

Sample (Session Five) from *The Leader's Calling*

This sample session is taken from the Learner's Guide, which every learner is required to obtain. The Instructor's Guide has the exact same content but also includes PowerPoint Slides, Exams, Leader's Notes and Instructor Tips for teaching each session.

Look For These Unique Design Features In This Session:

- | | |
|-----------------------------|---|
| Session Outline | – Listed on the first page to provide a brief overview. |
| Objectives | – A primary educational objective, plus detailed supporting objectives for each main concept. |
| Main Diagram | – Each module has a main diagram to provide a “You Are Here” visual for the learner. |
| Diagrams & Boxes | – Many diagrams and visuals to enhance and support the teaching concepts. |
| Bolded Key Points | – The key points are bolded in a concise way for the Instructor and Learner to easily grasp the essential concepts. |
| Outline Format | – All sessions use an easy-to-follow outline format to make the lesson easy to teach and easy to learn. |
| Point to Ponder | – Summary or climactic thoughts placed in a shaded oval area to provide emphasis or interaction. |
| Group Application | – Every session has a Group Application at the end for small group activity, interaction, and assessment. |
| Discussion Questions | – Further questions for discussion and reflection. |
| Appendices | – Added material to study the topic further or provide assessments and resource tools. |



The Leader's Calling

Contains Seven Sessions

Teaching Sessions

	<u>Page</u>
Session 1: Knowing God's Desire	1-1
Session 2: Knowing God's Plan	2-1
Session 3: Knowing God's Call	3-1
Session 4: Discovering Your Call	4-1
Session 5: Preparing Your Call	5-1
Session 6: Testing Your Call	6-1
Session 7: Timing Your Call	7-1

There are seven sessions in *The Leader's Calling* module. The circled session shown above is printed in this book to provide a sample for you.

SESSION OUTLINE

A. The Preparation Process of a Ministry Leader.

1. The Call (Direction).
2. The College (Training).
3. The Commission (Release).
4. Preparation is a lifelong process.

B. The College of God (Training).

1. Definition of training.
2. Preparation as described by Isaiah (49:1,2).

C. Biblical Examples of Preparation.

1. Preparation of Joseph.
2. Preparation of Moses.
3. Preparation of David.
4. Preparation of John the Baptist.
5. Preparation of Jesus.
6. Preparation of the Twelve Apostles.
7. Preparation of Paul.

D. Six Key Areas of Preparation.

1. Calling.
2. Confidence.
3. Character.
4. Credibility.
5. Competence.
6. Commitment.

E. The Commission (Release).

1. Timing for release.
2. Corporate commissioning (release) of leaders.

SESSION OBJECTIVES

Primary Objective:

To understand and apply the various aspects of the preparation process so that ministry leaders can walk in their calling and help others do the same.

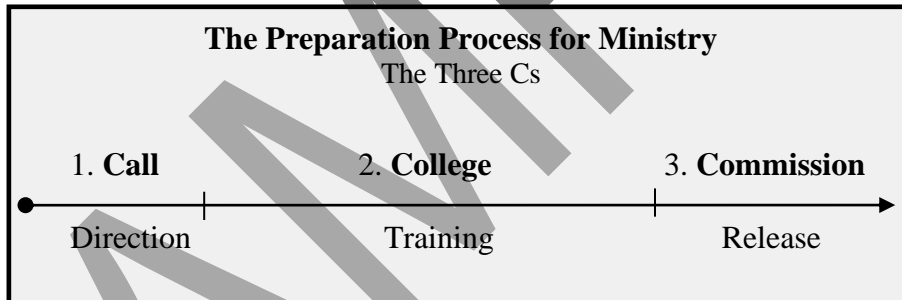
Supporting Objectives:

- A. Participants will be able to identify the three aspects of the preparation process of a ministry leader.
- B. Participants will be able to describe the training process (College of God) for a ministry leader.
- C. Participants will be able to describe seven key biblical examples of ministry leaders in the training phase of their ministry preparation.
- D. Participants will be able to describe six key areas that must be developed during a ministry leader's preparation.
- E. Participants will be able to describe two key aspects of a ministry leader's release (commissioning) into service.



Once you discover your personal calling from God, you must diligently prepare to fulfill it.

A. The Preparation Process of a Ministry Leader.



1. The Call (Direction).

Session 4 examined the process of hearing your call. This is the first step for a leader to be released into his destiny.

2. The College (Training).

All Biblical leaders went through a lengthy training process that we will refer to as the College of God. (Objectives B,C,D will present this in detail.)

Note: the term "College" used here means the entire training process, not just an institution of higher learning, which may or may not be part of the preparation process.

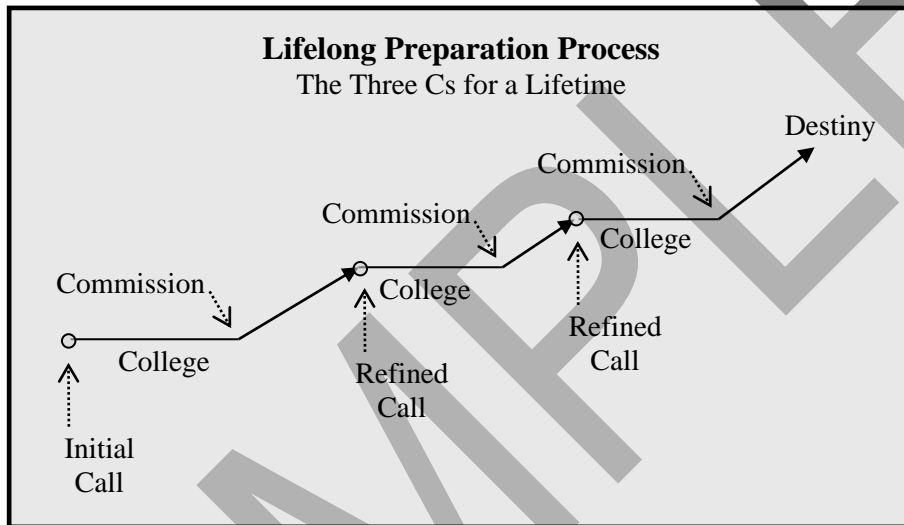
3. The Commission (Release).

After the proper preparation, the leader is commissioned into God's service. (Objective E will present this in detail.)

4. Preparation is a lifelong process.

For a called leader, the concept of being “made ready” to fulfill their destiny will never end – it is a lifetime process.

- Preparation especially is not limited to one period in a leader’s life, though it is often most intense during one period.
- The fulfillment of the leader’s overall commission will usually occur only after numerous preparation (college) cycles.
- *But we all, with unveiled face beholding as in a mirror the glory of the Lord, are transformed into the same image from glory to glory, even as from the Lord the Spirit (2Co 3:18).*



Point to Ponder

For a leader to be fully released into his or her destiny (commissioned), being called by God is just the first step. To complete the preparation process, a leader must experience the college of God (training).

B. The College of God (training).

1. Definition of training.

The act of training is to make ready for a special purpose...to make suitable, to fit, to adapt, to equip, to furnish.

- For any leader to function effectively for God, he must first be trained in that capacity.
- Many leaders desire to function effectively, but far fewer are willing to pay the price of being made ready for the task.

2. Preparation as described by Isaiah (49:1,2).

- Prepared with a sense of destiny.
Before I was born the LORD called me; from my birth he has made mention of my name (49:1)
- Prepared with the Word in us.
He made my mouth like a sharpened sword (49:2a).
- Prepared with protection.
...in the shadow of his hand he hid me (49:2b).
- Prepared with a strong character and proven performance.
...he made me into a polished arrow (49:2c).
- Prepared with patience.
...and concealed me in his quiver (49:2d).

Prepared Like a Polished Arrow

...he made me into a polished arrow and concealed me in his quiver (Is 49:2).

Waiting and wondering in the quiver.

This verse speaks of us as arrows that the Master is preparing. We go through a time of preparation when we are sharpened and our shafts are polished. The feathers are adjusted so that we can fly straight and find the mark. What happens next is that we are put into the master's quiver. Inside the quiver it is dark and sometimes disorienting, and we may find ourselves wondering why we're here and what we're supposed to be doing.

Drawing back from the target.

Then the Master takes us out of His quiver and strings us on the bow. We get excited as we can now see the target as it is generally out ahead of us. We think, "finally, our time of release has arrived." But the next thing that happens surprises us...we begin to get drawn back away from the target. We think, "Oh no, what's going on here? Why are we going in the opposite direction from the target?"

Deepening intimacy with the Archer.

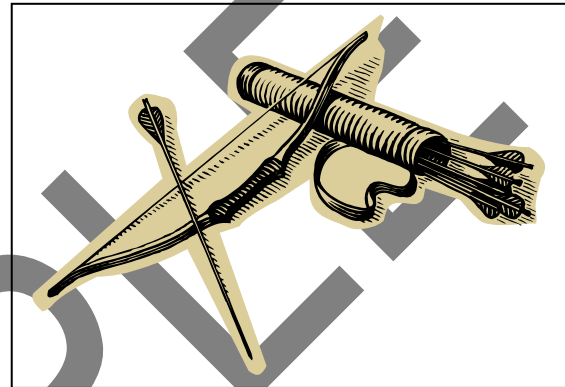
It is imperative, however, that before being released we are drawn to the cheek of the Archer. The cheek speaks of a place of intimacy, a place where we can see the target as He sees it, so we can be sure to hit the mark. Also, the Master's eye is now peering down the shaft, giving the pinpoint perspective needed for an accurate aim. Then it becomes clear...arrows released without coming to this place will most often miss their mark. We finally understand the importance of proper preparation, and then – swoosh! – the Master releases us to the target...

C. Biblical Examples of Preparation.

God prepared every Biblical leader before they worked for Him. Each one was trained differently according to his calling. However, a common theme for them all was a very long and methodical preparation process (a polished arrow placed in the Master's quiver).

1. Preparation of Joseph.

Joseph was given a glimpse of his calling through a dream while still a youngster. In preparation for his eventual #2 position in all of Egypt, Joseph became a slave and a prisoner; only after 30 plus years of a painful and perplexing preparation process did he fulfill his destiny.



2. Preparation of Moses.

Moses was destined to be the great leader of Israel, but there was a perfect time for the release of His arrow that only God knew.

When Moses killed the Egyptian, it was not the perfect time for him to be revealed as Israel's spiritual leader. Moses had to be polished and put in the quiver for another 40 years.

3. Preparation of David. [See Appendix 5A]

David was destined to be a king of Israel. He was called and anointed when he was 17, but did not receive the throne until he was 30 (and then waited several more years to lead the combined Kingdom). David had to wait in the quiver for 13 years. Several times David could have killed Saul to gain the throne by natural means, but the Lord gave him the grace to know that He would open the throne to David in His own way. David chose to wait for God's timing and not man's.

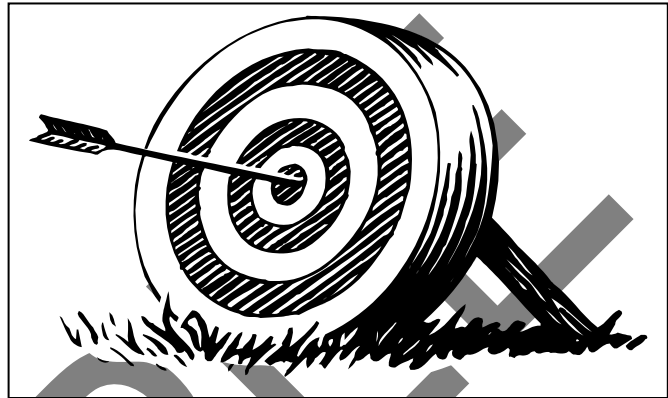


4. **Preparation of John the Baptist.**

John the Baptist had the high calling of “preparing the way of the Lord”, ushering in Jesus’ earthly ministry. However, he first had to be prepared himself. Only after being polished in the desert for over 30 years, did God release him from the quiver to preach repentance of sins and baptize His Son.

5. **Preparation of Jesus.**

The Lord Jesus was shot forth “in the fullness of time” (Gal 4:4). As the ultimate polished arrow, He had been waiting for at least 4000 years to be released. But Jesus, who was the Lamb slain before the foundation of the world, waited patiently in His Father’s quiver for the perfect moment to hit the bull’s-eye!



6. **Preparation of Twelve Apostles.**

If anyone had the potential to forgo the preparation process for leadership, it was the twelve men who got to live with the Master Archer Himself for three years. However, the apostles got the full polishing process. In fact, many of them tarried in the quiver many more years in Jerusalem before being released to fulfill the Great Commission.

7. **Preparation of Paul.**

After Paul’s dramatic calling on the road to Damascus, he spent many years in Arabia and Tarsus (up to 13 years according to some historians) getting polished. Only then did God release him from Antioch on his first missionary journey.

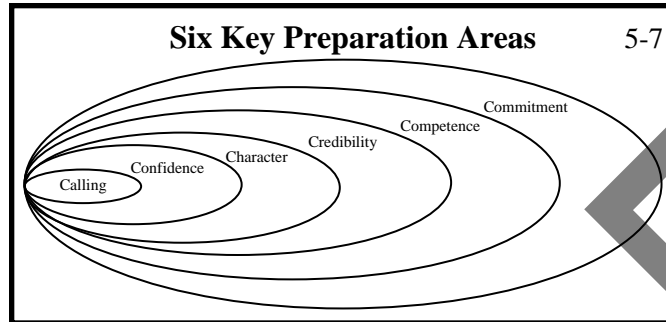
Point to Ponder

Just as with these biblical characters, God has a tailor-made training period for each one of His leaders today. However, it will not take place without a special season(s) of polishing and waiting in His quiver.

D. Six Key Areas of Preparation.

[See Appendix 5B, 5C, 5D]

From the calling of Moses at the burning bush (Ex 3:1 - 4:12):



1. **Calling** (Ex 3:1-10).
Ministry leadership is based on a clear calling from God. Emerging leaders must seek God to find and clarify their calling. God equips the called, not just calls the equipped.
2. **Confidence** (Ex 3:11-12).
Leaders must have the inward assurance that God will be with them and enable them to handle their leadership situations in a responsible, effective, and Godly manner. *We must trust that God will ultimately work things out for His glory.*
3. **Character** (Ex 3:13-15, 16-22).
Leaders must have Christ-centered internal values that are expressed outwardly in strong moral and ethical behaviors as well as Christ-like leadership actions. *Christian leaders must allow God to mold and shape their character to His image.*

4. **Credibility** (Ex 4:1-9).
Leaders must create an atmosphere of trust that is developed by seeing reliability and results in the life of a leader. *We must deliver on our promises.*
5. **Competence** (Ex 4:10-12).
Leaders must demonstrate the skills that prove they are qualified to lead the task so that people are willing to follow them. *God is able to develop skills we don't initially possess if we trust Him and are teachable.*
6. **Commitment** (Ex 4:13-17).
Leaders must model a sacrificial level of commitment to those they lead. This inspires and motivates their followers to give their best to accomplish the mission.

E. The Commission (release).

1. Timing for release. [See Appendix 5E]

- For every leader, God has a special season of hiding in the quiver, and then releasing, but only at His appointed time.
- Temptations and pressures will come to every leader, urging him to go ahead of God's timing. The potential leader must guard against tampering with the perfect timing of God.
- There is no set pattern or age for a leader to be released into ministry. Therefore, leaders must wait patiently for the timing of God, for He alone is the only perfect marksman!

2. Corporate commissioning (release) of leaders.

Commissioning a leader is a biblical principle that can be accomplished by praying, fasting, and the laying on of hands:

Set apart for me Barnabas and Saul for the work to which I have called them. ³ So after they had fasted and prayed, they placed their hands on them and sent them off. (Ac 13:2,3)

a. Provides a spiritual covering.

Commissioning by leadership will provide a spiritual covering, which is crucial to protect the leader and send them forth with the spiritual authority to accomplish their calling.

b. Imparts spiritual power and/or gifts.

Laying on of hands can result in the stirring up of needed gifts and/or spiritual power to accomplish the calling.

c. Inspires the leader.

Being prayed for by leadership is a very encouraging moment for a leader. It gives him or her a visible demonstration that the leadership is championing their efforts.

d. Allows an avenue for spiritual insight.

During commissioning, the atmosphere is ripe for prophetic words to come forth. A "now" word from the Lord can hearten the leader and provides Holy Spirit-led direction.

e. Mobilizes the body to support the leader.

Commissioning before the body provides excellent exposure opportunity for the leader. Placing a name with a face can certainly bring increased prayer and financial support.

Point to Ponder

Fan into flame the gift of God, which is in you through the laying on of my hands. 2Ti 1:6

Group Application

Preparation Assessment

Assess yourself from 1-10 (1 is low, 10 is high) related to the six areas of ministry preparation. Describe your success and/or struggle in each area.

<u>Area</u>	<u>Rating</u>	<u>Success/Struggle</u>
1. Calling		
2. Confidence		
3. Character		
4. Credibility		
5. Competence		
6. Commitment		

Discussion Questions for Session 5

- Using the "Polished Arrow" illustration, where are you in the preparation process: 1) waiting and wondering in the quiver, 2) drawing back from the target, or 3) deepening intimacy with the Archer?
- Which biblical character's training process can you most relate to? Are you inspired by how they went through the process? Why or why not?
- Have you ever been commissioned in ministry? If so, describe the process.

APPENDIX 5A

The Preparation of David¹

(1Sa 16-20)

- As a shepherd, David's first anointing in the midst of his brethren (16:13).
- A skillful harp player (v. 18).
- A mighty and valiant man (v. 18).
- Considered by others to be a man of war (v. 18).
- Shows the character qualities of wisdom and prudence (v. 18).
- A comely young man with handsome appearance (v. 18).
- Has the favor of the Lord in all things, because David loves Him with all of his heart (v. 18).
- Becomes the servant (or armor-bearer) of king Saul (vs. 21,22).
- Finds favor in the eyes of Saul (vs. 21,22).
- Becomes Saul's court musician (v. 23).
- Functions as a shepherd boy at the same time (17:20).
- Proves himself to be responsible, brave and testifying by killing both a bear and a lion (vs. 34,35).
- Shows the character quality of humility in recognizing his own personal limitations (vs. 38,39). Demonstrates that he has learned from his past experiences, for he used what he had already learned to do (v. 40).
- Manifests his respect for God and His people, and his trust in the name of the Lord, by killing Goliath (vs. 45-51).
- Evidences that he can develop intimate spiritual relationships with people (with Jonathan 18:1-3,19,20).
- Exhibits an ability to enter into a committed, covenant relationship with others, in his covenant with Jonathan (vs. 1-3,19,20).
- Behaves himself so wisely that he is put in command over all of the men of war (vs. 5). Gains a reputation among the people for his mighty exploits, even above the exploits of the one whom he serves (vs. 6-9).
- Survives the fierce anger of the one over him in authority, Saul, even to the point of dodging javelins (vs. 6-9,11).
- David flees for his life since king Saul continues to threaten his life (19:1,2).
- David flees from Saul to the anointed prophet Samuel, who had previously anointed David with oil out of Samuel's horn (v. 18).
- Is forced to leave Jonathan and begin his life as a fugitive (20:41-42).

¹Excerpted from *The Making of a Leader* by Frank Damazio. Portland, OR: City Bible Publishing (www.CityBiblePublishing.com), ©1988. Used by permission.

Six Key Areas of Ministry Preparation

From the Calling of Moses at the Burning Bush

(Ex 3:1 – 4:17)

1. **Effective leaders have a clear CALLING** (Ex 3:1-10).
 - Moses received a very clear calling from God to lead the Israelites out of bondage from Egypt. There was no doubt or confusion about his purpose (Ex 3:10).
 - Ministry leadership is based on a clear calling from God. Emerging leaders must seek God to discover His indisputable call on their lives.
2. **Effective leaders have high CONFIDENCE** (Ex 3:11-12).
 - Moses had a lack of confidence in himself and what he was supposed to do. This showed his lack of trust in God to fulfill his calling (Ex 3:11).
 - Yet God told Moses that His presence would carry him through. He would also give a sign to confirm his calling (Ex 3:12).
 - Confidence comes from the inward assurance that God will be with you and enable you to handle all leadership situations in a responsible, effective, and Godly manner. We must trust that God will ultimately work things out for His glory.
3. **Effective leaders have strong CHARACTER** (Ex 3:13-15, 16-22).
 - Moses was unsure of the name (character attributes) of God. God told Moses that His name meant that He would be everything Moses needed, whenever he needed it. God's character is all encompassing and all sufficient (Ex 3:13,14,15).
 - Christian character comes from Christ-centered internal values that are expressed outwardly in strong moral and ethical behaviors as well as Christ-like leadership actions. We must allow God to mold and shape our character to His image.
 - It is also important to note that God imparts His character into the life of those who yield to Him.
4. **Effective leaders have high CREDIBILITY** (Ex 4:1-9).
 - Moses doubted his credibility. He did not think people would believe or listen to him (Ex 4:1).
 - God told and showed Moses that He would demonstrate His power through Moses to give him authority to accomplish his calling (Ex 4:2-9).
 - Credibility is the trust that is developed by seeing reliability and results in the life of a leader. We must deliver on our promises.
5. **Effective leaders demonstrate COMPETENCE** (Ex 4:10-12).
 - Moses doubted his ability to communicate well. Communication is one of the important areas of competence that a leader must develop to succeed (Ex 4:10).
 - God told Moses He would help him communicate. God is able to develop all the areas of competence that will enable a leader to succeed. God is able to develop skills we don't initially possess (Ex 4:11,12).
 - Leaders must demonstrate the skills that prove they are qualified to lead so that people are willing to follow them. God may develop skills we don't initially possess as long as we trust Him and remain teachable.
6. **Effective leaders demonstrate high COMMITMENT** (Ex 4:13-17).
 - Moses asked God to send someone else to do the job. He did not want to make the necessary commitment to the calling (Ex 4:13).
 - God became angry but still provided a solution. God provided Aaron as a partner to help accomplish the task (Ex 4:14-17).
 - Leaders must model a sacrificial level of commitment to those they lead. This inspires and motivates their followers to give their best to accomplish the mission.

APPENDIX 5C

Preparation Tips for Leaders²

Mastering the Basics.

A leader must possess many qualities and master many skills. Which leadership qualities and skills do you already possess? Which do you lack? Which can you cultivate?

Learning from the Past.

Leadership is not new! Leadership successes and failures have been going on since man discovered fire (and occasionally got burned). Studying the lessons learned from great leaders of the past is a prerequisite for great leaders of the future.

Gaining Knowledge.

Knowledge of your calling field, and the various components which make it up, is absolutely necessary for success. Leaders read magazines, newsletters and related publications. Leaders strive to be the most knowledgeable and professional people in their field.

Develop a Varied Background.

Leaders develop a broad-based background of knowledge and experience they can draw from when necessary. They develop this background by actively participating in a wide variety of extracurricular activities. Leaders interact with other people.

Gaining Experience.

Prospective leaders gain practical experience in their own or related fields. They can draw on diverse experiences from a variety of sources as they prepare for the future.

Staying Up-to-Date.

Leaders know about and utilize the latest in new technology and procedures. Leaders are aware of trends within their own field, the nation, and the world. By belonging to professional associations and reading journals, newsletters and other publications, leaders can prepare to be on the leading edge of new technology.

Sharing Internal Information.

Within your own organization, there are other people and departments that have knowledge and resources you can draw on to enhance your own unit's performance. Prepare for the future by initiating and cultivating personal relationships with your counterparts in other areas so you can share resources and information with them.

Becoming a Good Public Speaker.

Some people come by this skill naturally, but not many. Most have to learn it. When you must speak in public, always: Be prepared.

Conducting Research.

Do your homework. Nothing replaces detailed research on a specific topic. Leaders utilize a variety of sources of information to avoid problems and develop a successful project.

Gaining Respect.

Gaining the respect of peers, subordinates, and leaders over you should be a major goal of yours as an aspiring leader. If you can be liked and respected at the same time, you are a *true* leader. If you can only achieve one, be sure you are respected.

Winning Loyalty.

Leaders must be able to garner the support of their subordinates and bosses. Loyalty must be earned. It is earned by caring about and protecting both subordinates and bosses. It is earned by working *with* people and helping *them* be successful.

Developing Confidence.

Subordinates must have confidence in their leader. They must have the confidence to believe that their leader knows what he/she is doing. They must believe that the leader has the vision and ability to get the job done.

Developing a Sense of Humor.

Humor is important to help keep things in perspective, for both leaders and their subordinates. A sense of humor can ease tensions during difficult times and a little humor can help brighten anyone's day.

²Adapted from *Common Sense Leadership* by Roger Fulton.

Prepared for Crisis³

The *Carpathia* Rescues the *Titanic* Survivors

Being Available.

The rescue ship in the fateful drama of the *Titanic* was the *Carpathia*, captained by Arthur H. Rostron. He was known for his ability to make quick decisions and to energize those who served under him. He was a pious man devoted to prayer. At 12:35 a.m. the *Carpathia*'s wireless operator burst into Rostron's quarters to report that the *Titanic* had struck an iceberg. Rostron reacted in character, immediately ordering the *Carpathia* to turn around and accelerate to full speed in the direction of the *Titanic*. Only then did he ask the wireless operator if he were sure of the message! This showed a remarkable contrast to the reaction of the *California* crew. (Despite being within visual range of the wounded *Titanic*, the captain of the *California* and his crew explained away a flare fired from the *Titanic*, didn't bother to radio her, and actually watched the *Titanic* go down, telling each other as her lights dimmed and slipped beneath the sea that she was sailing away. Had they responded to the first distress signal, the *California* may well have been able to save all of those who perished!)

Thinking Ahead.

Rostron then gave a powerful demonstration of truly prepared leadership; he thought of everything. He ordered the English doctor to the first class dining room, the Italian doctor to second class, the Hungarian to third class, along with every possible piece of equipment or supplies needed for sick or wounded. He ordered different officers to different gangways, instructing them to get the names of survivors to send by wire. They prepared block and lines with chair slings for the wounded. Bowlines were secured along the sides of the ship, with boat ropes and heaving lines, for securing the lifeboats. All gangway doors were opened. He then directed specific officers to be in charge of his present passengers, to take care of their needs and keep them out of the way. All hands were ordered to prepare coffee, soup and provisions. He then designated the officer's cabins, smoke rooms, library, etc., to accommodate the survivors. Stewards were sent to reassure and explain the activity to their own passengers.

Prayer and Courage.

Then Rostron turned to face the biggest problem of all, the ice. He was heading at full speed into the same field that had stopped the *Titanic*. To him reducing speed was out of the question, but he took every measure to reduce the risk to his own ship and passengers. He added a man to the crow's nest, put two more on the bow, one on each wing of the bridge, and he stayed there himself. His second officer, James Bisset, then noticed the captain taking one last measure which he considered the most important of all; he prayed.

At 2:45 a.m. Bisset saw the first iceberg. They steered around it and kept going. During the next hour they dodged five more. At 4:00 a.m. they reached the *Titanic*'s last called position and began picking up lifeboats. As the sun rose it revealed a sight they would never forget - the sea was full of icebergs for as far as the eye could see. Even with all the lookouts, they had passed many they did not see!

Self-Sacrifice.

The difficult rescue of the *Titanic*'s survivors was carried out with such order that peace reigned over all. The *Carpathia*'s passengers caught the spirit of self-sacrifice from the crew. Her first-class passengers gave their own quarters to survivors; others did all they could. On one of the darkest nights of tragedy ever experienced on the high seas, the *Carpathia*'s captain, crew and passengers stand out as bright lights of courage and heroism. They are a demonstration of what true leadership is all about. They did not sleep as others did, and were not fooled by the calmness of the sea. They were PREPARED and they took action.

³Adapted from *Leadership, Management and the Five Essentials for Success* by Rick Joyner.

Are You Prepared for Leadership?⁴

To evaluate your own preparation as a leader, work through this series of questions, which may also stimulate other questions and issues for your own development.

CALLING

Has your calling been confirmed by leaders and the Church at large? Especially people who have watched you grow into your calling? Can they confirm the outward evidence of your calling?

STUDIES/TRAINING

Most leaders who are truly called can't wait for classes to begin; they study on their own. What have you done to study God's Word in preparation for leadership? Under whose authority and guidance are you studying?

COACHING/MENTORING

Most leaders are launched into their ministries through significant relationships with other leaders. Who have been the significant mentors, coaches, teachers, disciplers, leaders in your life? How faithful are you as a disciple? Are you discipling or mentoring anyone now?

⁴Adapted from *The Making of a Leader* by Frank Damazio. Portland, OR: City Bible Publishing (www.CityBiblePublishing.com), ©1988. Used by permission.

Are You Prepared for Leadership?⁴

LIFE LEARNING

What have you learned today? Do you see daily progress toward functioning in your ministry—even if it happens in the school of hard knocks? What are you doing to build on your successes, and to avoid repeating your mistakes? What can you learn in that regard by watching other people?

SERVICE/EXPERIENCE

Have you already begun to function in your unique calling? Ordination or the assignment of responsibility only confirms that you are already functioning in your ministry. What are you doing to minister to the needs of the Church, with or without receiving a formal ministry title?

PROMOTION

Has recognition of your calling and preparation reached the point of your promotion in ministry? At any point, have you made yourself less available for promotion through pride, or any other damaging attitude or sin? Where do you stand now?

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