

## WEEKLY LEADERSHIP DEVOTIONAL

June 21, 2026 – June 27, 2026

# Becoming Before Doing

Why God Is More Interested in Who You Are Than What You Accomplish

“I am the vine; you are the branches. If you remain in me and I in you, you will bear much fruit; apart from me you can do nothing.”

**John 15:5 (NIV)**

God is not primarily concerned with what you accomplish for Him. He is consumed with what you are becoming in Him. The doing will always flow from the becoming, but the becoming must always come first.

**Inspiring Biblical Leadership**

## INTRODUCTION

We live in a culture that is intoxicated with doing. Productivity systems, goal-setting frameworks, output metrics, quarterly reviews, key performance indicators, the relentless machinery of modern leadership measures almost everything by what gets done, what gets built, and what gets achieved. In this environment, the idea of prioritizing being over doing can feel dangerously passive, even irresponsible. Yet it is precisely this counterintuitive truth that lies at the very heart of Jesus' model of leadership development.

Before Jesus sent His disciples out to do anything, He spent years simply being with them. He invited them into His daily rhythms, His conversations with the Father, His moments of compassion, His responses to opposition, His approach to solitude and prayer. He did not begin with a ministry strategy and recruit people to execute it. He began with relationship and allowed the doing to flow organically from the depth of what was being formed within them. The Great Commission was not the beginning of their discipleship; it was the fruit of it.

At Inspiring Biblical Leadership, we hold to a foundational conviction that challenges the assumptions of performance-driven leadership culture: who you are becoming in God is always

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more important than what you are accomplishing for God. This is not a call to passivity; it is a call to the right sequence. Fruitful doing always flows from faithful becoming. A leader who prioritizes their formation in Christ will find that their effectiveness in ministry, business, family, and community is not diminished by that investment; it is supernaturally multiplied by it.

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### SCRIPTURE FOUNDATION

Scripture consistently reveals a God who is far more interested in the transformation of the leader's inner life than in the accumulation of their outward achievements. These passages form the biblical foundation for this week's devotional:

“For those God foreknew he also predestined to be conformed to the image of his Son, that he might be the firstborn among many brothers and sisters.”

**Romans 8:29 (NIV)**

Paul's declaration in Romans 8:29 is breathtaking in its scope: the supreme purpose of God for every believer is not the accomplishment of great things, but conformity to the image of Christ. This is the ultimate becoming, the progressive transformation of a leader's character, values, responses, and posture until they increasingly reflect the nature of Jesus Himself. Every experience God allows in a leader's life, every trial, every triumph, every season of waiting, every unexpected detour, is being orchestrated toward this singular, magnificent end. Knowing this changes everything about how a leader interprets their circumstances.

“He appointed twelve that they might be with him and that he might send them out to preach.”

**Mark 3:14 (NIV)**

Mark's account of the calling of the twelve disciples reveals a profound leadership principle embedded in Jesus' development strategy: being with Him preceded being sent by Him. The order is not incidental; it is intentional and irreversible. Before Jesus sent His disciples to cast out demons and preach the kingdom, He appointed them to be with Him. Their effectiveness in doing was entirely dependent on the depth of their becoming in His presence. Any leader who reverses this sequence, who rushes to the sending before investing in the being, will find that their activity outruns their authority and their output outpaces their character.

“But those who hope in the Lord will renew their strength. They will soar on wings like eagles; they will run and not grow weary, they will walk and not be faint.”

**Isaiah 40:31 (NIV)**

Isaiah’s promise of renewed strength is not given to those who work harder or push through exhaustion with greater determination. It is given to those who hope, who wait on, the Lord. The Hebrew word for “hope” here carries the meaning of expectant, patient waiting in God’s presence. This is becoming language. Leaders who regularly practice the discipline of waiting on God, of being still before Him, of allowing His Spirit to renew and restore their inner life, will find that they accomplish more in the seasons of active doing, not less, because their doing is animated by the strength that only God can give.

“Being confident of this, that he who began a good work in you will carry it on to completion until the day of Christ Jesus.”

**Philippians 1:6 (NIV)**

Paul’s confidence in Philippians 1:6 is anchored not in the leader’s performance but in God’s faithfulness as the One who initiated the work of transformation and who is committed to its completion. The becoming is not primarily the leader’s project; it is God’s project, and He is a faithful finisher. This truth liberates the leader from the exhausting pressure of self-improvement and invites them into the much more restful posture of cooperative surrender: yielding daily to the transforming work of the Spirit, trusting God to complete in them what no amount of human striving could accomplish.

“As Jesus and his disciples were on their way, he came to a village where a woman named Martha opened her home to him. She had a sister called Mary, who sat at the Lord’s feet listening to what he said. But Martha was distracted by all the preparations that had to be made. She came to him and asked, ‘Lord, don’t you care that my sister has left me to do the work by myself? Tell her to help me!’ ‘Martha, Martha,’ the Lord answered, ‘you are worried and upset about many things, but few things are needed, or indeed only one. Mary has chosen what is better, and it will not be taken away from her.’”

**Luke 10:38–42 (NIV)**

The story of Mary and Martha is one of Scripture’s most tender and direct commentaries on the tension between becoming and doing. Martha was not doing something wrong; she was doing something good. But she was doing it at the expense of the one thing that Jesus called better: sitting at His feet and receiving from Him. For leaders who are wired for action and achievement,

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Martha's distraction is not foreign; it is familiar. The invitation of Jesus to choose what is better is not a condemnation of productivity. It is a reordering of priorities, placing the formation of the inner life above the demands of the outer schedule.

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### DEVOTIONAL REFLECTION

The Bible's most fruitful leaders were almost universally preceded by extended seasons of becoming before they were released into their most significant seasons of doing. Moses spent forty years in the wilderness of Midian before God spoke from the burning bush. What was God doing in those four decades of apparent obscurity? He was dismantling the Egyptian prince and forming the humble shepherd. The man who stood before Pharaoh with extraordinary authority was not the product of leadership training courses; he was the product of forty years of God's patient, relentless, transforming work in the hidden places of a man's soul.

David spent years as a shepherd on the hillsides of Bethlehem before he stood before Goliath. But those years were not wasted years; they were formation years. It was on those hillsides that David learned to commune with God, to worship in the dark, to fight lions and bears in obscure places where no one applauded, and to develop a trust in God's faithfulness that would sustain him through every subsequent season of leadership. When David stepped onto the valley floor to face Goliath, he was not improvising courage; he was deploying a character that had been forged in years of faithful becoming.

The Apostle Paul's conversion on the road to Damascus was followed not by immediate apostolic activity, but by three years in Arabia, a season of profound becoming in the presence of God (Galatians 1:17–18). Before Paul would shake the Roman Empire with the Gospel, God first had to thoroughly un-form and re-form the brilliant, zealous, self-sufficient Pharisee into a vessel emptied of self-reliance and filled with the revelation of grace. Paul's extraordinary fruitfulness was inseparable from his extraordinary formation. The depth of the Arabia becoming was the measure of the depth of the Ephesus, Corinth, and Rome doing.

At Inspiring Biblical Leadership, we encourage every leader to resist the cultural pressure to define their significance by their output, and instead to trust God's process of formation with the same faith they bring to their vision and goals. The seasons that feel like waiting are rarely wasted; they are almost always the most intensive seasons of becoming in a leader's life. God is not behind schedule. He is not inefficient. He is not indifferent to your calling. He is simply committed to

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ensuring that who you are becoming is fully adequate to carry the weight of what He is preparing you to do.

We are not human doings. We are human beings. And the being always comes before the doing in God's economy.

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Before God uses a person greatly, He usually allows them to be tested deeply. The preparation is always proportional to the assignment.

**Oswald Chambers**

A man is what he is on his knees before God, and nothing more.

**Robert Murray McCheyne**

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## REFLECTIVE QUESTIONS

These questions are designed to help you examine the relationship between your formation and your function as a leader. Bring each one before God with honesty and openness.

**1** On a typical week, what percentage of your time and energy is invested in doing, executing, producing, managing, and achieving, versus becoming, praying, abiding, studying Scripture, receiving from God, and being spiritually formed? Does that ratio reflect the priority God places on the inner life in John 15:5?

**2** Moses spent forty years in Midian, David on the Bethlehem hillsides, and Paul in Arabia before their most fruitful seasons of leadership. Is there a current season of apparent obscurity, waiting, or limitation in your leadership that you have been resisting or resenting, that may actually be God's most intensive season of formation in your life?

**3** Jesus appointed the twelve first to be with Him before He sent them out. Who or what is your primary source of spiritual formation right now? Are you receiving from God deeply enough to sustain what He is asking you to do for Him?

**4** Romans 8:29 tells us that God's supreme purpose is to conform us to the image of Christ. Looking at your life and leadership over the past twelve months, in what specific ways have you become more like Jesus? Where has the formation been most painful? Most fruitful?

**5** Martha was distracted from the one thing that Jesus called better, sitting at His feet. What is currently distracting you from your own season of sitting, receiving, and being formed? What would you need to lay down or slow down in order to choose what is better this week?

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## PRACTICAL APPLICATION

Becoming is not passive; it is the most intentional investment a leader can make. Here are five concrete steps to prioritize formation over function this week:

### 1 Schedule Becoming Time Before Doing Time

Look at your calendar for the coming week and intentionally block out time each day that is dedicated exclusively to becoming, prayer, Scripture meditation, silence, journaling, or spiritual reading. Protect that time with the same ferocity you protect your most important meetings. Do not allow the urgent demands of doing to consume the sacred space of becoming. If your calendar does not currently reflect the priority of formation, it is not truly your priority regardless of what you say you believe. A schedule is a theological document; it reveals what you actually value.

### 2 Practice Lectio Divina With One Scripture This Week

Choose one Scripture passage from this devotional and engage it using the ancient practice of Lectio Divina, divine reading. Read it slowly four times: first to hear the words, second to meditate on a phrase that stands out, third to respond to God in prayer about what you are hearing, and fourth to simply rest in His presence with what He has spoken. This practice shifts Scripture engagement from information gathering to genuine spiritual formation, allowing God's Word to do its deep, transforming work in the leader's inner life rather than merely informing their outer performance.

### 3 Reframe One Season of Waiting as Formation

Identify one area of your leadership life where you are currently waiting, for a breakthrough, an open door, a resolution, a promotion, or a change in circumstances. This week, intentionally reframe that waiting season through the lens of Romans 8:29 and Philippians 1:6. Write a journal entry that begins: 'God, what are You forming in me through this season of waiting?' and allow His Spirit to answer. Leaders who can receive the gift of formation in seasons of waiting emerge from those seasons with a depth of character that seasons of uninterrupted success rarely produce.

### 4 Choose One Becoming Practice to Sustain for 30 Days

Identify one specific spiritual formation practice that you will commit to sustaining for the next 30 days, a daily prayer time at a specific hour, weekly fasting, a Scripture memory goal, a monthly day of solitude, or a regular meeting with a spiritual director or mentor. Write it down, share it with one accountability partner, and begin it today. Becoming requires consistency. Character is not formed in occasional spiritual experiences; it is built through the accumulated weight of sustained, faithful, daily practices of abiding in Christ.

### 5 Assess Your Formation Sources

Take 20 minutes this week to honestly assess the primary sources currently shaping who you are becoming. Make a list of everything that regularly feeds your mind, heart, and spirit, books, podcasts, relationships, media, conversations. Then ask: Are these sources forming me into greater Christlikeness, or are they primarily feeding my productivity, my ambition, or my entertainment? Make at least one intentional adjustment, adding a formation source or removing a distraction source. Visit [InspiringBiblicalLeadership.org](http://InspiringBiblicalLeadership.org) for curated resources on spiritual formation, abiding in Christ, and leading from the depth of a life transformed by God's Word.

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## CLOSING PRAYER

### **Heavenly Father,**

I confess that I have often been more concerned with what I am doing for You than with who I am becoming in You. I have rushed past the stillness, the formation, and the waiting, not because I did not value them, but because the demands of doing felt more urgent than the invitation of becoming. Forgive me, Lord, and reorder the priorities of my heart.

Teach me to abide. Teach me to wait well. Teach me to trust that what You are forming in me is always more valuable than what I am producing for You in my own strength.

Complete the good work You began in me, not just in the areas I am aware of, but in the hidden places of my soul where only You can see and only You can reach.

Let everything I do this week flow from the overflow of time spent in Your presence. May the fruit of my leadership be the unmistakable evidence of a leader who chose, like Mary, the one thing that is better, and who found, like Paul, that in Your strength, the doing that flows from genuine becoming is more fruitful than anything human striving alone could ever produce. In Jesus' name, Amen.

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## MEMORY VERSE FOR THE WEEK

“I am the vine; you are the branches. If you remain in me and I in you, you will bear much fruit; apart from me you can do nothing.”

**John 15:5 (NIV)**

