



# 2023 IMPACT REVIEW

## GOD IS USING YOU TO INFLUENCE SEASONED LEADERS, MINISTRY TEAMS, AND NEXT GENERATION LEADERS!

Here are a few examples of what God has done through your partnership this year.



*Jen & James*

### SEASONED LEADERS

It's an honor to coach ministry leaders. As you know from previous letters, this includes praying, increasing their awareness of their opportunities and challenges, and co-creating actions to generate momentum ... all in cooperation with the Holy Spirit. James, a ministry leader in NM, was eager to share this testimony with you:

"During a coaching session earlier this year, Scott invited me to list what mattered most to Jen and me as we faced a major ministry decision. As Scott & I compared how each option aligned with our values, I gained the insight we needed. Recently, we were able to come alongside another couple and used this process to help them gain clarity as they faced a decision. Thanks for investing in my development as a leader... your partnership with Leading by Design has many ripple effects!"

These testimonies and facts give you a quick glimpse of how God is using your generosity and faithfulness in prayer to impact leaders thru Leading by Design. To learn more about what your partnership makes possible, visit [leadingbydesign.us](http://leadingbydesign.us).

### MINISTRY TEAMS

Believe it or not, very few ministry teams are "well-oiled machines." Sometimes there are issues at the top, but often the team members haven't learned to work well together. Since starting Leading by Design, many of the leaders I've coached have asked me to come alongside their teams. As team members grow in their awareness AND appreciation of their own and other members' unique, God-given talents, their joy, engagement and effectiveness blossom! This year, I've engaged in-person and virtually with a team in NC and two teams in CO. Yes, more ripples!



*Spring Canyon Interns*



### NEXT GENERATION LEADERS

It was a special privilege to return to Spring Canyon Conference Center in the Rockies to invest in eight young adults as they embarked on a gap year discipleship program in which

which they serve guests while trusting God with their next steps. Through our group teaching time and two individual coaching sessions with each intern, God increased their grasp of His amazing design for them. One shared, "God used my times with Dr Frick to help me learn my own strengths instead of comparing myself to others. He gave me these talents for a reason: to love others!"

*Scott*