

IV. Uses for this DVD on Servant Leadership

- **Individuals:**
 - For pastors and church leaders to lead spiritually
 - For pastors in training in Springs Academies
 - For families to be servant leaders in the home
 - For youth going to school to develop their talents
 - For persons going to work in their vocation
- **Small Groups:**
 - For small groups or Sunday School in an 8 week series
 - For church board or commission in leadership retreat
 - For Deacons, ushers, and teachers in training
 - For young adults, men's and women's groups
 - For seminarians and lay leaders in leadership training
- **Congregations:**
 - For pastors doing a series of worship services on the calling to be Christ's servants in person's lives
 - For churches doing spiritual disciplines folder "Called to be Servants; Entrusted to be Servant Leaders"
 - For congregational gatherings learning servant leadership to explore leadership for renewal
- **Wider Church:**
 - For district events, board retreats, and wider events
 - For seminary staff and denominational staff retreats
 - For church camps as seminal in church renewal
 - For creative models where persons of all ages and situations open themselves to their call by Christ



Servant Leadership for Church Renewal, Shepherds by the Living Springs

Table of Contents

- I. Questions for Personal and Group Reflection
- II. Biblical Traits of Servant Leadership for Session 2
- III. 7 Resource Sections on Servant Leadership for Church Renewal
- IV. Uses of this DVD on Servant Leadership for Church Renewal

I. Questions for Personal and Group Reflection

Session 1 - Biblical Foundations for Servant Leadership

- 1) From the two scriptures in this section, what concepts of spiritual transformation do you see in servant leadership? How do servants spiritually lead as shepherds by Springs of Living Water?
- 2) In Biblical Foundations for Servant Leadership, how are servants called and by serving, entrusted with leadership? Share a story of where you have seen a servant leader in action.
- 3) In saying "Transformation at Both Ends of the Towel," share how you have experienced transformation happen not just for others but yourself in the process of serving and then of leading.
- 4) Share how you see immersion in spiritual disciplines giving new spiritual energy to individuals and to churches. How does this lead to servant leaders being called, setting transformation into action.

Session 2 - Biblical Principles and Practices of Servant Leadership

- 1) Reflect on the servant passages in scripture often being born in hardship. What can learn in such times? How can being a servant help us bring Life Giving Water to others?
- 2) Which trait of servant leadership stood out for you? What about that trait spoke to you? What next step might you take? (The list of 12 traits is in the DVD box and on the web site.)
- 3) In the lead of the leader and Tim Harvey implementing round tables, reflect on the trust, the sacrifice and risk of the servant leader. Reflect on what you have found in being a leader?
- 4) When leadership entails so much in every aspect of life, what clue do you see in these principles and practices that help the servant to be joyful? Thank God and share your joy just now.

Session 3 - Christ's Example of Servant Leadership

- 1) What part of the story of the woman at the well speaks to you? Do you find yourself with her thirst, in her encountering Christ, having inner transformation, or headed out in mission?
- 2) How can Jesus as a servant leader reaching over barriers, asking for a drink, and offering Life Giving Water be a model for a church to regain spiritual energy and reach out to others?



Articles on Servant Leadership for Church Renewal found on Springs website for Springs Academy and Congregations

“Transformation at Both Ends of the Towel”, *Messenger*, Apr., ‘13, pp. 8-11.

Four Net Results Articles:

“Renewal in Times of Fear and Opportunity,” *Net Results*, May/June, 2009, pp. 21-24 and Congregational Study Guide”, p. 30

“Seven Tipping Points for Church Renewal in Times of Fear and Opportunity,” *Net Results*, March/April, 2010, pp. 15-19

“Did Jesus Have a Strategic Plan?” *Net Res.*, Nov./Dec. 2010, pp. 15, 16, 18

“Water Jar Behind, Community Reach Ahead,” *Net Results*, July 2011, P. 1-7

***A wide variety of articles on church renewal are listed on the Springs web site.**

Other Resources

David S. Young, “Foresight, the Lead That the Leader Has,” *Focus on Leadership, Servant Leadership for the 21st Century* ed. Larry Spears and Michele Lawrence, (New York: John Wiley & Sons, 2002), pp. 245-257. This essay describes the use of foresight in church renewal, a concept that Robert Greenleaf calls the “central ethic in leadership”. This essay covers foresight in applications where using spiritual discernment is used to form a renewal plan in the local church and discern a vision and implement it in practical ministries.

David S. Young, *James, Faith in Action*, Covenant Bible Study Series, (Elgin: Brethren Press, August, 1992). The book of James gives a guide for practical Christian living today. Questions for discussion and action assist the reader and small groups. Used in Covenant Bible study groups of the Church of the Brethren and the Disciples of Christ across the U.S. and Canada, this is a Bible study resource for growing as a disciple. This resource can be used in discipleship training of new persons who come into the church in renewal.

Download: Loose Leaf Resources

A Handbook to Implement A Springs of Living Water Initiative in a Local Congregation. This loose leaf manual gives the practical nuts and bolts of how to implement a renewal initiative in your church. With twenty three shorter sections of specific instructions for each step of the renewal path, a church will have a practical way to go about each aspect of the renewal process. This notebook tells about the renewal journey, what a church can expect, the renewal team, and the flow chart of the process. Available by email.

Servant Leadership and the Life Cycle of the Church, God's Gift of Wisdom, God's Gift of Hope is a loose leaf describing the life cycle of a church and how, by servant leadership, to approach each stage. Being a thermostat, the life cycle does not provide spiritual energy. Rather the Springs renewal process sets the church on the growth side of the life cycle by implementing spiritual disciplines folders, using dialogue and discernment, building on strengths with congregational gatherings, and implementing a renewal plan.

A Closer Walk: Sunday School Lessons for Children on the Spiritual Disciplines by Jean Moyer with a Foreword on the Church and Home as the Context of Spiritual Formation by David Young. Following the spiritual disciplines of *Celebration of Discipline* by Richard Foster, these creative lessons by a very experienced curriculum writer help teachers present the spiritual disciplines for children to learn the spiritual practices for spiritual growth for a life time. The foreword describes how the church and family are integral in this process of faith formation through regular disciplines.

Resources for the Successful Sunday School

"Sunday Schools That Transform," Builder, An Educational Magazine for Congregational Leaders, Feb., 1989, Pp. 11-19. Results of research and visitation of five successful Sunday Schools.

"Teacher's Meeting on Increasing Participation in the Sunday School," Discipleship Alive! Teacher Training & Pastor's Quarterly, Summer, Year 3, 1991, pp. 11-13. Training for teachers on project.

- 3) In the story of Phil King and Pleasant Hill, what struck you about this Biblical portion and how it led the church to go out to visit others and as a group bring these people before Jesus?
- 4) How might you complete the story of the woman at the well? After Jesus stayed in her home town, the outcomes multiply. Share an exciting story of such an experience in your church?

Session 4 - A Path using Servant Leadership for Ongoing Church Renewal

- 1) Reflect about having the mind of Christ in our thoughts, disposition, and actions. Share how immersing ourselves in the mind of Christ encourages and guides us as servants for church renewal.
- 2) In Springs of Living Water, persons in churches say they can now see a path to renewal for their church. Can you identify stepping stones of a path for your local congregation to go to the next level?
- 3) Making decisions is so challenging in taking steps in church renewal. Share how seeking the mind of Christ can help servants spiritually discern decisions at each step of the renewal process.
- 4) At Green Tree, where Rod O'Donnell chairs the renewal team, handed out the bread, how did they keep encouraged in Christ, as Paul commended, which went on to produce outcomes far beyond what they ever imagined?

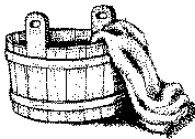
II. Twelve Traits of Servant Leadership from Scripture (For Session 2 of the DVD)

Major scriptures on the servant: Gospel text-John 13:1-17; Paul's Letters-Philippians 2:1-11; Suffering Servant Songs-Isaiah 2:1-4, 49:1-6, 50:4-11, 52:13-53:12; and Revelation 7:17

1. *Servants/Servant Leaders enter Spiritual Transformation.* With towel in hand, servants enter the drama of spiritual transformation, experience the service of Jesus washing their feet, and so cleansed, kneel on behalf of Christ to serve others. Both are blessed. In turn, others serve in the name of Christ and become agents of transformation. (John 13:1-17). **Serve daily.**

2. *Servants/Servant Leaders are Called and Strengthened.* Servant leaders feel a call to serve God and in so doing are entrusted with leadership. God provides the strength and they will be blessed (Isaiah 42:1). As servants they are called to be a light to the nations, taking God's saving power to everyone (Isaiah 49:6). **Servants begin by affirming their call and living it daily.**

3. *Listening.* Servant leaders listen first to God who opens the servant's ears daily. "Morning by morning he wakens-wakens my ear to listen as those who are taught." (Isaiah 50:4) In like manner, servants listen to people as an outgrowth of one's spiritual life and a hallmark of a servant's efforts. **In any situation servants begin by listening first to God and then to others.**



A New Heart and A New Spirit, A Plan for Renewing Your Church (Valley Forge: Judson Press, Sept., 1994 with foreword by Richard Stoll Armstrong. Using a Biblical vision for renewal, this text helps the reader learn step-by-step procedures for establishing a plan of renewal in a local church. This is the original course in church renewal the author began teaching in 1986 at Palmer Theological Seminary in Philadelphia, PA. Chapter 5 is a seven-fold, servant-led process of mentoring persons in ministries in the local church and which was subsequently used in an Alban publication *The Calling of the Laity* by Verna Dozier.

DVD's for Springs of Living Water

Interpretative DVD: Springs Academy for Pastors, Springs Initiative in a Local Church, and sermon on the Woman at the well. This DVD gives a wonderful overview of Springs of Living Water and tells what happens as pastors join over the phone for the academies and what happens in local churches when they enter into Springs of Living Water. The Biblical basis of Springs of Living Water is presented as a sermon for the local church. This DVD is at top of the website.

Training for Dialogue and Spiritual Discernment: This training DVD gives an example of Joan and David in dialogue, and then explains a four-fold dialogue process of communication and spiritual discernment integral to the renewal process. "The Gift of Dialogue" by David, published by the Greenleaf Center for Servant Leadership, goes along with this Springs DVD with questions for reflection and dialogue. Also located on the Springs of Living Water website.

Books in Springs of Living Water for Church Renewal

Springs of Living Water, Christ-Centered Church Renewal (Scottsdale: Herald Press, 2008) with foreword by Richard Foster. This book approaches the need for renewal with a deep spiritual orientation and an active servant leader style. Based on the woman at the well as a model of renewal, this resource tells how a church can go through a renewal process which leads to a Biblical vision and a plan, and then implementation of these ministries. Stories are told of new life in churches. This resource is used in both Springs Academies.

Chapter 4 is "Leading with Basin and Towel". Also twelve appendices give ready tools for the entire renewal process.

Servant Leadership for Church Renewal, Shepherds by the Living Springs, (Scottsdale: Herald Press, 1999) with Foreword by Scott Rodin. After being sold out, this book was reprinted by Wipf and Stock, 2012. Using the suffering Servant Songs in Isaiah, Revelation 7:17, and John 13, this work develops 7 characteristics of servant leadership and how such spiritually oriented leadership helps the church form a plan of renewal. Many practical applications like servant leadership and servant structures, servant leadership and handling hardship, and servant leadership and faith transformation are presented. Worksheets in appendix. Used in Academy 2.



4. *Servants/Servant Leaders live the way of the Cross and self-sacrifice and learn the way of humility.* Self-sacrifice and humility are inherent in serving. In Philippians 2, the Paul said, "Do nothing from selfish ambition or conceit, but in humility regard others as better than yourselves. Let each of you look not to your own interests but to the interests of others. Let the same mind be in you that was in Christ Jesus." Self-sacrifice leads to true happiness.

Live the cross daily.

5. *Spiritually Centered.* Servant leaders lead from a heart of peace. They lead from within (the center), are attuned to healing, and sacrifice unselfishly to bring wholeness (Isaiah 53:4-5). This is a redemptive role and begins in deep prayer and by using spiritual discernment in decision making. **As servants, we center in prayer, become attuned to God, and serve out of peace.**

6. *Manner of Love.* Servant leaders lead in a kindly and humble manner. Rather than overpower others of whatever status or station in life, they respect them, treat them with love. "A dimly burning wick he will not quench." (Isaiah 42:3) **As servants, they work collaboratively with others as a team and express the kind of love that draws others in.** (2Corinthians 13)

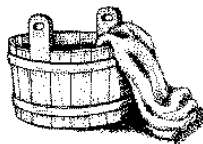
7. *Servants/Servant Leaders Connect Spiritual Growth and Mission.* Servant leaders engage in spiritual leadership and spiritual formation. Christ, the Lamb, becomes the shepherd and leads people to the springs of living water where God will wipe tears from their eyes. (Revelation 7:17) **As Servants, they lead and invite others to go to the springs and share in life giving water.**

8. *A Clear Vision*. Servant leaders have a clear vision and use foresight to see things whole—to bring justice near and far. Using the wisdom of discernment, servants act as God’s appointed ones with an urgent mission. “...he will faithfully bring forth justice.” (Isaiah 42:1b, 49:5). **As servants, they look into the future and see things as they should be and act for this vision.**

9. *The Least Likely One: Paradoxical Expectations*. At first sight, servant leaders may seem to be the least likely persons to make an impact, but they are used by God in a role beyond which their appearance warrants. “He had no form or majesty that we should look at him.” (Isaiah 53:2). **As servants, they affirm that God can use even them and God can use the least likely.**

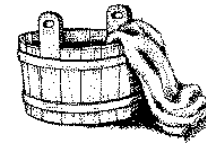
10. *Power in Service: Paradoxical Outcomes*. Servant leaders trust that God brings dramatic reversals. Fear is replaced with hope. As they act redemptively, God’s will is accomplished. “The righteous one, my servant, shall make many righteous.” (Isaiah 53:10-11). **As servants, they trust God can accomplish things through the power of service beyond all expectations.**

11. *Servants/Servant Leaders Live a Life of Thanksgiving and Eucharist*. They see the role of Christ’s redemption and love as foundational to full life. The sooner Thanksgiving comes into their prayers and a life of forgiving, the sooner they know the presence of Christ in all things. **For that they break bread and take the cup, celebrating the richness of redemption in their life.**



12. *Joyful*. Servant leaders carry joy in their hearts. There is surprise, victory, and peace. They go out in joy. “For you shall go out in joy, and be led back in peace.” (Isaiah 55:12—which may be part of the servant songs). **As servants, they do their work cheerfully, with hope and astounding joy. While there is desolation in the darkness, joy comes in the morning light.**

© List adapted from *Springs of Living Water, Christ-centered Church Renewal, 2008*



III. Seven Resource Sections for Springs of Living Water

Springs Academies

Foundations for Church Renewal

Spiritual Disciplines folder: “A Closer Walk” (on the disciplines)
Celebration of Discipline by Richard J. Foster
Springs of Living Water, Christ-centered Church Renewal by
David S. Young (with a detailed syllabus for sessions)

Advanced Springs of Living Water Academy: Implementation of Biblical Vision with Units of Renewal

Disciplines folder: “Called to Serve, Entrusted to be Servant Leaders”
Life Together by Dietrich Bonhoeffer (on the church)
Servant Leadership for Church Renewal, Shepherds by the Living Springs by David S. Young
Springs of Living Water, Christ Centered Church Renewal, part IV