

15 SIGNS OF A REAL
SERVANT LEADER

Servants Leading Servants

FACILITATOR'S GUIDE

Key principles and tools taught in
GR8 Leaders and GR8 Relationships

HERMANN EBEN



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Servants Leading Servants

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Acknowledgments

You have the right book if you want to know the fundamental values, principles, and tools that help you orient your life to be a leader like Jesus Christ. With this material, you can grow life skills to 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 has no foundation in fads—it is proven, practical, and powerful—built on God’s Word. Applying this material shifts your focus to Jesus Christ’s example to help you become a REAL Servant Leading Servants.

Everything 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 by “Pursuing Their Best—Freedom in Relationships.” The GR8 Leaders information helps leaders “Build superior cultures with great leaders.”

Each website has nearly five hundred online, instructive, short videos to help you apply what you learn. Both have hundreds of informative blogs, and the GR8 Relationships information is entirely FREE—all courses, TV shows, podcasts, and blogs. Both have benefited from the hours of labor from Paul Moore, Karl Munt, and Matt Montgomery for years.

But none of this would exist without the grace, strength, and work of Jesus Christ, the support of my dear wife, Louie, and the generosity of Tim Dunn, who provided the resources of the Next Step Discipleship Ministries studio.

Additionally, James Bobo has played a significant role as an encourager for two decades through his feedback and prompting to teach and develop the material. He equips pastors and teachers in Africa and other parts of the world. He wanted to have material with clear leadership information for churches worldwide, and he is the one who gave me the excellent title.

James added each of the Addendum articles and encouraged me to include my article about divorce. He found those issues are essential to the pastors and leaders he has taught.

Finally, the Moment of Truth information comes in Chapter 7: “Servants Leading Servants Create a Culture of Truth.” It is an 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.

Tips on Facilitating This Book

The student version of Servants Leading Servants is designed for small group discussions with ten or fewer people. You have the facilitator version, which includes more material than the student version that your small group has. Anything in light gray is the extra material for you to help them understand the topic more clearly.

The handout template below gives a consistent approach to use for each lesson. Typically, small groups will meet weekly, but that is your decision. Each member should read the chapter before the meeting and complete Sections One and Two. An alternative is for the group to complete the two sections in a specified time after or during the group discussion.

During the meeting, the facilitator ensures that the group discusses questions on the material. That facilitator may have training in the material, but if not, they have access to the additional information in the facilitator version, which will aid the discussion and understanding of the group.

Before the discussion starts, read each verse in the chapter out loud without comment or discussion. That ensures that you plant the living Word of God in the hearts of the individuals. There is significant power in being “washed with the Word.” Then lead a discussion of the chapter.

If Sections One and Two are completed before the discussion, individuals can share their answers during the discussion.

If the sections are completed and shared after your discussion, individuals can take notes during the discussion and use them to complete the two sections. Each chapter has numerous observations and applications for everyone.

After allowing time to share their observations and applications, each member writes and shares their prayer with the group. Finally, each member answers Section Four and shares their action plan steps with the group.

A simple agenda for the meeting is as follows:

1. Opening Prayer
2. Read all verses in the chapter and any additional applicable verses
3. Discuss the material
4. If participants have completed Sections One and Two, focus on what they discovered and ensure they understand the key truths, principles, and tools.
5. Otherwise, explain and discuss the key truths, principles, and tools.
6. Allow time to complete Sections One and Two (if not already completed before the meeting)
7. Ask individuals to share their Section One and Two items with the group
8. Allow time for each individual to write their Section Three prayer
9. Each individual shares their prayer by praying it out loud to the group

10. Allow time for each individual to complete the Section Four Personal Action Plan
11. Each individual shares their plan and steps
12. Discuss progress from previous plans and steps of earlier chapters
13. Closing prayer

Lesson Notes Form

Course:

Lesson:

Section One: Key Truths from God’s Word

1.

2.

3.

Share and Discuss with the Group

Section Two: Personal Application / Principles to Live By

1.

2.

3.

Share and Discuss with the Group

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

Share and Discuss with the 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 the Group

Review Action Plan and Results from Prior Lessons with Group

Introduction

We hope you will only need the contents of this book to learn the principles and tools presented. More importantly, we desire that your study and the power of the Holy Spirit within you will make the content part of you.

If that happens, you can share the truths with those around you. That is what God, through the Apostle Paul, desires for all Christians, as he said in 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 good pleasure.

That is one of my wife's favorite verses because it presents a great picture of the power of Christ's life 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. 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 wait until you go to heaven one day.

That flawed thinking prevents you from living the abundant life that God has given you.

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

Reality and truth are the focus of this book. Nothing in this book is about new theories and ideas because the essential information uses the reality of God's Word. Despite my circumstances, these principles and tools have added joy and contentment to my life. And that is my prayer for you.

If you want to follow God's model for putting this material into your life, I suggest 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 transformation. We summarized those steps into three phases.

- Learn (faith, virtue, knowledge)
- Apply (self-control, perseverance, godliness)
- 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, and then **serve** others by sharing what you are learning with them.

If you follow that process, God transforms you!

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

1

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.

Do you want to be a great leader? The world says you must 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 if you are a godly leader? Is it because men and women say so? Is it the size of your church? The amount that people give to your ministry? The number of people you train or disciple?

You may assume you are a good leader because you are a religious leader. Be cautious; that was the mistake of the Pharisees, Scribes, and 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 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. Your thinking and actions change when you see authority and leadership as God does.

GODLY AUTHORITY ENCOURAGES FREEDOM

Authority Is Misused

When you use the word “authority,” it can mean

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

Even though each of those definitions is primarily 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 seen as a person, meaning the person in charge. Finally, it is misused when someone with authority minimizes everyone’s freedom except their own.

Most leaders worldwide misuse God’s authority (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 good and bad people as channels of His authority.

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*. It indicates “freedom of choice.” So a person with significant authority has the maximum freedom of choice. On the other hand, the one under authority most often has their freedom limited.

That is how it works in the world, but that is not how 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 His authority to provide freedom, not control.

That means authority is 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 there are no boundaries or consequences for people who do not follow the rules. When used correctly, authority allows people to cross boundaries and experience the consequences, just as God deals with you.

Authority is NOT About Control

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

Control completely misunderstands how God wants you to use His authority. God gave you freedom and 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?

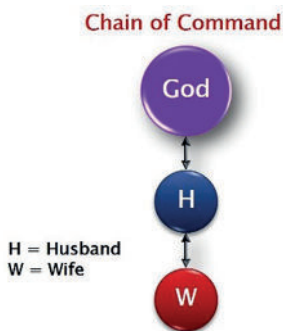
2 Corinthians 10:8 (NKJV)—...our authority, which the Lord gave us for edification and not for your destruction.

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 followed the "power from the outside, not the inside" principle (more on this later). That frees you to relate to others appropriately. You do not just try to "get along" because the POWER of God shares the truth (power) in love (relate)—Ephesians 4:15.

POWERFUL	RELATIONAL
• Power comes from God, not us; given, not deserved; use it wisely • Power comes from God's Word to build up and free others, not control • The power of God frees Leaders to RELATE	• Paul related God's, not his own, power as 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 to elevate you" (2 Cor. 11:7)

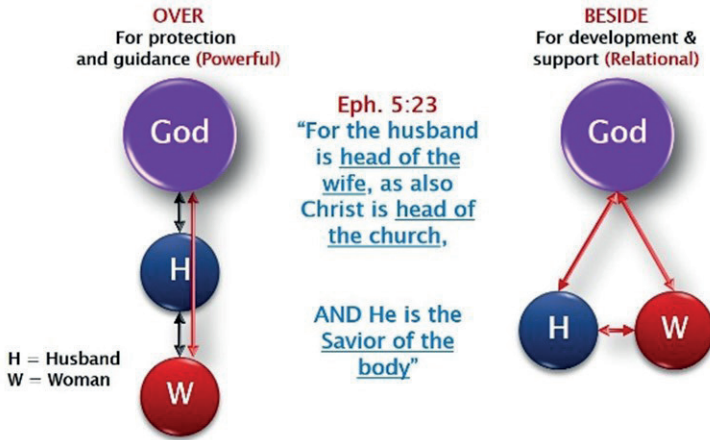
When you think leading is about control, you will try to use God's Word to support your power or desire to control. That means you will probably misuse the following verses and graphs. (The graphic is for marriage, but the principles apply to leading and discipling.)



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 entirely true, but what is his purpose as the head? What is the purpose of the leader being the leader?



It is for the PROTECTION of the followers!

That means using power FOR the benefit of the wife and followers. That is true of Jesus. He is the All-Powerful God, AND He is our Savior! Powerful and Relational. He uses His power FOR us, not Himself.

So a summary of the graphics is as follows:

- 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).