



**The Salvation Army**

Jack McDowell School for Leadership Development  
Evangeline Booth College, Atlanta, GA  
www.sldleadership.com

“Shaping Leaders to Transform Their Worlds”

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## Leadership Lessons from the Word

### *From Fragmented to Integrated –Part 1*

*1 Peter 4:10*

*Dr. Jonathan Lotson*

The theme for this month, here at the Jack McDowell School for Leadership Development is entitled “From Fragmented to Integrated,” which is a two-part series that will be covered over the span of two months. This month we will place an emphasis on being fragmented. No one enjoys being disunified with their family, friends, or organization. Instead, many desires to be a part and to feel a part of something. Being fragmented not only makes one feel left out, but the organization, group of friends or family members are also losing out. Everyone has a unique gift that must be used- yes, to glorify God, but also to bless those they are in community with.

God desires that we consider the reality that everyone has a gift, and to take it one step further and offer our gifts and willingly accept the gifts of others. Failure to do so will lead to fragmented organizations and fragmented people.

#### *Definitions*

**Fragmented:**  
existing or functioning as though broken into separate parts; disorganized; disunified.

**Integrated:**  
with various parts or aspects linked or coordinated.

### *A Question to Consider:*

*How would you classify your organization...fragmented or integrated?*



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In our scriptural text this month [1 Peter 4:10] we are right in the center of a powerful lesson from the Apostle Peter. Peter in the book of 1 Peter encouraged believers for the difficult times that were to come because of their faith. Peter also admonished believers to see that their Lord and Savior Jesus, has already suffered and sacrificed ensuring them that their suffering would not be in vain. In the 4th chapter of 1 Peter, Peter provides a remedy for difficult times, (in reference to enduring the difficult times) which was to share and welcome the grace gifts they received from God with one another. For example, Peter encourages those with speaking gifts to speak as though God were speaking His word through them, for the benefit of others. Additionally, those with the gift to serve, he encourages them to serve passionately, not for their sake but for the sake of others. Everyone needs help, and we are called to use our giftings to do just that!

### Why you Should Share your Gifts

Everyone needs help from time to time, and every organization needs help to constantly grow and to meet the needs of their customers. Where there is a problem there is a solution, and God has given various gifts to meet the needs. If there is a need in your organization, look around because you may find the solution you are looking for in an individual that is already in your organization. It would be a tragedy if someone had a gift and the gift was not used. One of the major jobs of a leader is to not only examine the “gift pool” of those in their organization but to also nurture the individuals in their organization so their gifting could be exposed, nurtured, and augmented. Every senior leader should be concerned and passionate about the development of those under their leadership because it can be an answer to their problems. Furthermore, and most importantly, because a true leader is concerned with the development of the individuals under their leadership and their advancement. When those under your leadership know that you genuinely care about them, they feel better about themselves and will be more integrated with the organization, which positions the organization to reach optimal success.

It would also be a tragedy for a gift to be offered and rejected. As those under your leadership offer their gifts, they should not be rejected. Rejection has a way of making individuals completely shut down, and not want to do anything, or contribute to the best of their ability.

◆ My Notes ◆



Additionally, it makes individuals feel fragmented and set apart from the organization at large, and makes the organization fragmented in a sense. Organizations, who fail to accept the giftings of individuals within their organization are fragmented, even if they fail to realize it. Peter instructed believers to share their gifts, which indirectly suggests that when a gift is shared, it should be accepted! When everyone shares their gifting, they answer the problems of another and move from being fragmented to integrated, which is needed to be successful.

### Consider the Sacrifice

It is interesting that Peter brings up the sacrifice of Jesus, in a few verses before our central verse (*verse ten*). Peter highlights that Jesus suffered for them/us in the flesh and then highlights the importance of being a prepared soldier by having the same mindset as Christ. Furthermore, Peter encouraged others to live the rest of their earthly life no longer concerned with human desires but things that bring pleasure to God - who allowed Jesus to come and sacrifice for us. **WOW!**

It is so easy to forget the sacrifices of others sometimes, especially in the workplace. Sometimes organizations and their leaders forget about the women and men who came before them, the sacrifices, the long hours, sleepless nights, and the host of other things that were given up for their sake. Even if you never been introduced to the founders of your organization, or never had a chance to hear their personal stories on how and why they started the organization, you must never forget that a sacrifice of some kind was made - and that sacrifice was made for you. When considering the sacrifice of Jesus, those who were believers had a greater appreciation for Jesus, which was a great foundation in which Peter built his statement on, when encouraging them to share their gift. Peter knew that as they shared their giftings with one another, it would help them to endure what was to come, which would play a major role in them honoring the sacrifice Jesus made for them. In like fashion, as we share our gifting today, we will be able to endure the hard times that arise in the organization, ease the load of our colleagues, and make being a part of an organization a joy for everyone, which is an amazing way of considering, and honoring the sacrifices of those who came before us.

◆ My Notes ◆



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### Your Gift is NOT for You

Simply put, our gifts are given to us, but they are for someone else. If our gifts were given to us for us that would be a fragmented mindset, instead of an integrated mindset. Furthermore, there would be no need for others in our lives. It would mean that we would possess every gift, which is simply not realistic or manageable! Gifts are supposed to be shared and given, not held on to for bragging rights or for any other reason. Leaders must also remember that yes, we have gifts but our gifts in and within themselves are gifts to us that we do not own but manage. In the previous section, we shared that we should consider the sacrifice of those before us simply because they sacrificed for us in some manner. We must also realize that our gifts were given to us by Jesus who sacrificed for us to manage. Meaning we must be great stewards of the gifts that we have been given. Succinctly, we must not do whatever we want with the gifts we have been given but do what the giver has required us to do with the gift.

#### *A Thought to Ponder:*

Peter lets us know that the gifts we have are not for us but are gifts for those we are in community with. It is then our job to use our gifts to serve one another. We must change our mindset from being fragmented and not sharing our gifts to integrated, which makes space for everyone to use their gifts in a healthy and godly exchange.

**How are you using your gifts to serve others?**

#### *Suggested Resources:*

**Let Your Life Speak: Listening for the Voice of Vocation**

by Parker Palmer

◆ *My Notes* ◆