

LEADING IN THE UNCERTAIN MIDDLE**By Christopher C. Simpson**

Beginnings captivate us. Endings bring relief or celebration. But leadership? Leadership happens in the middle – the long, unglamorous stretch where the path forward is not always clear, where crises emerge uninvited, and where the weight of responsibility presses down with relentless force.

This is where most leaders live. You are managing a team, making decisions, building something meaningful – and suddenly, you are caught in the middle of something far bigger than you expected. An economic downturn. An employee on the brink of collapse. A moral crossroads you never saw coming. The middle is unpredictable, messy, and often exhausting. And it's right here that leaders begin to ask: What in the world is happening?!

Here is the challenge: The middle is where fear thrives. When outcomes are uncertain, the temptation is to seize control, retreat, or wait until clarity arrives. But what if clarity never comes? What if God is calling you to lead, not with certainty, but with trust?

Think about Israel's story in Exodus. We know the dramatic beginning: Joseph, miraculously raised to power in Egypt, preserving God's people. We know the triumphant ending: Moses, the plagues, the Red Sea splitting open to provide divine deliverance for the Israelites. But what about the middle?

For 430 years, generations were born, worked, and died in slavery – clinging to promises they never saw fulfilled: no signs, no timeline, no explanation of how their suffering fit into God's plan. Yet, history shows us what they could not see: God was working. Behind the silence, His plan was unfolding, preparing a deliverer, setting the stage for redemption. The middle felt like chaos. But it was not chaos. It was divine providence.

That is where so many leaders stand today. We celebrate success stories and hear about defining breakthroughs. But no one talks about the slow, grueling middle – the years of unseen faithfulness, the sacrifices that feel unnoticed, the tension of not knowing if your efforts will ever pay off.

Yet this is where God is at work. Your leadership is not just about hitting targets, executing strategies, or climbing the ladder. It is about being faithfully present where God has placed you. And the astonishing truth of Scripture is that He does not wait for you to figure it all out before He moves. He's not waiting at the finish line with crossed arms. He is in the middle. In the uncertainty. In the pressure. In the very place you are tempted to try to escape.

And here is the best news: God is not asking for fearless, flawless faith. He delights in leaders who just keep showing up, even when they feel like they are barely holding on.

So, if you are in the middle right now – leading through uncertainty, shouldering burdens that feel beyond you – know this: You are not abandoned. That thread you are desperately clinging to? It is anchored to an unshakable God. Leadership is not about your ability to control the future. It is about trusting the One who already holds it. Hold on.

香港工商基督徒協會 (CBMC Hong Kong Ltd)

地址：香港上環禧利街2號東寧大廈11樓1102室 Tel: (852) 2805-1923

Email: enquiry@cbmc.org.hk Web: www.cbmc.org.hk

支持本會使命，服侍工商界及職場，請下載奉獻表格

<https://www.cbmc.org.hk/file-download.html>

© 2025. Christopher C. Simpson is dedicated to fostering a bold and triumphant Christian faith within the global marketplace, driven by a deep conviction in the Gospel's transformative power. Before becoming President of CBMC International, Chris dedicated 28 years to a distinguished career in the public sector – as a Commanding Officer in the U.S. Marine Corps; and serving in the U. S. Secret Service, responsible for protecting seven American presidents and leading elite teams in complex, high-stakes international missions. With his wife Ana, a native of Nicaragua, Chris resides in Boca Raton, Florida.

Reflection/Discussion Questions

1. What does it mean to lead with trust rather than certainty? How have you seen God work in situations where you lacked clarity?
2. How do you recognize God's presence in the "middle" of your leadership journey? Can you recall a season where you felt you were waiting on God?
3. Why does God often work behind the scenes instead of giving us immediate answers? How does the story of Israel's 430 years of waiting in Egypt while enslaved challenge your perspective on God's timing?
4. What temptations do leaders face when they feel out of control, and how can we respond faithfully? How can Scripture help you resist the urge to act out of fear rather than faith?
5. How can we encourage and strengthen others who are leading in the uncertain middle? What can you do to remind your team, colleagues, or family that God is present in their uncertainty?

Challenge for This Week

When was the last time you found yourself in the 'uncertain middle'? Perhaps you find yourself there now. This week it might be good to schedule time for you to discuss with others – a trusted friend, mentor, or your advisory group – what you are currently facing, seeking God's perspective on those challenges.

Biblical Passages for Further Exploration

Proverbs 3:5-6 – "Trust in the Lord with all your heart, and do not lean on your own understanding. In all your ways acknowledge him, and he will make straight your paths."

A reminder that leadership is about trust, not personal control.

Exodus 3:7-8 – "Then the Lord said, 'I have surely seen the affliction of my people who are in Egypt and have heard their cry... And I have come down to deliver them out of the hand of the Egyptians.'"

God sees, hears, and acts—even when it feels like He is silent.

Psalms 27:13-14 – "I believe that I shall look upon the goodness of the Lord in the land of the living! Wait for the Lord; be strong, and let your heart take courage; wait for the Lord!"

Encouragement for those in the middle, learning to wait with faith.

2 Corinthians 4:16-18 – "So we do not lose heart. Though our outer self is wasting away, our inner self is being renewed day by day. For this light momentary affliction is preparing for us an eternal weight of glory beyond all comparison."

A perspective shift on suffering and perseverance in leadership.

Isaiah 41:10 – "Fear not, for I am with you; be not dismayed, for I am your God; I will strengthen you, I will help you, I will uphold you with my righteous right hand."

A promise of God's presence and sustaining power in difficult leadership seasons.

香港工商基督徒協會 (CBMC Hong Kong Ltd)

地址：香港上環禧利街2號東寧大廈11樓1102室 Tel: (852) 2805-1923

Email: enquiry@cbmc.org.hk Web: www.cbmc.org.hk

支持本會使命，服侍工商界及職場，請下載奉獻表格

<https://www.cbmc.org.hk/file-download.html>
