

Steward Leaders Create Organizational Consistency and Witness

This final trajectory provides an opportunity to summarize what has come before. I will close this study by lifting up two final aspects of the work of the steward leader: **consistency** and **witness**.

The thought of implementing these trajectories across all four levels of relationship may seem overwhelming. **Each has layers of complexity that need to be interpreted prayerfully and applied caringly within your organization in the specific ways that the Spirit leads.** This is a huge task for anyone. Yet we must remember that all God asks of us is our obedient response, and I add here that such a response will be consistent.

If we are being transformed into godly stewards at all four levels, we should expect to lead with consistency as we seek to be faithful to our calling as steward leaders on all four levels. This is not pick-and-choose, buffet style leadership. **That is why I have rejected a trait-based approach or a ten-step process for good leadership.** Such models and processes are seldom holistic, and they can lead to inconsistent application.

This entire study has emphasized the holistic nature of the steward leader. Therefore, we should expect that the work of the steward leader will have an internal consistency. The power of this consistency cannot be overstated. **The potential for compromise is ever-present when an organization seeks to be a consistent steward according to God's plan.** The temptations to ownership and control call to us every day, and when we submit, we look like hypocrites. This is why consistency and witness are so closely linked.

Our job as steward leaders is to strive for consistency in our organization, and it begins with us. This takes us back to the very beginning of this study. Our internal transformation is a lifelong journey. It will have its victories and its backsliding. However, the further we journey, the greater the victories and the more infrequent our mistakes. We grow and mature as godly stewards, and we bring that to our work as steward leaders. **As we live more consistently as one-kingdom stewards, we lead the people we serve and the organizations we lead in the same consistency.**

This consistency means we work at transformation at all four levels. There is no hierarchy or priority. Some will be easier for us than others, but all four are indispensable if we are to reflect the image of God in which we were created. Where do you struggle the most in living out consistently your call to be a godly steward? It is likely that at this same place you will struggle to lead your organization consistently as a steward leader.

Consistent behaviors by steward leaders impact our organizations as they repeat the patterns and values we instill. From that repetition come our culture and the values of our community. If we set up flawed patterns, or patterns that are lacking in one area, the community will reflect this through its inconsistency. Fortunately, we have godly colleagues, accountability and the ongoing working of the Holy Spirit to provide correctives. It is not all up to us. We are not alone in this journey. The steward leader is never alone.

Consistency is a powerful witness. When we lead consistently as steward leaders, we bear witness to the transforming power of God. We show the world what it looks like when leaders surrender everything to Jesus Christ and lead as faithful stewards. We demonstrate the power of the one-kingdom life and the joy of freedom from ownership and control. We show what it means to live and lead in the image of God.

This is our witness. It is not just what we say, but how we live and lead. It is not just what we believe, but how we behave. It is not just what we hope for, but how we act. It is not just what we profess, but how we serve. It is not just what we teach, but how we love.

The steward leader is a consistent witness to the transforming power of God in every aspect of life and leadership. This is our calling. This is our joy. This is our witness.

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