

## **8. SERVANT LEADERSHIP**

**Leadership is the art of influencing and directing individuals in such a way as to obtain their willing cooperation, confidence, and respect in order to accomplish the objective.**

**Supervision is the art of checking the progress of actions without undue harassment.**

**The Responsibilities of the Leader include the accomplishment of the objective while considering the welfare of the individuals who are assisting.**

**The Leader is a Problem Solver.**

### **QUALITIES OF LEADERSHIP:**

- 1. The first qualification of a great Leader in God's eyes is to become a "servant of all." Matthew 20:28; 23:11**
- 2. Servant Leadership begins with our attitudes and motives.**
- 3. To do this involves seeking the Attitude that Christ had. Philippians 2:5-8**
- 4. This Attitude has to be Motivated by Love (Mark 12:29-31) which is required for spiritual service. Galatians 5:13**
- 5. Love is manifested in practical, observable ways and is a "fruit of the Spirit." Galatians 5:22; I Corinthians 13; Romans 12:9f; Ephesians 5:25**
- 6. So, it involves putting selfishness aside. Mark 8:34-35; Philippians 2:3 (Selfish Leadership is destructive for each time we "use" people to our own ends we take something from them rather than giving something to build them (Galatians 5:15). Building is always more time consuming than destroying.**
- 7. Every Spiritual Gift is designed for service to others. 1 Peter 4:10**
- 8. Leadership serves by equipping others for "the work of service." Ephesians 4:12 (You hire a minister to train you to minister, not to simply minister to you.)**

9. The church is to be a living Organism, not simply an Organization, so the Servant Leader seeks unity which involves a oneness of purpose with common desires, but maybe different methods.
10. Valid Desires:
  - A. MAGNIFY the Lord in your worship and prayer.
  - B. Draw closer as MEMBERS of one another.
  - C. Accept your MISSION to make disciples.
  - D. Identify and function in your MINISTRY.
  - E. MATURE in the grace and knowledge of our Lord Jesus Christ.
12. A Servant Leader becomes a Model for others to follow. I Corinthians 11:1; John 13; Hebrews 13:7; I Peter 5:1-3
13. Servant Leaders seek to Build God's Kingdom, not their own. 2 Corinthians 4:5
14. Leadership Traits:
  - Accountability
  - Bearing
  - Courage
  - Decisiveness and Dependability
  - Endurance
  - Faith
  - Grace
  - Humility
  - Integrity
  - Justice
  - Knowledge
  - Loyalty
  - Mission minded
  - Nurturing
  - Opportunistic
  - Patient
  - Qualified
  - Respectable
  - Servant
  - Tact
  - Unselfishness
  - Vision
  - Wise
  - eXample
  - You-centered
  - Zealous

## **1. INTRODUCTION:**

- A. Although our talents, personalities and gifts may vary, Scripture teaches us clearly that there is a leadership "style" which is uniquely Christian. It has been given, modeled and commanded by Jesus Christ.**
- B. This "style" is Servant Leadership.**
- C. It is vastly different from an "Authoritarian" or "Benevolent Dictator" style of leadership.**
- D. This style is so effective that many secular businesses are trying to copy it.**
- E. Most secular businesses though are motivated by selfishness which is not a Christian motive.**
- F. Servant Leadership applies to any relationship you may influence, either directly or indirectly.**
- G. Servant Leadership is for everyone.**
- H. The simple fact is that a great Leader is seen first as a Servant, and that simple fact is the key to greatness. Matthew 20:28; 23:11**
- I. What is important in leading others is the use of our gifts, abilities, talents and resources that God has given to us.**
- J. The world views good leaders as those who are domineering, have charisma, are good speakers, have experience, are gutsy and tough, or are politicians and compromisers.**
- K. They usually have unusual or superior talents or abilities, are activists who get things done one way or another, and who have an attention-getting personality.**
- L. Servant Leadership is very practical in that all who are under your influence need to receive care.**
- M. The Church today needs more Servant Leaders.**

## **2. WHERE DO WE BEGIN?**

- A. Servant Leadership is much more than a leadership style that we learn to act out and master like other management styles. Servant Leadership begins with our attitudes and motives.**
- B. It begins with seeking the attitude of Jesus Christ. Philippians 2:5-8**
  - 1. The only way this can be accomplished is to "give up" our attempts to do it on our own and commit ourselves to Christ.**
  - 2. It is impossible to be a genuine Servant Leader if we are not first Bondservants of Jesus Christ and filled and empowered by the Holy Spirit.**
  - 3. Many great leaders had to go through a "Desert Experience," to be humbled so as to properly lead. (Moses, David, Jonah, Paul)**

- C. **Servant Leaders are "swimming against the stream" since it is contrary to commonly held views of leadership. Matthew 20:25-26**
1. **The real issue is whether or not we are going to lead for personal gain or lead toward Christ. 1 Peter 5:2**
  2. **Will we "lose our life" for the Lord? Mark 8:35**
  3. **We must learn to say "no" to ourselves as we learn to serve and not seek to be served. Mark 8:34**
- D. **Our motives are extremely important since God is not only interested in what we are doing but why we are doing it.**
1. **King Saul for example was leading in his own way and not God's. 1 Samuel 15:26**
  2. **Thus he was to be removed and another king selected.**
  3. **God desires leaders who have the right motives. 1 Samuel 16:1-13, esp. V7**
  4. **Our natural motives are selfish. Mark 7:21-22**
  5. **If we are to lead as Christ leads, we must go beyond the natural.**
  6. **His motive must become our motive.**
  7. **His motive is love.**
  8. **We must open ourselves to Him and allow Him to reshape our attitudes.**
  9. **His love becomes the hallmark of our attitude and the very essence of our motives.**

### **3. LOVE IS ESSENTIAL.**

- A. **God does not give us power to be used for our own ends or desires. His power is entrusted to us so that we may serve Him and others with the love of Jesus Christ and the power of the Holy Spirit.**
- B. **If Love is central to the Christian Life, then it must be central to Spiritual Leadership.**
- C. **Although love begins on the inside, it is manifested in practical and observable ways. John 13:34-35; Galatians 5:13**
1. **To love someone you must serve them. Ephesians 5:25**
  2. **When we love one another as Christ loved us we will submit to their needs out of that love. Ephesians 5:21**
  3. **We must remember that God is Love (1 John 4:8) and that His love is Unconditional. We can't earn it nor do we deserve it.**
- D. **The outline for leading with love is found in 1 Corinthians 13:4-7.**
- E. **God grants the power to love. 2 Timothy 1:7**
- F. **Jesus taught an inverted power pyramid: humble oneself, submit to God's authority, serve.**
- G. **Servant Leaders get to the top by bottoming out.**

- H. God uses our weaknesses to display His grace. 2 Corinthians 12:9
- I. God does not give us power for the sake of power. He gives us power so that we can live to His glory and influence others for His Kingdom.
- J. Leading in love is the beginning of the "Fruit of the Spirit." Galatians 5:22-23
- K. All of our goals should focus on accomplishing the will of God and building up the lives of all we lead. Romans 14:19; Ephesians 4:12
- L. What builds us builds His Kingdom and what builds His Kingdom, builds us.
- M. We are not to treat those we lead as "disposable objects" whom we "use up" and "cast off."
- N. Love motivates us to identify with the needs of others. Ephesians 4:2
- O. This love needs to be communicated. Ephesians 4:15
- P. Servant Leaders must be willing to take the risk to speak the truth. Ephesians 4:25
- Q. Selfish Leadership is destructive:
  1. Each time we "use" people we take something from them rather than give them something to build them up. Galatians 5:15
  2. Destruction can be fast and easy. Building is time consuming and difficult.

#### **4. SOME BIBLICAL MODELS:**

- A. God has given us a perfect example of Servant Leadership in the person of Jesus Christ. It is vitally important for anyone who aspires to be a true Servant Leader to carefully examine His life. Ephesians 4:16
- B. Leadership does not take place in a vacuum or void, but within a community of people. A leader cannot live in isolation. He or she must be able to relate to other people.
- C. Every gift and thus especially leadership gifts have the purpose of service. 1 Peter 4:10
- D. The service is supposed to equip others. Ephesians 4:12
- E. Leadership within God's Kingdom does not exist simply to meet the ego needs of the leaders, nor do the non-leaders exist merely to be followers or to serve the leaders.
- F. Leaders are called to minister to broken, hurting and incomplete people, so that they too can minister.
- G. Instead of a person being hired to minister to us, we all have the privilege of being involved in ministry together.

- H. The Church is to be more than an Organization. It is to be a living Organism. It is after all, the Body of Christ.
- I. As more and more people begin to serve, the Church becomes more unified.
  1. There is unity in the faith and unity in the knowledge of the Son of God.
  2. Unity is much more than an absence of disagreement or contention. Dictatorships have those qualities and those who disagree are executed or imprisoned.
  3. Our unity of the Spirit cannot be organized or controlled.
  4. True unity is not brought about by ONE leader "knowing the truth" and dictating what is to be.
  5. Servant Leaders attempt to get everyone involved in seeking God's Will for themselves as well as the entire congregation.
  6. True unity consists of purposes with common goals.
  7. We are not to have simply a knowledge "about" Christ but a knowledge "of" Christ. Philippians 3:10
  8. When this is achieved, everyone wins.
- J. The Model of Paul:
  1. Servant Leadership has direction. Philippians 3:12
  2. It is willing to become a model. 1 Corinthians 11:1
  3. It fights personality worship. 1 Corinthians 1:12
  4. It seeks to build and spread God's Kingdom, not to build one's own kingdom.
  5. It does not seek to control and dominate the lives of others, but to be a model and encourage others to do what is right. Romans 12:1-2
  6. No human model apart from Christ is perfect. Philippians 3:13
  7. But, we can learn from their weaknesses and failures as well as from our own.
- L. As a Servant Leader, you may be treated like a servant and never thanked. Luke 17:6-10

##### 5. THE IDEAL MODEL:

- A. The Servant Leader must be ready to give to others whatever God has given to him or her. The Servant Leader owns nothing; all he or she has comes from the Lord and is readily available to be given to anyone who needs it.
- B. Jesus set the example. John 13:12-15
- C. Jesus not only spoke the truth but He lived it.
- D. We are promised blessing if we do too. John 13:16-17
- E. A Servant Leader must not fall into the worldly trap of "do what I say, not what I do."

- F. The disciples did not learn theological truth in just a classroom setting, they learned it in the crucible of life. 1 Peter 2:21
- G. The Lord has called us to a leadership style that is not natural.
  - 1. The Servant Leader must not require a ministry to himself.
  - 2. Christ's disciples initially wanted to be leaders in order to be served and recognized.
  - 3. The Lord came to serve even to the point of giving His life away for the benefit of others. Matthew 20:25-28
- H. To become spiritually great, Servanthood is required.
- I. To be first, you must become a Servant.
- J. We must follow Jesus' example of serving and giving.
- K. The worldly imitation is used as a strategy to gain the will of the leader.
- L. Jesus is not talking about adopting the "role" of a Servant or an organizational style, but actually becoming a Servant.
- M. The benefit of the people one leads is the main goal. They are not the means to another end.

#### 6. A WORKING MODEL:

- A. God wants us to be examples to others. In order for us to be examples to the "flock," we must be following the Chief Shepherd. We must be allowing the Holy Spirit to fill us with the fruit of the Spirit and to endow us with whatever He chooses to entrust to us. We must serve the Lord and His flock willingly and eagerly and be examples who reflect the character of Jesus Christ.
- B. Peter gives us the information. 1 Peter 5:2-3
  - 1. He did not write from a position of ecclesiastical hierarchy or political power, but as a "fellow-elder."
  - 2. Servant Leadership was as unnatural to Peter as it is to us.
- C. Shepherd God's flock:
  - 1. The entire concept of serving as a leader in Christ's Kingdom relates to people more than tasks.
  - 2. We are to remember that it is God's flock and not ours. They are His sheep of His pasture, as are we.
  - 3. We must be careful how we lead and feed His flock.
- D. Serve Willingly:
  - 1. While it is true that we "ought" to serve Him, if the only reason we do it is because we "ought" to, we will usually end up involved in legalism and judging others.
  - 2. Seldom does joy accompany that which is done as moral duty.

3. We should not lead simply and purely out of a sense of obligation.
- E. **Serve Eagerly:**
1. This excludes motives of personal gain.
  2. There is a clear yet subtle temptation to use our position for personal power or advancement.
  3. The Servant Leader must be a Servant first and a Leader second. One must not first aspire to be a leader.
  4. The test: Do those served grow as persons? Do they, while being served, become healthier, wiser, freer, more autonomous and more likely themselves to become servants?
  5. The "minister" must lose his life as the absolute leader, the one who is the center of all activity, head and shoulders above the congregation, in order to find his true life as a servant, as the **RELEASER** of the ministry of the people.
  6. The minister's task is to free people from dependence upon anyone or anything except God and help them discover their ministry.
  7. Those who lead with eagerness usually stimulate eagerness in others.
- F. **Serve As Examples:**
1. Most leaders tend to lead by asserting their authority.
  2. The example must include, "not lording it over them."
  3. Authority in the community is derived not from the holding of a certain rank, not from a special tradition, not from old age or long membership, but from the performance of a ministry in the Spirit. The obedience of all is due to God, Christ, the Spirit. Only a limited and never a unilateral obedience is due to other men in the community. The consequence of the obedience of all to God, Christ and the Spirit is voluntary and mutual submission, the voluntary ministry of all to all." (Hans Kung, The Church)
  4. To be the example that we are to be involves following the Chief Shepherd.

## **7. LEADING LIKE A SHEPHERD:**

- A. Our greatest task is to help every person follow Jesus as the Chief Shepherd. Our greatest desire should be for them to fix their eyes upon Jesus and to run the race set before them with great perseverance, looking unto Jesus, the author and finisher of the faith (Hebrews 12:1-2). It is our joyous task to encourage and enable them to do that.

- B. The Shepherd Knows the Sheep. John 10:11,14**
1. A shepherd had a very personal relationship with their sheep.
  2. The Shepherd was closely involved with each of his sheep from their birth to their death.
  3. He cared for their every need and protected them.
  4. We need to know those we lead and find out where they are in life.
  5. All of our interpersonal relationships require the spirit of a Servant whether direct leadership is involved or not.
- C. The Sheep Know The Shepherd. John 10:4-5**
1. This requires an open relationship.
  2. We have to conduct ourselves so that people want to know us.
  3. This involves a degree of trust which must be earned.
  4. It is a relationship of mutual involvement.
- D. Laying Down Our Lives. John 10:11**
1. We can never lay down our lives as atonement for the sins of others, but we may be called upon to lay down our lives in other ways.
  2. This means we are available to them even when it is inconvenient or not desirable.
  3. There are many risks and scores of inconveniences for Servant Leaders who care about "those allotted to their charge."
- E. A Good Shepherd Leads:**
1. People will not automatically follow your lead just because you realize you are a leader.
  2. Trust cannot be legislated.
  3. Trust is built with time, patience and specific acts of service.
  4. Effective leadership requires that we "go ahead" of the sheep. We do not merely "tell" them but "show" them.
  5. To lead, one must be in sight of the flock.
- F. There Shall Be One Flock. John 10:16**
1. Human shepherds tend to divide their flock and to separate their flocks from other flocks.
  2. However, in Christ's Kingdom, there is **ONLY ONE CHIEF SHEPHERD**, and this is Him!
  3. Within the Kingdom of God there is **ONLY ONE FLOCK**.
  4. Thus, one of the temptations we face as leaders is to build our own personal kingdom. This is often very subtle in its presentation and frequently begins out of a genuine love for the flock and a reciprocal love being

returned. Then eyes get off the Lord and onto the leaders.

5. We must beware of the "we-they," "in-out," "pure-impure" syndromes.
6. The Lord invites people to enter His flock. We tend to drive them away by our own criteria.
7. Servant Leaders must be Life Builders.

#### **8. WARNINGS TO BAD LEADERS:**

- A. Servant Leaders are accountable to God ultimately, and He will hold us accountable for how we lead and care for His people.
- B. It does indeed matter to God when His people are neglected or abused by leaders who become selfish or corrupted by money or power. God does not want His people ruling like the Gentiles.
- C. Woe to the shepherds who only take care of themselves.  
Ezekiel 34:1-10
  1. They did not strengthen the weak.
  2. They did not heal the sick.
  3. They did not bind up the injured.
  4. They did not go after the strays.
  5. They did not search for the lost.
  6. They ruled with harshness and brutality.
  7. They scattered the flock.
  8. God is against such shepherd. Ezekiel 34:10
  9. They are accountable to Him.
  10. He will remove their "flock."

#### **9. LEADERS AND FOLLOWERS:**

- A. To be a true disciple of Jesus, we are told that we must deny ourselves, take up our cross and follow Him (Mark 8:34). Of course, that demands a great deal of commitment and obedience. If we are to obey the Lord, we must become active participants of His Body, the Church. This requires that we become servants of Christ and servants of One Another.
- B. Christ calls us to be both leaders and followers.
- C. A true Servant Leader must be a good Servant Follower.  
1 Corinthians 16:15-18
- D. We are to imitate our leaders just as they imitate Christ.  
1 Corinthians 11:1; Hebrews 13:7
  1. The proof of our love for Christ is our obedience to Him.  
John 14:15,23,24
  2. We are to obey the leaders that point us toward a life of obeying Christ. Hebrews 13:17

- E. A Servant Leader realizes responsibility. Hebrews 13:17
- F. All of us must first seek to please God, not men. Galatians 1:10
- G. We should stop being influenced by those who are not Servant Leaders of Jesus Christ and who instead have their own agendas.
- H. Our ultimate master is Jesus Christ and no one can serve two masters. Matthew 6:24

#### **10. SOME IMPORTANT DO'S AND DON'TS.**

- A. In the natural world, leaders exalt themselves. Their key descriptive word is "pride." They "push" and "press" and "politic" in order to gain personal power and recognition. In the Kingdom of our Lord, those tactics lead to certain failure.
- B. The invitation to follow Jesus Christ is extended to everyone since God is no respecter of persons.
- C. A person who is truly free is free to serve. 1 Corinthians 9:19
- D. Servant Leadership is a choice.
- E. Love has to be the basic motive of Servant Leaders. They must not see merely tasks but people. They have "long-range" goals along with their "short-range" strategy. Part of the long range must be to enable people to grow to maturity.
- F. We must want to win people to Christ and for Christ. 1 Corinthians 1:9; 9:27
- G. Servant Leaders must serve the person and purposes of God. 2 Corinthians 4:5
- H. The temptation gets the most subtle when things don't seem to be going very well and one feels that others are not following as they should be or offering the appropriate appreciation.
- I. When the Servant Leader begins to feel this way, he must begin again to seek the Lord.
- J. A Servant Leader must not try to fake it when he doesn't have the answer.
- K. The Servant Leader must beware of pride:
  1. Pride says to go it alone. God says to go with Him.
  2. Pride says follow our instincts. God says follow Him.
  3. Pride says rely on human knowledge and rationale. God says rely on Him.
  4. Pride says "fake it." God says let the truth set us free.
  5. Pride says never appear weak or uncertain. God tells us that His strength comes through our weakness.
  6. Pride invites people to follow us. God says to follow Jesus.
- L. The Servant Leader is kind and gentle. 2 Timothy 2:24-25

1. The usual human response to difficult situations is to either "fight" or "flee."
2. We are to do neither.

#### **11. PUTTING IT ALL TOGETHER:**

- A. Servant Leadership is not natural. It requires the supernatural, the very presence and power of God.
- B. Summary of Major Principles:
  1. All Christians need to understand the principles of Servant Leadership.
  2. Servant Leadership begins with the mental attitude.
  3. Love is essential for Servant Leadership.
  4. Biblical Models teach us about Servant Leadership.
  5. The role of the Good Shepherd helps us to understand what it means to be a Servant Leader.
  6. Servant Leaders must be Servant Followers.
  7. Servant Leaders are accountable to God.
  8. Servant Leaders choose to lead in that manner.
- C. A Servant Leader does not use these principles to evaluate others but to evaluate oneself.

#### **12. PRACTICAL PRINCIPLES:**

- A. Leadership is the art of influencing and directing individuals in such a way as to obtain their willing cooperation, confidence, and respect in order to accomplish the objective.
- B. Supervision is the art of checking on the progress of actions without undue harassment.
- C. The Responsibilities of the Leader include the accomplishment of the objective while considering the welfare of the individuals who are assisting.
- D. The Leader is directly involved in problem solving.
  1. The attitude is "How do we solve this?"
  2. The Leader can recognize a problem and investigate the details.
  3. The Leader can then make an estimate of the situation and look at alternative solutions and ramifications.
  4. The Leader then is one who takes action.
- E. The Leader must:
  1. Be willing to assume responsibility.
  2. Be willing to make decisions.
  3. Be willing to lovingly confront.
  4. Be willing to listen.
  5. Be willing to make changes.
- F. Leadership Traits:
  1. Accountability to those in authority over him and to those whom he leads.

2. Bearing in appearance and personal conduct.
3. Courage is a mental quality which recognizes fear of danger or criticism but enables the individual to meet danger or opposition with calmness and firmness.
4. Decisiveness which includes the clear expression of the decisions made.
5. Dependability in the performance of duty.
6. Endurance in handling the common things of life without giving up.
7. Initiative in seeing what has to be done and then commencing a course of action.
8. Integrity in character and moral principle.
9. Judgment which involves weighing all facts and possible solutions.
10. Justice in being impartial, consistent and fair.
11. Knowledge relating to the task at hand and of those that one seeks to lead.
12. Loyalty first of all to the Lord and then to others.
13. Tact in communicating to others the objective without creating undue offense.
14. Unselfishness with personal time and energy. Not seeking one's own personal comfort.

### 13. VISION:

- A. The Leader must be a Visionary.
- B. The Leader must Communicate the vision and encourage people to serve.
- C. The Vision is the essence of Life and Hope.
- D. The Leader is the Keeper of the Vision.
- E. Vision requires the ability to see what God wants done.
- F. We then trust God:
  1. Begin with His revealed will.
  2. Be available for use by Him.
  3. Maintain an enduring confidence in His word.
- G. What is involved in the accomplishment of a Vision?
  1. A realistic Appraisal of the present situation.
  2. What is the Potential?
  3. What Resources are needed to accomplish the Vision?
  4. Are the Spiritual Factors considered?
  5. Is there the Courage to take the Steps of Faith?
  6. Is there the Patience to Persevere?
- H. Without Vision, a Leader has planned to fail. Proverbs 29:18

### 14. LEADERSHIP EVALUATION:

- A. Do you think independently but are still teachable?
- B. Can you use disappointment creatively?

- C. Do you retain control of yourself when things go wrong?**
- D. Do you benefit from criticism?**
- E. Do you readily secure the cooperation and respect of others?**
- F. Can you lead without forcing the issue of authority?**
- G. Are you known as a peacemaker?**
- H. Can you be trusted to handle difficult or delicate situations?**
- I. Can you accept opposition to your viewpoint without considering it a personal affront?**
- J. Can you make and keep friends?**
- K. Are you unduly dependent on the praise and approval of others?**
- L. Are you at ease in everyone's presence?**
- M. Are you really interested in people?**
- N. Do you possess tact?**
- O. Do you anticipate the likely effect of a statement before you make it?**
- P. Do you possess a strong and steady will?**
- Q. Do you nurse resentments?**
- R. Are you a Visionary?**
- S. Do you welcome responsibility?**
- T. Are you in the grip of a Master Love and Master Passion??**