



EPISODE GUIDE

LEADING
SECOND

Episode 215

Leading in Your Grace Zone ft. Julian Lowe

What if grace doesn't always feel good, but it's exactly where you're meant to be? In this episode, Brandon Stewart and Dillon Ritchie (CoastLife Church, Venice, FL) sit down with Pastor Julian Lowe (Oasis Church, Los Angeles, CA) for a powerful conversation about the difference between your grace zone and your personal preferences in leadership. Together, they unpack how grace and passion aren't the same thing, why burying your wants is the path to true fulfillment, and how submission to authority can lead to freedom in ministry. If you've ever wrestled with calling, contentment, or comparison in your role, this conversation will bring clarity and conviction for the road ahead.

GRACE ZONES.

1 Peter 4:10 (NIV) "Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms."

There are different graces for the different people and roles on a team.

A lot of the tension and challenges we could end up experiencing happen when we get outside of our grace zone.

Too many Second Chair Leaders are waiting for something to change about their season rather than running in their lane right now.

RECOGNIZING DIFFERENT GRACES.

2 Corinthians 10:13 (NIV) “We, however, will not boast beyond proper limits, but will confine our boasting to the sphere of service God himself has assigned to us, a sphere that also includes you.”

You are operating at your highest point when you have brought the gift of **authority** that **1 Peter 3** talks about.

For some people, when they discover their gift, their flesh craves freedom from authority so that they can use their gift how they deem fit.

The secret sauce is to operate in your gift **while** staying under authority.

Sometimes our inner voice will ask, “Where would my pastor be without me?” We must keep a heart of humility and, instead, ask, “Where would I be without my pastor?”

GRACE VS EFFORT.

People are like spiritual stocks. If you invest in them, you can expect a return on the investment.

It’s better to have lesser results with great effort than great results and low effort.

PASSION AND GRACE.

It’s possible that someone can be moved out of their grace zone through receiving a promotion.

A possible solution, if this fits such a situation, is to stop promoting people out of their grace zones to give them compensation. Just give them the compensation in that grace zone.

Corporate America has taught us that the reward is the promotion. Then we wonder why we can’t find Second Chair Leaders faithful for the long term.

You have to redefine what the win looks like.

We can promote ourselves right out of our assignment.

Passion and grace are not one in the same. Grace doesn't mean you always enjoy it. It just means that that's what God has **anointed** you to do.

We must get out of the headspace that I'm only graced for what I'm currently enjoying and what feels like it's benefiting me. If I look at my pastor and he is being blessed by what I'm doing and the church is moving forward, that's my grace zone.

We can forget that when God calls us to a ministry, He has called us to a leader. If we are called to a leader, it doesn't matter what role we have.

The joy for the role that you have should be through the lens of **who** you are called to, not **what** you are called to.

SCENARIOS.

What would you say to the person who is in a role that they feel is outside of their grace zone?

- Grace does not have to determine effort. You can apply effort in an area you don't have grace in.
- If God sees you in a place where you are applying your heart, God's compassion and grace will see you, and He will either be with you in it or He will move you through it.
- But if you no longer apply effort in that area, you are being lazy. God is not proud of lazy people.
- Grace doesn't mean you're good at your role or that you enjoy it. It means that, for some reason, it is blessing your pastor and the ministry.
- **Luke 13:6-9 (NIV)** "Then he told this parable: 'A man had a fig tree growing in his vineyard, and he went to look for fruit on it but did not find any. So he said to the man who took care of the vineyard, "For three years now I've been coming to look for fruit on this fig tree and haven't found any. Cut it down! Why should it use up the soil?" "Sir," the man replied, "leave it alone for one more year, and I'll dig around it and fertilize it. If it bears fruit next year, fine! If not, then cut it down.'""
 - Fig trees don't germinate until three or four years.
 - He was getting ready to chop down a tree, but he didn't even know how long it takes to find out if the tree was graced to bear fruit.
 - Give yourself time to learn and grow in your grace.
- You have to settle. You may have to be ok that you can't give 100% to it. But if that's what the house needs, and you are working with all your heart, then be ok if you experience some gaps.
- Grace is unearned and undeserved. God is probably forming something in you in this season.

What would you say to someone who has a role and wants a different one?

- Everything you've ever wanted to do has to go in the grave.
- We don't find our grace without graves.
- **John 12:24 (NIV)** "'Very truly I tell you, unless a kernel of wheat falls to the ground and dies, it remains only a single seed. But if it dies, it produces many seeds.'"

What are you looking for from your team to excel?

- Does someone really believe in the mission, whether they are being compensated or not?
- **Psalms 126:5-6 (NIV)** "Those who sow with tears will reap with songs of joy. Those who go out weeping, carrying seed to sow, will return with songs of joy, carrying sheaves with them."
 - If you haven't cried, you aren't sowing hard enough.
 - Our tears water the work that we have been doing.
 - God might be breaking something in you.

ENCOURAGEMENT..

If you feel frustrated, know that God sees your effort and knows that God is with you, and He will see you through it.

Purpose is paved with bricks of pain. Keep serving. You would be surprised what God would do if you just keep serving.

Dig Deeper

1. Pastor Julian mentioned burying his dreams and desires as seeds that later germinated into something greater. What dreams or ambitions might God be asking you to bury right now?

2. What covenant relationships in your life transcend roles, titles, and compensation, and how do these relationships shape your ministry calling?

3. How does the principle that 'grace doesn't have to determine effort' challenge your approach to tasks or roles that feel outside your gifting?

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