



**STRATEGIC
IMPACT**
INTERNATIONAL

LEADER INTENSIVE TRAINING®

“GROW IN THE GREAT COMMISSION”

SERVANT LEADERSHIP

IN PARTNERSHIP WITH LIVING GRACE MINISTRIES AND FRED CAMPBELL

v1.4 (2024)



STRATEGIC IMPACT

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TABLE OF CONTENTS

Welcome Letter & Manual Explanation	4
Permission to Use LGM Servant Leadership Materials	6
STRATEGIC IMPACT 1-Page Overview	7
10 STEPS TO REACH YOUR LOST WORLD	8

SESSION OUTLINES **9**

Overview “Authentic Servant Leadership”	10
--	-----------

Module 1 “Follow The Leader”	15
-------------------------------------	-----------

Module 2 “Team With A Purpose”	19
---------------------------------------	-----------

Module 3 “Relationships: The Heart of Leadership”	24
--	-----------

Module 4 “Who Has The Power?”	28
--------------------------------------	-----------

Module 5 “When Down Becomes Up”	34
--	-----------

7 Day Application Guide “Servant Leadership In Your Life”	37
--	-----------

Strategic Impact Ministry Map	43
Strategic Impact Statement of Faith	44-45

WELCOME!

Brothers and Sisters in Christ,

Welcome to the *STRATEGIC IMPACT LEADER INTENSIVE TRAINING!* We are delighted that you have returned for further training after your initial *LEADERSHIP LAUNCH* and have begun in your *LIFELONG JOURNEY REACH YOUR LOST WORLD!* We trust that you have continued to faithfully progress through the *JOURNEY* with your *JOURNEY TEAM* and will continue to make multiplying disciples through personal evangelism.

The focus of this *LEADER INTENSIVE TRAINING* is “Servant Leadership.” We are excited to have been able to partner with *LIVING GRACE MINISTRIES* and *FRED CAMPBELL* to bring you some of the best training material available in this essential area of Leadership!

We are confident you will benefit greatly as the precepts of true Biblical leadership become clear and applicable in your everyday life as well as in the specific area of church planting!

May the Lord deepen your love for Him and guide you toward His perfect wisdom in the coming days.

Thank you again for joining with us! It is our honor to be with you!

Sincerely,

The Strategic Impact Team

“STRATEGIC IMPACT MULTIPLIES!”

That statement declares the heart of our movement. We follow Jesus’ command to train **multiplying leaders** who make **multiplying disciples** who start **multiplying churches** — so that every person can hear about the only hope of eternal life in Jesus Christ.

The manual you hold in your hands is designed to help train and equip **you** to be a multiplier. As you participate in these sessions, your instructor will equip you to multiply disciples, leaders, and even churches. But, that is only the beginning. As you learn and live this training, **we desire that you use it to also train others to multiply.**

You will see at the beginning of each session what that particular session is designed to do. These are defined in four goals:

1. The **overall objective** of the session: The main purpose of the session.
2. What to **know**: The teaching or information that is to be learned.
3. How one should **feel**: The motivation or inspiration that participants should receive as a result of the session.
4. What to **do**: Most importantly, what applications or actions the participants should take as a result of the session.

These four goals for each session are designed for you to begin learning and living out the training from each session. These four goals are also intended to help **you multiply** by using these same goals to pass on this training to others. To help you do this, all the main teaching points and sub-points of the outline are fully included.

Our prayer is that you will absorb and implement this training in your own life, and then use it to train others so that they will also learn it, live it, and multiply it by training others to multiply until the Great Commission is fulfilled.

Sincerely,

The Strategic Impact Team



LIVING GRACE MINISTRIES

PERMISSION TO USE LGM SERVANT LEADERSHIP MATERIAL JUNE 7, 2016

The Board of LIVING GRACE MINISTRIES (LGM) is pleased to grant permission to STRATEGIC IMPACT to use Fred Campbell's Servant Leadership material under the following conditions:

- This permission is for STRATEGIC IMPACT's use of the material only. Other organizations are free to use the material, but LGM must be contacted first.
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- Fred Campbell and LGM must receive full attribution when the material is translated, printed, and used.
- The material will be sent in a PDF format, not a Word document, to prevent changes being made.
- The material can be copied and used freely as long as it is used in its entirety. Changes must not be made without expressed written permission by Fred Campbell.
- If the material is translated into another language, both an electronic copy and printed copy should be provided to the author, Fred Campbell.
- Once a year, please provide feedback to Fred Campbell about how God is using the Servant Leadership material to transform lives.

Thank you for your interest. May God continue to be glorified as He develops servant leaders around the world.

The Board of Living Grace Ministries

IDENTITY:

We are a movement of like-minded leaders, passionately committed to Jesus Christ and to each other for the fulfillment of His Great Commission.

VISION:

We exist to offer every person the only hope of eternal life in Jesus Christ in our lifetime, or die trying.

"All authority in heaven and on earth has been given to me. Therefore, go and make disciples of all the nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely, I am with you always, to the very end of the age." - Matthew 28:18-20

MISSION:

We prayerfully identify and train Leaders to multiply Disciples who ignite Church Planting Movements everywhere.

"...and what you have heard from me in the presence of many witnesses entrust to faithful men who will be able to teach others also."

- 2 Timothy 2:2

STRATEGY:

We establish Leadership Teams in Strategic Cities of the world to multiply Church Planting Movements among every people group.

"(Paul) took the disciples with him and had discussions daily in the lecture hall of Tyrannus. This went on for two years, so that all the Jews and Greeks who lived in the province of Asia heard the word of the Lord." - Acts 19:9-10

PROCESS:

VISION SEMINAR (VS)

"SEE THE GREAT COMMISSION."
A one-day introduction to STRATEGIC IMPACT.

MULTIPLYING DISCIPLER LAUNCH (MDL)

"EXPERIENCE THE GREAT COMMISSION."
A vision for and practical training in evangelism and making multiplying disciples.

LEADER LAUNCH (LL)

"LEARN THE GREAT COMMISSION."
An intensive experience in personal growth, leadership skills, and church planting.

LIFELONG JOURNEY TO REACH YOUR LOST WORLD (JOURNEY)

"LIVE, LEAD, AND LAUNCH THE GREAT COMMISSION."
A LIFELONG JOURNEY TO REACH YOUR LOST WORLD through multiplying disciples, churches, leaders, and movements.

LEADER INTENSIVE TRAININGS (LIT)

"GROW IN THE GREAT COMMISSION."
Intensive experiences for those in the JOURNEY to grow in leadership character and leadership competency for the Great Commission.



STEP 1: CHANGE YOUR THINKING

*CHANGE your THINKING from the goal of "building my church" to "reaching my lost community → country → world."
(Matthew 28:18-20; Acts 1:8; Acts 20:24)*



STEP 2: PRAY

*PRAY for laborers for the Harvest! (Luke 10:2; Acts 13:1-3)
PRAY for Holy Spirit to guide and empower every part of your life as you fulfill His Great Commission! (Ephesians 3:14-19; John 15:5)*



STEP 3: CAST THE VISION

*Cast God's VISION to His people for saturating your area with the Gospel.
(Acts 1:8; 13:1-3)*



STEP 4: GATHER AND EQUIP A TEAM

*Identify, select, GATHER AND EQUIP a team of at least two multiplying church planters each year.
(Acts 14:21-28; 19:9-10; Colossians 1:7; 2 Timothy 2:2)*



STEP 5: SELECT A SITE

*PRAYERFULLY SELECT A SITE or a group of people God is leading you to reach with the Gospel. (Acts 16:6-40)
A. DISCERN where the Holy Spirit is leading you to start a new church.
B. INVESTIGATE needs, strongholds, and activities in the area that would affect the new church.*



STEP 6: EVANGELIZE

EVANGELIZE the people in the area. (Acts 5:42; 14:21,25; 20:20)



STEP 7: DISCIPLE THE NEW BELIEVERS

DISCIPLE the new believers where they are. (Acts 14:22; 20:20)



STEP 8: GATHER THE NEW BELIEVERS INTO A NEW CHURCH

*GATHER the new believers together for the four basic ministry PRIORITIES of the church:
A. Worship (Acts 2:42-43; 1 Corinthians 14:26-35; 16:1-2; Colossians 3:16),
B. Growth (Acts 2:42; Colossians 4:16; 2 Timothy 4:2),
C. Fellowship (Acts 2:44-46; 8:35-38; Ephesians 4:11-16),
D. Evangelism (Acts 2:47; 5:42; 8:4; 19:10; Philippians 2:15-16).*



STEP 9: MULTIPLY THE DISCIPLES

*MULTIPLY the disciples in the new church by repeating the first 8 steps.
(1 Thessalonians 1:7-8)*



STEP 10: LOCK ARMS TO LAUNCH A MOVEMENT

LOCK ARMS with other Leaders to launch a movement of multiplying disciples to fulfill the Great Commission.

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INSTRUCTOR MANUAL

SESSION OUTLINES®

AUTHENTIC SERVANT LEADERSHIP

A WORKSHOP



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ABOUT THE AUTHOR

Dr. Fred Campbell is the founder and president of Living Grace Ministries, a ministry committed to helping churches develop servant leaders. He served as the senior pastor of Faith Bible Church in the Dallas metroplex for 22 years. During that time, he established a solid servant leadership team of elders, deacons, and pastoral staff members. Also, Fred was a senior faculty member of Promise Keepers for two years, where he taught the two men's educational seminars. In September, 1998 he became the pastor of Grace Church of Ovilla, Texas a church he helped start. He enjoys working with the leadership teams in the church: the pastoral and office staff, the elders, the deacons, and the ministry team leaders.

Living Grace Ministries has provided an opportunity for Fred to minister overseas. He has worked with Global Missions Fellowship (now, e3 Partners) in evangelistic/church planting campaigns in Brazil, helped to establish a pastor's training center in Brazil with Bible Training Centers for Pastors, and has led servant leadership workshops throughout Central and South America, Cuba, Aruba, Africa, Romania, and Austria.

Fred holds a Bachelor of Science (BS) degree from Philadelphia College of Bible in Bible, a Master of Theology (ThM) from Dallas Theological Seminary in Christian Education, and a Doctor of Ministry (DMin) from Phoenix Seminary in Christian Leadership. He and his wife Carolyn live in Ovilla, Texas.

**STRATEGIC IMPACT - LEADER INTENSIVE TRAINING: SERVANT LEADERSHIP
OVERVIEW**

THERE IS A SCREAMING NEED TODAY FOR LEADERS

Leadership is a [**RISKY**] business

Leadership is [**LEADING**] an [**ORGANIZATION**] over the [**SEAS**] of life.

TWO CONCLUSIONS:

1. Leadership is not optional; it's [**ESSENTIAL**].

Leadership is never a [**LUXURY**]; it's always a [**NECESSITY**].

*“When it comes to leadership, no church can afford to
hang a sign on its front door announcing, NO HELP WANTED.”*

- Dr. Howard G. Hendricks

2. The essence of leadership is [**SERVING**].

Great leaders lead best when they [**SERVE**].

Serving makes [**LEADERS**] great.

THE ESSENCE OF SERVANT LEADERSHIP:

1. Servant leadership is [**CHARACTER**] [**BASED**]: A leadership skill without [**CHARACTER**] only makes the leader better at [**MANIPULATING**] others.

2. The servant leader's paramount [**AIM**] is to always think about the [**INTERESTS**] of those they lead. **THINK OTHERS FIRST.**

*“The leaders we admire do not place themselves at the center; they place
others there. They do not seek the attention of people, they give it to others.
They do not focus on satisfying their own aims and desires; they look for ways
to respond to the needs and interests of their constituents.”*

- Kouzes and Posner, Credibility

3. The servant leader's paramount [**SATISFACTION**] is in the [**GROWTH**] and [**DEVELOPMENT**] those they lead.

“The true leader enables his or her followers to realize their full potential. . .the art of leadership lies in polishing and liberating and enabling the gifts of others.”

Max DePree, Leadership is an Art

4. Servant leaders have [**CARING**] [**LOVE**] for those they lead.
5. Servant leaders [**LISTEN**] .
6. Servant leaders have genuine [**HUMILITY**] .
7. Servant leaders are willing to share [**POWER**] with others so they are [**EMPOWERED**] .

“When people feel valued, trusted, supported, respected, advised, challenged, rewarded, inspired, motivated and appreciated, they feel served. When they feel served, they are experiencing the essence of servant leadership.”

- Darryl Delhousaye, President of Phoenix Seminary

FIVE PRINCIPLES OF AUTHENTIC SERVANT LEADERSHIP:

1. Servant leadership begins with a radical decision to reflect the attitude and follow the example of Jesus Christ.
2. Servant leaders are committed to building and developing a team.
3. Servant leadership sees leadership as relationship driven.
4. Every servant leader has power and authority, but must use both to serve, not rule.
5. Servant leadership is energized by humility.

THE PRIVILEGE AND RESPONSIBILITY OF BEING A SERVANT LEADERSHIP:

To God, the church is the [**MOST**] strategic body in the world.

The church is supernatural!

*“...the supernatural nature of the church demands a leadership which rises above the human. If the church is to discharge its obligation to this generation, have a it must leadership that is [**AUTHORITATIVE**],*

*[**SPIRITUAL**], and [**SACRIFICIAL**].”*

- J. Oswald Sanders

QUESTIONS TO CONSIDER

1. What was the most important thing you heard in this session? Share it with another person and let them share with you.
2. Think over your life. Who were or are the best examples of servant leaders you can remember? (concerned, generous, affirming, truthful, etc.) How did these people affect you and others around you? Write below.
3. Look again at the section “The Essence of Servant Leadership.” What might be your strengths as a servant leader? What needs to improve in your servant leadership? Write below
4. What do you hope to get out of this lecture series?
5. With one other person, take some time to commit this lecture series to the Lord. Ask Him to work in transforming your heart into that of a servant leader.

STRATEGIC IMPACT - LEADER INTENSIVE TRAINING: SERVANT LEADERSHIP
MODULE 1: FOLLOW THE LEADER

PRINCIPLE: SERVANT LEADERSHIP BEGINS WITH A RADICAL DECISION TO REFLECT THE ATTITUDE AND FOLLOW THE EXAMPLE OF THE LORD JESUS.

Servant leaders [THINK] and [ACT] like the Lord Jesus,
the ultimate [SERVANT].

Whenever Jesus expressed His reason for coming to the earth, He did so in terms of
[SERVANTHOOD]. (Mark 10:45)

Jesus came to:

1. [SERVE]
2. [GIVE]

Jesus did not come to:

1. [BE RICH]
2. [FAMOUS]

Jesus did not come to be:

1. [SERVED]
2. [GET]

Jesus did not come to attract [ATTENTION] by His popularity.

He did not come to sit at [HEAD] [TABLES].

He preferred to [WASH] [FEET].

The essence of all leadership in your [MINISTRY] is in [SERVING] and [GIVING].

We lead best when [SERVE].

“A whole new type of leadership is asked for in the church of tomorrow; a leadership which is not modeled on the power games of the world, but on the servant leader, Jesus, Who came to give His life for the salvation of many.”

- Henri Nouwen, In the Name of Jesus

Unselfishness cost Jesus His [LIFE], but it marked Him as a [SERVANT].

V. SERVANT LEADERSHIP BEGINS IN THE [MIND] WITH THE ATTITUDE OF JESUS CHRIST.
(Philippians 2:5-8)

1. Jesus existed in the very [NATURE] of God and therefore equal with God (v. 6), enjoying the [BENEFITS] of God.
2. Though He was [GOD] and [UNSELFISH], He made Himself nothing (v. 7)

Without giving up His deity, He walked away from His personal benefits and privileges and became a [MAN].

As a man, Jesus [CHOSE] to become a [SERVANT].

Being a servant leader is [INTENTIONAL]. It begins with a radical decision to [RELINQUISH] whatever keeps you from being a servant.

What holds you back from becoming a servant in your leadership?

VI. SERVANT LEADERSHIP FOLLOWS THE [SERVANT] OF JESUS CHRIST. (John 13:1-17)

1. A servant leader doesn't need [PUBLIC] [ATTENTION] to serve.

Nothing is beneath the [DIGNITY] of a servant leader because they simply want to serve.

2. It may be [DIFFICULT] to serve some people.
3. Servant leadership is personal [INVOLVEMENT] in the lives of people.
4. There is no special [STATUS] to servant leadership.

Servant leadership isn't a [STEP] to greatness; it IS [GREATNESS].

VII. SERVANT LEADERSHIP MUST OVERCOME [OBSTACLES].

1. [SELFISH] ambition.
2. [ADDICTION] to material things and possessions.
3. [OBSESSION] to be in control.
4. [LIFE] of status and popularity.
5. [UNWILLINGNESS] to lose your life.
6. [ROOT] of bitterness.

“You don't even feel like you are being a servant to someone if you love them.”
- Angie Garber

QUESTIONS TO CONSIDER

1. What is the most important thing you learned about Following the Leader?
2. What limits your passion for Christ and your availability to serve? (Consider: habits, schedule, attitudes, sin, etc.) Be honest. Share with your group.
3. What obstacles will you need to overcome to become a servant leader?
4. What kind of impact do you want to have on people? What sacrifice will you make to have that impact? Is it worth it? Why? Why not?
5. Pray with one or two others in your group. Pray that servanthood would become your life as you lead.

STRATEGIC IMPACT - LEADER INTENSIVE TRAINING: SERVANT LEADERSHIP
MODULE 2: TEAM WITH A PURPOSE

PRINCIPLE: SERVANT LEADERSHIP ARE COMMITTED TO **[BUILDING]** AND **[DEVELOPING]** A TEAM.

The best leadership is **[TEAM]** oriented because the best way to do ministry is as a **[TEAM]**.

I. VISION MAY BE INITIATED BY AN [INDIVIDUAL] (a coach, a pastor, a CEO, etc.) **BUT VISION IS BEST FULFILLED BY A GROUP WHO SHARE THAT VISION.**

A leader's vision is only as good as the team that fulfills it.

II. GOD BELIEVES IN TEAMWORK

Servant leaders do what only they can do and they serve others to help them do what only they can do.

III. TEN COMPONENTS OF AN EFFECTIVE, HEALTHY TEAM:

1. **[UNITED]** by a shared **[VISION]** and **[PURPOSE]**.

[PURPOSE] tells why your ministry/your church is in existence

[VISION] is a clear and compelling picture of the future which produces passion in the leader. It is the passion that people want to follow.

VISION LEAKS OUT OF OTHERS.

2. **[ENJOY]** each other.

When the team is together, the atmosphere is **[INFORMAL]**,

[COMFORTABLE] , and **[RELAXED]** .

Times together are **[FUN]**.

Each member is **[INVOLVED]** and **[INTERESTED]** ,
whether speaking or listening.

Build **[RELATIONSHIPS]** by spending **[TIME]** together.

3. **[PRACTICE]** “HOT” Communication.

H — **[HONEST]**

O — **[OPEN]**

T — **[TRANSPARENT]**

4. Has good **[LISTENERS]**

*“The single most important distinctive of effective teams
from ineffective teams is the ability of team members to listen to each other.”*
- Glenn Parker, Team Players and Teamwork

FEW PEOPLE ARE GOOD LISTENERS

People...

only hear **[50]** % of what is said to them.
only pay attention to **[25]** % of what they hear.
only understand **[12]** % of what they paid attention to.
only believe **[6]** % of what they understand.
only remember **[3]** % of what they believe.

5. **[VALUES]** the contribution of each member.

Every member is **[VALUED]** by the team.

Every member is treated as **[NEEDED]** on the team.

6. **[ACKNOWLEDGE]** the importance of the primary leader leading other leaders.

7. **[VALUES]** constructive disagreement and healthy tension.

Among servant leaders the issue isn't **[DISAGREEMENT]** and **[TENSION]**.

The issue is handling it **[PROPERLY]**.

[DISAGREEMENT] is necessary, but it must not grow into **[DIVISION]**.

8. **[BELIEVES]** in shared work/shared glory.

The personal **[SUCCESS]** of a team member is measured by the success
of the **[TEAM]**.

The greatest success is **[TEAM]** success.

9. **[AFFIRMS]** strengths of others and **[PROTECTS]** against their weaknesses.

"The purpose of the team is to make strengths productive and weaknesses irrelevant."
- Peter Drucker

10. Effective **[TEAMS]** do **[LIFE]** together.

Effective teams are communities where people **[KNOW]** each other
deeply, **[SERVE]** each other willingly, and genuinely
[CARE] for one another.

PRINCIPLES OF COMMUNITY

1. [**GIVE**] others what they don't [**DESERVE**].
2. [**TRUST**] and [**VALUE**] each other.
3. Express [**GRATITUDE**] and [**APPRECIATION**] freely.
4. Allow [**OTHERS**] to be themselves.
5. Find ways to [**SERVE**] others.
6. Empower others to complete a [**RESPONSIBILITY**].
7. Make building [**COMMUNITY**] an ongoing [**PRIORITY**] — not an afterthought.
8. Never stop looking for ways to do [**LIFE**] together.

IV. OBSTACLES TO TEAM WORK:

1. Team stuck in a [**COMFORT**] zone.
2. Lack of seeing [**LIVES**] changed.
3. No [**VISION**] or [**SEPARATE**] visions on the team.
4. Lack of spiritual [**ZEAL**] for God's work.
5. Lack of [**TRAINING**] in working together.
6. Selfish [**AMBITION**] among some on the team. The desire to look good.
7. Unrealistic [**EXPECTATIONS**].
8. Sin
9. [**PERSONAL LIFE**] and [**FAMILY**] life out of control.

V. CONCLUSION:

At the core of every thriving ministry is a unified leadership team that loves each other.
Team: 24 guys hanging together on the same rope.

QUESTIONS TO CONSIDER

1. What was the most important thing you learned in this session? Share it with someone and let them share with you.

2. Name the most fulfilling team you've played on or group you've worked with.

On a scale of 0 (catastrophic) to 10 (sublime), rate this team or group regarding the ten aspects of good teamwork.

An effective team...

___ is united by a shared purpose and vision

___ enjoys each other

___ practices honest, open, transparent communication ___ has good listeners

___ values the contribution of each member

___ acknowledges various levels of accountability

___ values constructive disagreement and healthy tension ___ believes in shared work/shared glory

___ affirms strengths and minimizes weaknesses

___ does life together

3. Look at the list of obstacles to good teamwork. Which of these might be the biggest problems for you? Explain.

STRATEGIC IMPACT - LEADER INTENSIVE TRAINING: SERVANT LEADERSHIP
MODULE 3: RELATIONSHIPS: THE HEART OF LEADERSHIP

PRINCIPLE: SERVANT LEADERSHIP SEES LEADERSHIP AS RELATIONSHIP DRIVEN.

Leadership is [**INFLUENCE**]...
...influencing others to [**THINK**],
to [**FEEL**] , to [**ACT**] in certain ways.
...moving people to [**FOLLOW**] , to [**WORK**] harder,
to [**ACCOMPLISH**] more, and to [**SACRIFICE**].
Servant leaders are [**CATALYSTS**] for [**CHANGE**].

“One man can lead others only to the extent that he can influence them.”
- J. Oswald Sanders, Spiritual Leadership

I. INFLUENCE BEGINS WITH [INVOLVEMENT**] . EFFECTIVE LEADERS GET
[**INVOLVED**] WITH PEOPLE.**

II. [RELATIONSHIPS**] ARE KEY TO INVOLVEMENT**

Leadership isn't a position or skill, it's a [**RELATIONSHIP**] .

III. FIVE TRUTHS ABOUT RELATIONSHIPS FOR SERVANT LEADERS (1 Thessalonians 2:1-12):

Relationships are...

1. [**INTENTIONAL**]

When it comes to initiating relationships, the ball is always in the leader's court.

2. [**NEED-BASED**]

Relationships [**REVEAL**] a person's [**NEED**] .

Servant leaders are sensitive to those needs when building relationships.

3. Full of [**AFFECTION**] for others.

*“Paul's ministry in Thessalonica had been public.
It was exercised in the open before God and human beings
for he had nothing whatever to hide.
Happy are those Christian leaders today, who hate hypocrisy and love integrity, who
have nothing to conceal or be ashamed of,
who are well known for who and what they are,
and who are able to appeal without fear to God and the public as their witnesses! We
need more transparency and openness of this kind today.”
- John Stott*

4. [**AFFIRMATIONS**].

Affirmation sticks.

5. [**REVEAL**] a leader's [**INTEGRITY**].

The authenticity of your leadership will be seen in the [**QUALITY**]
of your [**RELATIONSHIP**].

IV. FOUR BUILDING BLOCKS OF RELATIONSHIPS:

1. TRUST (the most fragile, yet the most crucial)

Leadership is a position of trust. It's your responsibility to enable people to trust you.

2. LOVE (the most enduring)

Love is attending to the [**INTERESTS**] of another as faithfully
and [**CONSISTENTLY**] as we care for our own.

*“When leaders stop loving their people, they stand tempted to use them,
neglect them, and to discard them.”*

- Henry Blackaby

3. RESPECT of HONOR (the most neglected)

Honor recognizes another person's [WORTH] or [VALUE].

4. UNDERSTANDING or KNOWLEDGE (the one that takes the longest)

“I am the good shepherd; I know My sheep and My sheep know Me.” (John 10:14)

QUESTIONS TO CONSIDER

1. What was the most significant thing you learned in this session and why? Share your answer with another and let them share with you.

2. Break out into groups of three or four.

Think of a time when you willingly followed the direction of someone you admired and respected as a leader (it could be a leader you know now).

- What was the situation — project, program, activity — in which you were involved with this person?
- What three or four words would you use to describe how you felt when you were involved with this person? How did you feel when you were around him or her? How did this leader make you feel about yourself?
- What did this individual do as a leader that you admired and respected?

3. What will you do now as a result of this session?

STRATEGIC IMPACT - LEADER INTENSIVE TRAINING: SERVANT LEADERSHIP
MODULE 4: WHO HAS THE POWER?

PRINCIPLE: EVERY SERVANT LEADER HAS POWER AND AUTHORITY, BUT MUST USE BOTH TO
[SERVE], NOT [RULE].

Definitions:

Power: The ability to [INFLUENCE] people to do something or to change in some way whether they want to or not.

Authority: The [RIGHT] to exercise power.

Responsibility: Being [ACCOUNTABLE] for the use of power.

As a church leader, you have [POWER] to lead and the [AUTHORITY] to use that power.

- Power comes with the [JOB] and the [POSITION].
- Power is [APPEALING].
- Power has a [SEDUCTIVE] pull on those in leadership.

“The long painful history of the church is the history of people ever and again tempted to choose power over love, control over the Cross, being a leader over being led. One thing is clear: the temptation of power is greatest when intimacy is a threat. Much Christian leadership is exercised by people who do not know how to develop healthy, personal relationships and opt for power and control over others.”
- Henri Nouwen, In the Name of Jesus

I. JESUS’ RADICAL TEACHING ABOUT POWER (Mark 10:42-45)

1. Servant leadership is not patterned after the [POWER] models of [SECULAR] [LEADERSHIP]. (Mark 10:42)

Powerful leaders...

- A. exist to [CONTROL].
- B. enjoy being [SEEN].

- C. keep the [FOCUS] on themselves and what they [WANT].
- D. are consumed with [SELF-INTEREST].
- E. are willing to:
 - [MANIPULATE].
 - [INTIMIDATE].
 - [ELIMINATE] those who differ.
 - [SLANDER] / deceive / coerce; anything to get their own way.
- F. make all the [DECISIONS].
- G. demand [OBEDIENCE] / command [LOYALTY].
- H. have to [TELL] people what to do.
- I. always telling others who the “[BOSS]” is.

“...NOT SO AMONG YOU.”

2. Servant leaders use their power to [SERVE], not [RULE] (Mark 10:43,44).

A Servant leader’s ambition to be great is not [SELF-CENTERED], but [SELF-SACRIFICIAL].

Servant leaders...

- A. exist to [SERVE], not [CONTROL].
- B. enjoy [OTHERS] being seen.
- C. use their power to [SERVE].
- D. make [CHRIST] and His agenda the focus.
- E. consumed with the [INTEREST] of others.
- F. are willing to:
 - [HELP].

- **[CARE]**.
- **[TEACH]**.
- **[LOVE]**.

G. allow others to make **[DECISIONS]**.

H. initiate **[OBEDIENCE]** / inspire **[LOYALTY]**.

I. love to **[SERVE]**.

J. never seek to get their way because of their **[POSITION]**.

POWER SERVES, NOT RULES

Serve people with your **[POWER]** and they
 will not **[REBEL]** against your power;
 use your power for **[YOURSELF]** and sooner
 or later you will lose their **[RESPECT]** and
 maybe your **[POSITION]**.

3. Servant leadership **[SERVES]** rather than **[BEING]** **[SERVED]** (Mark 10:45).

II. THE SERVANT LEADER'S AUTHORITY (The Right to Exercise Power)

1. A servant leader's **[SUBMISSION]** to the Lord Jesus (2 Corinthians 5:14, 15).

You will never become a servant leader until you first become a **[SERVANT]**
 to the **[LEADER]**.

2. A servant leader's **[SUBMISSION]** to the Lord's interests (2 Corinthians 4:5)

A. Christ is interested in God's **[GLORY]** (John 17:4).

- B. Christ is interested in proper [**WORSHIP**] (Matthew 21:12-17; John 2:13-22).
- C. Christ is interested in the Great [**COMMISSION**] (Matthew 28:16-20; Mark 16:14; Luke 24:44-49; John 20:19-23, Acts 1:8).
- D. Christ is interested in [**CONFRONTING**] sin (Matthew 18:15-20).
- E. Christ is interested in restoring [**RESTORING**] saints (Matthew 18: 15-16)
- F. Christ is interested in correcting [**COMPETITIVE**] leadership (Mark 10:43-45).
- G. Christ is interested in [**STABLE**] marriages (Matthew 5:31-32; 19:3-12).
- H. Christ is interested in having [**SERVANT**] leadership (Matthew 18:18-20; 28:20; Mark 6:7; John 20:21-23).

QUESTIONS TO CONSIDER

ALONE TIME

Choose one of the above (a-d) and describe the situation. Be honest and open. What could you have done differently to demonstrate servant leadership?

1. See if there is any misuse of power in your personal life.
 - a. Have you ever controlled your wife and children to get what you wanted?
 - b. Have you ever responded to your children with a thoughtless “Because I said so?”
 - c. Are there times when you would rather rule than serve, get than give, wield power than submit to authority, be honored rather than honor others?
 - d. Have you ever been in a situation where you thought you were “the boss” and told people what to do?

2. (A) Look again at the descriptions of a power leader. Do you see yourself in any of these?
Which ones?

(B) Look again at the descriptions of a servant leader. Do you see yourself in any of these?
Which ones?

3. (A) Think through the ministry organizations and/or churches of which you have been a part.
List the situations in which you observed power leadership in action.

(B) List the situations in which you observed servant leadership in action.

4. What was the outcome of power leadership and servant leadership in each situation listed above?
How did it affect the others?

GROUP TIME

1. Move into a small group of two or three others. In your group, think about the church you are now involved in and its ministry. Determine and discuss if there is anything in the ministry or leadership (maybe even the building) that might promote power leadership (i.e., promoting the authority of the leadership and their good only).
 - a. Reserved parking for leaders.
 - b. Leaders always wanting to be referred to by a title or degree.
 - c. Leaders for a lifetime.
 - d. Lack of communication with the congregation.
 - e. Leaders who...
 - always have the last word.
 - enjoy telling others what to do.
 - won't share authority or responsibility.
 - demonstrate a volcanic temperament to get their way.
 - get their way by saying "We've always done it this way."
 - are not accessible.
 - have little or no accountability.
 - won't return phone calls.
 - make all the decisions.
 - f. List others.

2. Discuss with your group what you've seen. Does anything need to change? If so, what? What has to happen for the change to occur?

STRATEGIC IMPACT - LEADER INTENSIVE TRAINING: SERVANT LEADERSHIP
MODULE 5: WHEN UP BECOMES DOWN

PRINCIPLE: SERVANT LEADERSHIP IS ENERGIZED BY HUMILITY.

Review:

Servant Leadership is...

- **[CHRIST]** centered.
- **[TEAM]** oriented.
- **[RELATIONSHIP]** focused.
- not using your **[POWER]** for your own **[BENEFIT]**.
- **[HUMILITY]** energized.

The only way Jesus described Himself was in terms of humility.

*“For I am **[MEEK]** and **[HUMBLE]** in heart.” (Matthew 11:29)*

Humility: The **[PUSHING]** **[ASIDE]** of you own **[PERSONAL]** desires and pleasures to **[LOOK]** at/consider the good of others.

Humility always takes a downward plunge to lift up another.

I. THE SERVANT LEADER’S PLUNGE INTO HUMILITY (Philippians 2:3-4)

STEP #1: “Do nothing from selfishness or empty conceit” (Philippians 2:3).

Me First...

- **[ERECTS]** a shrine and **[WORSHIP]** at the shrine to I, Me, Mine, Myself
- It desires to **[PROMOTE]** and **[ADVANCE]** self.
- Builds a **[PERSONAL]** following to advance its own cause.
- ME FIRST lies at the root of many **[FAMILY]** arguments.
- **[ARGUES]** with business associates.

- Insists on it is own personal [RIGHTS].

**The only measure radical enough to deal with selfishness, empty conceit,
and me first is [DEATH].**

STEP #2: A servant leader views others as more [IMPORTANT] than himself (Philippians 2:3).

STEP #3: A servant leader lets his personal interests [INCLUDE] the interests of others (Philippians 2:4).

STEP #4: A servant leader can rejoice that God [EXALTS] the humble.

- “Therefore, God highly [EXALTED] Him” (Phil. 2:9).
- “Humble yourselves in the presence of the Lord and He will [EXALT] you.” (James 4:10)
- “Humble yourselves, therefore, under the mighty hand of God, that He may [EXALT] you at the proper time” (I Peter 5:6).

The way [DOWN] — moving from self-indulgence toward God and others —
is the way [UP]. You fall down into greatness.

PROJECT

1. Where do you go from here with what you've heard? What specific plans will you make in order to become a more radical, effective servant leader? Consider:
 - Your love for Christ
 - Anything that might hinder that love for Him (sin, busyness, apathy, etc.)
 - Your priorities, time and money
 - Your family life
 - Your devotional life
 - The clarity of your call to lead
 - The resources you need to accomplish that calling
 - Your commitment to be a source of grace and truth on a leadership team

2. (A) What will be different about you and your leadership in the next 6 months?

(B) What are the obstacles you will have to overcome?

3. Write a prayer of any commitment you have made as a result of this lecture series.

STRATEGIC IMPACT - LEADER INTENSIVE TRAINING: SERVANT LEADERSHIP
SERVANT LEADERSHIP IN YOUR LIFE
A SEVEN-DAY PERSONAL APPLICATION GUIDE

DAY ONE: Another look over the Entire Workshop

1. Take a few minutes to review your notes from the workshop.
 - What grabbed your attention? Why?

 - What would God have you change in your personal leadership style so that you serve more like Jesus?

2. Based on the workshop, write out your personal definition of servant leadership.

DAY TWO: Another look at the OVERVIEW

Leadership is character based. It's what ultimately drives what we do and why. Character is a true reflection of who we really are as human beings; it's what we need as leaders to meet the demands of reality; it's not a matter of outward technique, but of inner reality.

1. Read 2 Peter 1:5-8 and reflect on the qualities of character as they relate to you and your leadership. Write down the qualities that spoke to you.

DAY FOUR: Another look at the MODULE 2: TEAM WITH A PURPOSE

1. Rate your leadership team according to the “Ten Components of an Effective Healthy Team” starting on page 19.
2. If you are the leader of a team, what is one thing you could do to make your team more effective?
3. What actions steps will you take to accomplish this one thing?

DAY FIVE: Another look at the MODULE 3: RELATIONSHIPS — THE HEART OF LEADERSHIP

1. Review the “Five Truths About Relationship for Servant Leaders” on pages 24 & 25. Where are you strong? Where are you weak? Explain.
2. Look again at the “Four Building Blocks of Relationships” on pages 25 & 26. What is your strongest block? Why? What is your weakest block? What steps will you take to strengthen it?

DAY SIX: Another look at the MODULE 4: WHO HAS POWER?

1. Every leader has power to influence. As a leader how do you use your power to influence?
2. Look again at the descriptions of a “power leader” and “servant leader”. Do you see yourself more as a “power leader” or a “servant leader”?
3. What needs to change in your leadership to move you from “power leadership” to “servant leadership”?
4. Picture yourself submitting your leadership to the authority of the Lordship of Christ and His interests. What would that look like? Describe the picture below.

DAY SEVEN: Another look at the MODULE 5: WHEN DOWN BECOMES UP

Read the following slowly. Reflect, meditate as you read, then pray it back to the Lord.

*“Lord of reality, make me real not plastic, synthetic, pretend phony, an actor playing out his part,
hypocrite.*

*I don't want to keep a prayer list but to pray
nor agonize to find Your will but to obey what I already know*

to argue theories of inspiration but submit to Your Word.

I don't want to explain the difference between eros and philos and agape, but to love.

I don't want to sing as if I mean it, I want to mean it.

I don't want to tell it like it is, but to be it like You want it.

I don't want to think another needs me, but I need him else I'm not complete.

*I don't want to tell others how to do it, but to do it,
to have to be always right, but to admit when I'm wrong.*

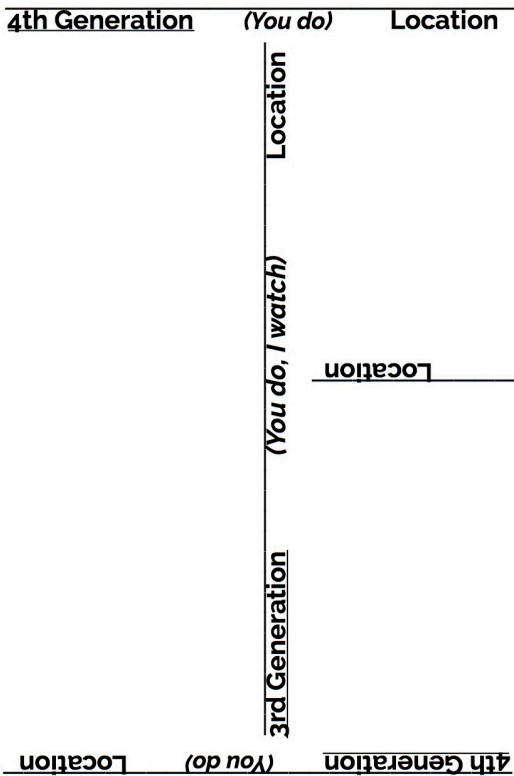
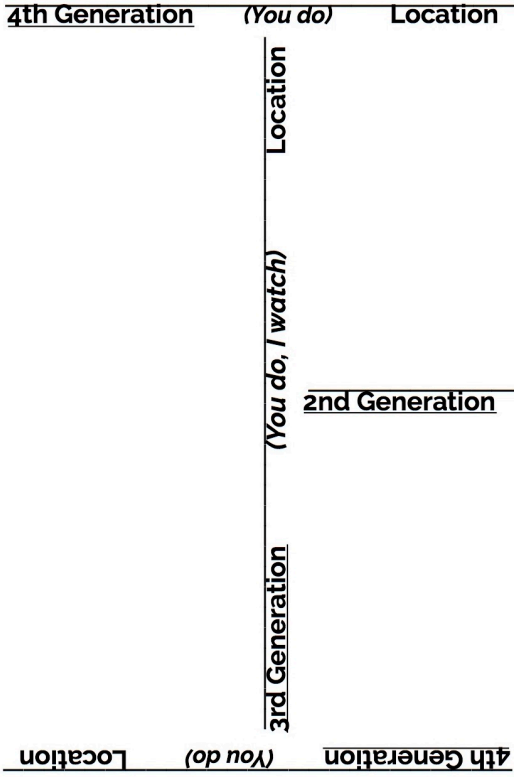
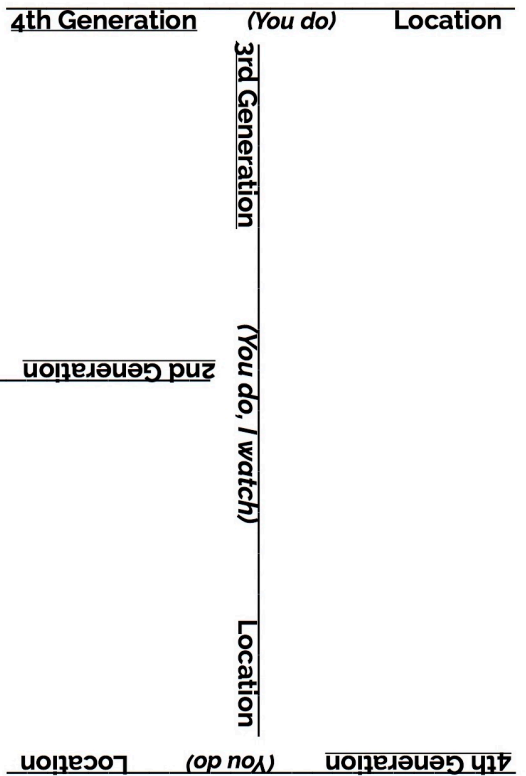
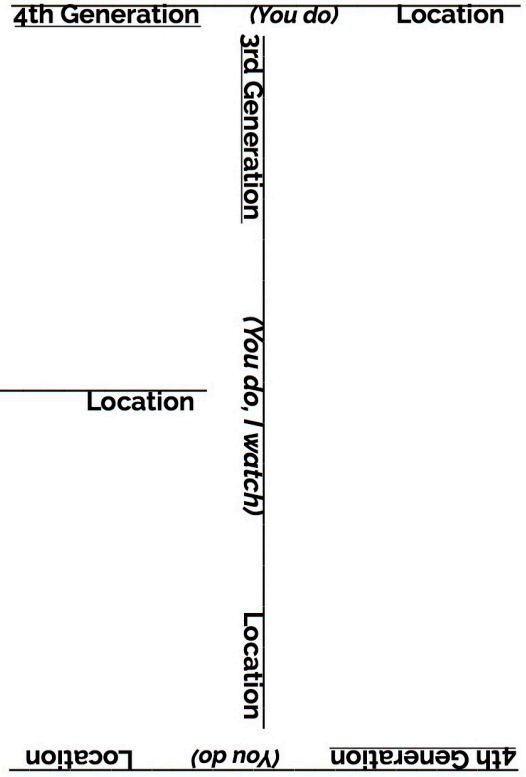
*I don't want to be a census taker but an obstetrician
nor an uninvolved person, a professional, but a friend.*

*I don't want to be insensitive but to hurt where other people hurt
nor to say “I know how you feel” but to say “God knows and I'll try if you'll be patient with me”
and meanwhile I'll be quiet.*

I don't want to scorn the cliches of others but to mean everything I say including this”

- Joe Bayly, A Psalm of Single-Mindedness

MINISTRY MAP



STATEMENT OF FAITH

GOD

Genesis 1:1; Deuteronomy 6:4; Matthew 28:19; John 4:24, 10:30; 2 Corinthians 13:14

We believe that there is one true, holy God, eternally existing in three persons - Father, Son and Holy Spirit - each of whom possesses equally all the attributes of deity and the characteristics of personality. In the beginning God created out of nothing the world and all the things therein, thus manifesting the glory of His power, wisdom and goodness. By His sovereign power He continues to sustain His creation. By His providence He is operating throughout history to fulfill His redemptive purposes.

JESUS CHRIST

Matthew 20:28; Acts 4:12; Romans 5:10; 2 Corinthians 5:18-19; 1 John 2:2

Jesus Christ is the eternal second Person of the Trinity who was united forever with a true human nature by a miraculous conception and virgin birth. He lived a life of perfect obedience to the Father and voluntarily atoned for (made a payment for) the sins of all by dying on the cross as their substitute, thus satisfying divine justice and accomplishing salvation and eternal life for all who trust in Him alone. He rose from the dead in the same body, though glorified, in which He lived and died. He ascended to heaven, and sat down at the right hand of the Father, where He, the only Mediator between God and man, continually makes intercession for His own. He shall come again to earth, personally and visibly, to consummate history and the eternal plan of God.

THE HOLY SPIRIT and THE CHRISTIAN LIFE

John 15:26, 16:8-11

The natural accompaniment of a genuine saving relationship with Jesus Christ is a life of holiness and obedience, attained by believers as they submit to the Holy Spirit, the third Person of the Trinity. He was sent into the world by the Father and the Son to apply to mankind the saving work of Christ. He enlightens the minds of sinners, awakens in them a recognition of their need of a Savior and regenerates them (gives them new life). At the point of salvation He permanently indwells every believer to become the source of assurance, strength and wisdom, and He uniquely endows each believer with gifts for the building up of the body. The Holy Spirit guides believers in understanding and applying the Scripture. His power and control are applied by faith, making it possible for the believer to lead a life of Christlike character and to bear fruit to the glory of the Father.

THE BIBLE

2 Timothy 3:16; 2 Peter 1:21

The sole basis of our belief is the Bible, composed of the sixty-six books of the Old and New Testament. We believe that the Scripture in its entirety originated with God, and that it was given through the instrumentality of chosen men. Scripture thus one and at the same time speaks with the authority of God and reflects the backgrounds, styles and vocabularies of the human authors. We hold that the Scriptures are infallible and without error in the original manuscripts. They are the unique, full and final authority on all matters of faith and practice, and there are no other writings similarly inspired by God.

SALVATION

Romans 3:23; 5:8; Ephesians 2:1, 8-9

The central purpose of God's revelation in Scripture is to call all people into fellowship with Himself. Originally created to have fellowship with God, man defied God, choosing to go his independent way, and was thus alienated from God and suffered the corruption of his nature, rendering him unable to please God. The fall of man took place at the beginning of human history, and all individuals since have suffered these consequences and are thus in need of the saving grace of God. The salvation of mankind is, then, wholly a work of God's free grace, not the result, in whole or in part of human works or goodness, and must be received by faith on an individual basis. When God has begun a saving work in the heart of any person, He gives assurance in His Word that He will continue performing it until the day of its full consummation.

HUMAN DESTINY

1 Thessalonians 4:16-17; Hebrews 9:27

Death seals the eternal destiny of each person. For all mankind, there will be a resurrection of the body into the spiritual world, and a judgment that will determine the fate of each individual. There is an eternal state of punishment for the unsaved and an eternal state of blessing for the saved. Those who have trusted Christ will be received into eternal communion with God and will be rewarded for works done in life.

THE CHURCH

Acts 2:42; Romans 12:1-6

The result of union with Jesus Christ is that all believers become members of His body, the church. There is one true church universal, comprised of all those who have trusted Jesus Christ as Savior and Lord. The Scripture commands believers to gather together to devote themselves to worship, prayer, teaching of the Word, observance of baptism and communion as the ordinances established by Jesus Christ, fellowship, service to the body through development and use of talents and gifts, and outreach to the world. Wherever God's people meet regularly in obedience to this command, there is the local expression of the church. Under the watch care of elders and other supportive leadership, its members are to work together in love and unity, intent upon the ultimate purpose of exalting Christ for the glory of God and the fulfillment of Christ's Great Commission.

FAITH and PRACTICE

1 Corinthians 10:24, 31; 2 Timothy 3:16-17

Scripture is the final authority in all matters of faith and practice. We recognize that it cannot bind the conscience of individuals in areas where Scripture is silent. Rather, each believer is to be led in those areas by the Lord, to whom he or she alone is ultimately responsible.



STRATEGIC IMPACT

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