

GOSPEL FOR AFRICA

SERVANT LEADERSHIP

THE CHURCH IS FACING A GODLY
SERVANT LEADERSHIP CRISIS



The Church is full of individuals who have assumed leadership roles, hustled their way into positions of power and authority and given themselves names and titles that supposedly qualify them to be leaders. Yet for all this we are in probably the most compromised state we have ever been in - "LUKE WARM". The behaviour of leaders is appalling, their lifestyles mirror that of the world and their testimonies just **DON'T** reflect Christ.

These are now the examples that have been set forth in churches for others to model - were in trouble.

A true leader is Christ like in every sense, manifests the "fruit of the Spirit" and most certainly meets the qualifications clearly laid out in 1 Timothy 3:1-13 and Titus 1:5-16. He leads by example; modeling Christ (John 10:1-18), laying down his life and esteeming every other person greater than himself (Philippians 2:3).

This is a Godly Servant Leader. The call of one who is committed to Servant Leadership is to model and facilitate trust in God and in one another. You must be committed to a stress-free environment in your team relationship! A good leader will always be actively listening and courteous. Your appreciation, love, and recognition of the contribution of others will encourage respect for one another because, as a team, all are growing together!

The leadership must show a real, genuine sense of being Christ's servant and modeling it, and recognize the people in their care as His children. This is Servant Leadership Development (Galatians 2:20-21; Ephesians 4:11-13).

The Leader is focused on the glory of Christ, not of self! Thus, he does not fear losing authority when Jesus is our authority. It is about who can do the job the best with dignity and character, not the fear of losing control.

SIMPLE CHECKLIST TO EXAMINE YOUR CURRENT LEADERSHIP STYLE



- Is your leadership mindset from God's Word or from the latest trend?
- Do you encourage creativity and unity, or conformity and uniformity?
- Is your heart excited for what Christ is doing in you and in your church? Are you willing to be excited?
- Will you bring excitement from your heart and mind so it mentors others?
- Good leaders, who are servants, are relational and not loners.
- A Leader does not posture himself to the detriment of others, or squelch the enthusiasm and call of others.
- Good leaders are available to others as Christ was (Mark 1:32-39)
- Good leaders empower and employ others as Paul did (Rom. 16:3-7, 9, 22; Col. 4:7, 10-11; 2 Tim. 4:20; Tit. 3:12; Phil. 23)
- Are you about ego and selfishness, or equipping and releasing others?
- It is essential that as leaders, we get along with and like others and have compassion on them
- Do you have clear goals and a biblical purpose, or are you engrained in personal goals for personal reasons?
- Do you rely on your or someone else's charismatic personality or on what Christ is doing
- Do you rally people for Him or for your own ideas (no matter how good they may be)?
- A shepherd needs to be clear in his communication. Clarity is a must as is flexibility. Being indecisive breeds contempt and disunity. People need to feel secure. Our security and direction must be in Him.
- Do you realize you are not indispensable, that we are all the people of God, called by Him who does not need us, but chooses to use us anyway?
- | If we are claiming Christ as Lord, we need to be living the life^¾not just talking about it or just showing up for the club meetings (church)!
- | We need to see what He has done for us. He brings us to God, He makes us alive, He cleanses us, and He is our continual Example! Therefore, we do not need to waste any more of our lives with evil desires or evil deeds. This will translate into our conduct and our prayers, as well as our fervent love for one another (John 16:33).
- The Leader is supported and kept stable by Christ and must see life as a mission. We are here to learn and grow in Him not in the world, and to be infusers and influencers to the world, not from the world.
- Do your goals include your spiritual growth and that of the team?
- Give constructive feedback not criticism; give abundance of praise and catch people doing things right!
- | It is about the people not the program. Make sure people are given encouragement and follow-up. If not, you will lose the best ones!
- Good leaders, even those with the kindest hearts and the most patience need to maintain accountability.
- Do you have clear responsibilities and lines of communication? Do people know the vision, and has it been "caught?"
- Good leaders are vulnerable, admit mistakes, and take blame. Never rationalize misdoings or sin!



- Good leaders persuade and promote their church to be hospitable, as hospitality is one of the main reasons churches grow. People need to feel welcomed, cared for, and usable!
- Good leaders reward people, making them feel important and loved.
- Do you spend the time to encourage your team on to spiritual growth?
- Do you know how to lead yourself and the church deeper into the heart of God to worship and glorify Him?
- Leadership is learned more than it is born. It is a gift and a call that is to be followed and cultivated. Strong willed personalities are born; biblical leadership is formed by being in Christ. It is far better to form leadership in a timid person who is receptive and teachable in Christ, than what we consider is a natural leader who is prideful! Because we are called to be strong in Him not just in ourselves!
- Leadership is not a privileged class of people. Rather, it is the bottom rung of the ladder that motivates others to move up the ladder to serve and to do.
- Does the team have prayer as their focus and possess the competence, abilities, and skills to carry out goals?
- Do your team members have a deep reverence and love for the Lord, so it infuses them and their personality and spills out to others around them? (Keep in mind the different personalities and spiritual maturity of team members.)
- Do you have a personal agenda that occupies your primary focus?
- Do you have a sense of unified commitment within your team so that they all feel a sharing of the ministry, or is one person running the whole show?
- Is there a sense of love and trust within the team?
- Do you hold regular meetings, listen, and welcome the input of others?
- Does your team trust you & know that you care & listen so that they share their perceptions and give you feedback?
- Do you encourage improvement without imposing pressure?
- Does your team have the necessary resources, supplies, and support needed to get the work done?
- Does your team feel appreciated?
- Do you build on one another's strengths as well as protect and offset one another's weaknesses?
- Do you allow your team the freedom to fail without judging or showing condescension?
- Does your team support you and help you achieve goals, or is there competition and back-fighting? Good leaders are good communicators; they inspire trust and confidence, they have vision, they know the goals, and they empower people in the right direction (Heb. 12:1-5)
- Do you have the ability to confront sin and take risks, setting the example for the team?
- Be enthusiastic (Prov. 22:29; Rom. 12:11; 2 Thess. 3:13; 2 Tim. 2:15)!
- Do you listen to new ideas from your team? Be proactive with the attitude of Christ.



- God NEVER asks us to violate His commands in order to accomplish His will (1 Cor. 9:22)!
- Be one who delegates by respecting, supporting, and equipping others, not micromanaging them. Affirmation and listening will foster cooperation and unity (Prov. 12:25; 20:5). People stop their service in the church when they feel they are not needed, empowered, trained, or respected. This is the real reason why churches have problems finding people to serve. It is not because they are not out there, but because they have encountered too many barriers and have been squelched!
- Are you open for improvement? If not, how can you develop an attitude to accept this?
- Good leaders are proactive, practice realistic and sound judgment, have initiative, and inspire others with their tenderheartedness and example. Bad leaders lead by a force of will.
- We are called to show compassion without regard to a person's status, to have the "strength" to walk beside others and minister the love of Jesus without condemnation. Godly meekness means showing grace to others because we understand the grace we have been given.
- Good leaders are teachable. To be a person who can teach, we have to be a person who is teachable, who is a learner and can pass it on, who can share insights and what has been learned with others to disciple them. It never means being condescending or thinking we know it all. This is not the spiritual gift of teaching. Rather, it is the ability to pass on God's love and insights to others. It is first being a learner, absorbing and applying what God has for us, then replicating that in others (Ex. 33:13; Psalm 25:4-9; 86:11; Proverbs 9:8-9; Matthew 7:28; 11:28-29; 28: 19-20; John 7:16; 14:26; Mark 4:2; Luke 5: 1-11; Acts 16:1-4, 18:5, 19:22, 20:4; 1 Thess. 3:2-6 2 Tim. 2:2; 2 John 1:9).
- How much time are you and your team spending in prayer, both personally and collectively? Humbleness is essential in leadership (Job 41:34; Psalm 10:5; 18:27; 101:5; 131:1; 6:17; Prov. 16:18; 21:4; 30:13)!
- Leadership exacts a heavy toll from us. Make sure you are fed from His precepts, take care of your family and self, eat right, exercise, take vacations, and always be accountable!

SERVANT LEADERSHIP PRINCIPLES



- Servant Leadership is about being humble-minded! They are never negative, condescending, or scheming
- Servant Leaders will have the enthusiasm and willingness to be virtuous and positive to all of the people they touch, both in their family and in the church.
- Servant Leaders are not insecure, but secure in whom they are in Christ. They recognize that life does not revolve around them, but rather on relationships, first with Christ and then with others. Their focus and motivation are not on their ideas, but first on Christ and then on others. In contrast, bad leaders are distinguished by their pride, boasting, self-absorption, self-protection, and self-interests.
- Servant Leaders give priority to others and value their opinions. They do not compare or criticize others.
- Servant Leaders are, first and foremost, loyal to Jesus Christ. They are never concerned about serving their own interests, manipulating, or seeking personal gain or control.
- They are people who have the attitudes that Jesus had!
- They are people who have been transformed by Christ, with faith as the core of their being, and fueled by Christ, not self!
- They are people who place the needs of others first!
- They are people who have eternal values and God's timing in mind!
- They are people who place integrity ahead of ambition! (1 Tim. 3:2a & 7a)
- They are people who see glorifying Christ and serving Him as the measure of success!
- Servant Leaders of Jesus Christ and His church have His "basin and towel" attitude (John 13:1-17; 1 Corinthians 9:26, 27)
- Servant Leaders do not neglect their families!
- Leaders do not allow themselves to fall away from their responsibilities and call.
- Leaders will have a deep sense of purpose that comes from God, with His direction, identity, and eternal destiny in mind.
- Servant Leaders are not weak^¾they are meek (strength under control)! They are willing to challenge the system, ask questions, take risks, and, when necessary, they are willing to change.
- Servant Leaders, above all, desire to pursue their Christian formation to become excellent both in character and spirituality.
- Christian leaders and followers must not allow personal agendas or power issues to get in the way of God's Word or of reaching the goal of the church (if the goal is biblical).
- Leaders do not seek power and/or influence; rather, they are revolutionaries showing that the world's ways are ludicrous and ineffective (Mark 9: 33-37)!
- Servant Leaders know how to lead themselves and others in order to bring the church deeper into the heart of God so to worship and glorify Him!
- Servant Leaders are not willing to compromise truth or the Word just to be more effective!
- Leaders tear down sin and Satan's strongholds and pull the weeds of strife away from the flock.
- Servant Leaders should be able, while modelling the way, to get others to follow, empowering them to grow spiritually and in ministry.



- Leaders do not compare or judge one another. They see each church and leader who is operating under God's call as unique and purposeful. They do not seek to become what they are not, nor cause division, strife, or conflict.
- Leaders do not leave conflict unresolved or festering. They are proactive and nip potential problems in the bud by showing others the vision that Christ has given and seeking how all can work together more efficiently to help build His Kingdom.
- Servant Leaders will include the team in all major decisions and strategic planning for the ministry.
- Leaders promote the atmosphere of unity as well as diversity. The unity is in Christ and the diversity is in race, economic status, gifts, abilities, and call. They are also willing and able to deal with disunity and divisions before they become rooted in the church culture.
- Leaders work primarily within their call, gifts, and Scripture, while at the same time are willing to be challenged. They will take up the slack in areas in which they are not best equipped until a better replacement is ready.
- Leaders honor, respect, trust, and support one another as joint-heirs and partners in service to the Body of Christ (Rom. 8:14-17; Titus 3:7).
- Servant Leaders never micromanage or manipulate others; rather, they exercise their power in constructive ways to serve others and empower them to be more effective and character-driven.
- Servant Leadership is a team approach! The teammates know that working together means giving without receiving, as well as growing spiritually, both personally and corporately!
- Servant Leaders do not forget to support the church's overall vision, nor place personal feelings higher or in place of it. Each team and Servant Leader is a working part amongst the other parts.
- Servant Leaders always tell the truth, stand for biblical convictions and values, and work to change what is not healthy in the church.
- Servant Leaders know that loyalty, harmony, unity, trust, and commitment come from a collaborating and encouraging environment.
- Servant Leaders realize they will face criticism, unpopularity, and risks, as well as public and private verbal rebuke and gossip. However, they are still willing to stand strong, because they do not stand alone.
- Servant Leaders listen to everyone, not just the ones in power or ones who have the influence! Servant Leaders can and should expect that Satan will not be happy with them, and must be aware of his various ways of distraction and confusion, especially when success comes which infringes on his ground.
- Servant Leaders will resist the latest fads and leadership trends that are unbiblical! Yet, they will use techniques that are in the character of our Lord to make them more effective!

Clearly Godly Servant Leadership is far more than a position, name or title, but an example of Christ to the Church. It is critical at this time to model Biblical leadership that our Churches be places of care, protection, vibrancy, unity, development and vision.

Time is short, the needs are enormous and Jesus is coming soon, together we will fulfil His purposes.



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