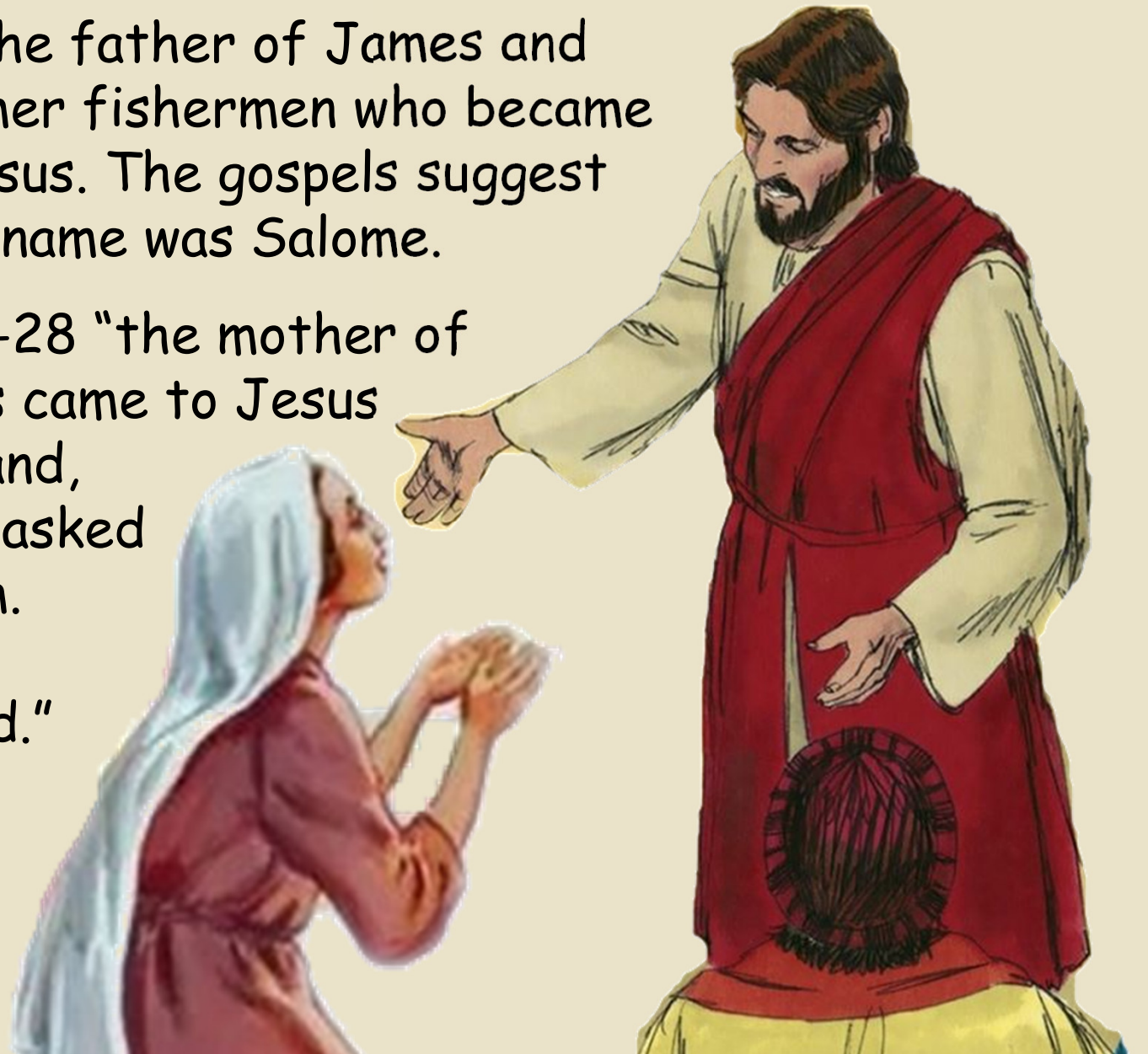





SERVANT LEADERSHIP

LEADERSHIP

- ❑ Zebedee was the father of James and John, two former fishermen who became disciples of Jesus. The gospels suggest that his wife's name was Salome.
- ❑ In Matt 20:20-28 "the mother of Zebedee's sons came to Jesus with her sons and, kneeling down, asked a favour of him. 'What is it you want?' he asked."



An illustration of two men in a desert setting. The man on the left is shown in a close-up, wearing a yellow turban and a red garment, with a thick brown beard and green eyes. The man on the right is shown from the chest up, wearing a white head covering with a black band and a white garment, also with a thick brown beard and green eyes. The background features a yellow desert floor, green hills, and a blue sky with white clouds.

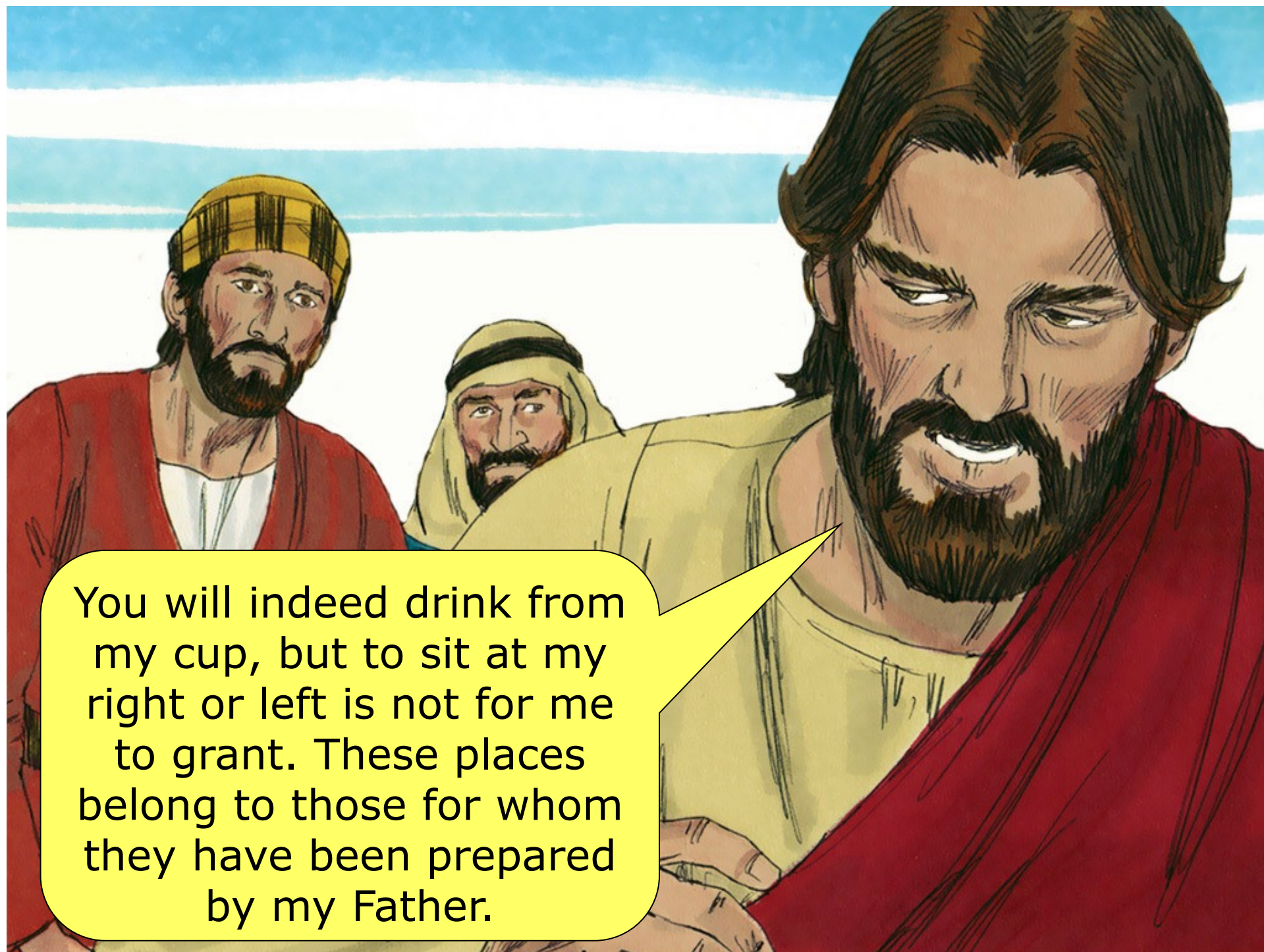
She said, "Grant that one of these two sons of mine may sit at your right and the other at your left in your kingdom."

You don't know what
you are asking. Can
you drink the cup I am
going to drink?

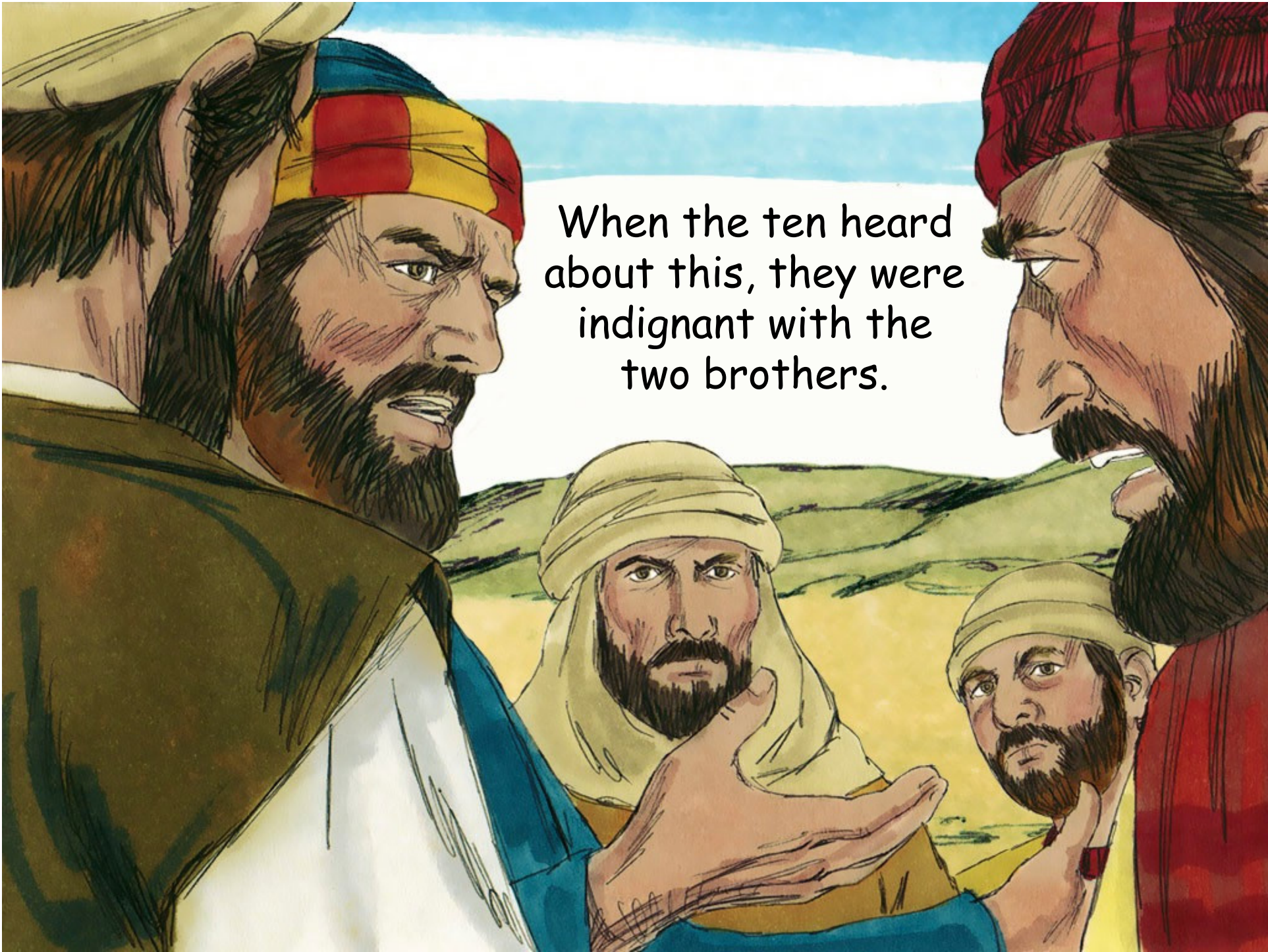




We can.



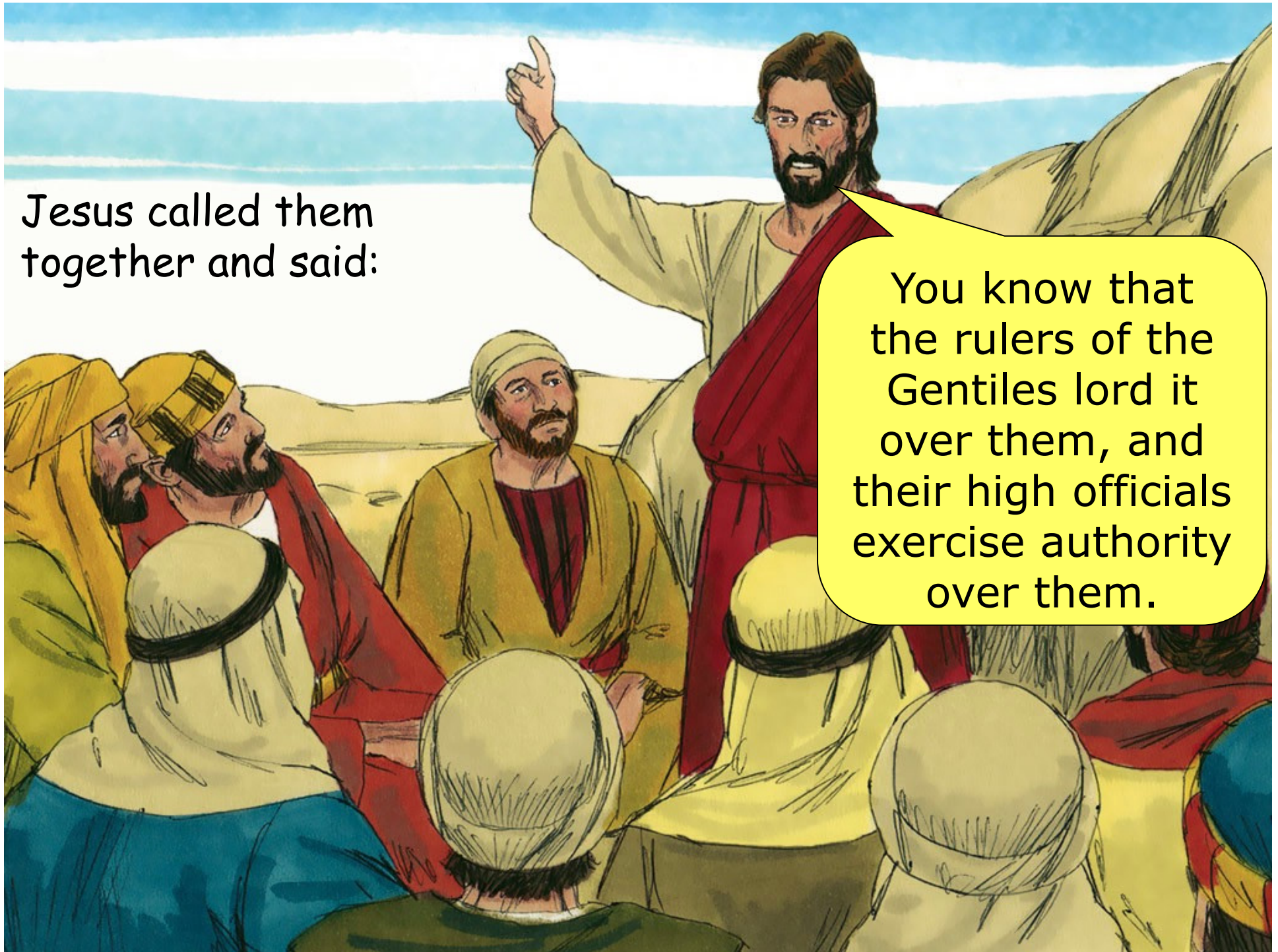
You will indeed drink from my cup, but to sit at my right or left is not for me to grant. These places belong to those for whom they have been prepared by my Father.

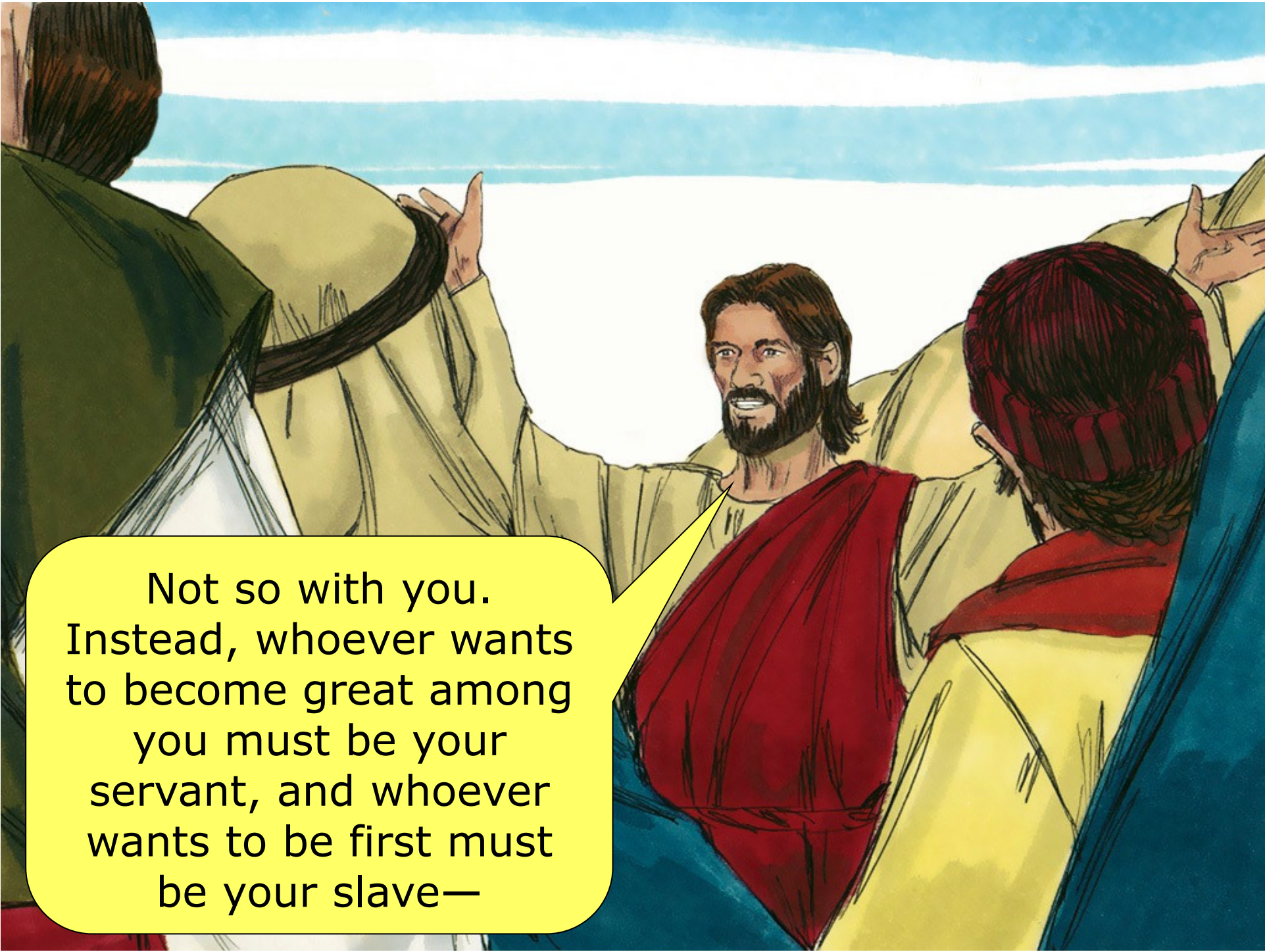


When the ten heard
about this, they were
indignant with the
two brothers.


Jesus called them
together and said:

You know that
the rulers of the
Gentiles lord it
over them, and
their high officials
exercise authority
over them.





Not so with you.
Instead, whoever wants
to become great among
you must be your
servant, and whoever
wants to be first must
be your slave—

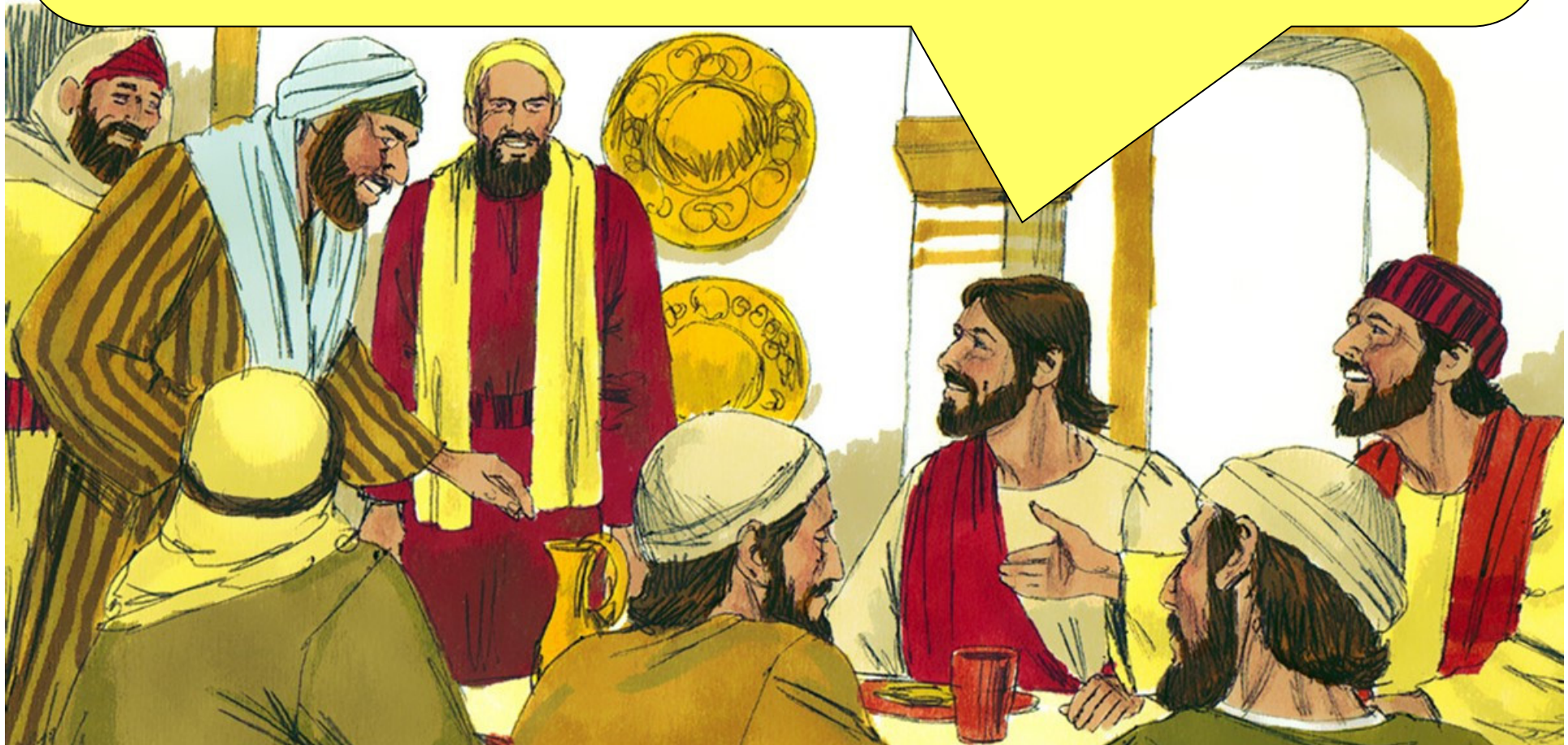


— just as the Son
of Man did not
come to be served,
but to serve, and
to give his life as a
ransom for many.

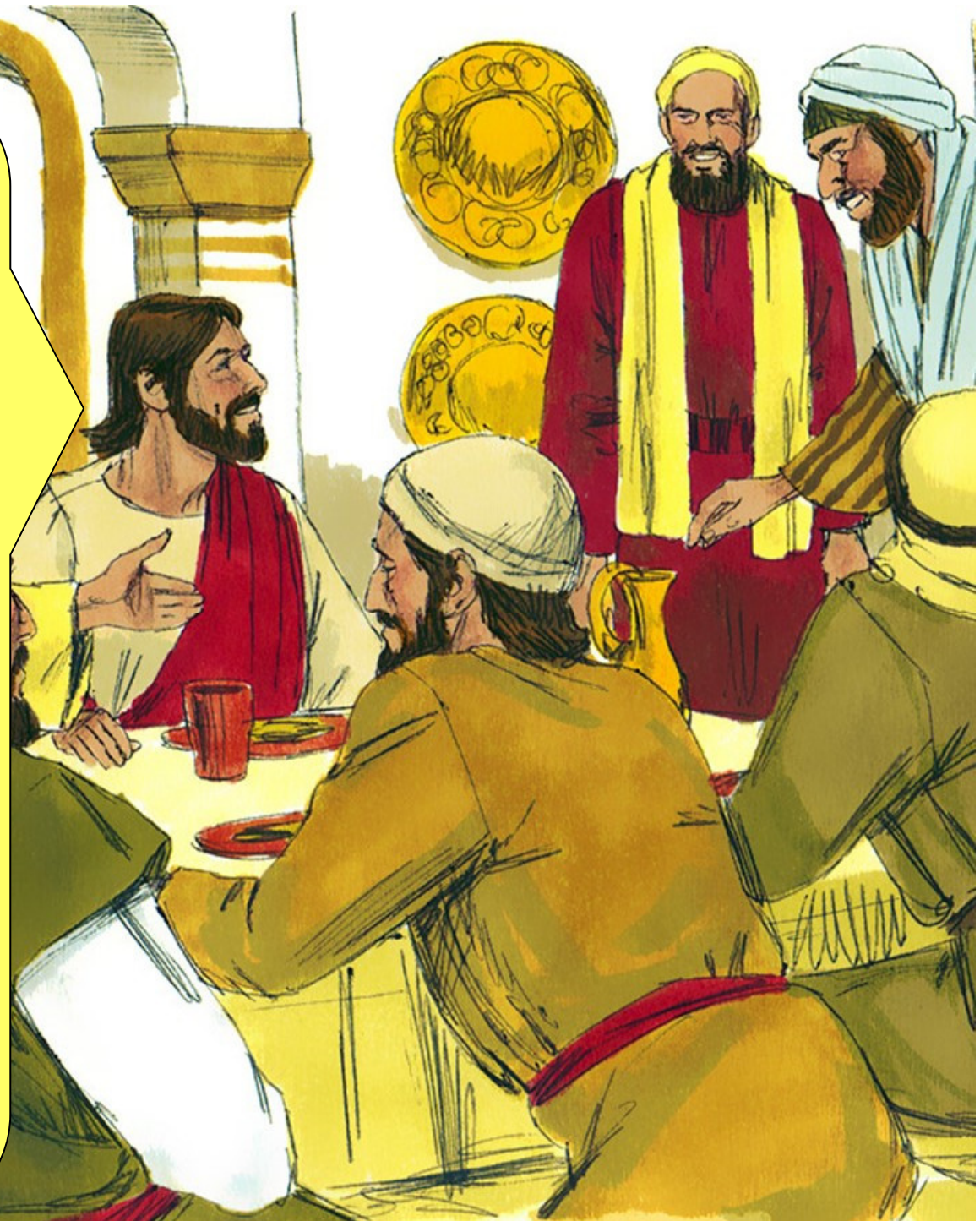
LEADERSHIP

- ❑ Why did Salome want James and John to be seated on the right and left of Jesus?
- ❑ It was a desire for pre-eminence, honour and power. The indignant response of the other ten disciples confirms this. And why were they angry? They also wanted these jobs! They too had selfish ambitions.
- ❑ Jesus said that the Pharisees liked to "have the most important seats in the synagogues and the places of honour at banquets" (Mark 12:39). It was something Jesus disliked and spoke out against. On an occasion when he was eating "in the house of a prominent Pharisee" we read:
 - Luke 14:7-11 When he noticed how the guests picked the places of honour at the table, he told them this parable:

When someone invites you to a wedding feast, do not take the place of honour, for a person more distinguished than you may have been invited. If so, the host who invited both of you will come and say to you, 'Give this man your seat.' Then, humiliated, you will have to take the least important place.



But when you are invited, take the lowest place, so that when your host comes, he will say to you, 'Friend, move up to a better place.' Then you will be honoured in the presence of all your fellow guests. For **everyone who exalts himself will be humbled, and he who humbles himself will be exalted.**



SERVANT LEADERSHIP

- ❑ Jesus taught what today we call "servant leadership", a philosophy in which the main goal of the leader is to serve.
- ❑ The world judges a man's greatness by how many people serve him.
 - Matt 20:25 Jesus called them together and said, "You know that the rulers of the Gentiles lord it over them, and their high officials exercise authority over them."
- ❑ God judges our greatness by how many people we serve.
 - Matt 20:26-28 "Not so with you. Instead, whoever wants to become great among you must be your servant, and whoever wants to be first must be your 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

- ❑ In the Christian realm, all leadership should be servant leadership and not an attempt simply to exert control over others.
- ❑ It is sad commentary in the church today that **we have many celebrities but very few servants**. There are many who want to “exercise authority” (Matthew 20:25), but few who want to take the towel and basin and wash feet.¹
- ❑ This must be the attitude of church leaders. Note how when Peter speaks to elders he simply calls himself a “fellow elder”, not an apostle (or the pope).
 - 1 Pet 5:1 (NIV) To the **elders** among you, I appeal as a **fellow elder** and a witness of Christ's sufferings who also will share in the glory to be revealed:

¹ <https://www.gotquestions.org/servant-leadership.html>

SERVANT LEADERSHIP

- ❑ He then encourages servant leadership:
 - 1 Pet 5:2-3 (NIV) Be **shepherds** of God's flock that is under your care, **watching over them**—not because you must, but because you are willing, as God wants you to be; not pursuing dishonest gain, but **eager to serve**; **not lording it over those entrusted to you**, but being examples to the flock.
- ❑ Servant leadership turns the power pyramid upside down, so the leader exists to support the team. Leadership is about serving everyone you lead.
 - The focal point of servant leadership within the church is "to prepare God's people for works of service, so that the body of Christ may be built up" (Ephesians 4:12). ¹

¹ <https://www.gotquestions.org/servant-leadership.html>

SERVANT LEADERSHIP

❑ Characteristics of good Servant Leaders

1. Seek honour for their master

- ❑ You need to be strong to serve the spiritually weak. The immature and the carnal only want to be served. Servants are not trying to impress anyone or get honour for what they do. All the honour goes to their master. They do this by doing their master's will. Their reward comes from their master.
- Matthew 25:23 (NIV) "His master replied, 'Well done, good and faithful servant! You have been faithful with a few things; I will put you in charge of many things. Come and share your master's happiness!'"

SERVANT LEADERSHIP

2. They do not seek recognition but are prompt in giving appreciation to others.

- ❑ The servant who constantly needs validation and recognition is setting himself up for failure.
- Luke 17:10 (NIV) "So you also, when you have done everything you were told to do, should say, 'We are unworthy servants; we have only done our duty.'"

SERVANT LEADERSHIP

3. Servant leaders are humble and selfless

- ❑ The work of a servant is often humbling, embarrassing, difficult and painful. Paul tells us to imitate Christ's servant attitude.
- Phil 2:5-7 (NIV) In your relationships with one another, **have the same mindset as Christ Jesus**: Who, being in very nature God, did not consider equality with God something to be used to his own advantage; rather, he made himself nothing by **taking the very nature of a servant**, being made in human likeness.

SERVANT LEADERSHIP

4. Look out for the interests of others, rather than their own.

❑ In imitating Christ's example, we consider others better than ourselves, we do nothing out of vanity or selfishness, we look out for the interests of others.

➤ Phil 2:3-4 (NIV) Do nothing out of selfish ambition or vain conceit. Rather, in humility value others above yourselves, **not looking to your own interests but each of you to the interests of the others.**

❑ A servant leader seeks to invest himself in the lives of his people so that, as a whole, the church community is challenged to grow to be more like Christ. ¹

¹ <https://www.gotquestions.org/servant-leadership.html>

SERVANT LEADERSHIP

5. Accessible

- ❑ Leaders are busy, which often makes them seem unreachable. Servant leaders make themselves available and develop good relations with their teams.

6. Encourage during change

- ❑ People don't like change, so leaders must motivate and encourage their teams in uncertain times.
- ❑ E.g. Moses, Joshua

A leader takes people where they want to go. A great leader takes people where they don't necessarily want to go, but ought to be.

SERVANT LEADERSHIP

7. They lead by example

- ❑ The Pharisees were poor examples to their followers:
 - Matt 23:1-3 (NIV) ... "The teachers of the law and the Pharisees sit in Moses' seat. So you must be careful to do everything they tell you. But do not do what they do, **for they do not practice what they preach.**"
- ❑ In contrast Peter encourages church elders to be **"examples to the flock"**. (1 Pet 5:3)
- ❑ As an object lesson to his disciples, Jesus practically demonstrated the servant style of leadership. Despite being their Lord, he washed their feet, thus teaching them to lead by first serving others.
 - John 13:12-17 (NIV) When he had finished washing →

SERVANT LEADERSHIP

← their feet, he ... returned to his place. "Do you understand what I have done for you?" he asked them. "You call me 'Teacher' and 'Lord,' and rightly so, for that is what I am. Now that I, your Lord and Teacher, have washed your feet, you also should wash one another's feet. I have set



you an example that you should do as I have done for you. Very truly I tell you, no servant is greater than his master, nor is a messenger greater than the one who sent him. Now that you know these things, you will be blessed if you do them."

SERVANT LEADERSHIP

8. They are empathetic and listen to their followers.

- ❑ They are not dismissive when people have genuine problems.

9. They seek input on decisions - they are collaborative

- ❑ Conflicts and demotivation come when people feel they weren't involved in decisions that affect them. Servant leaders strive to involve their teams when making decisions. They still have the authority to make the decision but engage their teams in the process.

- Prov 15:22 (ESV) Without counsel plans fail, but with many advisers they succeed.

SERVANT LEADERSHIP

10. Delegate decision making

- ❑ Servant leaders make sure their teams are able to make decisions without continuously referring back for permission (micro-managing).
 - E.g. 1: Jesus with sending out the 12 and the 70/72. He trains them, briefs them, sends them on a mission and then gets feedback from them.
 - E.g. 2: Paul Timothy and Titus regarding appointing elders. He sends them a set of instructions regarding the criteria they should use in the selection process.
 - E.g. 3 Moses appointing assistant judges.

SERVANT LEADERSHIP

- Ex 18:13-23 (NIV) The next day Moses took his seat to serve as judge for the people, and **they stood around him from morning till evening**. When his father-in-law saw all that Moses was doing for the people, he said, "What is this you are doing for the people? **Why do you alone sit as judge...?**"

... Moses' father-in-law replied, "What you are doing is not good. You and these people who come to you **will only wear yourselves out**. The work is too heavy for you; you cannot handle it alone."



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- ❑ "Listen now to me and I will give you some advice, and may God be with you. You must be the people's representative before God and bring their disputes to him...

But select capable men from all the people—men who fear God, trustworthy men who hate dishonest gain—and appoint them as officials over thousands, hundreds, fifties and tens. Have them serve as judges for the people at all times, but have them bring every difficult case to you; the simple cases they can decide themselves. That will make your load lighter, because they will share it with you. If you do this and God so commands, **you will be able to stand the strain, and all these people will go home satisfied.**"

SERVANT LEADERSHIP

11. They mentor others

□ E.g. Paul and Timothy

- 2 Tim 2:2 (NASB) The things which you have heard from me in the presence of many witnesses, entrust these to faithful men who will be able to teach others also.



SERVANT LEADERSHIP

12. They don't abuse power.

❑ Abuse of power happens when someone in a position of authority uses the leverage they have - by virtue of that position:

- for their own advantage
- to oppress people in a lower position
- or to coerce them to commit a wrongful act

13. They are not concerned about titles

- They don't insist on people calling them by titles or by having to blow their trumpet when introducing them.
- This was one of Jesus' complaints about the Pharisees.

LEADERSHIP

- ❑ The Pharisees believed in domineering and autocratic leadership. They loved the recognition that came with the position. When Jesus denounces them, he says:
 - “Everything they do is done for people to see: They make their phylacteries wide and the tassels on their garments long; they love the place of honour at banquets and **the most important seats** in the synagogues; **they love to be greeted with respect** in the market-places and **to be called ‘Rabbi’** by others.”
(Matt 23:4-7, NIV)



- ❑ But in Matt 23:8-12, Jesus goes on to say that his followers are to be different.

But you are not to be called 'Rabbi,' for you have one Teacher, and you are all brothers. And do not call anyone on earth 'father,' for you have one Father, and he is in heaven. Nor are you to be called instructors, for you have one Instructor, the Messiah.
The greatest among you will be your servant.



SERVANT LEADERSHIP

- ❑ The bottom line to the application of servant leadership is that we don't emulate the examples of the world; our example is Jesus, who came as a servant. Therefore, our mission is to serve one another, to give of ourselves. Christ came to give His life. We are to give of our lives not only in service to Him but to our fellow man, including those in the church and outside it (Mark 12:31).¹

¹ <https://www.gotquestions.org/servant-leadership.html>

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