



Your group matters.

DISCUSSION GUIDE

- Icebreaker -

If you could suddenly perform as an elite athlete in any winter Olympic sport, what sport would it be and why?

1. How do you feel when you hear someone say that you need accountability?
2. Read **Exodus 19:3-6**. The Israelites did nothing to earn God's favor while in Egypt, but He saved them anyway by His grace. So, if we don't have to earn God's favor, then why go to all the effort to live righteous lives?
3. Read **Exodus 19:5-7**. To whom are you a "special treasure" (spouse, parent, grandparent, etc), and how does your awareness of their regard for you impact the way you choose to act or behave when not in their presence? How does this dynamic play out in your relationship with our God who treasures you?
4. Read **Exodus 19:12**. When you have had boundaries placed on you in your life, how have you responded to them—with rebellion, fear, or trust—and why do you think that is? What response do you think God desires?
5. Pastor Tom said that accountability is a "positive instrument" that God uses "to make our lives, relationships, and spiritual journey stronger." How has this proven to be true in your life?

PERSONAL GUIDE

This Personal Guide has been adapted from Professor Grant Horner's Bible Reading System.

Day One: Luke 21; Psalm 4

Day Two: Deuteronomy 1; Proverbs 30

Day Three: Hebrews 11; 1 Corinthians 3

Day Four: James 2; Ezekiel 31

Day Five: Job 30; Acts 14



WELCOME
to
RIVERSIDE
CHURCH

*Big Lake
Buffalo
Sauk Rapids*

February 15, 2026



Milestones - Part 3

"Accountability"

Tom Lundeen | Feb 15, 2026

Note **Acts 15:21**

Accountability is something that almost everyone would agree is important, but the fact is most of us find it easier and we're more enthusiastic about holding _____ accountable...than we are _____ accountability...

We rarely enjoy being on the _____ end of accountability. Accountability is not just good for others, but living on purpose means we understand it's healthy and positive for our lives.

1. _____ Encourages Accountability

Note **Exodus 19:3-4**

...grace isn't an excuse to ignore personal spirituality or a reason to _____ in spiritual mediocrity.

Note **Exodus 19:5-6**

God wanted His grace to promote a greater sense of spiritual accountability and passion for His Word/truth and living for His _____.

2. Accountability Is Expressed in _____

It needs to be at the heart of our relationships with:

- A. _____ (note **Exodus 19:7-8**) - *My greatest thought is my accountability to God.* (Daniel Webster)
- B. _____ (note **Exodus 19:9**) - God uses teams and He also uses _____ leadership to delegate authority so that other team members can help carry out ministry responsibilities.

3. Accountability Establishes Healthy _____

God's truth, principles, and values aren't given to us to restrict our freedom/fun and make our lives _____, but to give our lives healthy limits and boundaries (note **Exodus 19:12**).

Note **James 1:25**

Embracing personal accountability to God's truths and values establishes healthy boundaries so we can experience life the way God _____ us to live.

4. Accountability Is a Divine _____

Note **Exodus 20:18-19**

God gets our attention not to put on a show or impress us, but to teach, shape, change, and _____ us so we will be more like Him (note **Exodus 20:20**).

MILESTONES MATTER:

- God _____ accountability in our lives.
- Accountability is not just good for other people's lives, but we need to _____ it in our own lives.
- It's God's _____ instrument to make our lives, relationships, and spiritual journey stronger.

Tell us about the next step you took today in your spiritual journey!

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Milestones - Part 3

"Teamwork"

Tom Lundeen | Feb 8, 2026

Note **Acts 15:21**

Today we're going to discover there's such a thing as constructive criticism.

1. Why Is Embracing Teamwork Challenging?

- A.** Teamwork is WORK.
- B.** An *"I'd rather do it myself"* attitude is an issue.
- C.** Not every team member is equally gifted which can produce frustration.
- D.** Not every team member has the same level of passion/commitment which can be frustrating.
- E.** Gifted leaders often overestimate their capabilities.

God designed us to work in teams of infinitely various kinds (note **1 Corinthians 12:14-20**).

What did God teach Moses about teamwork?

2. No One Can Do It All

Note **Exodus 17:8-16**

Moses was the ultimate weapon (note **Exodus 17:10-16**), but even he couldn't do it alone (note **Exodus 17:11b**).

He needed a team to be successful (note **Exodus 17:12-13**).

This was a new lesson for Moses (he was mostly a solo act in Egypt).

Note **Exodus 18:13-14**

Moses' response revealed a perception problem (for Moses and his people); but it's still a problem today (note **Exodus 18:15-16**).

This kind of thinking still happens today in churches and with church leaders...

Meaningful ministry is too heavy a responsibility to do entirely alone... (note **Exodus 18:18**).

Everyone loses when a *"Lone Ranger"* mentality dominates...

3. God Uses Teams

Jethro's criticism was constructive (i.e., helpful advice/encouragement).

Note **Exodus 18:19-22a**

Tens = perfect size for small groups.



Positive, healthy, effective teams happen when people are not just given responsibility but also enough authority to carry out those responsibilities. The fact that Moses listened to and accepted Jethro's advice and put it into practice is an example of genuine humility and it's a model for churches and church leaders...

Moses and the Israelites benefited from this development of healthy ministry teams (note **Exodus 18:22b-23**).

This didn't lessen the need for strong leadership (note **Exodus 18:20**).

This allowed him to literally expand his own leadership base as well as teaching and training new leadership (note **Exodus 18:24-26**).

Note **Numbers 11:14, 16-17, 24-25, 28-29**

MILESTONES MATTER:

- No matter how gifted we think we are or what levels of resources we may possess, God wants to move us beyond a *"Lone Ranger/I'd rather do it myself"* mentality and learn that we can't be effective alone and that God uses teams.
- Have you joined God's team/family?
- Are you a part of a team?
- Is teamwork a spiritual discipline in your life?
- Take your next step today.

Tell us about the next step you took today in your spiritual journey!

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