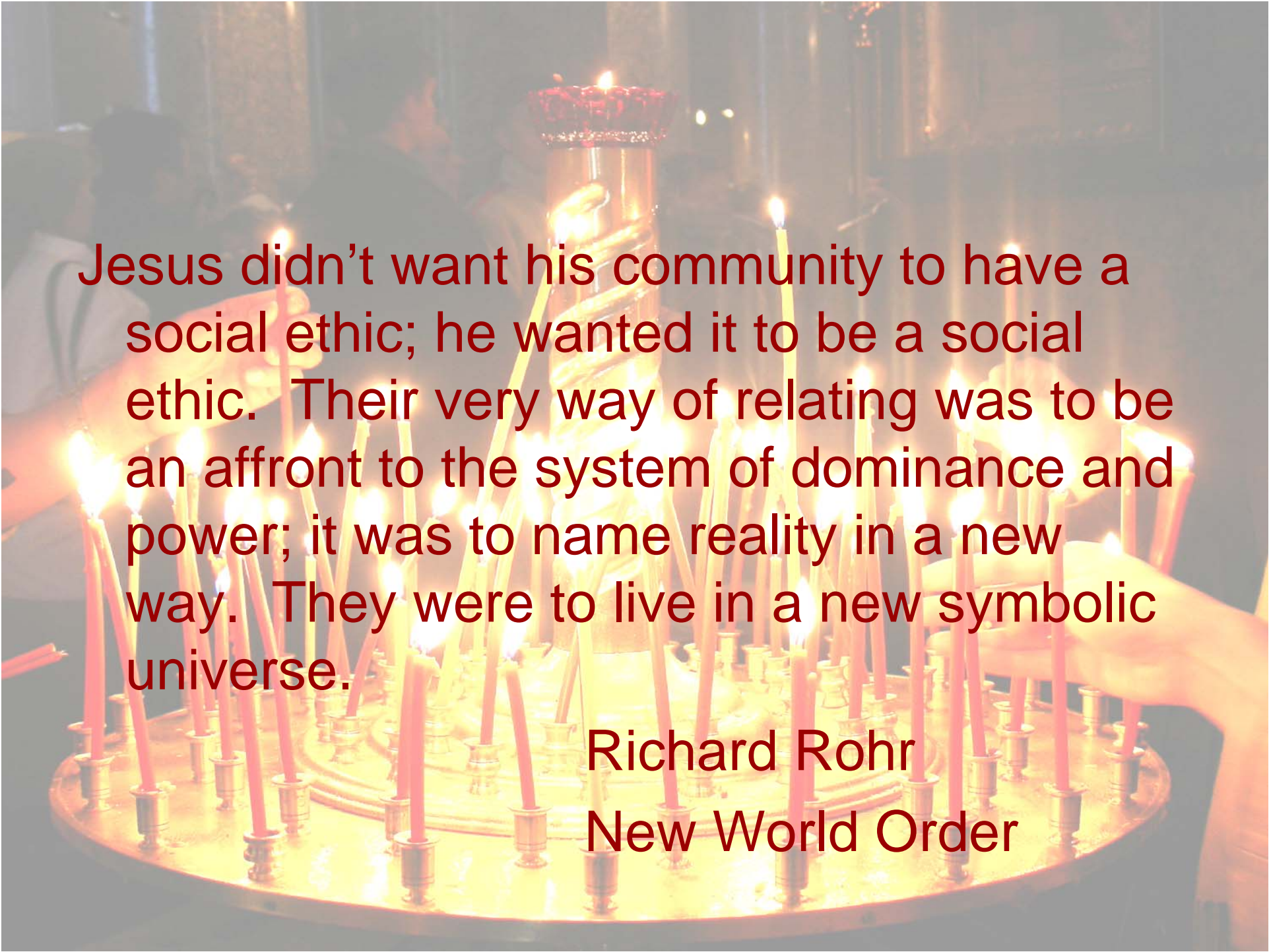




# Servant Leadership

By  
The Rev. Canon C. Andrew Doyle

A large, ornate, multi-tiered candelabrum with many lit red candles, set in a dimly lit room. The candles are arranged in a circular pattern on a tiered base. The background is dark, with some faint lights visible. The overall atmosphere is warm and solemn.

Jesus didn't want his community to have a social ethic; he wanted it to be a social ethic. Their very way of relating was to be an affront to the system of dominance and power; it was to name reality in a new way. They were to live in a new symbolic universe.

Richard Rohr  
New World Order



As disciples of love we see the people of this world in a different way – we see them as icons of Jesus.

As disciples of love we recognize that each person has a unique value – inherent value. Love creates value not the market place, law, or empire.

As disciples of love we accept others based on where that person is, instead of where we are. “While love will produce a new quality of life, it does not demand this new quality of life as a precondition.”

Ordinary human love sets conditions. As disciples of love we understand that Christian love sets no limits on its radical call of self-giving.

Gordon Cosby

By Grace Transformed

## Matthew 20:25-28

Jesus called them together and said, “You know that the rulers of the Gentiles lorded over them, and their high officials exercise authority over them. Not so with you. Instead, whoever wants to be great among you must be your servant, and whoever wants to be first among you must be a slave – just as the son of man did not come to be served but to serve. And to give his life as a ransom for many.”

# Servant Leadership Is Different



- A servant leader is rooted in the leadership of Jesus
- A servant leader sees their ministry as an opportunity to act on behalf, with, and for others (to serve)
- A servant leader embraces and welcomes feedback
- A servant leader desires to know how they can provide better service

# History of

- Term coined by Robert K. Greenleaf
  - Began with self-published essay 'The Servant as Leader' in 1970
  - Significant global movement
- Connection with community of scholars - Covey, Block, Senge, DePree, Wheatley, Blanchard, Autry, ...
  - Is a model in many of the top ten 'great places to work' in USA, UK, Australia

# Developing Servant Leadership Skills

Ability to diagnose the situation

Flexibility

Partnering



# Diagnosis



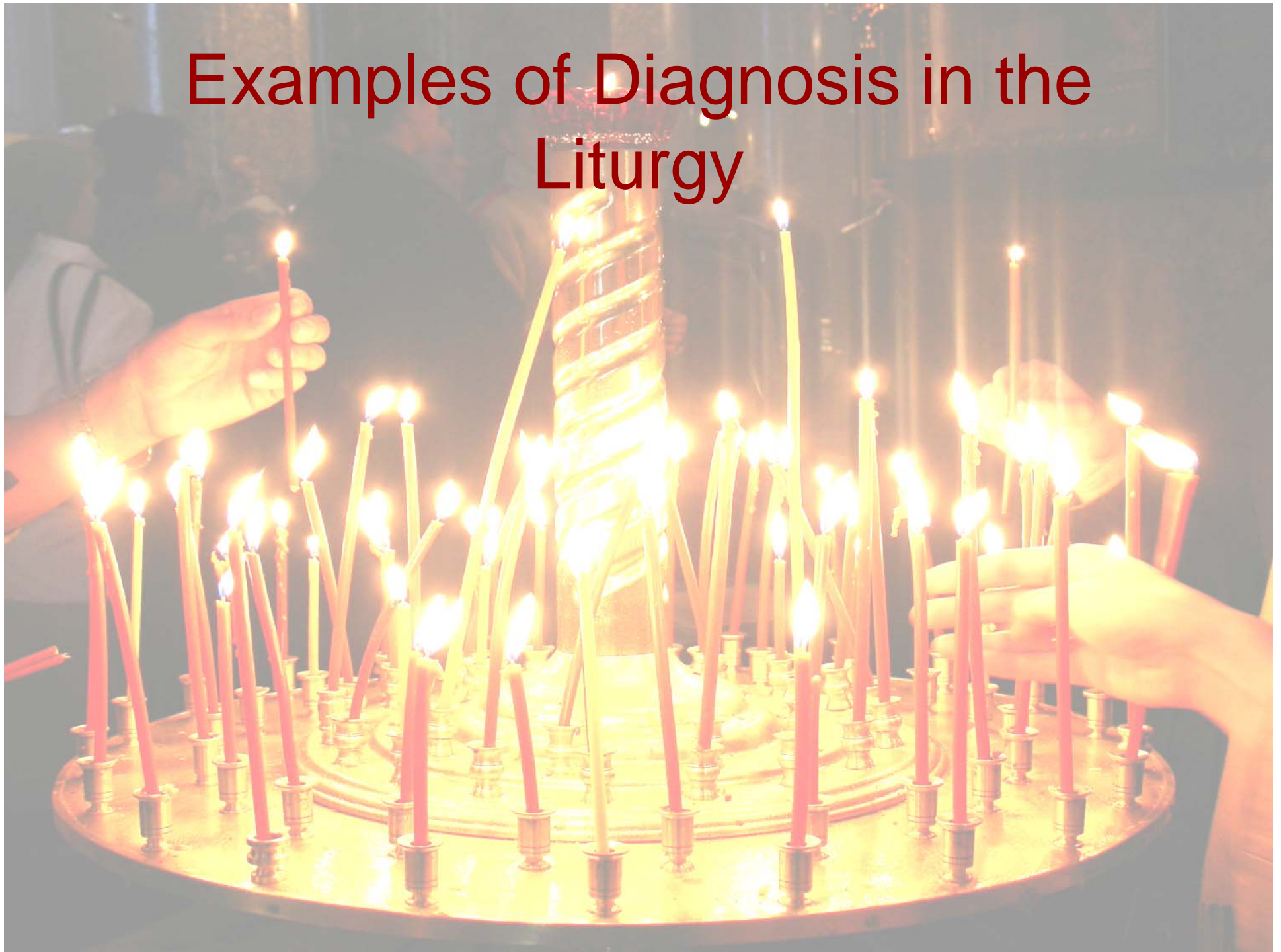
- You must first observe:
  - The people
    - Their ability
    - Their life situation
    - Where they are in their journey with Christ and in community
- The ministry challenge
  - Parameters
  - Time
  - Gifts and talents needed
  - What and Who is needed?

# Diagnosis Begins With Vision

- How do you see the world?



# Examples of Diagnosis in the Liturgy



# Flexibility

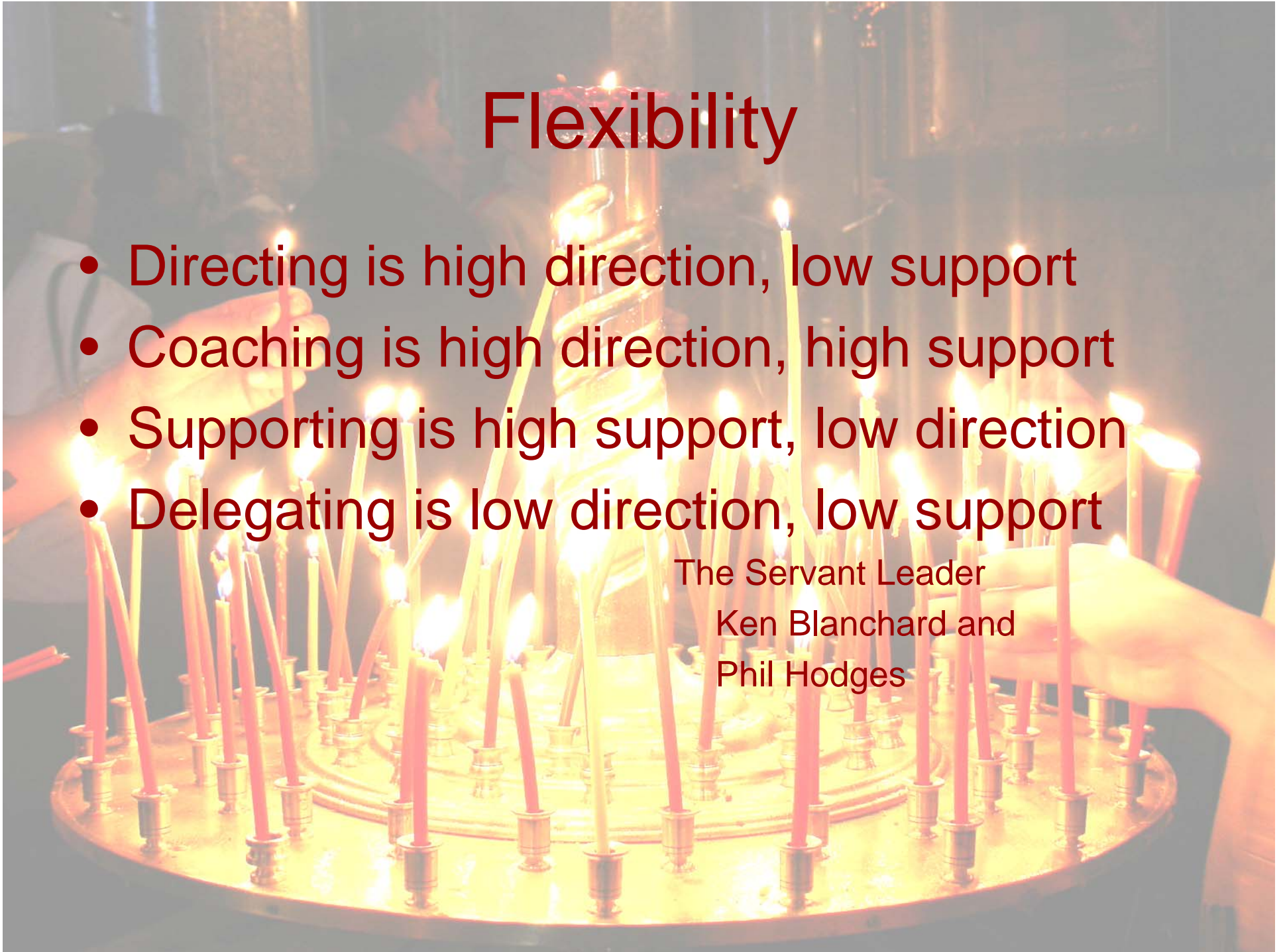


- What leadership style and communication style will you bring to bear on those being raised up in ministry.
- There are basically two types of leadership styles: directive and supportive
- Directive is telling people when, where, how, and what to do.
- Supportive is listening, involving, encouraging praising, and facilitating their work with the group.
- Every situation requires particular action: direction, coaching, supportive, delegation

# Flexibility

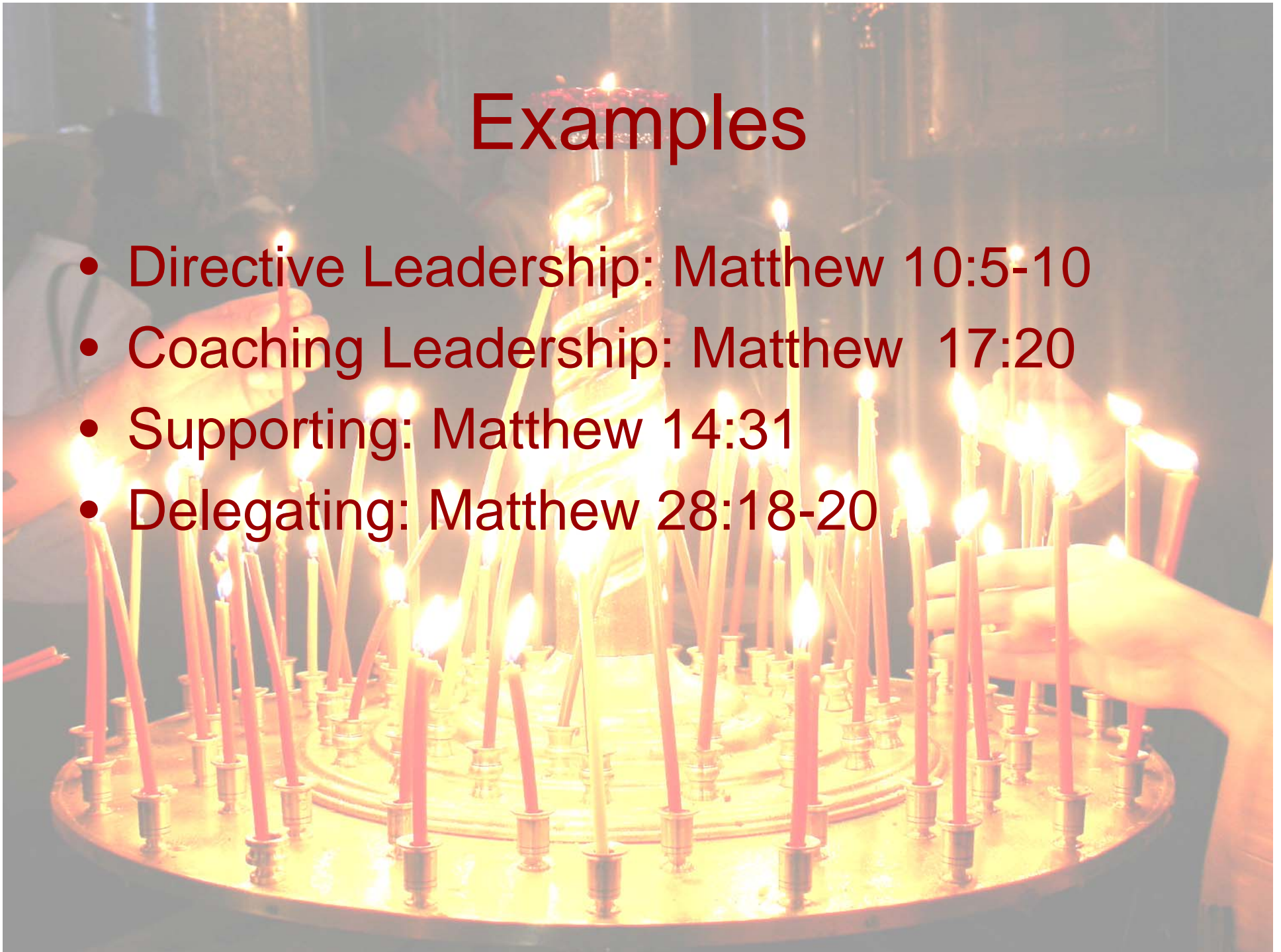
- Directing is high direction, low support
- Coaching is high direction, high support
- Supporting is high support, low direction
- Delegating is low direction, low support

The Servant Leader  
Ken Blanchard and  
Phil Hodges

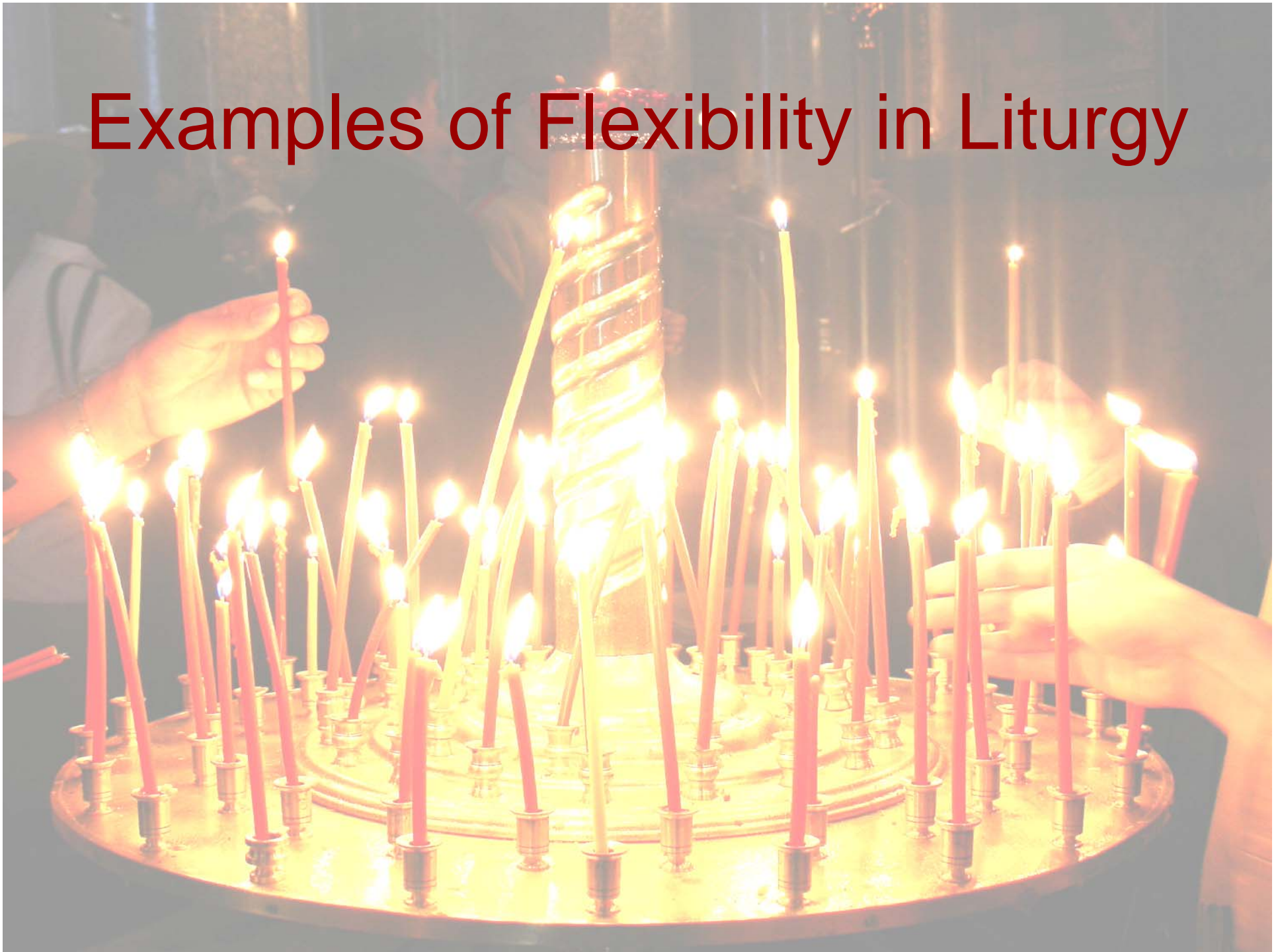


# Examples

- Directive Leadership: Matthew 10:5-10
- Coaching Leadership: Matthew 17:20
- Supporting: Matthew 14:31
- Delegating: Matthew 28:18-20



# Examples of Flexibility in Liturgy



# Partnering

A large, ornate, multi-tiered candle holder with many lit candles, symbolizing partnership and shared goals. The holder is made of brass or a similar metal and has a central spiral design. The candles are lit, creating a warm, glowing atmosphere. The background is dark, making the light from the candles stand out.

- How will you work together for common goals?
- Accountability: Must follow through on the agreement.
- Always using the first two skills.

# Example of Partnering in Liturgy



# Practicing Servant Leadership

A large, ornate brass candle holder with many lit red candles. The holder is circular and has a central spiral design. The candles are lit, creating a warm, glowing atmosphere. The background is dark, making the light from the candles stand out. The overall scene suggests a religious or ceremonial setting.

- Care, Love, and Nurture
- Build Relationships, Teams, Community
- Enable others to succeed

# Care, Love, Nurture



- Develop a perspective of Love
- Make a conscious choice to view and treat others as your friends
- Look for the good in people
- Be patient and forgiving
- Consider individuals and their interests as important
- See situations from the other's perspective, empathize and accept

# Build Relationships, Teams & Community

- Connect with people
- Learn names/establish rapport
- Think the best of everyone
- Consider relationships important
- Invest time in relationship building
- Listen actively and build self esteem
- Take in information, ask questions and work to understand
- Identify common ground
- Get to know others' situations, motivations and emotions
- Be authentic about your own struggles (be vulnerable)

# Enable Others to Succeed

- The natural outcome of caring and relationship
- Understand people by slowing down and being fully present with them
- Seek to identify and serve the most profound (highest priority) needs
- Make decisions and take actions with followers needs in mind
- Help, teach, support, mentor, coach
- Communicate and be persuasive
- Empower
- Provide assignments that challenge and grow a persons skill
- Acknowledge and reward strengths and development efforts
- Accept some risk (and even failure) as a part of development
- Encourage and reward

# Foundation

- Leadership is just leadership without Jesus
- Servant leadership takes Jesus as a model and seeks to deepen our relationship with Christ
- We undertake our Christian journey with intentionality
- This is the foundation which transforms us into servants first of God and then to our neighbor

# The Foundation Practices

- Solitude: spending time with God
- Prayer: speaking with God
- Being Filled with God's word: reading and meditating on scripture
- Accountability: engaging with others along the journey (reconciliation)
- Community: Worship and Fellowship
- Stewardship: our selves and our lives

# Thoughts and Sharing



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- May the words of my mouth and the meditations of my heart be pleasing in your sight O Lord, my Rock, and my Redeemer.

Psalm 19:14