

A Vision For Servant Leadership

“... One is your Leader, that is, Christ. But the greatest among you shall be your servant. And whoever exalts himself shall be humbled; and whoever humbles himself shall be exalted.”

Matthew 23: 10-12 (NASB)

Our Servant Leadership Purpose Statement

Servant leadership is a matter of character and calling.

Therefore we are committed to identifying and discipling tomorrow's servant leaders in our church today by building a body of servant Leaders who are godly in character, humble in calling and committed to serving the mission and others on mission. A servant leader's development and qualifications are based upon biblical values, spiritual maturity and commitment mission.

How is the church led?

The head of The Fellowship at Cinco Ranch is Jesus Christ. As an organization, we seek to reflect His priorities in all we do and how we do it. No decision is ever made that would knowingly contradict any of Jesus' teaching. In addition, as servant leaders, through the guidance of the indwelling Holy Spirit, we endeavor to discern God's vision and plan for us as a church. We continually seek God's direction while keeping an eye on our effectiveness.

Colossians 1: 17, 18, Ephesians 1: 22, 23

What is a servant leader?

“A Servant leader – serves the mission and leads by serving those on mission with him...Mission is everything for the servant leader. The mission that God or someone in authority entrusts to the leader is the focus of every decision and action. True servant leadership begins when the leader humbles himself to carry out the mission entrusted to him rather than his personal agenda.”

Dr. Gene Wikles, [Jesus on Leadership](#) p.18

Proverbs: 3: 5,6 Mark 10:45

Who are our servant leaders?

On a human level, under the leadership and direction of Christ, the congregation has delegated leadership responsibility to servant leaders. These are the Lead Pastor and staff, Elders on the Pastoral Management Team (PMT), Officers, Ministry Leaders and Life Group Leaders.

Ephesians 4: 11-13

Lead Pastor – This member has been called of God to serve the cause of Christ and the church on a full-time vocational basis. We look to our Lead Pastor for leadership in discerning and accomplishing the vision and mission of the church. He oversees the spiritual leading and feeding of the church. He equips the staff and leadership to effectively serve the body of Christ. He leads, as an Elder, out his gifts along with the Elders on the PMT to ensure that the church remains true to its Biblical mission and God given vision.

Pastoral Management Team (PMT) – Members of the church, selected by the congregation to serve as Elders along with the Lead Pastor on a leadership team of Elders referred to as the PMT. This team provides spiritual watchcare and oversight, evaluating the teaching ministry of the church and reviewing major ministry decisions and strategic initiatives. They use their wisdom, discernment and shepherding gifts to ensure the church remains true to its Biblical mission and God given vision.

Church Officers – Members of the church selected to oversee the legal and financial aspects of the ministry and matters pertaining to building and facilities. They all have some marketplace expertise, which they use to serve the church.

Ministry Leaders - Members of the church who give leadership to various ministries and sub-ministries. These are unpaid volunteer servant leaders. The main objective of a Ministry leader is to build and coordinate teams of volunteers so that ministry and mission can happen in fulfilling God's vision for our church.

Church Staff – Members who direct the primary ministries of the church. They are paid so that they can devote the best hours of their day to building the ministries and fulfilling the mission they have been called to.

LIFE Group Leaders – Members who serve the church as servant leaders of small groups. These servant leaders are essential to effective pastoral ministry. They care for, disciple, evangelize and minister to their groups. They oversee the spiritual health and growth of those in their LIFE group.

How does it all work together?

The way these groups work together can best be stated as follows. The Lead Pastor and staff direct the primary ministries of the church and the day-to-day operations with overall leadership and supervision provided by the Lead Pastor, who in turn works with all Ministry Leaders in planning and accomplishing the mission and vision of the church. All Ministry is in turn, supported by the policies and financial resources determined by the Elders serving on the PMT with the mission and vision of the church under the prayerful leadership of the Elders.

Proverbs 11:4

What are our core values as Servant Leaders?

Servant Leaders value their relationship with Christ – We are called to love God with all our hearts, minds, souls and strength. Servant leadership is about passionately loving and giving our lives to others out of our love and passion for Christ.

Matthew 22:37-39

Servant Leaders value service to others – Jesus himself said that He came not to be served but to serve. True leadership is about giving up our rights, privileges and preferences to be used by God to serve other as servant leaders.

Mark 10:45; John 15:13

Servant Leaders value learning – The word for disciple means “Learner” and leaders must be learners. A leader can not take others further than they themselves have been. Sometimes learning is painful, but beneficial and therefore to be sought after.

Psalms 119:37; Proverbs 1:5; Isaiah 1:17; Matthew 11:26; John 6:45

Servant Leaders value their “SHAPE” – Leaders are gifted in different ways and are commanded to serve and lead out of their giftedness. Not all will have the spiritual gift of leadership, but each one should serve and lead according to their Spiritual gifts, Heart, Abilities, Personality, and Experiences.

Ephesians 4:11-15; 1 Corinthians 12; Romans 12

Servant Leaders value their calling – A leader has a clear sense of call upon their lives. They believe that what they do makes a big difference in God’s church. Leaders who value their calling, serve out of their love and obedience to Christ, rather than serving for prestige, power or privilege.

Isaiah 6:8; 1 Samuel 3

Servant Leaders value commitment – We become what we commit to! Leaders make commitments that shape who they are and what they will become. Servant Leaders at The Fellowship make commitments to biblical values, Christ’s mission and vision for His church and to building up the body for the kingdom.

Matthew 22:37-40; Matthew 28: 18-20

Servant Leaders value trust – Trust is a foundational component of leadership, both trust in our Lord and each other. Because we are committed to unity in the body of Christ, Servant leaders are committed to building trust into relationships in order to facilitate a strong commitment toward fulfilling the will of God for our lives and church.

Psalms 20:7; Proverbs 3:5,6; Romans 15:13; 1 Corinthians 4:2; 1 Corinthians 13: 6,7

Servant Leaders value accountability – When we allow others to hold us accountable to the things, which matter, to us and to God, then we become more effective ministers and leaders. Servant leaders invite people to ask the tough questions of their lives.

Proverbs 29:1; Proverbs 27:17; Ecclesiastes 4:9,10; Revelation 3:19; 2 Timothy 2:4; Ephesians 4:15

What does it take to become a Servant Leader at The Fellowship?

Level 1 – Basic Servant Leadership qualifications:

Every servant leader is first a member of The Fellowship and at least 18 years old and has made the following commitments:

- A Commitment to Christ and the church
- A Commitment to the disciplines necessary for Spiritual growth
- A Commitment to serving Christ and others by using our S.H.A.P.E.
- A Commitment to sharing our faith with others
- A Commitment to becoming a Servant Leader

Having made these commitments, servant leaders demonstrate and exhibit a **passion for Christ** as they grow toward maturity by turning away from sin, spending time in God’s word and prayer, leading a Spirit filled life, and using their S.H.A.P.E. in ministry. They also exhibit a **competence in the ministry** for which they have been called to serve including the ability to keep the ministry focused and guided toward its purpose. They also take the time to develop the skills necessary to lead effectively while remaining accountable to those in leadership. In addition, anyone who serves on the Pastoral Management Team (PMT) other than the Lead Pastor must have been a member of The Fellowship for at least one year.

What is the role of the Pastoral Management Team?

Those that serve on the PMT, serve as Elders. In the New Testament we see the church being led by a plurality of godly servant leaders who give oversight and direction. These individuals are given responsibility and authority by the membership to ensure that the church remains true to its Biblical mission and God given vision. They also see that members are being appropriately shepherded, that the body is being fed through insightful and accurate biblical teaching, and that the life of the church is being well managed with the assistance of other competent and godly leaders. They are to care about the spiritual and physical well-being of members, regularly praying for the sick. They are to guard the body against harmful influences, confronting those who are contradicting biblical truth or who are continuing in patterns of sinful behavior. In doing so, they are to keep closing potential entrances for Satan, so that the truth of Christ will remain credible to both the congregation and the community.

1 Peter 5:1-4; Acts 20:28-31; Titus 1:9; James 5:14

What are the Biblical qualifications for serving as an Elder on the Pastoral Management Team?

Level 2 – Advanced Servant Leadership qualifications:

Qualifications are summarized in 1 Timothy 3:2-7 and Titus 1:6-9 – Individuals are not meant to be perfect or without blemish, but rather to be able to demonstrate a level of maturity, purity and godly character.

1. **Above reproach** – *Members must lead by example and demonstrate a lifestyle free of habitual patterns of sin.*
2. **Husband of one wife** – *Members, if married, must be a devoted spouse. This does not necessarily exclude someone who has been divorced. Each situation is considered on a case by case basis upon evidence of confession, repentance and healing.*
3. **Temperate** – *Members must be self-controlled, enslaved to nothing, free from excesses.*
4. **Prudent** – *Members must be sober, sensible, wise, balanced in judgment, not given to quick, superficial decisions based on immature thinking.*
5. **Respectable** – *Members must demonstrate a well-ordered life and honorable behavior.*
6. **Hospitable** – *Members must be unselfish with their personal resources. They must be willing to share blessings with others.*
7. **Able to teach** – *Members must be able to communicate truth and sound doctrine in a non-argumentative way.*
8. **Not addicted to wine** – *Members must be free from addictions and willing to limit their liberty for the sake of others.*
9. **Not pugnacious or quick tempered** – *Members must be gentle, patient, and able to exercise self-control in difficult situations.*
10. **Uncontentious** – *Members must not be given to quarreling or selfish argumentation.*
11. **Free from the love of money** – *Members must not be stingy, greedy, out for sordid gain, or preoccupied with amassing material things.*
12. **Manage own household** – *Members must have a well-ordered household and a healthy family life.*
13. **Not a new convert** – *Members must not be a new believer. They must have been Christians for long enough to demonstrate the reality of their conversion and depth of their spirituality.*
14. **Good reputation with outsiders** – *Members must be well-respected by unbelievers and free from hypocrisy.*
15. **Not self-willed** – *Members must not be stubborn, prone to force opinions on others, or abuse authority. They must be servants.*
16. **Loving what is good** – *Members must desire the will of God in every decision.*
17. **Just** – *Members must desire to be fair and impartial. Their judgment must be based on scriptural principle.*
18. **Devout** – *Members must be devoted Christ followers seeking to be conformed to His image. They must be committed to prayer, worship, the study of Scripture, and the guarding of their own walk.*
19. **Holding fast the faithful Word** – *Members must be stable in the faith, obedient to the Word of God, continually seeking to be controlled by the Holy Spirit.*

How are Servant Leaders chosen?

Note again that all servant leaders must fulfill the qualifications for leadership as defined under, **“What does it take to become a Servant Leader at The Fellowship?”** The Elders on the PMT have additional qualifications they must meet.

Pastoral Management Team (PMT) – Elders serving on the PMT

Each year, those Elders having completed their terms rotate off the PMT and the congregation, through a nomination process chooses new Elders. These are nominated by the membership and then interviewed by the existing Elders on the PMT. Based upon each individual’s qualifications (see *‘What does it take to become a Servant Leader at The Fellowship?’* & *“What are the Biblical qualifications for serving on the Pastoral Management Team?”* In the previous sections) and their commitment to serve for a 3 years term, they are selected to serve as an Elder on the PMT. They are presented to the church.

Officers – Financial Administrator, Church Treasurer, Church Clerk, Trustees, etc.

Ministry Leaders – Volunteer Leaders

Ministry Leaders are representative of the non-paid primary ministries of the church as determined by the Lead Pastor and PMT. The Lead Pastor and PMT select individuals who meet the qualifications for servant leadership and who have a desire to serve Christ and His church by giving leadership in a ministry area which suits their S.H.A.P.E.

Pastoral Staff – Paid Pastors and other staff positions

As we continue to grow more Pastors and support staff will be needed. Once the Lead Pastor and PMT decide that additional staff is needed, the resources are budgeted by the church and the position is announced to the congregation and community. The Lead Pastor, PMT and appropriate ministry leaders help conduct a thorough search for candidates, followed by interviews leading to a selection. Our goal is to raise up godly servant leaders from within the church, for that reason we will always, first, look at our own congregation to meet our existing staff needs.

LIFE Group Leaders

LIFE group leaders are a direct extension of the teaching and pastoral care ministries. They must meet the qualifications for servant leadership and have a heart for shepherding and discipling people. These individuals are chosen by and accountable to the Lead Pastor and/or Teaching Pastor over the small group ministry. Our goal is to have LIFE Group leaders, who having been apprentices, are thoroughly trained and equipped to shepherd, disciple and care for people.

What happens if a Servant Leader can no longer serve?

Unfortunately there are times when because of sickness, schedules, habitual sin or other reasons, a servant leader becomes ineffective in their leadership and ministry. As a church our desire is to always treat each other with love and respect, heeding scriptures admonitions for self-examination, humility, grace and restoration. Following Matthew 18 and after much prayer, the Lead Pastor and PMT will be asked to make the necessary decisions on a case by case basis.

Matthew 18:15-20; Matthew 7:3-5; Luke 6:41-45

What about women as servant leaders?

The Bible teaches that men and women are equal before the Lord. We also recognize that in scripture God used both men and women as leaders, even though God’s design distinguishes between the roles and functions of men and women. We believe that God has in the past, and continues to this day, to use women to give servant leadership both in their families and in the church. As a church we believe that God will raise up servant leaders to fulfill His purposes and vision for our church whether male or female. Therefore we trust Christ to reveal His plan through the process of leadership selection as we prayerfully consider each servant leader. All servant leaders, whether men or women, must meet the requirements for servant leadership at every level and remain accountable to and under the spiritual authority and leadership of the Lead Pastor and Elders serving on the PMT.

Galatians 3:28; Ephesians 5:21-33; 1 Peter 3:7