

# **Building Servant Leadership Communities**

## **Facilitator's Guide for Church Leaders**

A Publication of



# BUILDING SERVANT LEADERSHIP COMMUNITIES: FACILITATOR'S GUIDE FOR CHURCH LEADERS

Copyright © 2020 by Co-Serve International. All rights reserved.

Published by

Co-Serve International

P.O. Box 2099

Sandy, OR 97055

Contents

Introduction – the Pyramid and the Tree..... 3

How to Use this Guide..... 5

Session 1: What is Biblical Servant Leadership? (Part 1)..... 10

Session 2: What is Biblical Servant Leadership? (Part 2)..... 13

Session 3: What is Biblical Servant Leadership? (Part 3)..... 15

Session 4: The Role of Titles in a Servant Led Church..... 17

Session 5: The Proper Metrics for a Servant Led Church ..... 20

Session 6: Servant-Leadership in the Home..... 22

Session 7: Leading as a Team ..... 24

Session 8: Preaching as a Team..... 26

Session 9: Language of Servant Leadership ..... 28

Session 10: How to Stay on Track and Not Get Derailed ..... 30

Session 11: The Great Commandment, the Great Commission, and the Servant Leader. 32

## Introduction – the Pyramid and the Tree

The mission of Co-Serve International is to model and cultivate servant leadership communities around the world. As part of this mission, we have developed the Building Servant Leadership Communities series of discussion guides to help groups in a variety of contexts to grow as servant leadership communities.

**This guide has been developed specifically to help facilitators to lead discussions with groups of church leaders.** The topics for discussion come primarily out of the experiences of Jonathan Martin and Bob Maddox – two pastors who are on their own journey of growing as servant leaders. Around each topic, a variety of activities and discussions are provided that will help church leaders, in partnership with Scripture and the Holy Spirit, to consider and draw out the principles of a servant leadership community. As such, this guide will not attempt to explain everything about servant leadership communities ahead of time (if that were even possible). Still, as a way of introduction, consider the illustration of the pyramid and the tree...

**The Pyramid** – one of humankind's greatest achievements. A monument to a power crazed Pharaoh. Built on the back of fear, intimidation slavery, and death. A massive barren tomb amid a lifeless desert. And tragically the leadership structure of most organizations – including the church. Many people trying to support the structure created by the few – often an individual. One on top above all the masses down below.

**The Tree** – one of God's most beautiful creations. A monument and symbol of life. Living and life giving. A lifeless seed planted in the ground, springing up and branching and multiplying till it yields fruit with its own seed and all the bird's come to rest and make home in its branches. Fruit producing seed that will in turn plant other life-giving trees. The picture of what the church should be. A tree of life. A structure that connects and supports its people who are producing the fruits of the spirit and reproducing themselves.

God's intention for the church is "life giving." Jesus gave his life... Paul gave his life... to build a church that would bear much fruit – to be the structure that supports the people, empowering every man and woman and child to become everything God has called them to be.

Imagine church where there are no mere attenders – where everyone knows the mission of the church and their own specific calling to fulfill that mission. Imagine a church community

that empowers and equips each person to fulfill their mission in every sector of society.

That is what a servant led church seeks to do. This book is a guide. It takes us away from the world and its ways and forces our teams to grapple with the questions that need to be asked so we can become the life giving and reproducing tree that God intends.

A tree is an inverted pyramid. Jesus, as he bowed his head in death with arms outstretched on that cross, was the very image of an inverted pyramid – everything the Pharaoh was not. May we imitate our living savior and once for all abandon the soulless ways of the long dead Pharaohs. This calls for a complete restructuring of the church - leaders serving from the bottom up, committed to empowering others to do even greater things than themselves. There is much work to be done.

## How to Use this Guide

### Overview

This guide will help you, as a facilitator, to take a small group of church leaders through **11 sessions** on building servant leadership community. Each session will take from 3 to 4 hours. The first three sessions can be grouped together and held as a “kick-off retreat” over about 2 days. We suggest that you meet regularly (at least once per month). These sessions work best with groups of up to about 12 people. Each of the sessions include the opportunity for one group member to share their story about leaders in their life. As such, if there are more than 10 people in your group, extra time or sessions will need to be added so that everyone can share their stories.

Each of the sessions include the following components:

- **A pre-session assignment.** The pre-session assignments involve reading some material or watching a video to prepare for the discussion during the session. It is important that each group member takes the time to complete the pre-session assignment prior to the session.
- **Follow-up on action plan.** At the beginning of each session, time is given for a couple of the group members to share their experience as they carried out their action plan. Following up with members about their actions plans and keeping them accountable to this is a critical part of this program, as the purpose of each session is to help members to learn to *do*, not only to know.
- **A story about leaders in your life.** Each session will include the opportunity for one group member to share their story about leaders in their life. Guidelines for preparing this story are included in the Appendix of this guide. Each of these stories should be limited to 30 minutes. After each person shares, the group should respond for 15 minutes by affirming what they learned or asking follow-up questions.
- **Reflection and Discussion.** The primary learning method used in each session is to draw out the ideas and experiences of each group member. This is done in partnership with God’s Word and the work of the Holy Spirit. This requires a skilled facilitator to lead the

times of reflection and discussion (see more about this in the section on “Facilitating Sessions” below). In each session, this guide will use group activities, reading material, videos, artwork, and guided questions to promote meaningful reflection and discussion around the topic of the session.

- **Action plan.** Each session will conclude with the opportunity for the group – either corporately or individually – to develop a specific action plan in response to what they learned during the session.

This Facilitator’s Guide is intended to be used only by the facilitator. This guide should be used together with an accompanying **Member’s Guide for Small Groups of Church Leaders**. The Member’s Guide is a separate booklet that should be handed out to each participant prior to the first meeting. The Member’s Guide includes a place to develop a schedule for the sessions, the pre-session assignments, various reference materials, and instructions for developing an action plan related to each session.

## **Facilitating Sessions**

Many principles of servant leadership can be modeled by how you lead the group through the sessions in this guide. It is important to demonstrate that every person’s stories, ideas, and experiences are valuable teachers for the group. The main role of the facilitator is not to teach information, but to listen, ask questions, and to draw out the wisdom and gifts of others.

The facilitator should have a posture of wanting to learn from the others by listening to them. Facilitators should be ready to be transformed in this process as they learn from the wisdom and insight of those they are helping. At the same time, a facilitator should be well prepared and versed in the material of each session. A facilitator, while letting each member of the group be a teacher, is also working to guide the group in a certain direction. This is the skill and mystery of what it means to facilitate.

You will find that the principles of servant leadership are not difficult to draw out from the group. Servant leadership is known intuitively by people and most people know how they want to be led. Those who have studied the Bible and the life of Jesus will already know what servant leadership should look like. And, most people realize that they have rarely seen servant

leadership practiced well.

In each session several activities are suggested. As part of each activity, this guide includes many primary questions (shown in regular print), secondary questions (shown in regular, italic type), and additional information (often shown in parenthesis). The primary questions are the “must ask” questions we recommend that you use during each activity. The secondary questions may never get asked but they may be helpful depending on the situation. The additional information may be interjected and shared with the group when the facilitator believes it would be useful.

Following are some general guidelines we have found helpful as we facilitate these sessions:

1. During the discussion, avoid answering the questions yourself. Wait for people to give their answers. Sometimes people just need some time to think. Silence is not an enemy during these sessions.
2. Encourage everyone to participate. Work hard to not let a few people dominate. Encourage people to share by specifically saying their name and asking for their thoughts.
3. Encourage multiple responses to questions. Use questions like, “What else?” or “Any other thoughts?” to keep the discussion going.
4. When someone in the group asks a question, turn it back to the group. Use questions like, “What do you think?”
5. As the facilitator, you can also interject your own stories, thoughts, and ideas. However, you should do this very carefully and not take on the role of the “main teacher.”
6. Be sensitive to the work of the Holy Spirit. Some questions may lead nowhere, and you can feel free to move on without dragging them out. Other questions may lead to sacred moments that significantly open people’s hearts. You may need to give extra time for people to respond in these cases.
7. Try to limit “rabbit trails” – stories or discussions that are not really connected to the main ideas of the session. Also, work to limit times of “gripping” about bad leadership in the church. Some negative examples about leadership can be helpful, however, the main point is not to gripe about these things, but to start to understand positive changes that we can make in our own lives as leaders.
8. Do your best to keep moving through the material. This is an area of discernment,



however, and when a deep and important discussion is taking place, you may need to decide that it is best to skip some activities or push them off to a future session.

## Preparing for Sessions

Before each session, you, as the facilitator, should:

- Take at least 1 hour to study the activities and concepts found in the session. Work to understand the purpose behind each activity and each discussion question. Feel free to put questions into your own words and to think of additional questions that may be helpful.
- Spend time in prayer, asking God's Spirit to guide the discussion during the session.
- Set up the meeting room as **chairs in a circle**. This demonstrates that each person's input is equally valuable. Make sure a whiteboard or flipchart is also available, along with any other equipment or materials required by the session. You may want to assign one of the group members to help with this.
- Remind each group member to prepare for each session and complete their pre-session assignment as described in the Member's Guide. After the first session, also take time to contact each group member and ask them about their progress in carrying out their action plans. Choose two group members to share about their experiences on implementing their action plans during the upcoming session.
- Assign one group member to be a **note-taker** to record the key points of reflection during the group's discussion. This will help the group remember what they discussed so they can hold each other accountable to these things as they move forward. Notes can also help you to share what you are learning with others. Co-Serve International would love to receive copies of your notes to help us as we continue to work with groups around the world. Please send copies of your final notes to Jonathan Martin at [Jonathan@co-serve.org](mailto:Jonathan@co-serve.org).

## Resources

**Church Leader Cohorts.** We generally recommend that church leaders from *different* churches go through this guide together first, before attempting to use it inside their churches. Through this process, these leaders can then discern what they need to do to create the appropriate learning atmosphere with their own group of church leaders. Co-Serve International regularly gathers Church Leader Cohorts to work through this guide. If you are interested to join such a cohort, please contact Jonathan Martin at [Jonathan@co-serve.org](mailto:Jonathan@co-serve.org).

**Co-Serve Facilitators.** Co-Serve International staff are available to assist your group by serving as facilitators during a kick-off retreat or during your initial sessions. They can help your group get started and to model how the sessions are facilitated. If you are interested in this opportunity, please contact Jonathan Martin at [Jonathan@co-serve.org](mailto:Jonathan@co-serve.org) or Bob Maddox at [BobMaddox@co-serve.org](mailto:BobMaddox@co-serve.org) to learn more.

**Companion Guide for Church Small Groups.** Co-Serve International has also published the guide: **Building Servant Leadership Communities: A Discussion Guide for Church Small Groups**. This guide combines the use of inductive Bible study, spiritual autobiographies, and various activities to help church members, through small group meetings, to grow together as a community and in their understanding of servant leadership. Church leaders who are in their own process of learning about servant leadership may want to encourage the use of this guide inside their church's small groups to help church members also grow in their understanding of servant leadership and community.

## **Session 1: What is Biblical Servant Leadership? (Part 1)**

### **Pre-Session Assignment**

Hand out the Member's Guide to each member prior to the first session. Explain to each member that they should complete the pre-session assignment as outlined in Session 1 of the Member's Guide.

### **Welcome and Orientation**

**Welcome and Introductions.** Welcome everyone. If this group includes people who do not know each other well, ask each person to introduce themselves in just about 1 minute. Have each person share one thing they hope to learn from this group and this time together.

**Schedule.** Introduce the group to the plan for the sessions and the topics for each session by referring them to the Schedule in the Member's Guide. Agree with the group on the schedule and meeting times for each session and ask them to write the meeting times into the Schedule in the Member's Guide.

**Group Commitments.** Explain to the group that, as we meet, it is helpful to agree to some common values and rules for our time together. Read through the Group Commitments in Session 1 of the Member's Guide – asking each person to read one commitment. Ask each person if they can make these commitments. If anyone is unable to commit, ask the group to develop a set of commitments that work for them as a group. Afterwards, have a brief time of sharing by asking: Why do you think these kinds of commitments will be helpful to our group?

**Introduce Stories About Leaders in Your Life.** Introduce the idea that during each session, we will ask one person to share stories about the key leaders in their life. Look at the guidelines for developing these stories in Session 1 of the Member's Guide. Sign up the group members to share during each session. They should write their names in the Schedule in the Member's Guide. If there are more than 11 members in your group, you may need to schedule extra sessions to hear everyone's stories. (Note: Prior to this session, you should ask 3 group members

to share their Stories About Leaders in Your Life during the first 3 sessions. Choose members who will set a good example by sharing their key experiences openly and within 30 minutes).

### **A Story About Leaders in Your Life**

Ask the first person to share their Story About Leaders in Your Life. After they share, give 15 minutes for feedback by asking: What did you learn from this person's stories? Any follow-up questions you would like to ask them?

### **Reflection and Discussion**

**Breaking the King Saul Syndrome.** Based on the reading in the book, ask the group the following questions:

- Who has been the best and most empowering servant leader in your life? Describe this person to the group.
- How did you develop your current philosophy of leadership? Where did this philosophy come from?
- Do you see elements of the King Saul Syndrome in your leadership?

**The Pyramid and the Tree.** Look at photos of a pyramid and a tree in Session 1 of the Member's Guide. Ask the group the following questions (See examples to answers to these questions in the Introduction to this guide):

- What are the differences you see between these two objects? Give many examples.
- What kinds of leadership behaviors could the pyramid represent? What is the result of each of these behaviors?
- What kinds of leadership behaviors could the tree represent? What is the result of each of these behaviors?

### **Action Plan**

Give time for the group to work on their action plans (either individual or corporate) as outlined in Session 1 of the Member's Guide. Afterwards, for individual action plans, give time

for members to share some of their plans with the group.

## **Session 2: What is Biblical Servant Leadership? (Part 2)**

### **Pre-Session Assignment**

Each group member should complete the pre-session assignment as outlined in Session 2 of the Member's Guide.

### **Follow up on Action Plan**

Give about 10 to 15 minutes for the two group members you have chosen to share about their experiences implementing their action plan(s) from the previous session.

### **A Story About Leaders in Your Life**

Ask the second person to share their Story About Leaders in Your Life. After they share, give 15 minutes for feedback by asking: What did you learn from this person's stories? Any follow-up questions you would like to ask them?

### **Reflection and Discussion**

**Breaking the King Saul Syndrome.** Based on the reading in the book, ask the group the following questions:

- What do you feel are your gifts? Are you using your gifts primarily to benefit others and build them up in Christ? Or, are your gifts being used more to impress others for your own benefit?
- Why have you sought out leadership or power up to this point? What has been your primary motivation?

Biblical servant leadership. Discuss the following:

- Choose a partner and in pairs, each take one minute to succinctly define biblical servant leadership to the other. Then, share your definition with the group.
- What are some elements or key words that must be part of the definition?
- Name some key passages of Scripture which best capture the true nature of servant

leadership. Read each passage and point out the main leadership ideas. (The following passages are some examples of key scriptures about servant leadership: 2 Timothy 2:2, Philippians 2:1-13, Ephesians 4:1-16, 1 Corinthians 9:19-26, John 12 :23-26, Matthew 13:31-32, Matthew 20:20-28, Colossians 1:27-29, John 3:30).

### **Action Plan**

Give time for the group to work on their action plans (either individual or corporate) as outlined in Session 2 of the Member's Guide. Afterwards, for individual action plans, give time for members to share some of their plans with the group.

## Session 3: What is Biblical Servant Leadership? (Part 3)

### Pre-Session Assignment

Each group member should complete the pre-session assignment as outlined in Session 3 of the Member's Guide.

### Follow up on Action Plan

Give about 10 to 15 minutes for the two group members you have chosen to share about their experiences implementing their action plan(s) from the previous session.

### A Story About Leaders in Your Life

Ask the third person to share their Story About Leaders in Your Life. After they share, give 15 minutes for feedback by asking: What did you learn from this person's stories? Any follow-up questions you would like to ask them?

### Reflection and Discussion

**Breaking the King Saul Syndrome.** Based on the reading in the book, ask the group the following questions:

- Who are you mentoring and discipling right now? What are you trying to accomplish through that experience?
- Do you have a group of "mighty men" in your life? If so, how do they make you better? How do you make them better and increase their greatness?

**What it is and what it is not.** Using a whiteboard or flipchart make two lists as a group. One list should describe "What servant leadership is" and the other list should describe "What servant leadership is not." Each list should list various leadership behaviors and actions that are possible, with the second list showing things that leaders may often do – but are *not* servant leadership. Think of Jesus, Paul, the best servant leaders you have known, and the verses you have mentioned in the previous session as the primary basis for the "What it is" section.



After this exercise, you may want to look at “Example Ideas on What Servant Leadership Is and Is Not” in the Appendix of the Member’s Guide. This may encourage your group as you see common thinking with your own lists, and it may help you to consider more ideas raised by other groups.

**The essentials.** Using a whiteboard or flipchart, as a group, write down what you think are the “essentials” of biblical servant leadership. Think of key statements that are necessary to describe what biblical servant leadership is about.

After this exercise, you may want to look at “Example Ideas on the Essentials of Biblical Servant Leadership” in the Appendix of the Member’s Guide. This may encourage your group as you see common thinking with your own list, and it may help you to consider more ideas raised by other groups.

### **Action Plan**

Give an appropriate amount of time for the group to work on their action plans (either individual or corporate) as outlined in Session 3 of the Member’s Guide. Afterwards, for individual action plans, give time for members to share some of their plans with the group.

## **Session 4: The Role of Titles in a Servant Led Church**

### **Pre-Session Assignment**

Each group member should complete the pre-session assignment as outlined in Session 4 of the Member's Guide.

### **Follow up on Action Plan**

Give about 10 to 15 minutes for the two group members you have chosen to share about their experiences implementing their action plan(s) from the previous session.

### **A Story About Leaders in Your Life**

Ask the fourth person to share their Story About Leaders in Your Life. After they share, give 15 minutes for feedback by asking: What did you learn from this person's stories? Any follow-up questions you would like to ask them?

### **Reflection and Discussion**

**Why we love titles.** Discuss the following:

- Of all the titles you have had, which title gave you the greatest sense of power and significance? What was there about the title that did that?
- Why do we have titles? Where did they come from? What purpose do they serve?

**Matthew 23:7-12.** Read this passage. Then, discuss the following:

- Did Jesus really mean this? (i.e. Do not be called "teacher." Do not call anyone "Father." Don't be called "leader.")? What is he getting at?

**The title of "Pastor."** Discuss the following:

- When people hear the word "pastor" what are their pre-conceived ideas? Make a list of possible pre-conceptions. ("Pastor" often means leader, teacher, or father.)
- How many of these come from our culture and how many from the Bible?

- How can a title dictate what you are supposed to do? How might we try to live up to pre-conceived ideas and end up hurting ourselves and others?
- Does a title ever become a person's identity? Is this ever a problem? How so?
- Many pastors are referred to as "Pastor Smith" or "Pastor Jason" by everyone in their congregations and sometimes even outside their congregations. Are there any inherent potential problems with this?
- There are many who serve as shepherds (pastors) in churches, yet so often it is only the ones who are paid who get this title. Why is this? (This is obviously culturally OK, but we never see this in the Bible. Talk about this. Should both – paid and unpaid – get the title, or neither? Some churches' traditions even base their pay scales on the titles of their employees. How did such policies come to be? Any inherent or potential problems with them being connected?)

**Getting respect.** Discuss the following:

- In many cultures it is said, "you need a title so people will respect you!" Does true biblical respect come from a title? What does it come from?
- How is it that we might use a title as a cheap substitute or a short-cut to get true and deep respect?
- There was a man on a church staff that took time and thought and developed all the staff members around him, and they so appreciated it. The elders wanted to give him the title "Pastor of Staff Development." He did not want such a title because it could change the way the other staff members viewed him. How might it change the relationship? (Could change the relationship from "he wants to" to "he has to.")
- Some will say, "If we don't have a title, people will still call us something." Is this true? Is this good?
- Is it possible to have a Church without titles? Which is better for true understanding – a description of your role or a title? (When someone asks, "What do you do?" – often we as pastors will answer with our title – I am the "Senior pastor of Grace Church." This can mean a thousand different things to a thousand different people. If you did

not start with your title, how would you tell someone what you did instead?)

### **Action Plan**

Give an appropriate amount of time for the group to work on their action plans (either individual or corporate) as outlined in Session 4 of the Member's Guide. Afterwards, for individual action plans, give time for members to share some of their plans with the group.

## **Session 5: The Proper Metrics for a Servant Led Church**

### **Pre-Session Assignment**

Each group member should complete the pre-session assignment as outlined in Session 5 of the Member's Guide.

### **Follow up on Action Plan**

Give about 10 to 15 minutes for the two group members you have chosen to share about their experiences implementing their action plan(s) from the previous session.

### **A Story About Leaders in Your Life**

Ask the fifth person to share their Story About Leaders in Your Life. After they share, give 15 minutes for feedback by asking: What did you learn from this person's stories? Any follow-up questions you would like to ask them?

### **Reflection and Discussion**

**Measuring success.** Discuss the following:

- What are the default metrics for measuring Church growth? How do most churches around you measure success? (Often, it is "The three B's" – butts, bucks and bricks – meaning attendance, giving, and buildings).
- What do these numbers tell us about true church health?
- What are the structures in the evangelical church that keep encouraging these default metrics?

**Ephesians 4:7-16.** Read this passage. Then, discuss the following:

- Based on this passage, what does a servant-led church measure to determine success? Make a list of measures stated and implied from this text. Write your list on a white board or flip chart.
- After each item on your list, discuss how you can measure that item.

- After this exercise, you may want to look at “Example Ideas on Measurements to Determine Success” in the Appendix of the Member’s Guide. This may encourage your group as you see common thinking with your own list, and it may help you to consider more ideas raised by other groups.

### **Action Plan**

Give an appropriate amount of time for the group to work on their action plans (either individual or corporate) as outlined in Session 5 of the Member’s Guide. Afterwards, for individual action plans, give time for members to share some of their plans with the group.

## **Session 6: Servant-Leadership in the Home**

### **Pre-Session Assignment**

Each group member should complete the pre-session assignment as outlined in Session 6 of the Member's Guide.

### **Follow up on Action Plan**

Give about 10 to 15 minutes for the two group members you have chosen to share about their experiences implementing their action plan(s) from the previous session.

### **A Story About Leaders in Your Life**

Ask the sixth person to share their Story About Leaders in Your Life. After they share, give 15 minutes for feedback by asking: What did you learn from this person's stories? Any follow-up questions you would like to ask them?

### **Reflection and Discussion**

**Titus 1:6-9 and 1 Timothy 3:1-7.** Read these passages. Then, discuss the following:

- How many of these qualifications are character qualities and how many are skills/talents?
- Of these character qualities, which are linked to the home? Which pertain to both inside and outside the home?

**Matthew 25:14-13.** Read this passage. Then, discuss the following:

- What is the difference between a steward and a king or owner? (A steward takes care of the king's or owner's property. A steward gives back to the king with interest.)
- How does this passage apply to our wives and children? (They are not ours. They are ultimately God's and we must give them back. They should become better because of us.)

**Ephesians 5:25-33.** Read this passage. Then, discuss the following:

- If Jesus presents his church in this manner – then, as stewards of our wives, how are we to give them back and present them to God?
- What have you done or are you doing to develop your wife's gifts, talents, and aspirations?
- Have you ever asked your wife what her dreams are?

**1 Peter 3:7.** Read this verse. Then, discuss the following:

- How important, according to this verse, is it that we live in an understanding way?
- List the different things we must do to truly live in an understanding way? Use a white board or flip chart and list as many examples as you can.
- Why do you think so many Christian leaders' children rebel and do not walk with Christ? List as many reasons as you can.

**Ephesians 6:4.** Read this verse. Then, discuss the following:

- In what ways can we as fathers and as church leaders provoke our children to anger? (Not listening to them. Trying to control their lives. Making our kids behavior about making us as leaders look good rather than wanting their best. Not considering their gifts and talents but forcing them into our mold.)

## **Action Plan**

Give an appropriate amount of time for the group to work on their action plans (either individual or corporate) as outlined in Session 6 of the Member's Guide. Afterwards, for individual action plans, give time for members to share some of their plans with the group.



## **Session 7: Leading as a Team**

### **Pre-Session Assignment**

Each group member should complete the pre-session assignment as outlined in Session 7 of the Member's Guide.

### **Follow up on Action Plan**

Give about 10 to 15 minutes for the two group members you have chosen to share about their experiences implementing their action plan(s) from the previous session.

### **A Story About Leaders in Your Life**

Ask the seventh person to share their Story About Leaders in Your Life. After they share, give 15 minutes for feedback by asking: What did you learn from this person's stories? Any follow-up questions you would like to ask them?

### **Reflection and Discussion**

**God's Model.** Discuss the following:

- God invites us to be an indispensable part of his team even though he could do it better by himself. Why is this? What does this reveal about God's ultimate plan for us?
- What does it say about how we lead others?
- Where do we see "team" in the Bible? Make a list on a white board or flip chart.
- After this exercise, you may want to look at "Example Ideas on Team in the Bible" in the Appendix of the Member's Guide. This may encourage your group as you see common thinking with your own list, and it may help you to consider more ideas raised by other groups.

**Committee vs. Team.** Discuss the following:

- What are the differences between a committee and a team? (Each has unique role on

the team and empowered to play that role. Not someone who just votes. Not about simply agreeing to lowest common denominator.)

**Empowering vs. Controlling.** Discuss the following:

- What is the difference between empowering and entrusting a team member – and controlling them? (Helping them to develop their ideas and dreams, not insisting that they conform to ours. Giving ideas, advice, and assistance, but not taking control.)
- What does it mean to delegate authority (as opposed to just delegating tasks)? Make a list on a white board or flip chart.
- After this exercise, you may want to look at “Example Ideas on What Does It Mean to Delegate Authority” in the Appendix of the Member’s Guide. This may encourage your group as you see common thinking with your own list, and it may help you to consider more ideas raised by other groups.

## **Action Plan**

Give an appropriate amount of time for the group to work on their action plans (either individual or corporate) as outlined in Session 7 of the Member’s Guide. Afterwards, for individual action plans, give time for members to share some of their plans with the group.

For further study, consider reading and using the following resources: [The Five Dysfunctions of a Team](#) by Patrick Lencioni and [Leadership and Self Deception](#) by the Arbinger Institute.

## **Session 8: Preaching as a Team**

### **Pre-Session Assignment**

Each group member should complete the pre-session assignment as outlined in Session 8 of the Member's Guide.

### **Follow up on Action Plan**

Give about 10 to 15 minutes for the two group members you have chosen to share about their experiences implementing their action plan(s) from the previous session.

### **A Story About Leaders in Your Life**

Ask the eighth person to share their Story About Leaders in Your Life. After they share, give 15 minutes for feedback by asking: What did you learn from this person's stories? Any follow-up questions you would like to ask them?

### **Reflection and Discussion**

Considering the "one preacher" model. Discuss the following:

- Why do you think the "one preacher" model is the norm in the US and around the world? List as many reasons as you can think, using a white board or flip chart.
- What is modeled about leadership when our church has a one preacher model?
- What are some advantages of having multiple preachers? (Lower burnout, more time to shepherd, different voices with different "life songs," great balance – theological and practical).

**Preaching as a team.** Discuss the following:

- What is the difference between having multiple preachers and preaching as a team?
- What model were you taught in school for sermon preparation? What model have you most seen practiced by others. (Probably something like: "1 hour of prep for every 2 minutes preaching. Isolate. Get alone. Use commentaries")

- How can non-preachers be part of the team? (Brainstorming, personal stories, own theological reflections, differing points of view)
- How can preaching as a team be used to disciple, equip and empower others?
- How has getting other's input made your sermon's better?

### **Action Plan**

Give an appropriate amount of time for the group to work on their action plans (either individual or corporate) as outlined in Session 8 of the Member's Guide. Afterwards, for individual action plans, give time for members to share some of their plans with the group.

## Session 9: Language of Servant Leadership

### Pre-Session Assignment

Each group member should complete the pre-session assignment as outlined in Session 9 of the Member's Guide.

### Follow up on Action Plan

Give about 10 to 15 minutes for the two group members you have chosen to share about their experiences implementing their action plan(s) from the previous session.

### A Story About Leaders in Your Life

Ask the ninth person to share their Story About Leaders in Your Life. After they share, give 15 minutes for feedback by asking: What did you learn from this person's stories? Any follow-up questions you would like to ask them?

### Reflection and Discussion

**The language of servant leadership.** Servant leadership must be intentional, and the language of a community and its leaders must constantly reinforce this. Discuss the following in relation to this:

- What language can we use in our churches, so people truly understand the nature of servant leadership and the nature of community? Write down many ideas using a white board or flip chart.
- What language can we use that describes godly authority? Again, write down many ideas using a white board or flip chart.
- After these exercises, you may want to look at "Example Ideas on the Language of Servant Leadership" in the Appendix of the Member's Guide. This may encourage your group as you see common thinking with your own lists, and it may help you to consider more ideas raised by other groups.

## **Action Plan**

Give an appropriate amount of time for the group to work on their action plans (either individual or corporate) as outlined in Session 9 of the Member's Guide. Afterwards, for individual action plans, give time for members to share some of their plans with the group.

## **Session 10: How to Stay on Track and Not Get Derailed**

### **Pre-Session Assignment**

Each group member should complete the pre-session assignment as outlined in Session 10 of the Member's Guide.

### **Follow up on Action Plan**

Give about 10 to 15 minutes for the two group members you have chosen to share about their experiences implementing their action plan(s) from the previous session.

### **A Story About Leaders in Your Life**

Ask the tenth person to share their Story About Leaders in Your Life. After they share, give 15 minutes for feedback by asking: What did you learn from this person's stories? Any follow-up questions you would like to ask them?

### **Reflection and Discussion**

**The three temptations.** From the pre-session assignment, discuss the following:

- Write down each of the three temptations on a whiteboard or flip chart. Define and describe each one.
- Divide into small groups or pairs and share which of the three temptations you have battled with the most in your life and ministry. Share what have you done to safeguard yourself against all three.

**Resolutions.** Look at the resolutions in Session 10 of the Member's Guide. Ask the group, how do each of these resolutions keep us from trouble/sin? How do they keep us on target?

### **Action Plan**

Give an appropriate amount of time for the group to work on their action plans (either individual or corporate) as outlined in Session 10 of the Member's Guide. Afterwards, for

individual action plans, give time for members to share some of their plans with the group.



## **Session 11: The Great Commandment, the Great Commission, and the Servant Leader.**

### **Pre-Session Assignment**

Each group member should complete the pre-session assignment as outlined in Session 11 of the Member's Guide.

### **Follow up on Action Plan**

Give about 10 to 15 minutes for the two group members you have chosen to share about their experiences implementing their action plan(s) from the previous session.

### **A Story About Leaders in Your Life**

Ask the eleventh person to share their Story About Leaders in Your Life. After they share, give 15 minutes for feedback by asking: What did you learn from this person's stories? Any follow-up questions you would like to ask them?

### **Reflection and Discussion**

**Living out the Gospel.** We have said before that servant leadership is the way individuals and communities live out and display the Gospel. List the ways that this is true.

**Matthew 28:18-20.** Read this passage. Then, discuss the following:

- Jesus' great commission states that we are to "*make disciples of all nations.*" How do being a servant leader in the workplace and in our communities, the great Commandment, and the Great Commission go together?
- How do they go together, as a schoolteacher?
- How do they go together, as a business owner?
- How do they go together, in one's neighborhood?

**Matthew 5:13-14.** Read these verses. Jesus first called, then equipped, and then commissioned his disciples to go and do the same. Discuss the following:

- How will your church *call, equip, and commission* your people to be these things – salt and light – in their work and communities?
- *Call* - How are people being called to follow Jesus?
- *Equip* – How are people being equipped and empowered as servant leaders and in the skills needed to communicate the Gospel message?
- *Commission* - What does it look like for everyone to be commissioned to live out their calling in light of Christ's great commandment and commission?

### **Action Plan**

Give an appropriate amount of time for the group to work on their action plans (either individual or corporate) as outlined in Session 11 of the Member's Guide. Afterwards, for individual action plans, give time for members to share some of their plans with the group.