

“But it is not so among you; but whoever wishes to become great among you must be your servant, and whoever wishes to be first among you must be slave of all. For the Son of Man came not to be served but to serve, and to give his life a ransom for many.”

**Mark 10:43-45**



## Images of LEADERSHIP



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# THE LEADER AS SERVANT

## PART 1: THE LEADER LEADS BY SERVING

### MARK 1:40-44

A leper came to him begging him, and kneeling he said to him, "If you choose, you can make me clean." <sup>41</sup>Moved with pity, Jesus stretched out his hand and touched him, and said to him, "I do choose. Be made clean!" <sup>42</sup>Immediately the leprosy left him, and he was made clean. <sup>43</sup>After sternly warning him he sent him away at once, <sup>44</sup>saying to him, "See that you say nothing to anyone; but go, show yourself to the priest, and offer for your cleansing what Moses commanded, as a testimony to them."



What do you notice about Jesus as a servant in this passage?



What are the characteristics of a servant?

### MARK 10:42-45

When the ten heard this, they began to be angry with James and John. <sup>42</sup> So Jesus called them and said to them, "You know that among the Gentiles those whom they recognize as their rulers lord it over them, and their great ones are tyrants over them. <sup>43</sup> But it is not so among you; but whoever wishes to become great among you must be your servant, <sup>44</sup> and whoever wishes to be first among you must be slave of all. <sup>45</sup> For the Son of Man came not to be served but to serve, and to give his life a ransom for many."



What does Jesus contrast here?



Why does the comparison come up?



How does Jesus want people to lead?



What is the motivation?

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Jesus leads by serving.

THE LEADER AS SERVANT

## PART 2: THE LEADER SERVES BY LEADING

### JOHN 13:1-17

Now before the festival of the Passover, Jesus knew that his hour had come to depart from this world and go to the Father. Having loved his own who were in the world, he loved them to the end. <sup>2</sup> The devil had already put it into the heart of Judas son of Simon Iscariot to betray him. And during supper <sup>3</sup> Jesus, knowing that the Father had given all things into his hands, and that he had come from God and was going to God, <sup>4</sup> got up from the table, took off his outer robe, and tied a towel around himself. <sup>5</sup> Then he poured water into a basin and began to wash the disciples' feet and to wipe them with the towel that was tied around him. <sup>6</sup> He came to Simon Peter, who said to him, "Lord, are you going to wash my feet?" <sup>7</sup> Jesus answered, "You do not know now what I am doing, but later you will understand." <sup>8</sup> Peter said to him, "You will never wash my feet." Jesus answered, "Unless I wash you, you have no share with me." <sup>9</sup> Simon Peter said to him, "Lord, not my feet only but also my hands and my head!" <sup>10</sup> Jesus said to him, "One who has bathed does not need to wash, except for the feet, but is entirely clean. And you are clean, though not all of you." <sup>11</sup> For he knew who was to betray him; for this reason he said, "Not all of you are clean." <sup>12</sup> After he had washed their feet, had put on his robe, and had returned to the table, he said to them, "Do you know what I have done to you? <sup>13</sup> You call me Teacher and Lord-and you are right, for that is what I am. <sup>14</sup> So if I, your Lord and Teacher, have washed your feet, you also ought to wash one another's feet. <sup>15</sup> For I have set you an example, that you also should do as I have done to you. <sup>16</sup> Very truly, I tell you, servants are not greater than their master, nor are messengers greater than the one who sent them. <sup>17</sup> If you know these things, you are blessed if you do them."



How is Jesus a servant in this passage?



How is Jesus a leader?

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Trace who knows what and who doesn't know.

THE LEADER AS SERVANT



# A LEADER LEADS BY SERVING

## CHARACTERISTICS OF A SERVANT : MARK 1

### [ ] : THE ABILITY TO SEE...

- beyond our own needs
- beyond others' obvious needs
- beyond the "presenting problem"
- beyond what is to what will be needed

### [ ] : THE DESIRE TO ACT...

- A heart of [ ]
- A reflex to be [ ]
- A choice to make it [ ]

### [ ] : THE RESOURCES TO GIVE...

- Time, availability
- Money, things
- Skills, education, training
- Healing, God's power
- Insight, wisdom
- Love, care, compassion

Getting beyond "I'd serve— just ask me!"

# THE LEADER AS SERVANT

WITH...	...BUT WITHOUT...	YOU'D...
Willingness and ability	Sensitivity	<b>SAY:</b> "I'm willing to serve -- just ask me anytime!" <b>THINK:</b> "If I don't serve often its only because people don't ask me to." <b>DO:</b> Just what people ask, and no more. Finish tasks without seeing other opportunities to serve.
Sensitivity and ability	Willingness	<b>SAY:</b> "I'd love to do it but right now is not a good time..." <b>THINK:</b> "My circumstances will change soon and I will be able to be more involved." <b>DO:</b> Justify your choices, prioritize your own schedule, always postpone servanthood.
Sensitivity and willingness	Ability	<b>SAY:</b> "I wish I could do more than I am able." <b>THINK:</b> "How can I bring more resources to this need than I have at present?" <b>DO:</b> sincerely look for others to join you or to help meet the need.



# A LEADER LEADS BY SERVING

## SERVING BY SEEING

[ ] a leader sees more deeply than followers and helps them to see

- Seeing [causes] behind symptoms: approval orientation, fear of conflict, need to be needed.
- Seeing [ ] behind false beliefs: about God, others, parents or oneself; about relationships and forgiveness
- Seeing [deceptions] behind feelings: bitterness, anxiety, fear, depression
- Seeing more deeply into seemingly intractable or ambiguous situations

[ ] a leader sees further down the road than followers and acts on it.

- Seeing [ ] of decisions: relational choices, mixed-up priorities, unintended consequences
- Seeing [opportunities] for growth: conferences, leadership, risk-taking
- Seeing potential and ability: gifts and temperament, experiences and passion

**HOW TO DEVELOP INSIGHT AND FORESIGHT: KEEP YOUR EYES OPEN. YOUR ABILITY TO SERVE IS LIMITED BY WHAT YOU ARE ABLE TO SEE.**

- *Pray* and ask God for wisdom, insight. Pray by name for the people you lead.
- *Watch* other leaders and ask them why they made the choices they did.
- *Reflect* on what has worked and what hasn't.

## SERVING BY SPEAKING

**WHAT WE DO WITH WHAT WE SEE.**

- Calling out gifts, identifying potential: [ ]
- Calling forward risk taking, urging faith and growth: [ ]
- Calling for commitment: [ ]
- Calling for repentance: [ ]

Your ability to serve is limited by your ability to see.

THE LEADER AS SERVANT



# A LEADER SERVES BY LEADING

## MARK 10: WHY BE A SERVANT? THE [ ] OF GOD:

Other's needs are met  
We are blessed  
God is glorified

**WHEN** →

we [ ]  
with his [ ]

Servanthood:  
the economy  
of God.

### IMPLICATIONS:

- 1. Leadership isn't hierarchical: the greatest is the greatest servant.
- 2. Leadership isn't appointed, it is affirmed. Anyone can be a leader.
- 3. The decision about leadership isn't essentially a decision about taking on a role, with a certain job description and time commitments. It is a decision to take on a lifestyle, with certain priorities, convictions, and attitudes.

### THE BASIS OF OUR LEADERSHIP: TRUST AND AUTHORITY



**Trust:** gained through [ ] followers.

When a leader becomes a means to the follower's [ ]



Broken through [ ] followers:

When a leader views followers as a means to the leader's ends.

**Authority:** 1) The right and power to command, enforce law, exact obedience, determine or judge. 2) Power to influence or persuade resulting from knowledge or experience. [American Heritage Dictionary, 2000.]

### WHICH TYPE DID JESUS HAVE?



**Authority:** using trust to influence followers.

Sources of authority:

- Experience:
- Scripture:
- Character: the extent our lives reflect Scripture and how we teach it.

# THE LEADER AS SERVANT



**TWO TYPES OF LEADERSHIP ABUSE**

EXERCISING AUTHORITY WITHOUT BUILDING TRUST	BUILDING TRUST WITHOUT EXERCISING AUTHORITY
authoritarian, abusive <input type="text"/>	cozy, friendly <input type="text"/> cliques
Vision without <input type="text"/>	Affirmation without <input type="text"/>
The leader cares more about being <input type="text"/> right than being followed.	The leader cares more about being <input type="text"/> than being followed.
The leader <input type="text"/> to influence on the basis of his/her position.	The leader <input type="text"/> fears exerting influence because people may not like it.
The leader is <input type="text"/> conflict-prone but unlikely to seek forgiveness or acknowledge mistakes/sin in self	The leader is <input type="text"/> and unlikely to address sin or harmful behaviors in others.
The leader leads people to <input type="text"/> his/ her ideas not to Jesus.	The leader leads people to <input type="text"/> not to Jesus.

True servant leadership leads people to Jesus.

**THE LEADER AS SERVANT**

Servant Leadership is a...  
 : How we build trust: a   
 : What we are calling people to: an   
 ...participation in the economy of God!



**WHAT WOULD KEEP US FROM DOING THIS?**

● Selfishness: We need

- 1. We don't care enough about people and their decisions.
- 2. We don't spend time praying for them or thinking about them enough to have foresight.
- 3. We haven't served them enough to build trust with them.
- 4. We haven't gotten to know them enough to have insight.

● Fear: We need

- 1. We fear tension and conflict: soft love is easier than tough love.
- 2. We don't believe that God's words and promises to us apply to others and we fear that He may let them down.
- 3. We fear being wrong, or being thought to be wrong.
- 4. We fear our lives being examined as we call people to follow Jesus; we may be found lacking.

● Isolation: We need

● Self-confidence: We need

"Have this mind in you that was also in Christ Jesus..."

**THE LEADER AS SERVANT**



This inventory is intended to help us think practically about how Jesus' servant leadership is relevant in our lives. Identify the strengths and weaknesses in yourself. What steps can you take to grow?

An invitation to honest self-evaluation



## SENSITIVITY: THE ABILITY TO SEE

- Looking out for people who are struggling: Where are you likely to see them? When are you likely to miss them?
- Asking questions beyond the superficial "How are you?" Do people respond as if you care? Do you?

## WILLINGNESS: THE DESIRE TO ACT

- Choosing to spend time with someone who needs to talk; Taking lunch with a co-worker even when you are under stress at work.
- Visiting people who are lonely or marginalized.
- Putting effort and time into really listening to people: When/with whom are you most impatient?
- Intercession: how available are you to pray with/for others?

## ABILITY: THE RESOURCES TO GIVE

- Having money available in settings where everyone else is low on cash
- Letting other people use your stuff (car, equipment, tools, books, etc.)
- Using your skills to help other people: counselling, tutoring, web experience, technology, writing/editing, etc

THE LEADER AS SERVANT



## A CASE STUDY ON INSIGHT AND FORESIGHT

In general, servant leaders are more prone to abusing leadership by not exercising authority. The following is a case study of the kinds of relationships you will likely have as servant leaders. How would you exercise insight and foresight in this case?

**Jenny came alone to your small group, having picked up information at church. She is quiet during the group meeting, but as she begins to gather her things to leave you strike up a conversation, and she stays for snack. She mentions that she has only recently begun to visit the church and she's really just "checking things out." Although she doesn't come to back to your small group, you see her occasionally at church. You do what you can to be friendly without fawning or pushing, though she usually rushes out pretty quickly after church. Last week after church she asks you if there is a way to send out an email announcement request for someone looking to share an apartment. You give her the email address of the church administrator.**

### INSIGHT:



What can you see about Jenny's current situation? What more would you try to find out?



How can you help her to see her own situation more clearly?

### FORESIGHT:



Where do you see Jenny heading if things stay the way they are now?



Is there a better path you can foresee for Jenny?



What would she have to do to get on that better path? What could you do to help her take those steps?

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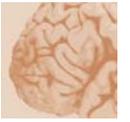
What do you see? What will you do with what you see?



THE LEADER AS SERVANT



“The idea of The Servant as Leader came out of reading Hermann Hesse’s Journey to the East. In this story we see a band of men on a mythical journey, probably also Hesse’s own journey. The central figure of the story is Leo who accompanies the party as the servant who does their menial chores, but who also sustains them with his spirit and his song. He is a person of extraordinary presence. All goes well until Leo disappears. Then the group falls into disarray and the journey is abandoned. They cannot make it without the servant Leo. The narrator, one of the party, after some years of wandering finds Leo and is taken into the Order that had sponsored the journey. There he discovers that Leo, whom he had known first as servant, was in fact the titular head of the Order, its guiding spirit, a great and noble leader.”  
*Robert K. Greenleaf, Servant Leadership (New York: Paulist Press, 1977), p7.*



 **PAGE 4**  
**Sensitivity**  
**Willingness**  
 compassion  
 generous  
 a priority  
**Ability**

 **PAGE 5**  
**insight**, assumptions  
**Foresight**, opportunities  
 Sponsor, visionary, steward or manager,  
 sentinel or prophet

 **PAGE 6**  
 economy  
 serve in his name  
 resources  
 serving, ends  
 using

 **PAGE 7 (BY ROWS)**  
 systems  
 love, challenge  
 liked  
 feels entitled  
 conflict avoidant  
 himself/herself  
 tool, means  
 Model, end  
 Love -- abundance  
 courage -- security  
 community -- intimacy  
 the Lord as our Shepherd

 **PAGE 10, THE CASE STUDY**

*What can you see...?* Jenny seems busy and relationally unavailable. She knows you as well as anyone at church, which isn't very much. She is probably in some transition with her rooming situation--this seems like an unexpected thing has come up. She is probably in turmoil about her housing.

*What more would you like to find out?* I'd ask her about her rooming situation.



*How can you help her...?* I'd invite her to a hang-out time with folks in the small group, and ask her about her relationships with friends, roommates, etc. I'd offer friendship or help point her to people who could.

*Where do you see Jenny heading if things...?* Not staying at the church long. Alone and isolated.

*Is there a better path you can foresee for Jenny?* Getting more involved with relationships in the church, especially in a small group. Reconciling with her roommates.

*What would she have to do to get on that better path?* Take some initiative or at least respond to initiative others might take with her.

*What could you do to help her take those steps?* Invite her, show real interest. Connect her to other women her age.



## FURTHER RESOURCES

***Servant Leadership: A Journey into the Nature of Legitimate Power and Greatness***, Robert Greenleaf. New York: Paulist Press, 1977

***Transforming Leadership: Jesus' Way of Creating Vision, Shaping Values and Empowering Change***, Leighton Ford. InterVarsity Press, 1991.

Scriptures taken from New Revised Standard Version of the Bible,  
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