knew those moments of fear, and God greatly impacted the world through Him. Paul says, "I came to you in weakness, timid and trembling. My message and preaching

were very plain. Rather than use persuasive speeches, I relied on the Holy Spirit" (First Corinthians 2:3 NLT).

I believe each time God put another task before Paul it was to build stamina in him and an enduring faith in God. I'm sure he had many times that he was still afraid but he knew where his strength was to be found, in the Holy Spirit. In pregnancy center work we may be attacked from many sides externally and internally. When we face a situation that we want to run from we must walk through it knowing who our Guide is. Divisions must be addressed for unity to prevail. Hostility must be defeated with love. Mountains of paperwork must be completed with perseverance. Procedures must be followed with diligence for the protection of the center. Clients must be ministered to with every ounce of our compassion for love to prevail and life to be chosen. These things are often approached with fear but produce stamina in the scheme of things. I remember a time I was on my knees in my office praying about a situation at hand. The Holy Spirit said, "I am trying not only to strengthen you but to build stamina in you. Be compassionate, be humble, and be bold." Stamina is strength with the ability to follow through. Giving up is not an option. Allow God to strengthen you in your moments of fear.

Prayer for the Day:

Lord, please give me courage when I am fearful and the knowledge that You have my back. Help me to have faith as I walk through times of darkness that Your light will be there to guide me. In my Savior's name, amen.

Let Love Take the Lead

Letting love take the lead is not always easy in times of adversity. In leading a ministry, there are always adversities to overcome. Often, these adversities can be very hurtful. It may be a difficult employee situation to be addressed or the loss of team members that were also friends. It could be strife and tension. Even in ministry, or should I say, more so in ministry, Satan is on the prowl seeking to devour and to cause disunity. I have experienced many situations of adversity in leadership. I have experienced rejection, disagreements, and betrayals. I think that most leaders are no strangers to these adversities, especially working in a ministry that is protecting God's image in the womb. It is the image of God in each of us that Satan seeks to destroy.

Although very painful at the time, God always helps us to overcome. "Vengeance is mine," says the Lord. The Lord will settle the cases of His people (Hebrews 10:30). I kept this verse on my tongue as I experienced painful adversities. God is so good that He raised voices in support of me. My prayer was that for every negative voice raised against me that God would raise 2 positive voices. Those voices spoke truth because God is truth and He will make a way for it through His methods and voices. Tell the truth to each other. Render verdicts in your courts that are

just and that lead to peace (Zechariah 8:16). Truth always prevails.

We can speak truth and resemble Christ in His actions during adversity as He did. Christ did not revile those who persecuted Him. I once heard a ministry leader say that she had been betrayed but did not seek to defend herself. I thought to myself, what a secure woman in Christ and believer of His word she must have been! I am sure she is not the only one to have ever experienced betrayal in whatever the situation may have been. I have learned to overcome and pray for those that cause hurt and pain. We can be bold and we can be angry and not sin and also speak the truth in love, growing in every way more and more like Christ (Ephesians 4:15).

I am reminded of Judas who betrayed Jesus. He was at the last supper as Jesus washed the disciples' feet and I don't believe that He skipped Judas. He loved even those that betrayed Him. It is during times of adversity that our hearts can become like the heart of Christ as He heals us and we pray for those that hurt us. In experiencing rejection, persecution, betrayal, enmity, and loss we can overcome through allowing love to take the lead.

Prayer for the Day:

Father, I ask that Your love flow within me for those that hurt me. I pray that You lavish Your love upon them that they may see a better way. Please keep forgiveness in my heart to clear the way for a heart that will still take risks and not construct walls of bitterness. Place an obedience in me to your word to bless those that persecute me. Let me lead in love as You did on this earth in the midst of adversity. In Christ's name, amen.

Highways & Byways to Maydays & Heydays

Many days in Pregnancy Center service it seems as though we are traveling the highways to great things. We receive an invitation to speak at a local church we've been hoping for or receive a much needed donation for the baby store. At times we feel like we are traveling on the highway to Heaven when an unexpected gift arrives that is the perfect amount needed and just in time. Other days we feel that we are driving on the byways headed around a mountain of financial struggle instead of straight through the 4 lanes with no traffic (obstacles) in sight. Those are the times in our journey that we want to shout, "Mayday, Mayday" and hope that the nearest rescue vehicle hears our cry.

God is so caring that after these rough roads, He gives us those sweet "Heydays" with high spirits and life-saving successes. There is no doubt about it that this service to the Lord is not easy at times. We don't often steer our centers on the main highway without having to veer off to another byway soon after. That is because Satan is waiting to cause some collateral damage on our highways of hope

we are offering to the world. God's word tells us that there will be times of travel on despairing byways we must endure but He also promises that clear highways are just around the next curve.

"Dear brothers and sisters, when troubles of any kind come your way, consider it an opportunity for great joy. For you know that when your faith is tested, your endurance has a chance to grow. So let it grow, for when your endurance is fully developed, you will be perfect and complete, needing nothing"(James 1:2-4 NLT). The "Heydays" are always just around the bend when our spirits are lifted and our "Maydays" have been heard from our faithful endurance through the tests. Once on my journey the Lord said to me through the Holy Spirit, "Go to the highways and the byways. I will take you to the places that you are afraid of going." He will navigate our journeys to be His vessels of hope. He will direct our paths through the places we are unsure of. You won't lose your course for we have the ultimate GPS for our guide; God's Perfect System!

Deficit Dilemmas

In a non-profit, we are no strangers to deficit dilemmas. At each year end, we gear up for the next fiscal year, reviewing income reports, expense transactions and planning the budget. Just reading those words probably produces exhaustion or a little stress. Sometimes, it seems as though after each event we step off the fundraising treadmill only to step back on and begin running ourselves out of another deficit! We do strategic planning to prevent short falls and we strive to be proactive in meeting monthly financial demands. Monthly partner marathons and creative capital campaigns are always on the horizon. This must sound all too familiar. Often when the deficit dilemmas surface, we begin to look at ourselves to see where we may have had our own deficits or have been inadequate in all our efforts. We first must look up instead of down upon ourselves.

I am reminded of this scripture, "Seek the Kingdom of God above all else, live righteously and He will give you everything you need" (Matthew 6:33 NLT). We've heard and read this verse often but have we ever focused on verse 32? "These things (speaking of worries over provision) dominate the thoughts of unbelievers but your heavenly Father already knows all your needs." He says, "Unbelievers." We are "Believers" in a risen Savior. As believers and children of God we have all that we need in Him.

We have the ability through the Holy Spirit to see the deficit dilemmas from a Heavenly perspective. As a believer in Christ, we are also children of a Father who longs to be strong where we are weak, a Father Who loves to see the twinkle in His child's eye when He gives blessings and provision. It's like the little child that runs into his daddy's arms when he arrives home from work, and joy fills the father's heart. Our Father is at work in the deficits and waits for us to run into His arms. We have this type of Father in Christ. Each time that my muscles are tired and my feet may be aching from all the miles on the fundraising treadmill through the deficit dilemmas, I remember to bend my knees. It is on my knees that God reminds me of His strength and ability to provide.

The "Know All, Do All" Director

Oh the days of striving to have all the answers and performing every task. This is the day in the life of a Director. At least, we think this is our day but in reality we do not have to have all of the answers and we do not have to be Superwoman or Superman! It would be wonderful if we could pull our cape out from under the desk or from the closet and immediately have superhero powers. Some days, we feel like those powers are what we need. What we really need is to realize that we do not have to be the "know all, do all" Director.

Is this what a typical day seems like to you? You arrive to work only to find that you will be short staffed for the day. A client is upset when she/he had to wait a little too long and the phones are ringing off the hook. The volunteer training is 3 days away and you must prepare. You have two reports that need your attention and a grant application on hold, etc., etc. Sound familiar?

It is during these times that balance, endurance, perseverance, and self-control are the superhero powers we must possess. Think of a day in the life of Christ. Some days He spent teaching as we must often do. Other days, maybe he walked for miles until his feet and body ached and attended to every person that approached Him as we feel at the end of the day we have done. He had an open-door policy with the people, which we strive for but it also creates exhaustion.

He sought to have the answers for the people but also knew that some things they had to learn on their own or through experiences. Some things also had to be taught but... Jesus knew how to enjoy the journey. He enjoyed the people, found solitude when He could and endured the problems that came. He also knew that He could go to His father when in need. We don't have to "know all and do all." We have a Father that is strong where we are weak. "When you obey me you should say, 'We are unworthy servants who have simply done our duty" (Luke 17:10 NLT). We must remember that we are His servants: we do our duties one duty at a time and He does the rest.

Boundaries Bring Blessings of Peace

Many times in the life of an Executive Director, your day controls you instead of you being able to control your day. As I write these devotionals, I share from personal experience in the hope to encourage you and give you some helpful tips. I have learned many lessons in setting boundaries, both personally and professionally.

My schedule was quite hectic with speaking engagements and meetings. I had averaged over 30 presentations for our PRC previously in a year and, although good for the center, this was not good for my peace. A piece of wisdom in boundaries that really impacted me came from a trainer in a management workshop I attended. In this workshop, the trainer taught on boundaries of your time when in management. I had never considered that I could offer options to those requesting my time and protect my boundaries.

She offered this solution: When an employee, organization, etc. feels an immediacy for your presence, give them an option. If they are requesting a certain day, it's okay to respond, "I can't do that day and time but here is what

I can do. Would this work for you?" Although a simple response, it spoke volumes to me. I realized that I had options in my schedule and in the demands of others. With some simple, practical knowledge, this workshop empowered me to protect my peace as a Director.

Jesus also knew that He needed boundaries in His life. He knew that the needs of those around Him, his students and the crowds, could not distract Him from His intimacy with the Father and from His purpose. When we submit to every request and every interruption of our time, we are distracted from our purpose and our peace dissipates. Luke 5:16 states, "But Jesus often withdrew to the wilderness to pray." During this time the reports of His power had begun to spread and He was surrounded by vast crowds. He knew the importance of boundaries in His time for His peace. We have to use discernment in the area of boundaries and remember that boundaries bring us the blessings of peace."

Resource for Boundaries: Boundaries for Leaders by Dr. Henry Cloud

Banquet Blunders

As I write this devotional, many of you are in your largest fundraising time of the year with an upcoming Gala, Banquet or fundraising dinner. As you will find in these devotionals, I strive to be very transparent to encourage you and also help you in your leadership role. So let me start with those not so fun "blunders."

I can remember the fear in my first year as Executive Director at the insurmountable tasks of the "big event." I made lists of the tasks completed each day and let out a "Whew, praise God" for the strength to get through; writing the perfect underwriting letter, choosing the perfect table hosts, picking the perfect flower for centerpieces, selecting a speaker that would inspire our audience, and the list goes on and on. I had confessed my fears to a previous director and her words were, "Just follow the timeline and you'll be fine." The timeline did become my best friend for several years.

During my 4th banquet season, our event had grown to 400 guests, with rave reviews. We received many comments/suggestions about the meal, so we decided that the meal was such a highlight that we would choose a restaurant/caterer with the finest of choice meats (following our tradition of providing a good meal). We thought to ourselves, "Our guests are going to be delighted." I set out specific instructions and educated this caterer about the size of the event and the staff I felt that they would need. They assured me that it was handled.

The night of the event, the caterer arrived with two servers and no dessert. Already a frantic Director, I called the Board Chairman in to help. 3 days prior to the event, each day

I was informed of something else that wasn't covered and many trips to the supply store were made. One of their staff traveled back to their facility to retrieve a dessert and it was still partially frozen when it was time for it to be placed so beautifully on the plates (that I had made several trips to different towns to purchase enough of for the number of guests).

As the night progressed, I noticed that many Board members, staff and volunteers, even two precious center directors were frantically trying to serve the crowd. I looked up and saw my dear husband serving, after I had wondered why he wasn't seated beside me. He just smiled with that "don't worry, Honey" smile (you know the one). They had wanted me to be focused on the Director speech and not view the chaos in the meal area. I had to see what was going on. The Board Chairman was directing a team of servers in evening attire, suits and ties; our team. Lines were building. Our team had to help this not-so-prepared caterer. We ran behind in our program and our team was exhausted. More than ever our Board knew the "behind the scenes" event service. Lesson learned: Choose the caterer that you know has proven experience in events and focus on what will speak to the guests' hearts, not their stomachs! "LOL", as we say.

I am reminded of another banquet known in the history of time, the wedding banquet that Christ attended. There is much to be learned from his actions at this "Gala." He encountered a frantic woman (much like me that night) that also desired for the guests to be pleased and tradition be followed.

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I can just see Jesus relaxing as the concern is brought before Him. The servants are running frantically filling all the vessels. Sound familiar? From this passage, here is the verse that stands out to me. "Draw some out now and take it to the Master of the Feast" (John 2:8). It wasn't about the best being served as we were striving to do, although Christ created the best in the vessel. I think Jesus wanted the "Feast Master" to taste the miracle and see His power. We just have to rest in knowing that

during this big event season, Jesus will put the miracles in the mouths and stomachs and hearts of those in attendance. The food is great, but the words that Christ will bring forth that night is what will make the event a success. He will take care of the details if we trust in Him. Blunders may befall us but blessings will prevail if we rest in His power.

Banquet Resource: The Wow Banquet by Kirk Walden

Burnout & Discouragement in Ministry

Avoiding burnout and defeating discouragement is not a 1-2-3 step method but is accomplished through the Holy Spirit empowerment.

I prayed continually during the periods of burnout that I experienced and every Director experiences. During these days you feel like your body is going through the motions of the day but your mind and your heart have left the building. It's an exhaustion that creeps in and when it fully presents itself, we wonder, "How did I get to this place?" I would venture to say that all leaders have or will experience this in their tenure of leadership.

When my season of leadership was over in the PRC it was a tumultuous time. Saying that it was hard to let go is putting it mildly. It was a time that I was drawn to prayer throughout the day and night and wee hours of the morning seeking God's guidance. It is during these times that we must pray for discernment. Is this temporary and I am just tired and overwhelmed or is God trying to speak to me about a season of release? Sometimes this is the case, and in others it is just a time that refreshment is needed. We all experience burnout and weariness as leaders.

From the times of burnout that I experienced, God created a passion in me to assist others that experience this in leadership. I hope that this tool to avoiding burnout is a blessing to you.

Tips to Avoiding Burnout

- **1. Work stays at work.** Pray before you leave the office to be released of the office when you enter your home.
- **2. Write 5 blessings of the day** in a journal before you leave the office.
- **3. When you call your spouse** on the way home, let it be to tell him/her that you love him/her, not to complain about the day.
- **4. Only share the positive** work stories with your children. Allow them to see your passion and not your pain in the job. When you discuss your stress with them it only keeps it on your mind and burdens them.
- **5. Set a time boundary** for emails and work at home. Example: No emails after 6:30 pm.
- **6. Don't do the "one more thing"** after you leave the office. This turns into many more

- things and steals your time. Practice saying, "It can wait."
- **7. Don't be "self-conscious"** but be "Christ-conscious." Be secure in the Holy Spirit-led decisions you made at the office, and release them when you arrive at home.
- **8. Keep a list of things you enjoy** and do them!
- **9. Release yourself.** Create an edification environment. Remind yourself and your family that Christ loves in spite of faults and failures.
- **10.** Be the tenacious leader God has empowered you to be. You are powerful, sharp, secure, discerning, and bold through the power of the Holy Spirit.

Words of Wisdom for Executive Directors

Commit to a daily quiet time with God.

This is crucial to your spiritual wellness as you serve in this ministry. Even if it is a short time, it is still time with our Lord who refreshes us when we are weary.

A Planner/Organizer/Calendar is a necessity. It should be one that consists of dividers for notes, action lists, agendas, reference, projects, etc. In the agendas section, document the agenda items for Board, Staff, Volunteer meetings, etc. When items come to mind, immediately list them under the appropriate agenda. Then when you are ready to prepare your meeting agenda, all of the items will be listed for you.

I like to have an extra section for notes to document tasks that have been completed. Then if needed, I refer back to the notes from a particular day. It also helps you to see what tasks were accomplished.

In the reference section, document important conversations and calls made so that you have those to refer back to as needed.

Review Leadership articles and information weekly. You can receive those through email from the Christian Leadership Alliance. Andy Stanley has great leadership podcasts/lessons. Also, Bill Purvis has exceptional leadership material. He has a webpage where you can sign up for his materials. I have a John Maxwell Leadership Bible that I really love. It helps me to lead as Jesus did. I cannot stress enough the need to study leadership. In your role, many issues in many different areas will arise and you will need to possess leadership skills to have the wisdom and discernment to handle these situations.

A good leader desires to inspire those

around her/him to excel in any area that they serve in, to recognize the sphere of influence around them, and equip them to serve with integrity and with a heart's desire to be above reproach for the Lord. In order to do this, you first must learn from the Lord and the resources that He provides for you how to lead and to be a servant leader.

God gave me such a love in my heart for the team I worked with, as I shared in the section on Servant Leadership. It is the act of servanthood that has reminded me of how I should lead with love. I am constantly reminded of the love God placed in my heart for the staff because that love enables you as a leader to confront issues when needed with love and firmness. Those times will come. Issues must be confronted with boldness and strength, but humility as well to protect the spirit in the work atmosphere. Peace and unity are crucial to teamwork. Always pray with the staff member before confronting any issue and speak positive words as well.

Passion is a necessity for this job. Christ had such passion in His journey on earth and for those He served. He had such passion for us that He willingly laid down His life so that we can know Him as Grace. Sometimes you will go through burnout periods and you just need rest, but you know that your passion for this ministry and position as Executive Director still exists so just take time for refreshment.

When you feel like that passion has left you, pray for God to lead you and give you discernment over feeling overwhelmed and needing rest, or to recognize if He is

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leading you into a different season. His timing and His plan is always perfect. You must have passion to speak when it may be uncomfortable and when there is opposition. You must have passion for the PRC partners and desire to create relationships with them. Passion is crucial to your position here. It will propel you forth in speaking for the unborn and for the women and men devastated by abortion.

Prioritize and Delegate. You must know how to prioritize your days and responsibilities or your day will run you. Many different issues arise. You must have discernment in knowing which tasks to do (that take less than 2 minutes-good advice from the book Getting Things Done by David Allen) or delegate to the appropriate personnel. Always have a "Review" folder for things that you need to review later when you have more time. Only place on your calendar what must be done for that day or you will overload yourself. Have a separate "To Do" list for items that are not urgent for the day. Your appointments and meetings for the day of course must be listed.

Delegate or Deteriorate. Wear yourself thin or wear the practice of delegation. Whether it be volunteers or staff, utilize their gifts also. If we are only interested in our own ideas and abilities, burnout and discouragement are inevitable. Pray for God to place people around you to share ideas, share the load, and to lift your arms when you are tired, as Moses did. One of the greatest things Jethro, Moses' father-in-law, did was to give the advice to choose dependable help. "You will wear yourself out" (Exodus 18:17).

Don't be a micro manager. Learn to empower your staff to make decisions and lead in projects you assign to them. It will take a lot off of your plate. Jethro gave Moses a plan for delegation - handle the majors and empower others to manage the minors. Create tasks, goals, and deadlines for your team members so that you are at ease in knowing they are completing their tasks with minimal supervision.

You can be assertive. Skillpath Seminars has a wonderful little book entitled *Be Assertive*. Their book and seminars were a great help to me.

Calendars that can be synced are great. You can list all of your appointments on the calendar, sync the changes and send yourself reminders, which you will need. List task items as well and reminders on your calendar.

Your staff sees you as their leader. They look to you for guidance, clarity, comfort, counsel, encouragement, to make crucial decisions, and to be the stability that is constant. If you are having some stress in your personal life, pray for God to help you to separate that from your professional life. Enter into the center each morning in the spirit of peace. Many times this takes humility as a leader, a wife, and a mom to strive to create peace in our personal life so that you can soar in leadership in your professional life as well. Everyone goes through difficult times, but when you have the knowledge and desire in your spirit to ensure that peace surrounds you, it allows God to propel you forth in the calling He has upon you. Working with your Board: I have learned so

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much in serving with Board members. Always continue to research Board information and grow in your knowledge in this area. Always have all of your information together in presenting an idea to the Board. I have enjoyed caring for them and encouraging them. You will enjoy being thorough and prepared because it ensures competency on your part and theirs in governing and setting forth vision for the organization. Trust them as your advisors, and encouragers as well. Always be open to listening to what God may be placing on a Board member's heart about the direction of the ministry. Have a heart's desire that all operations are above reproach for the Lord and He will guide the

governance, mission and vision. Always ask the question "Is this within our mission and vision for this ministry?"

Recommended Reading:

Nailing Down a Board by Charles Ryrie

Life Trends by Kirk Walden has great Board articles for guidance as well that you can receive through email.

A powerful statement that impacted me is, "Your Ministry will never grow higher than the level of your Board." It's very important that your Board receive adequate training in their roles.

Management Tip: Serving the Board

I've learned that serving in leadership is not only with staff but with the Board. It's great to have an orientation meeting with new Board members between you and the new member after their application is accepted. Let them share about their families and passion for the ministry. Just as you keep an employee file, it's good to keep a Board member file to remind you to appreciate them, sending notes and thanking them in various ways. You can keep a list of names of their family members and things they like or enjoy.

Items for a Board member orientation:

- By-Laws
- Previous year's minutes to bring them up to speed
- Previous month's financials and explanation what they will be viewing at the meeting
- Milestones of the ministry
- Ministry Overview

Management Tip: Financials

Donor Reports: This varies from center to center. One thing that has helped me is to create a Donor Data notebook each year. I placed each month's Donor income reports in the notebook along with any fundraiser event financials. This allows for quick access and review of individual or total incomes.

Deposit Reports: Each week review a Deposit report and make note of new donors. Segment the donors to make thank you calls to them.

Financial Controls: Have policies in place to ensure transparency and integrity in your accounting procedures.

Sample Financial Policies: The ECFA (Evangelical Council for Financial Accountability) has a great tool on their website called "The Knowledge Center" with sample policies. (www.ecfa.org)

Management Tip: Stay the Course

Striving to exhibit consistency isn't always easy when your days are overwhelmed and it seems as though the tasks add up at the end of the day waiting to be tackled at the beginning of the next. It can be easy to let some things slide in the midst of chaos but our team looks to us for steadiness and consistency. Here are a few things that can assist you.

1. Stick to your policies. P&Ps are truly your guidelines and protection. Taking a shorter route can cause longer dilemmas in the future.

- **2.** If a meeting or follow up has been scheduled with an employee, follow through. This also exhibits that you can be trusted to be consistent in your commitments.
- 3. If deadlines are set, keep them. If a situation arises that deadlines need to be extended for employees, work together to schedule an alternate date but do follow through. Accountability is good for us all. Setting deadlines helps our employees to stay on task and be consistent as well.

Management Tip: Assessing Concerns

Assessing Immediate/Non-immediate Concerns (This is a great tip to share with your staff to preserve your time as well.)

Questions/Input/Concerns

- 1. Have I attempted to schedule a meeting at an appropriate time to discuss?
- 2. Can this question/need be answered at a later time or through email?
- 3. Can this question/need be added to an agenda for a scheduled meeting?
- 4. Have I thought through possible solutions?

Projects/Grants

- 5. Have I completed a list of questions/ needs pertaining to the project and submitted a time frame that input/info is needed?
- 6. Have I included all information necessary for consideration if a decision/input is required? (Costs, dates, tasks delegated to team members, etc.)

Reading Resources

Pro-Life Resources:

These are resources that I have read through the years that have truly inspired me to be a voice for the unborn.

Answering the Call by John Ensor

Pro Life Answers to Pro Choice Arguments by Randy Alcorn

Why Pro-Life by Randy Alcorn

Abortion and the Conscience of a Nation by Ronald Reagan

Abuse of Discretion by Clarke D. Forsythe

Who Broke the Baby by Jean Staker Garton

Empty Arms by Wendy Williams & Ann Caldwell

Leadership Resources that have inspired me:

The Jesus Hearted Woman by Jodi Detrick

Clout by Jenni Catron

The Maxwell Leadership Bible

In Honor of Freedom and the Unborn in Heaven:

My Heaven Child

My beautiful child in Heaven, running in wonderful fields of green,

Your hair is golden, shining in the sun and your beautiful smile awaiting me to be seen.

Flowers of yellow surround you. They envelope you and absorb your love.

Then I see walking beside you, the Lord in all His glory above.

He's taken such good care of you. Has He often spoken to you about me?

I pray He tells you how much I love you and that one day your siblings you'll see.

I hope to hold you in my arms and to hear you and Jesus tell about your days together.

I want to hear the sound of your laughter and tell you we can talk forever.

I want to hear you laugh with your brothers at all the stories they'll share.

You'll show them all the beauties of Heaven leading them with the greatest care.

Then, oh, but then, I'll feel your touch that I've longed to feel and listen to the words I've waited to hear:

"I love you Mom and it's okay. God's pouring out your bottle of tears today.

I'm your Heaven child. Freedom is my name. Take a walk with me and my Lord, Mom.

I promise you'll never be the same."

Those who sow in tears will reap with songs of joy. Psalm 126:5

To operate in the light of integrity and truth is to dispel the darkness of abortion.

Vicki L. Jackson

"To operate in the light of integrity and truth is to dispel the darkness of abortion." Vicki L. Jackson



I truly hope this book will continue to assist you and inspire integrity in your leadership. Please feel free to contact me for speaking or consulting needs.

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Vicki served as Executive Director of a Pregnancy Medical Clinic. Prior to her leadership role, she volunteered as a Client Advocate and Post-Abortion Facilitator. Vicki is the founder of Freedom's Touch Consulting. Her desire to lead with integrity and assist other Pregnancy Centers and Ministry Leaders in developing foundational excellence has propelled her to complete the Non-Profit Leadership Initiative through the Ga Center for Non-Profits, Ministry Ventures Ministry Management Course, Crisis Pregnancy Coaching through the American Association of Christian Counselors, ConCert through Heartbeat International, and multiple management and team building training courses. It is through her heart for excellence that she desires to help equip other organizations to succeed and to inspire integrity in the battle for life.

