

The background is a dark teal color with a pattern of stylized human figures in various poses, some with arms raised. A solid red vertical bar is located in the top right corner.

# Empowered Servant Leadership

A MATTHEW 25  
MARK OF  
CONGREGATIONAL VITALITY



# 7 Marks of Vital Congregations

Caring Relationships  
Lifelong Discipleship Formation  
Outward Incarnational Focus  
**Empowered Servant Leadership**  
Ecclesial Health  
Spirit-Inspired Worship  
Intentional, Authentic Evangelism



TEACHING



ADMINISTRATION



FAITH



LEADERSHIP



PROPHECY



DISCERNMENT



GIVING



HEALING



SERVICE



TONGUES

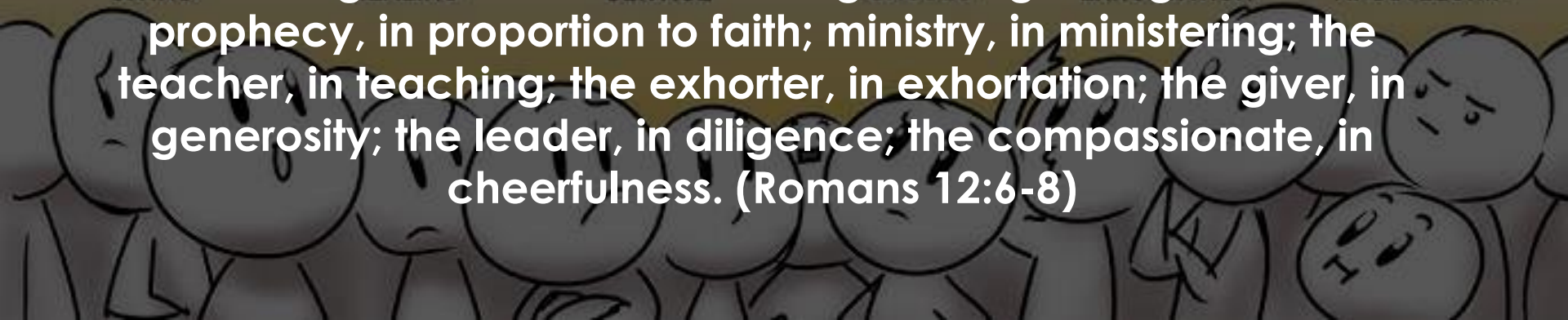


LOVE



HOSPITALITY

**We have gifts that differ according to the grace given to us: prophecy, in proportion to faith; ministry, in ministering; the teacher, in teaching; the exhorter, in exhortation; the giver, in generosity; the leader, in diligence; the compassionate, in cheerfulness. (Romans 12:6-8)**





In holy wondering:

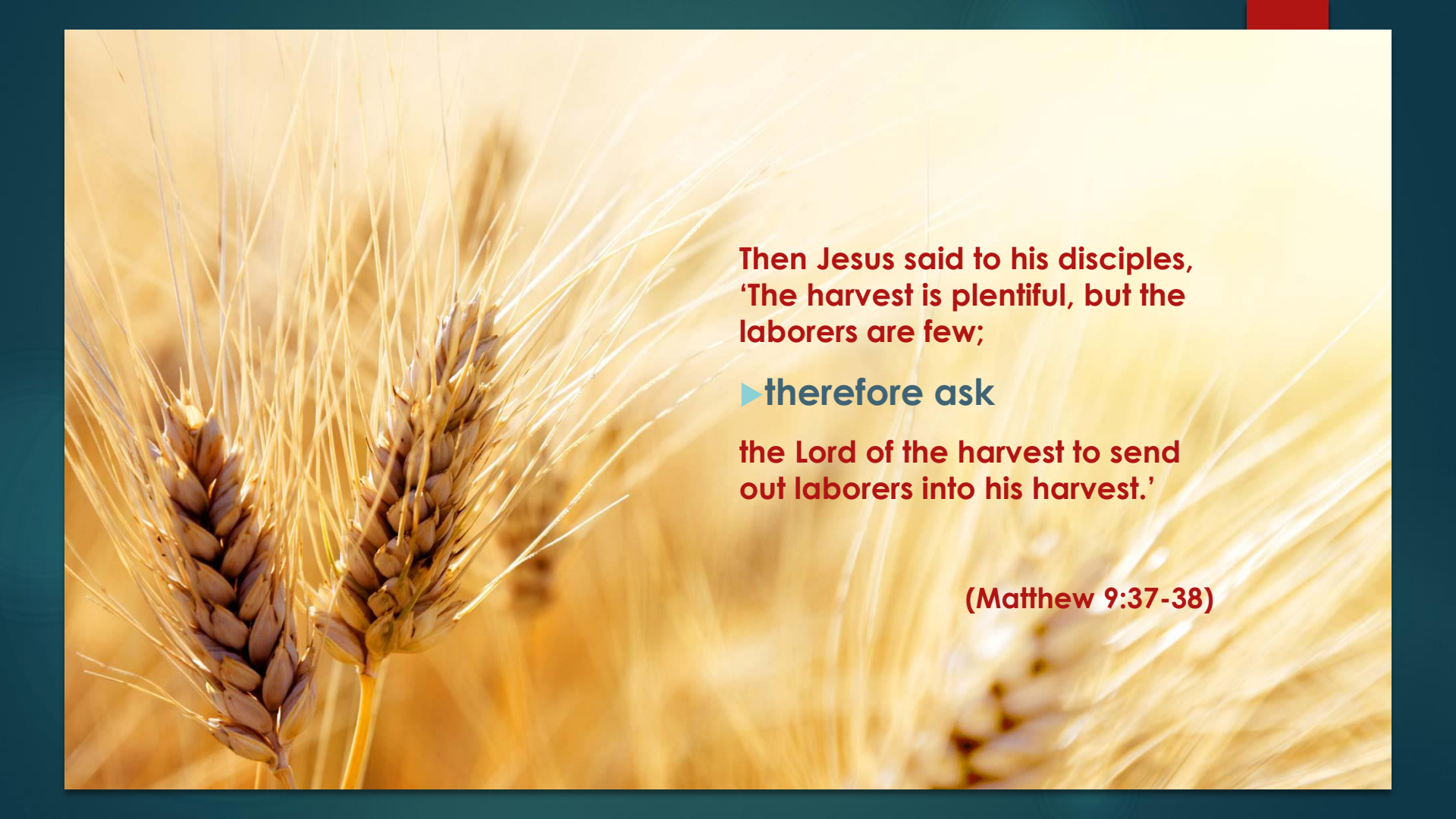
How well does your church do the following...?

- ↯ Empower members to share their voice, ideas, and opinion
- ↯ Help members identify & cultivate their spiritual gifts for use in service to church & community
- ↯ Help members find the best way they can contribute to the life of the church
- ↯ Model servant leadership among its leaders

# Have you seen these symptoms?

▶ <https://www.dropbox.com/scl/fi/ryay9oe31qbjkkj9uurfj/BadExampleCaptions.mp4?rlkey=jbz5q8gqy59z0p08zrwafp2kh&st=bck09mmb&dl=0>





**Then Jesus said to his disciples,  
'The harvest is plentiful, but the  
laborers are few;**

**▶ therefore ask**

**the Lord of the harvest to send  
out laborers into his harvest.'**

**(Matthew 9:37-38)**

# Why is Empowered Servant Leadership vital?

There is much work to do, however, many congregations are shrinking in size.

As we seek to maintain ministries, we might:

**Rely too heavily on our pastors**

**Rely too heavily on dedicated volunteers**

**Burn out pastors AND volunteers**

**Miss the movement of the Spirit  
manifesting in the gifts of others**



***Step #1 - Praying- It empowers us and helps us to empower others.***

# What is Empowered Servant Leadership?

## It Is Not...

Looking to others to do the job

Being IN POWER

Keeping control, leadership only for the few

Serving to the point of self-harm (or expecting others to)

Being consumers of others' creations

## Is...

Empowered by the Spirit to use the gifts we've been given

AND Empowered by the support of the community around us to express those gifts.

Answering Jesus' call to servanthood

Co-Creating ministry to the glory of God

Remembering ordination vows to serve God's people with **energy, intelligence, imagination, and love**

## Step #2

### Knowing yourself, Knowing your boundaries

*What are your gifts?*

*What skill set do you bring?*

*How much time can you offer?*

*Are you overfunctioning?*

*Are you irreplaceable?*

*What responsibilities could be shared with someone else?*

*"No" is a complete sentence.*

# Step #3 Stop, Look & (Holy) Listening

- ▶ **Pause to observe.** Notice gifts and passions.
- ▶ **Holy Listening** is active listening. Be present to really hear what's being said.
- ▶ Continue to **be generous** with your own resources; share your knowledge, resources, attention, gifts.
- ▶ Listen to **discern connections** between holy gifts and holy needs
- ▶ Be open to **accepting** the gifts of others but **leave demands** and expectations behind.
- ▶ Pro-tip: **Be honest** about congregational needs. If no one is stepping into a role, maybe the Spirit is moving on from it. Assess if the function is really needed anymore.





Meet a New Friend!

***Describe a time when you felt Empowered to Serve  
as a Leader at your church?***

# Have you seen these signs of health?

▶ <https://www.dropbox.com/scl/fi/iuqp844temw9ds62ssvrw/GoodExampleCaptions.mp4?rlkey=2yzlirui9l5fmshwbn90fbkaf&st=hcpnn9mh&dl=0>



# Step #4 Putting it in Action



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Teach, Guide & Mentor

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Instead of offering a solution, talk through the possibilities

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Take the next, most faithful step forward.

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Go together until you can go it alone. Build confidence as you go!

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Hold safe space for experimentation, trying & growing

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Affirm the good

---

Express gratitude! Name specific attributes, lift up examples

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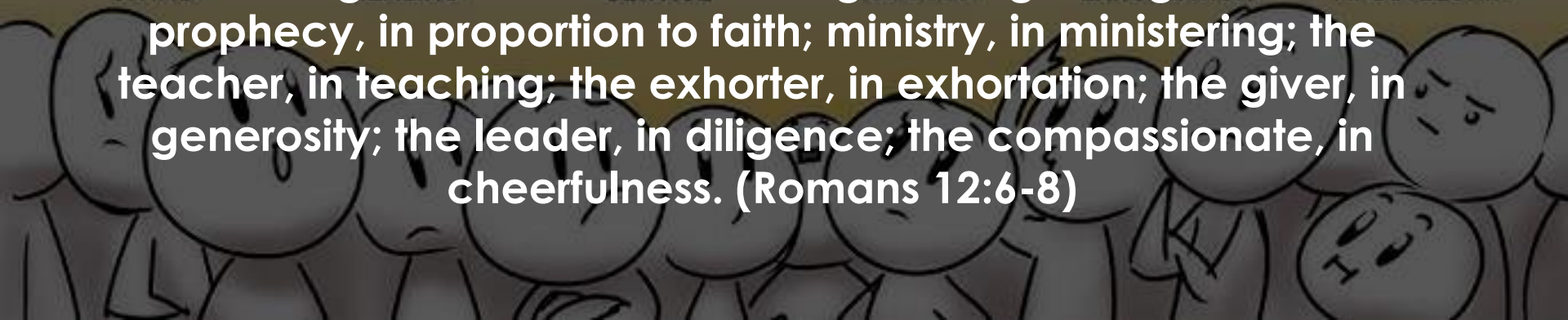


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# Small Group Discussion

We began with the question “How well does your church do the following?”  
Now, please consider:

## How DOES your church do the following...?

- ↪ Empower members to share their voice, ideas, and opinions
- ↪ Help members cultivate their spiritual gifts for use in service to church & community
- ↪ Help members find the best way they can contribute to the life of the church
- ↪ Model servant leadership among its leaders



# Sharing Wisdom

***Name one thing you've learned, or an example that's sticking with you!***

***(please write it on the sticky note too)***



# Strengthen Your Skills

Our ability to recognize and develop Empowered Servant Leadership begins in these steps:

- ▶ #1- Pray remembering to invite the Spirit in to strengthen good leadership and to inspire servanthood
- ▶ #2- Know your boundaries and respect them. Offer that grace to others.
- ▶ #3- Stop, Look & (Holy) Listen to stay aware of where the Holy Spirit is moving
- ▶ #4- Put it into action by practicing Empowered Servant Leadership and encouraging others to do the same

A hand is shown from the bottom, holding a glowing, golden-yellow orb. The background is dark with a subtle gradient. In the top right corner, there is a solid red vertical bar.

Step #1

**Pray** remembering to invite the Spirit  
in to strengthen good leadership  
and to inspire servanthood

## Step #2

Know your boundaries and respect them.

Offer that grace to others.



## Step#3

Stop, Look &  
(Holy) Listen to  
stay aware of  
where the Holy  
Spirit is moving



## Step#4

Put it into action by practicing Empowered Servant Leadership and encouraging others to do the same





Empowerment  
talk it up



