

# Building a Sustainable and Scalable - Servant Leadership Culture

It is long, hard, and beautiful work to develop and grow a servant leadership culture. Here are key building blocks.

## Gospel Community

**Foundation:** The gospel and its implications shape and inform every aspect of life in the body of Christ.

- Do you believe the gospel is the power of salvation and sanctification through the Spirit?
- Does the gospel and its implications - *inform and shape the building of community in your body?*
- Are you, others free to struggle, confess, repent – *because you have freedom in Christ for forgiveness and change?*
- Do others feel empowered by grace through the Spirit to risk, grow, and be change or - *are they moved by fear causing them to avoid risk and hide their weaknesses and sin?*
- Does the gospel and the Spirit impact our influence (leadership) in every area of life – *home, community, church?*

### Application:

- 1] **Survey your leaders.** *Ask them these five questions and more.*
- 2] **Gospel fluency is vital.** *You must teach others the implications of the gospel at every opportunity you have. (2 Pet 1:3-9)*

## Intentional Discipleship Relationships

- You must see **most** relationships as discipleship relationships – where you are pouring a greater vision of Christ and the life of Christ into others to reproduce disciples who make disciples. (*Not just to reproduce workers.*)
- You must intentionally love via relationship while you teach via the pulpit.

### Application:

- 1] **Shepherd – as you preach.** *Pray, work on, and ask for feedback on this.*
- 2] **Invite a few into an intentional discipleship process.** *Pray - Who do you have relationship with? Who is growing?*

## Scalable and Sustainable Structure

- **Members** – committed to the community, discipleship base
- **Deacons** - staff, team leaders
- **Elders** – other pastors

**Members** - Each member must be called to be a disciple (disciple and disciple maker) - or what are we doing?

- **Small groups (Sunday School)** – *mission, growth, and community.*

Groups where living in the gospel and for the gospel through the Spirit - *become our life.*

### Application:

#### 1] Constantly disciple these leaders.

- You will begin leading this aspect. Prioritize, discipling someone who can take your place or at the least help.
  - \* *Have a thorough onboarding process – that equips for the job and explains what is to come for their growth.*
  - \* *Retreat once a year. (Vision, prayer, unity, encourage.)*
  - \* *Meet 3xs a year to pour into and pray. Meet w couples 3xs (?) times a year to pour into and pray.*
  - \* *Work through short books or passages to increase hunger and vision for Jesus. (You can do this virtually.)*

#### 2] Constantly care for these leaders.

- You will begin leading this aspect. Prioritize, discipling someone who can take your place or at the least help you.
- Love by pursuing, praying with, listening to, caring, valuing. small ways: cards, gift cards, dinners out, dinners in, etc.

#### 3] You can lead both - but focusing on one aspect is a good and needed goal for sustainability and effectiveness.

- **Discipleship Pods** - Groups of 1 on 1 or 1 on 3-4 that eventually spring up withing your small groups.

**Application:**

**1] To begin: start a group of 3 to 6**

- These need to come from within all your groups - to meet with you over 6 months.
- Try to avoid pre-written books - unless every group will use a book to start their groups. They key is reproducible easy principles of getting into the word, applying, praying, going on mission together.

**2] Allow discipleship groups to start from these 3-6 within your small groups.**

**3] As needed, you can lead one of these 3 to 6 person groups for 6 months. (Only once a year at most.)**

**Deacon** – staff or team leaders who are leading other members of the body.

- **Deacons / Team Leaders**

These will lead your Children's, Prayer, Discipleship, Worship – Ministries.

- \* Team leaders have been discipled and now need to be discipling others.
- \* Team leaders must be able to disciple others – not just lead a task.

**Application:**

**1] Meet with these leaders 3 times a year** – to encourage, to pray, to cast vision. *This can and should be the same gathering you do with your small group (Sunday School) leaders. Will be some of the same people.*

- **Staff**

These will lead teams but have more time to meet, be discipled and equipped.

**Practical leading of this group:**

- \* Meet with every week or every other week for one hour. (less is more if it is discipling oriented)
- \* Go thru the word interactively leading (not a sermon) – allowing time for interaction and real group prayer. Focus: how to read the word and pray and apply the gospel. Make it practical. (40 minutes)
- \* As you grow leaders on this team, get others to lead this with you.
- \* Communicate and talk thru issues for 20 minutes.
- \* Set aside a whole staff gathering at times to just pray or just plan.

*Don't just plan and communicate and get stuff done with this team. Disciple and equip!*

*Don't just let this group get stuff done. The must be leading by discipling and equipping their teams.*

**Elders** – other pastors

- \* This group should come out your deacon or team leader group
- \* They can be lay pastors or staff pastors. *A mix if possible is good.*
- \* This ensures they have been discipled and have been discipling others, caring for others, etc.

**Application for equipping of potential elders:**

**1] Have a process.** (Borrow from others.)

**2] No less than a year.** (Take time to get to know them and their spouse.)

**3] Comprehensive** (Theological, Servant Leadership, Prayer, Shepherding, Discipling, Elder Roles, Preaching)

**4] Relational and Experiential** (Build in relational time with the men and spouses. Build in opportunities to serve and experience elder type scenarios before they are officially made elders.)

**Application for pouring into existing elders:**

**1] Don't do this alone.** (Have other elders step into this ongoing pouring in and even the planning of it.)

**2] Grow together.** (Find short books or podcast or articles.)

**3] Meet once a month.** (Once at night late – 2 hours. Once in the morning early – 1 hour.)

- \* Late night: *(send as much out ahead of time as possible)*
  - Time with the Lord - encourage, read the word, pray, confess (1 hour)
  - Business - communicate needs, talk through and decide on issues, pray (1 hour)
- \* Early morning:
  - Prayer - pray for the body, pray for needs the elders, pray for personal needs of each other