

Servants
Leading Servants
Facilitator Version

Servants Leading Servants

Facilitator Version

15 Signs of a REAL Servant Leader

Key principles and tools taught in
GR8 Leaders and GR8 Relationships

Hermann Eben



2020

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Acknowledgements

If you want to know the key values, principles and tools that help you orient your life to be a leader like Jesus Christ, you have the right book. With this material you can grow life skills to further experience the abundant life you have been given (2 Peter 1:3). It will benefit all your relationships, including those you serve when leading. These Godly principles will prepare you for leading here and in eternity.

This information is not based on fads – it is proven, practical, and powerful – built on God’s Word. And, when you apply this material, it shifts your focus back to Jesus Christ’s example to help you become a real Servant Leading Servants.

Everything included in this book is a compilation of material from “GR8 Relationships” (<https://gr8relate.com>) and “GR8 Leaders” (<https://gr8leaders.com>). The GR8 Relationships material helps you create superior biblical relationships that “Pursue the best for others – in work, in life, and in love.” The GR8 Leaders information is written to help leaders “Build superior cultures with great leaders.”

Each system has nearly 500 online, instructive, short videos to help you apply what you learn. Both websites have many instructive blogs. Additionally, GR8 Relationships has more than 150 Radio Show podcasts available for free. Both have benefited from the hours of labor for over 12+ years from Paul Moore, Matt Montgomery, Karl Munt, and recently Leslie Smith.

But none of this material would exist without the strength and work of Jesus Christ. It has also been tirelessly supported by my dear wife Louie. And, without the generosity of Tim Dunn who provided the use of the Next Step Discipleship Ministries video and audio studio, the material would unlikely exist in its present video and audio form.

Additionally, James Bobo has been an encourager for easily 18 years through his feedback and prompting to teach and develop the material. He has used the GR8 material for equipping pastors and teachers in Africa and other parts of the world. It was his desire to provide clear leadership information for churches worldwide and he is the one who came up with the great title.

James also added each of the great Addendum articles except for the one on divorce. The articles were included because he has found those issues are extremely important to the pastors and leaders he has been teaching throughout his years of facilitating church growth and church leaders.

Finally, the Moment of Truth information in chapter 7 – “Servants Leading Servants Create a Culture of Truth” is a clear overview of the Moment of Truth process. If you want all the details from the creator of the process, read the book Managerial Moment of Truth by Robert Fritz and Bruce Bodaken. This information is included, because I am a certified instructor of MMOT. All that is in the chapter follows what Robert teaches.

Tips on Facilitating This Book

This book is designed to be used in small group discussions with ten or less people. This book is for the facilitators of the groups and includes more material than the student version. All material that is highlighted in light gray is the extra material for the facilitator to help them understand the topic more clearly.

The handout template below gives a consistent approach to use for each lesson. Typically, these small groups will meet weekly. And, it is best for each member to read the chapter before the meeting and complete Section One and Section Two. An alternative method is to complete the two sections during a short time after or during the group discussion.

During the meeting, it is best for the small group to have a designated facilitator who ensures that questions on the material are discussed by the group. That facilitator may be trained in the material, but if not, the additional material in this facilitator version can aid the discussion and understanding of the group.

Before the discussion starts, it is helpful to read each verse in the chapter out loud, without comment. That ensures that the living Word of God is planted in the hearts of the individuals. There is significant power in being “washed with the Word”. Then the facilitator leads a discussion of the chapter. If Sections One and Two have been completed prior to discussion, individuals can share their answers during the discussion.

If Sections One and Two are completed and shared after your discussion, individuals can take notes during the discussion and then use them to complete the two sections. Each chapter has many, many observations and applications that can be made.

After allowing time to share their observations and applications, each member will write and share their personal prayer with the group. Finally, each member will answer Section Four and share their personal action plan steps with the group.

A simple agenda for the meeting would be:

1. Opening Prayer
2. Read all verses in the chapter and any additional applicable verses
3. Discuss the material
 - a. If participants have completed Section One and Two, focus on what they discovered and make sure they understand the key truths, principles, and tools.
 - b. Otherwise, explain and discuss the key truths, principles, and tools
4. Allow time to complete Section One and Two (if not already completed prior to meeting)
5. Ask for individuals to share their Section One and Two items with the group
6. Allow time for each individual to write their Section Three prayer
7. Each individual shares their prayer by praying it out loud to the group
8. Allow time for each individual to complete Section Four Personal Action Plan
9. Each individual shares their plan and steps
10. Discuss progress from previous plans and steps of earlier chapters
11. Closing Prayer

Lesson Notes Form

Course:

Lesson:

Section One: Key Truths from God's Word

1.

2.

3.

Share and Discuss with Group

Section Two: Personal Application / Principles to Live By

1.

2.

3.

Share and Discuss with Group

Section Three: My Prayer for God to Expand My Testimony for Him

Share and Discuss with Group

Section Four: Personal Action Plan

Over the next few days, I will:

Over the next week, I will:

Over the next month, I will:

Share and Discuss with Group

Review Action Plan and Results from Prior Lessons with Group

Introduction

Our hope is you will only need the contents in this book to learn the principles and tools that are presented on the pages. More importantly, we desire that your study and the power of the Holy Spirit within you will make the contents part of your life.

If that becomes true, then you will be equipped to share the truths with those around you. That is what God through the Apostle Paul desires for all Christians as he said...

Philippians 2:12 (NKJV) – Therefore, my beloved, as you have always obeyed, not as in my presence only, but now much more in my absence, work out your own salvation with fear and trembling; for it is God who works in you both to will and to do for His god pleasure.

That is one of my wife's favorite verses because it presents such a great picture of the power of the life of Christ, God Himself, working through us. He is in you to "work out" the good news of the abundant life that He has given to all believers (2 Peter 1:3).

Yet, most Christians talk about how hard it is to live as God desires for us to live. How could that be true, when Christ's life is in us and the Holy Spirit is in us to energize us to live Christ's life? I do not believe that is true, but it is what Satan wants you to believe. If Satan can help you think that the Christian life is hard, that multiplies the probability that you will give up and just wait until you go to heaven one day.

That bad thinking is what prevents you from living the abundant life that God has given you.

With that in mind, nothing in this book is hard for the Holy Spirit to do through you. It will be extremely hard if you try to do it on your own power. As others have stated, the Christian life is impossible, if you try to do it without the power of God. Again, that is why so many Christians live a life that has little evidence of the fruit of the Spirit.

Reality and truth are the focus of this book. This is not about new theories and ideas, because the material is based on the reality of God's Word. These principles and tools have added joy and contentment to my life despite my circumstances. And, that is my prayer for you.

If you want to follow God's model for putting this material into your life, I suggest that you read 2 Peter 1:1-11. That passage is covered in depth in course 10 of GR8 Relationships.

In that passage God gives you eight steps to follow if you want to be transformed. We have taken those eight and summarized them into three phases.

- Learn (faith, virtue, knowledge)
- Apply (self-control, perseverance)
- Serve (brotherly kindness, love).

That is our prayer for you! We pray that you will **learn** this material, **apply** it to your life to enjoy the fruit of God's wisdom and love, then **serve** others by sharing with them what you are learning.

If you follow that process, God will transform you!

May God richly bless you as you trust and follow His ways and reject your ways and the ways of the world.

Servants Leading Servants Use Authority Correctly

Key Lesson: *Godly authority encourages freedom, gentleness, and service. Leaders are just a channel of His authority.*

Godly View or World's View

There is the world's view of authority and leadership and God's view. Jesus started the servants leading servants thinking when He was training His disciples.

Matthew 20:25-28 (NIV) – 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 ransom for many.”

Jesus Christ did not come to be served; He came to serve. He is the example of a servant leading servants. Most leadership focuses on control. The Pharisees thought that way. The Gentile lords, kings, presidents of countries, and business leaders have adopted that view of authority and leadership.

You want to be great leader? The world says you have to have money and power! The more money and power you have, the larger your control and the stronger you will become. God warned the Israelites when they called out for a king.

Samuel 8:11 (NIV) – He said, “This is what the king who will reign over you will claim as his rights: He will take your sons and make them serve his chariots and horses and they will run in front of his chariots. Some he will assign to be commanders of thousands and commanders of fifties, and others to plow his ground and reap his harvest, and still others to make weapons of war and equipment for his chariots. He will take your daughters to be perfumers and cooks and bakers. He will take the best of your fields and vineyards and olive groves and give them to his attendants. He will take a tenth of your grain and of your vintage and give it to his officials and attendants. Your male and female servants and the best of your cattle and donkeys he will take for his own use. He will take a tenth of your flocks and you yourselves will become his slaves.

The world most often celebrates men of power, fame, and money. And, that temptation will always be close to you. You will be tempted to be powerful among the people in your church. You will be tempted to get them to serve you. You will be tempted to get money from them.

Do you want to be great among men? Or, do you want to be a mighty man of God?

So, how will you know you if you are a Godly leader? Is it because men and women say so? Is it the size of your church? How much people give to your ministry? How many people you train or disciple?

And, you may assume that you are a good leader because you are a religious leader. Be cautious, that was the mistake of the Pharisee and scribes, the religious leaders of the day during Jesus Christ's time.

Luke 20: 46-47 (NIV) – Beware of the scribes, who desire to go around in long robes, love greetings in marketplaces, the best seats in the synagogues, and the best places at feasts, who devour widows' houses, and for a pretense make long prayers. These will receive their condemnation.

If you want power, fame, and money, you do not want what God wants! Your mind needs renewal. Jesus Christ, is THE example of leadership. He has a new message.

Matthew 20:26 (NIV) – Not so with you. Instead whoever wants to become great among you must be your servant.

Jesus clearly wants you to grow as servants (disciples) by serving others.

Matthew 28:19-20 (NIV) – Therefore, go and make disciples ...teaching them to obey

everything I have commanded you. And surely, I am with you always, to the very end of the age.”

Ask God to renew your mind to be a Servant Leading Servants under Jesus Christ’s authority. When you see authority and leadership the way God does, your thinking and actions change.

Godly Authority Encourages Freedom

Authority Is Misused

When the word “authority” is used it can mean...

- Demand justification or evidence
- State that a person has expert abilities and knowledge
- Demonstrate power to make a decision
- Grant freedom for others to act

Even though each of those definitions are basically positive, do you view authority as positive? For most people, the answer is no. Authority is constantly misused creating an image of harshness or abuse. It is also misused when it is seen as a person, meaning the person in charge. Finally, it is misused when the person with the authority minimizes everyone’s freedom except their own.

Most leaders around the world misuse the authority they have been given by God (Romans 13) and assume they are the authority. But they, like you, are not the authority. **You are only a channel of authority;** a steward of the authority God has given to you. There is no other authority other than God. But God uses both good and bad people as channels of His authority in the world.

So, before going further, let’s define authority, understand how God sees authority, and look at the biblical example of the Apostle Paul as a channel of God’s authority.

The Greek word for authority is *exousia*. The word indicates “freedom of choice”. So, a person with great authority has the maximum freedom of choice. On the other hand, the one under the authority most often has their freedom limited.

That is the way it works in the world, but that is not the way God wants His authority used by you – His channel of authority. Since God is the only authority, look at how He used His authority with us.

Galatians 5:1 (NKJV) – Stand fast therefore in the liberty by which Christ has made us free, and do not be entangled again with a yoke of bondage.

See it? God used His authority through the death of Jesus Christ the Son, to set us FREE! That means the example God set for us as channels of His authority is to use authority to provide freedom, not control.

That means authority is definitely NOT about “ME.” It is not about your position or your power. It encourages, even creates, freedom of choice for those you lead and others around you. It does not mean that there are no boundaries or consequences for people who do not follow the rules. Authority used properly allows people to cross the boundaries and experience the consequences – again, just like God deals with you.

Authority is NOT About Control

Control does work, you know that, because you have done it. But control works mainly in the short term, relying on fear. If you can maintain a level of fear in people, you can control them until they are brave enough to fight back or rebel. What control fails to create is self-governance. It may create compliance, but not much more. Control gets people to comply to the minimum requirements, **but they do not pursue excellence.**

Control is a complete misunderstanding about how God wants you to use His authority. God gave you freedom and He wants you to be transformed (2 Peter 1:5). Following Him produces the fruit of the Spirit (Galatians 5:22) which includes self-control, not external control.

Authority IS About Developing

When you accept your role as the channel of authority, you can focus on valuing and developing people instead of using your authority to control people.

Do you value people? Are you focused on developing them like the Apostle Paul?

2 Corinthians 10:8 (NKJV) – ...our authority, which the Lord gave us for edification and not for your destruction.

2 Corinthians 13:10 (NKJV) ...the authority which the Lord has given me for edification and not for destruction.

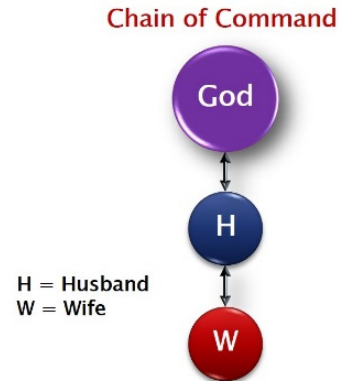
Paul's example is so good to follow because he used power, but it was God's not his power. He was following the "power from the outside, not the inside" principle (more on this later). That frees you to relate to others properly. You don't just try to "get along", because the POWER of God shares the truth (power) in love (relate) – Ephesians 4:15.

POWERFUL	RELATIONAL
<ul style="list-style-type: none"> • Power is not ours, it is God's, so use it wisely, like God does • Power is from God's Word to build up, free others, not control • Power of God frees Leaders to RELATE 	<ul style="list-style-type: none"> • Paul related God's, not his own, power to those he led • Paul related meekness and gentleness to the people • Paul would not "lord it over your faith" (2 Cor. 1:24) • Paul would "lower myself in order to elevate you" (2 Cor. 11:7)

When you think leading is about control, you will try to use God's Word to support your power or desire to control. That means you will probably misuse the following verses and graphs. (The graphs are designed for marriage, but the principles apply for leading and discipling.)

Ephesians 5:23 (NKJV) – For the husband is head of the wife, as also Christ is head of the church...

1 Corinthians 11:3 (NKJV) – But I want you to know that the head of every man is Christ, the head of woman is man, and the head of Christ is God.



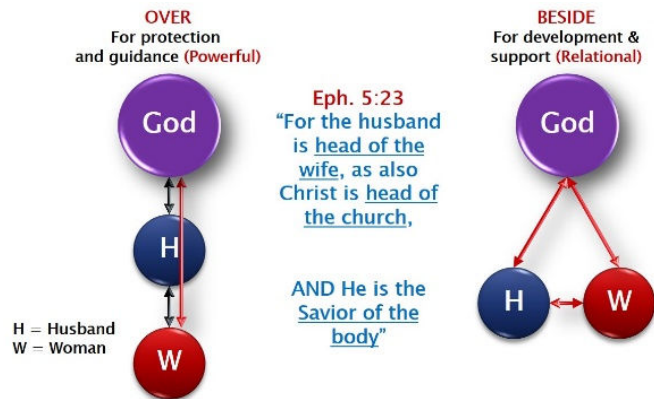
The reality is God's image involves both Power and Relating. Yes, Ephesians 5:23 is completely true, but what is the purpose of the husband being the head? What is the purpose of the leader being the leader?

It is for PROTECTION of the followers!

That means power is used FOR the benefit of the wife and followers. Isn't that true of Jesus? He is the All-Powerful God AND He is our Savior! Powerful and Relational. His power is used FOR us, not Himself.

So, a summary of the graphics is:

- The POWER of Authority is from God not us
- Trusting His Power frees leaders to RELATE (Phil. 2:12)
- Spiritual authority is OVER for Protection and Guidance (Powerful)
- Spiritual authority is BESIDE for Development and Support (Relational)



Godly Authority is Gentle

Fueled by Meekness and Gentleness

2 Corinthians 10:1-2 (NKJV) – ...by the meekness and gentleness of Christ, I appeal to you—I, Paul, who am 'timid' when face to face with you, but 'bold' when away! I beg you that when I come I may not have to be as bold as I expect to be toward some people who think that we live by the standards of this world...

How clear can Paul be about the proper use of authority? Paul was the channel of the authority of God. Jesus is THE Authority and He is "meek and gentle" in His dealings with us. His unlimited power is used for our benefit, because He is meek and gentle.

That does not mean that He is timid! Meekness is best defined as "power under control." Jesus' vast power is not used like the power of a bomb, which is very destructive. Instead His power is controlled like electricity that powers our lights and other beneficial tools and appliances. When you use the power of

God’s authority, you don’t try to change people – that is Christ’s role. You hope, pray, encourage, exhort and rebuke, but leave the change up to them and God.

Paul did not try to control the Corinthians, instead he invited them to consider the truth. He did not demand, even though he could have with his position. Why didn’t he demand? Because the authority isn’t Paul’s and he was using Christ’s authority in the same way that Christ would.

Each of the following are about treating people as Jesus would – with meekness and gentleness.

2 Corinthians 1:24 (NKJV) – Not that we lord it over your faith, but we work with you for your joy

2 Corinthians 2:8 (NKJV) – I urge you, therefore to reaffirm your love for Him

2 Corinthians 8:8 (NKJV) – I am not commanding you, but I want to test the sincerity of your love

2 Corinthians 11:7 (NKJV) – Was it a sin for me to lower myself in order to elevate you?

2 Corinthians 11:10 (NKJV) – Here is my advice about what is best for you

Our Power is Unnecessary

Since authority is about freedom and you are only a channel of God’s authority, you can start using God’s authority more effectively. Follow Paul’s example with the Corinthian church.

2 Corinthians 13:2-4 (NKJV) – I write to those who have sinned before, and to all the rest, that if I come again I will not spare—since you seek a proof of Christ speaking in me, who is not weak toward you, but mighty in you. For though He was crucified in weakness, yet He lives by the power of God. For we also are weak in Him, but we shall live with Him by the power of God toward you.

What Paul says may not be clear, so below is a table that will help.

The Corinthians were questioning Paul’s authority. Paul asked them to deal with people that were sinning, but they didn’t, because they did not believe Christ was speaking through Paul to them. They apparently did not believe that Christ was concerned about their sin, so they ignored Paul and, therefore, Christ. They also may have questioned the power of Christ to deal with their sin.

PERCEPTION	REALITY
Christ does not speak through Paul	(He does, let me prove it to you)
Christ won't deal with our sin	Christ is mighty in you, deals with sin and disobedience
Christ died on the cross, was weak, not strong	Christ was strong, He won and is alive by the Power of God
Paul is weak, so we do not need to listen to him	Yes, we are weak just like Christ!
Paul has no power	We will use God's power when dealing with you

Therefore, "I will not spare you" = "God will not spare you."

So, Paul states that Christ "...is not weak toward you, but mighty in you." In other words, Paul tells them that they do not understand who Christ is and the power that He has.

He goes on to say, and I paraphrase, "Yes, He died on the cross, which may appear that He was weak, not strong, but you are missing the power of God that raised Christ from the dead and now He lives by the power of God."

So far, this is a good lesson for leaders to correct error when noticed, share the truth, and leave it with God to change a person’s life.

Now it gets even better! The Corinthians were mistaken about the power of Christ. They were also mistaken about the power of Christ directed at them through Paul. So, my paraphrase is:

"Since you are mistaken about Christ – He isn't weak, He is extremely powerful. So, you might say, I am weak, just like Christ is weak! But I don't need to be strong, because it is Christ's power that will deal with you. Therefore, when I say, 'I will not spare you', it means, God will not spare you. I am not the power; I am just a messenger or channel of the power."

What an amazing message for leaders who follow Christ! If you rely on your own power, you are doing it completely wrong. **Be like Paul. He depended on Christ’s authority and power, not his own.**