



# Queries for reflection, discussion and learning

## Chapter 21: Leadership among equals

### Queries for individual reflection

1. How aware am I of exercising leadership in my meeting – through a role or in other ways? What am I looking for in the things I do that will help me to notice and reflect on how I serve in this way?
2. What contribution do I make to the two main ways leadership is needed in our meeting: leading the way in conveying our faith, and leading the way in nurturing fellowship?
3. 'An essential skill of leadership is having a good sense of when the right thing to do is only to *see that* something is done.' How do I respond to this idea? How easy do I find it to let go of the reins and encourage others to take the initiative and do things in their own way?

### Queries for pastoral groups

1. 'Enabling people to be active and contributing members of their community is both an expression of our leadership and the most valuable service we can give.' In what ways do we actively welcome and support shared responsibility for worship, building community and caring for one another? And how can we enable this without over-supervising people?
2. How do we, and others in the meeting, learn about leadership? What opportunities are there for each of us to experience taking a lead and to learn from more experienced Friends?
3. How do we avoid busily being the people who do everything ('serve' everyone)? What is pushing us in that direction, and how can we address it?

### Queries for meetings

1. How are Friends in the meeting engaged in both leading and following? Are some of us doing more of one than the other, and is that okay? How do triennial appointments affect this? What do we personally feel about the ways leadership is shared in the meeting?
2. 'We want our meeting to survive, but more than that, to thrive.' What part can leadership play in helping our meeting community to flourish?
3. Do we need leadership? Could we manage just by sharing responsibility and all of us pulling our weight? What do we feel is the downside of leadership? What does 'leadership among equals' actually mean?