UKIAMKA
East and Central Africa
Pentecostal Association (ECAPA)

THE HUB
Nordic Pentecostal Cooperation in Africa

SERVE

DEVELOPING SERVANT LEADERS

Trainers Manual English
Version 2

The SERVE leadership model

Developing Servant Leaders

SERVE Leadership model, is a Pentecostal developed leadership model based on 5 important biblical principles for a Christian leader:

- **S**PIRITUAL leadership
- **E**FFECTIVE leadership
- **R**ELATIONAL leadership
- **VI**SIONARY leadership
- **E**VANGELISTIC leadership

The SERVE model comes from the research of Dr. Karl Inge Tangen of Norway and further developed by pastors and leaders from East and Central Pentecostal Association (**ECAPA**) network. In Kiswahili the Association is known as Umoja wa Kipentekoste Africa Mashariki na Kati (**UKIAMKA**).

This manual is to be used for emerging and current leaders in pastors/leaders' conferences and gatherings in the **UKIAMKA** network.

The UKIAMKA denominational leaders approved and decided to implement this model for all the denominations within the **UKIAMKA** network at the Nairobi **UKIAMKA** SERVE workshop May 2022.

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BACKGROUND SCRIPTURES

THE BIBLICAL STORY

Through the biblical story, we see history as God's plan, and we see God's vision for the world.

Through the stories God teaches us Leadership.

SPIRITUAL leadership at the centre

"Hear, O Israel: The Lord our God, the Lord is one. You shall love the Lord your God with all your heart and with all your soul and with all your might. And these words that I command you today shall be on your heart. You shall teach them diligently to your children and shall talk of them ***when you sit in your house, and when you walk by the way, and when you lie down, and when you rise****. You shall bind them as a sign on your hand, and they shall be as frontlets between your eyes"* **Deut 6:4-8.**

- **David saw himself as a servant of God 1 Sam 23:10-11; Ps 78:70-72**. **A man *After God's heart* 1 Sam 13:14**. This means that he was willing to follow God's instructions.
- **David became a worshipping dancer, singer, poet, and song writer** (**2 Sam 6:14; Ps 3-9, 11 +**).
- **David organized worship:** (**2 Chr. 23:18**)
- **David had a vision for building temple** (**1 Chr 28:2**) and Solomon did it.

EFFECTIVE leadership

Moses was told to recruit and organize every craftsman in whom the LORD has put skill and intelligence **Ex 35:30-35**. Worship included beautiful buildings and clothes **Ex 28:31-35**, different genres of music, inspired dance, and many forms of lyrics and Hebrew poetry (Psalms, Proverbs, Isaiah)

- **Solomon initiated and oversaw two mega-projects** (The temple and the castle)
- **Empowering delegation:** Clarifying roles and objectives in an organizational structure **1. Kin 4:2-6**
- **Organizing in space and time:** Dividing Israel into 12 geographical districts, led by 12 officers, which in turn were supervised by one overseer **1 Kings 4:7-19**.
- **Allocating resources internally and externally:** Through the political alliance with king Hiram of Tyre he traded food and olive oil for a huge amount of Cedar trees and costly stones **1 King 5:1-17**.
- **Planning and monitoring mega- projects:** Solomon assigned 70,000 men to bear burdens and 80,000 to quarry in the hill country, led by 3,600 overseers who seems to have monitored operations and solved operational problems **2 Chr. 2:2,18**.

RELATIONAL leadership

Spiritual leadership – was interwoven with relational leadership. In the Torah the way you relate to God is closely connected to how you live with other people.

Ten commandments make a core - was worked out in more detail in the rest of the Law

- **Operational leadership:** Concern for projects and concern for people Salomon also showed concern for his workers far beyond some of his contemporary regents. He organized shifts of 10,000 men so that they could work one month and stay two months at home taking care of their family and farms **1 Kin 5:13-14.**
- **Conflict resolution and Law enforcement:** The basic requirements of a king would be to deal with conflicts among his people in terms of being a Judge. **1 Kin 3:16-28**. In practice this was delegated to elders, seated at the city gate. **Ru 4:1-11.**
- **Internal conflicts, power struggles and political networking 1 Kings 1:1-30.** The prophet Nathan contacted Salomon's mother Bathsheba fearing that Adonijah's next move could be to kill Salomon and his mother **1 Kin 1:1-30**.

VISIONARY leadership

The biblical story is full of examples of people following a God given vision

- **Moses: ..”**into a good and spacious land, a land flowing with milk and honey” **Ex 3:8**
- **Nehemiah:** ….”so that I can rebuild it” Neh 2:5. “Come, let us rebuild the wall of Jerusalem” **Neh 2:17**

EVANGELISTIC leadership

The external relationship between God's people and other people.

- **From war to wise diplomacy:** God says to David: You shall not build a house to my name, because you have shed so much blood before me on the earth.
  Behold, a son shall be born to you who shall be a man of rest. I will give him rest from all his surrounding enemies. For his name shall be Solomon, and I will give peace and quiet to Israel in his days. (**1 Chr 22:8-9**)
- **Solomon made peace and built alliances with other nations** (**1King 3:1**) He also offered gift and shared his wisdom with queens (Sheba) and kings (**1 Kin 4:34; 10:13**)

JESUS' SERVANT LEADERSHIP

Humility – God became man

- Jesus humbled himself not considering his status as God. **Phi 2:5-8**

Showed servant attitude

- He came to serve, not to be served – **Mt 20:28; Lk 22:27.**
- He showed by example how to be a servant leader **Jn 13:1-5.**

Focused on People - Adding value to people's lives

- Showed compassion and cared for individual's needs by listening and creating time. **Mk 10:46-52; Jn 4:4-26; 12:1-7.**

JESUS AS A SPIRITUAL LEADER.

- He was filled with the Holy Spirit and manifested the fruit and the gifts of the Holy Spirit – **Mt 3:13-17.**
- Prayer – Relationship with his father – **Mt 14:23**; **Jn 4:1-3.**
- Character / lifestyle – No one pointed a finger to him – **Mt 7:28-29; 27:54.**
- Invited people to a relationship with him and the father. – **Jn 15:1-17.**

JESUS AS AN EFFECTIVE LEADER

- Teaching – Taught sound teaching, transformative teaching – **Mt 7:28-29.**
- Recruited and made disciples – **Mk 3:13-15.**
- Clarified roles/assignments – **Mk 3:14-15; Lk 10:1-16; Mt 10:5-42.**
- Empowered them – **Jn 20:21-23.**
- Monitored their operations and demanded feedback – **Mt 17:14-21.**
- Engaged in solving problems – **Jn 6:1-14.**

JESUS AS A RELATIONAL LEADER

- He showed love and compassion to people. **Jn 11:32-36.**
- He had time to listened – **Jn 4:1-26.**
- Saw individual needs – not just a crowd – **Mk 10:46-52.**
- Supported people who needed physical or emotional needs – **Jn 5:1-9.**
- He was a team builder – the three, twelve, seventy – **Lk 10:1-16.**
- He developed people – He called them to be with him first - **Mk 3:13.**
- He was a man of justice – **Jn 8:1-11.**

JESUS AS VISIONARY LEADER

- Vision of the Kingdom for now and the future – **Mt 28:18-20; Act 1:8.**
- Had a vision for people to work together in unity and building his church – **Mt 16:13-20.**
- He invested in people – **Jn 15:1-17.**

JESUS AS AN EVANGELISTIC LEADER

- He preached and taught uncompromised message – **Mt 5-7 (7:28-29).**
- He was a cross culture evangelist- **Jn 4:1-26; Mt 15:21-28.**
- Had compassion to sinners and the outcast – **Mt 20:29-34.**
- He was called a friend of sinners – **Mt 9:10-13; 11:18-19.**
- He was a good giver of material things and his life – **Mt 20:25.**

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SPIRITUAL LEADERSHIP

FOCUS: The relationship between the leader and God
VISION: Christian leaders live in fellowship with Christ, facilitate encounter with God's grace through Christian practices, and integrate all dimensions of leadership before God.

SPIRITUAL goal 1: ***To be able to practice discipleship and principles of following Christ in a daily life***

1.1 ***Demonstrate the spirit of repentance and commitment in following Christ***.

1.1.1 Understand the consequences of sin and the purpose of conviction and repentance.
- Separation from God - **Gen 3; Isa 59:2; Rom 3:23.**
- Perish – **Lk 13:1-5; Rom 6:23.**

1.1.2 Understand the grace of God and what Jesus accomplished.
- Grace of God toward sinners – **Ep 2:8; He 2:9.**
- Redemption – **Ep 1:7; Col 1:13-14.**

1.1.3 Explain the meaning of following Christ and making him the Lord of your life (discipleship)
- Following in Christ - **Mt 16:24-26. Lk 9:23**.
- Abiding in Christ – **Jn 8:31; 15:1-17.**

1.2 Practice a daily relationship and intimacy with Christ through regular prayer and bible study.

1.2.1 Develop spiritual habits such as prayer & fasting, reading the word, worshiping,
- Prayer and fasting - **Mt 6:5-18; 17:21; Ep 6:10-18; 1 Th 5:17.**
- Worship –**1 Chr 16:29; Ps 96:19; Jn 4:23-24.**
- Bible reading – **Jn 8:31-32; 15:7; 2 Tim 3:16.**

1.2.2 Practice time of meditation and listening to the Holy Spirit
- Meditation – **Ps 1:2-3; 19:14; 119:23; Jos 1:8; 1 Tim 4:15.**
- Listening to the Holy Spirit **Jn 16:13; Rom 8:14; Re 2:29; Gal 5:18.**

1.2.3 Be committed to a local Christian fellowship
- Local church commitment **Act 2:42; 1 Cor 1:9; 12:12; Ep 5:30; 1 Cor 1:9.**

1.3 Show Servant Christian lifestyle, fruit of the Spirit and a clear identity in Christ

1.3.1 Understand the new identity in Christ.
- Becoming a new creation – **2 Cor 5:17.**
- Being a child of God –**Jn 1:12; Gal 4:7; Ph 2:15; 1 Jn 3:1.**

1.3.2 Understand and live life according to Christian values.
- Christian values (Sermon on the mountain) – **Math 5-7.**

1.3.3 Practice fruit of the spirit.
- Fruit of the Spirit - **Jn 15:16; Rom 7:4; Gal 5:22-23; Ph 1:11; Col 1:10.**

Questions for discussions and personal Reflections

- **Question:** How has separation from God affected our lives with Him and others?
- **Personal Reflection**: What spiritual habits do you need to improve in your life to have a deeper relationship with Christ?
- **Application:** Set time with the Lord in prayer and Bible reading so that your life will reflect the Christian values and bear fruit of the Holy Spirit.

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SPIRITUAL goal 2: ***To understand the meaning and importance of calling in leadership***

2.1 ***Identify God's calling in a person's life which is recognized by other leaders.***

2.1.1 Understand how God calls a person
- God's ways of Calling – **Gen 12:1; Ex 3:4,10; Jud 6:14; 1 Sam 3:4; Isa 6:8; Act 13:1; Act 26:16.**

2.1.2 Understand personal talents and gifts
- Talents - **Ex 31:1-11; 35:35; 38:23; 1 Kin 7:14.**
- Spiritual Gifts – **1 Cor 12; Rom 12:4-21; 2 Tim 1:6.**

2.1.3 Understand the importance of recognition and submission to leadership.
- Recognition: **Num 11:16; Act 13:1-3.**
- Submission to leadership: **He 13:7;17; 1 Pet 2:13.**

2.2 ***Identify and practice spiritual qualities and leadership virtues in ministry.***

2.2.1 Understand spiritual/leadership qualities for a servant leader
- Live according to biblical spiritual/leadership qualities - **1 Tim 3:1-13.**

2.2.2 Practice spiritual Habits in daily life
- Spend time with Jesus – **Psa 55:17; Lk 2:37; 6:12.**
- Serve in the Spirit – **Mi 3:8; Zec 4:6; Luk 4:14; Act 1:8; 4:33; 19:11-12.**
- Steward your Godly resources wisely – **1 Cor 4:1-2; 1 Tim 3:4; 6:20; 1 Pet 4:10.**
- Stay in Jesus – **Jn 15:4-10; 1 Jn 3:6.**

2.2.3 Live according to leadership virtues
- Faith – **Heb 11:6.**
- Love – **1 Cor 13; 1 Pet 4:8.**
- Hope – **1 Cor 13.**
- Spiritual wisdom – **Pr 4:6-7; Ja 1:5.**
- Humility – **Ph 2:3-8; 1 Pet 5:6-7.**
- Integrity - **Pr. 11:3; 1 Cor 4:2.**

Questions for discussions and personal Reflections

- **Questions:** How can you encourage Christians to discover their natural talents and gifts and use them for the Kingdom of God?
- **Personal Reflections:** Reflect upon the 5 spiritual habits and leadership virtues and how you can apply them in your daily life.
- **Application:** Identify and focus on the spiritual habits and leadership virtues that you need to improve in your life.

SPIRITUAL goal 3: ***To be able to bring and connect people to Christ***

3.1 ***Practice Christlikeness Modelling.***

3.1.1 Understand and explain the meaning of modelling
- Modelling – **2 Cor 3:3; Ph 3:17; 2 The 3:9; 1 Tim 4:12; Tit 2:7.**

3.1.2 Imitate Christ as the servant leader.
- Imitating Christ – **Joh 13:12-15; 1 Cor 11:1; Ph 2:5-7.**

3.1.3 Develop an attitude of doing everything as doing unto God
- **Mt 25: 40; Col 3:23.**

3.2 ***Perform practices such as preaching, teaching, praying, worshipping, and giving.***

3.2.1 Be able to prepare sermons and teachings that connect people to Christ.
- Preach Christ with a right motive – **Ph 1:15-17; 2 Cor 2:17.**
- Contextualize preaching: **Act 17:22-23.**

3.2.2 Demonstrate the ability to lead prayers and intercession in the Church and commission those who are called.
- Organize prayer meetings - **1 Cor 14:26; 1 Tim 2:1-3.**

3.2.3 Be able to lead people in praise and worship including giving.
- Organize praise and worship teams - **2 Chron 5:13-14; Col 3:16-17; 2 Cor 9:6-15.**

3.3 Demonstrate competence in conducting services such as baptism, the Lord's supper, marriage, and dedication.

3.3.1 Being familiar with the biblical foundation of church ordinances.
- Understand the great commission and other church ordinances - **Mt 28:19-20; 1 Cor 11:23-34; Mt 19:5; Mark 10:13-16.**

3.3.2 Knowing the basic procedures of conducting church ordinances.
- Follow your church procedures on conducting ordinance

3.3.3 Teach other people the importance of church ordinances
- Refer to 3.3.1

Questions for discussions and personal Reflections

- **Questions:** Discuss how you can lead by life example not just words.
- **Personal Reflections:** What persons and qualities/character have been important to your personal Christian growth?
- **Application:** Identify persons in your ministry that you can disciple and help with their personal Christian growth

EFFECTIVE LEADERSHIP

FOCUS: Having quality process and fruitful results
GOAL: Servant leaders are good stewards that manage and utilize resources effectively towards success

EFFECTIVE goal 1: ***Servant leaders are able to practice stewardship in a Biblical way***

1.1 Understand and apply Biblical concept of stewardship in a person's life.

1.1.1 Demonstrate Biblical concept of accountability.
- Accountable to God - **Gen. 1:28; 2:15; Rom 14:12; Heb. 4:13.**
- Accountable to people; **Mt. 25:14-30.**

1.1.2 Explain importance of communication in leadership.
- Openness improves trust– **Lk 19:17**; **Jn 15:15. Act 20:20-21**.
- Clarity encourages engagement.

1.1.3 Practice the biblical principle of evaluation.
- Self-evaluation; **Lam 3:40; 2 Cor. 13:5; Gal 6:14.**
- External evaluation; **Mt 25:14-30.**

1.2 ***Demonstrate competence and skills in financial management.***

1.2.1 Show transparency in using finances.
- Being honest before God and men - **2 Cor. 1:12-13; 8:20-22.**
- Being faithful to what has been entrusted to you – **Mt 25:15-30; Lk 16:10; 1 Cor 4:12.**

1.2.2 Apply auditing practice.
- Organize Auditing - **Mt. 25:14-30.**

1.2.3 Keep records.
- Supervise record keeping - **Mt. 25:14-30.**

1.3 ***Demonstrate excellent managerial competences***

1.3.1 Show smartness and quality standard in work process,
- Quality standard - **Gen. 1:1-12, 18; Isa 41:7.**

1.3.2 Show relevance in work process for the good of the community,
- Work as unto the Lord **- Ep. 2:10; Col. 3:23**

1.3.3 Exercise flexibility in work process and adapt new ideas,
- Be open to new ideas - **Act 16:6-10; 1 Cor. 9:22.**

Questions for discussions and personal Reflections

- **Question –** How can accountability improve your effectiveness in leadership?
- **Reflection:** How has failure to apply accountability affected your leadership? Case study: What happened to a man who was not accountable to his master? Matt 25:14-30.
- **Application:** Identify and work on areas that you have not been accountable

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EFFECTIVE goal 2: ***Servant leaders are able to organize resources effectively***

2.1 Plan activities in an appropriate timeline

2.1.1 Consider time and value money in planning process.
- Planning - **Pr 21:5; Lk 14:28.**

2.1.2 Focus on activities and people in planning process.
- **Jud 7:4; Ep. 4:11-12; Lk 6:12-16; 10:1.**

2.1.3 Set goals and priorities,
- **Pr 6:8; 22:3; 24:27; Lk 12:33.**

2.2 *Understand the relevance of structures and make appropriate use of them*

2.2.1 Create clear organizational structures.
- **Ex 18:17-25.**

2.2.2 Recruit and appoint accountable people into suitable roles.
- **Acts 6:1-4; 1 Cor. 3:6; Eph. 4:11-12.**

2.2.3 Establish right policies, principles, and manuals,
- Refer to your organizational policies.

2.3 *Demonstrate competence in identifying and utilizing resources effectively*

2.3.1 Identify and map resources
- **Ex 35:4-28; Jn 6:1-15; Mt 17:27; 1 Cor 16:1-6.**

2.3.2 Proper use of available resources
- **Ecc 11:1-2; Jn 6:12; Psa 90:12**

2.3.3 Maintain and take care of human and other resources,
- **Gen 2:15; Mk 6:31; Act 20:28.**

Questions for discussions and personal Reflections

- **Question**: Explain the relevance of organizational structure in ministry work.
- **Reflection:** How have you applied biblical principles in recruiting and appointing people into suitable roles?
- **Application:** Identify ways in which resources can be raised and well utilized in ministry.

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EFFECTIVE goal 3: ***Servant leaders are able to empower others in a holistic way***

3.1 Assign responsibilities and clarify roles

3.1.1 Seek God's guidance to appoint people.
- **Act 13:1-4; Mt 9:37-38.**

3.1.2 Equip people with facilities to use.
- **Ep 4:12; Heb 13:20-21; Neh 4:16-17.**

3.1.3 Clarify roles and tasks.
- **Act 6:3; 1 Cor 12; Ep 4:11-12.**

3.2 ***Train and mentor others for leadership and help them to exercise different leadership roles.***

3.2.1 Train and mentor servant leaders.
- **Act 20:18-21; 1 Cor 4:16; Ph 4:9; 1 The 1:6; 2 Tim. 2:1-2; 1 Tim. 1:1-3.**

3.2.2 Set mentorship programs
- **Mk 3:13-14; 2 The 3:9; 1 Tim 4:12; Heb 6:12; 13:7,17.**

3.2.3 Equip leaders with life skills.
- **Jn 13:1-17; Act 20:20-21; 2 Tim 1:13; Tit 2:7.**

3.3 ***Understand the importance of delegation.***

3.3.1 Create groups and assign responsibility.
- **Act 6:1-7.**

3.3.2 Create opportunities and give mandate,
- **Ex 18:25; Tit 1:5.**

3.3.3 Practice regular monitoring (by walking alongside and checking the quality of the work),
- **Act 15:36-41.**

Questions for discussions and personal Reflections

- **Question:** How do you train and mentor leaders in your ministry?
- **Reflection:** What challenges have you encountered in setting mentorship program in your ministry
- **Application:** Find areas in your ministry where you need to delegate and effect delegation.

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RELATIONAL LEADERSHIP

FOCUS: People and relationships
GOAL: A Servant leader serves out of love, wisdom, trust, and develop other servant leaders, and build community of justice and peace.

RELATIONAL goal 1: ***To serve out of love, wisdom and trust***

1.1 ***Demonstrate love in serving God and people***

1.1.1 Explain how to love when serving God and people
- Greatest Commandments – **Mt 22:37-39; 1 Jn 3:11.**
- God's love – **Jn 3:16; 13:35; 15:12; 1 Jn 4:7-12.**

1.1.2 Demonstrate how to love when serving God and people
- Love & service – **Ep 4:2-3; Jn 15:13; Rom 12:9; 1 The 3:12; 1 Pet 1:22.**
- Be a servant – **Jn 13:1-17; Lk 22:23-27; Mt 20:28; Mk 10:45.**

1.2 ***Practice wisdom in serving God and people***

1.2.1 Explain Spiritual wisdom and insight– Grounded in the word, doctrinal soundness
- Pray for wisdom –**Jam 1:9; 1 King 3:9; Psa 119:169; Pr 2:1-4**.
- Sound doctrine – **Deu 32:2; Pr 4:2; Col 1:28-29; 3:16; 2 Tim 3:14-17; 1 Tim 4:6; Tit 1:9-10, 2:1-15.**

1.2.2 Demonstrate spiritual wisdom when serving God and people
- Wisdom in judgement - **Ph 1:9-11; 1 Kin 3:9, 16-28; Heb 5:14.**
- Wisdom in relationships – **Jam 3:13-18.**

1.3 ***Show trust in God and earn trust from people***

1.3.1 Describe the aspect of trusting God
- God takes care of his servants - **Mt 6:31-34; Ps 9:10; Jer 17:7; Lk 12:7; Psa 115:12; 1 Pet 5:7.**

1.3.2 Describe the aspect of earning trust from people
- We are entrusted and we should entrust others - **Mt 25:20; 1 Tim 6:20; 2 Tim 2:2.**

1.3.3 Show how to trust in God and people
- Trust is an action - **Ps 55:17; 37:3,5; 118:8; Prov 3:5.**

Questions for discussions and personal Reflections

- **Question:** How can love, wisdom and trust be seen when you serve God and people?
- **Reflection:** What do you think is missing in your life to be able to serve God and people out of love, wisdom, and trust?
- **Application:** Identify changes that you need in your life to be able to serve God and people out of love, wisdom, and trust.

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*RELATIONAL goal 2: **To develop other servant leaders***

2.1 Demonstrate servant leadership by being an example

2.1.1 Explain the importance of being an exemplary servant leader
- Leaders are examples – **Mt 5:16; 11:29; 1 Cor 11:1; 1 Tim 4:12; Tit 2:6-7; 1 Pet 2:12; Ph 3:17.**

2.1.2 Describe Jesus model of servant leadership
- Jesus came to serve - **Jn 13:1-15; 20:21.**

2.1.3 Demonstrate servant leadership
- Evidence of servant leadership – **Lk 17:10; Mt 7:15-20; Gal 5:22.**

2.2 **Affirm *by listening and observing the co-servants***

2.2.1 Explain the importance of listening, observing, and affirming the co-servants
- Why is listening, observing, and affirming important? – **Mt 9:36-38; Joh 11:33-35; Mt 25:14-30; Jam 1:19.**

2.2.2 Show how to listen, observe, and affirm the co-servants
- The power of encouragement – **Mt 9:2; Act 23:11; 27:22; Heb 3:13; 10:24-25.**

2.3 ***Practice servant leadership by working together in unity***

2.3.1 Explain the concept of servant leaders working together in unity
- One body in Christ – **1 Cor 12; Eph 4:4-6; Mk 3:24; Rom 12:4; Ps 133:1; Joh 13:35.**

2.3.2 Show how to work together as servant leaders
- Carry each other's burdens - **Gal 6:2; Jam 2:14-17; Ep 4:16.**

2.3.3 Demonstrate the aspect of mentorship, counselling, and coaching
- Jesus & Peter – **Lk 5:1-11; 22:32; Jn 21:15-19.**
- Paul & Timothy & Titus – **1&2 Tim; Acts 16 & Titus.**
- Prisca, Aquilla & Apollo – **Acts 18:24-26.**
- Barnabas & Paul – **Acts 9:27; 11:25-26.**
- Elijah & Elisha – **1 King 19:19-21; 2 King 2:1-12.**
- Jethro and Moses - **Ex 18:14-27.**

Questions for discussions and personal Reflections

- **Question:** In what way can we be example to others, affirming and working together with them?
- **Reflection:** Who has been an exemplary leader in your life? In what way have you been affirmed and supported by a relational servant leader?
- **Application:** Identify the changes you need in your life to be a good example to others, affirming them and to be able to work together with them?

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RELATIONAL goal 3: ***To build communities of justice and peace***

3.1 ***Create healthy boundaries and prevent destructive behaviors.***

3.1.1 Explain the concept and importance of creating healthy boundaries
- Protecting the good –**Pr 25:17; Gal 5:13-15; 6:2,5.**
- Resisting the bad - **Ps 37:27; 97:10; Rom 12:2; 2 Cor 6:14.**

3.1.2 Demonstrate how to create healthy boundaries
- Discernment & wisdom – **Job 27:6; 31:1; Ps 34:11-14.**

3.1.3 Demonstrate how to prevent destructive behaviors
- Develop good practices - **1 Tim 4:6-11; Prov 4:23-27; Eph 4:25-32; Rom 8:5-6.**

3.2 ***Demonstrate how to seek Peace & Reconciliation***

3.2.1 Define and explain the process of seeking peace & reconciliation
- Peace and reconciliation processes – **Col 1:20-22; 2 Cor 5:18; Rom 5:1; Ep 2:14.**

3.2.2 Explain the importance of seeking peace & reconciliation
- Importance of peace and Reconciliation – **Heb 12:14; Rom 5:8-11.**

3.3 ***Cultivate a culture of trust***

3.3.1 Explain the meaning of a culture of trust
- Confidence in God and others – **Psa 34:3; 118:8; Pr 3:5; Jn 14:1; 1 Cor 11:1.**

3.3.2 Explain the importance of having a culture of trust
- Inspires confidence **– Isa 12:2; Job 13:15; Psa 25:2-3.**

3.3.3 Create a culture of trust in the learning environment
- Encouraging each other – **Isa 41:7; 1 The 5:11.**

Questions for discussions and personal Reflections

- **Question:** In what ways can you encourage people to have and maintain healthy boundaries?
- **Reflection:** Can you recall a situation in your ministry where conflict arouse and how did you go about making peace and reconciliation?
- **Application:** Identify areas where you can inspire confidence and encourage others

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VISIONARY LEADERSHIP

FOCUS: Identifying where we are going – and why?
GOAL: A servant leader articulate clear God given visions, enable strategic reflection, and inspire people to make a difference in the light of God's vision

VISIONARY goal 1: To articulate a God given vision

1.1 ***Seek, identify, and understand a God given vision***

1.1.1 Explain how to seek and receive a God given vision
- Leads people to seek God's vision - **Prov 29:18; Ex 3:1-8; Act 9:1-12.**

1.1.2 Explain the characteristics of a God given vision
- Must be confirmed by others – **Act 13:1-3.**
- Glorifies God – **Jn 16:14-15.**
- Advances God's Kingdom – **Mt 9:36-38.**
- Leads to helping others

1.2 ***Communicate a God given vision***

1.2.1 Explain how to communicate a God given vision (depends on who you are communicating to).
- Communicate the vision as received instead of your own interpretation. **Act 11:1-18.**

1.2.2 Determine when to communicate a God given vision.
- Right time and right Approach – Example of Joseph.

1.3 ***Inspire with passion a God given vision***

1.3.1 Inspire with the Holy Spirit passion - **Jer 20:9; Act 26:19.**

1.3.2 Create passion for the things that bring glory to God. **Num 14:5-9.**

Questions for discussions and personal Reflections

- **Question:** Why is it important for the God given vision to be confirmed by others?
- **Reflection:** What kind of vision did you receive when the Lord called you in ministry?
- **Application:** Write down your vision with clarity

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*VISIONARY goal 2**: To enable strategic reflection***

2.1 ***Facilitate strategic reflection on the vision***

2.1.1 Develop sound theological reflections using the biblical story.

- **Act 15:1-17.**

2.1.2 Reflect on the Christian practices in relation to other practices.

- **Act 17:16-32.**

2.2 ***Develop your ministry vision that is connected to the Kingdom vision and your church vision.***

2.2.1 Explain how the Kingdom vision is from generation to generation

- **Gen 12:1-3; Psa 145:4; Dan 4:3.**

2.2.2 Demonstrate the role of the Kingdom in environmental perspectives

- **Gen 1:26-28; 2:15; Neh 9:6.**

2.3 Create a culture and rhythm of strategic reflection

2.3.1 Create a pattern of continually communicating, reminding, and revisiting the vision

- Paul's example of revisiting and reminding through his letters to people about God's vision. **Act 15:36.**

2.3.2 Explain the importance of a repetitive reflection on strategy and vision

- It keeps people focused on the vision. **2 Pet 1:12.**

Questions for discussions and personal Reflections

- **Question:** Describe the Kingdom vision considering environmental perspective**.**
- **Reflection:** What are some of the traditional teachings that have distorted sound theological teaching in your ministry?
- **Application:** Create your own environmental protection strategy in your area of ministry.

VISIONARY goal 3: ***To inspire people to make a difference***

3.1 ***Encourage people to be the change agents***

3.1.1 Explain that servant leaders are continuously changed/formed by the Holy Spirit.
- **1 Sam 10:6; Rom 12:2.**

3.1.2 Emphasize the importance that all change start with oneself
- **Mk 3:13-14.**

3.1.3 Facilitate critical self-reflection of the servant leader.
- **Mt 7:1-5; Lam 3:40; 2 Cor 13:5.**

3.2 ***Demonstrate innovation and change***

3.2.1 Encourage innovation, new methods, and strategies
- **Mk 1:38.**

3.2.2 Emphasize analysis and critical thinking on old traditions and new trends/ideas/strategies.
- **Isa 43: 19; Eph 4:14-15.**

3.3 ***Facilitate change and transformation wisely***

3.3.1 Explain that the visions cannot be achieved without the help of God and others who are called by God
- **Act 11:25-26.**

3.3.2 Deal wisely with resistance through dialog and anchoring
- **Act 15:1-11.**

Questions for discussions and personal Reflections

- **Question:** What challenges have you encountered in introducing innovation, new methods, and strategies.
- **Reflection:** How are you being a change agent in your ministry?
- **Application:** Initiate a dialogue to implement a change on some of the areas where you need changes.

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EVANGELISTIC LEADERSHIP

FOCUS: To bring trustworthy testimony and glory to Christ.
GOAL: Servant leaders empower the church to show God's love to the community by connecting, serving, and witnessing in the power of the Holy Spirit

EVANGELISTIC goal 1: ***Servant leaders are able to connect with the community***

1.1 ***Understand importance of connecting and engage in networking***

1.1.1 Explain the meaning of connecting and networking.
- Follow the example of Jesus – Connecting with Zacchaeus (**Lk 19:2**), the Samaritan woman (**Jn 4**), Tax collectors (**Mt 9:10**), He was called the friend of sinners.

1.1.2 Demonstrate the different ways of connecting
- Friendship, hospitality, social work

1.1.3 Find ways of networking in different directions
- Friendship, hospitality, social work
- Networking as a church with other organizations

1.2 ***Engage in cooperation with the authorities***

1.2.1 Recognize and honor different authorities
- **Rom 13:1; Ex 22:28; Act 23:5; 1 Pet 2:17.**

1.2.2 Find ways of cooperating with authorities
- Cooperate in legal and government support – **Neh 2:4-8.**
- Partner in developmental and social issues

1.3 ***Have dialogue and seek for convenient solutions.***

1.3.1 Interact with community by engaging in community programs
- Example of programs: Water, Health, and education issues etc.

1.3.2 Apply conflict management in the community
- Engage in advocacy and community dialog – Example of Solomon's wisdom to the two mothers. – **1 Kin 3:16-28.**

1.3.3 Promote spirit of fairness in the church
- **James 2:1-5; 1 Cor 1:10-15.**

Questions for discussions and personal Reflections

- **Question:** Discuss different methods of engagement in conflict management.
- **Reflection:** How has connecting and networking been of value to your ministry.
- **Application:** Identify groups and organizations to connect and network with.

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EVANGELISTIC goal 2: ***Servant leaders are able to serve and meet the needs of the community***

2.1 ***Understand and meet the needs of people and pray for their welfare***

2.1.1 Listen carefully to people with their needs in community
- Follow the example of Jesus – the man at the pool (**Jn 5:1-10**); Bartimaeus the blind (**Mk 10:46-52**).

2.1.2 Assess people's needs in community
- Nehemiah story of assessing the needs – **Neh 2:11-18.**
- Jesus when feeding the thousands – **Mt 14:13-21**.

2.1.3 Organize intercessory prayers
- **Jer. 29:7; Mt 9:35-38.**

2.2 ***Exercise Christian hospitality through service and love to strangers***

2.2.1 Demonstrate social skills (empathy, compassion)
- **Mt 25:34-40.**

2.2.2 Practice Biblical servanthood
- **Gal 6:9; Mt 24:45.**

2.2.3 Being hospitable to strangers/nonbelievers
- **Heb 13:2; Deu 10:19.**

2.3 ***Apply holistic development initiatives***

2.3.1 Initiate development programs that cater for the needs of the people and the community.
- **2 Cor 8: 1-15.**

2.3.2 Promote environmental initiative programs,
- **Gen 1:28; 2:15.**

2.3.3 Engage in social work in the community,
- **Act 6:1-7.**

Questions for discussions and personal Reflections

- **Question:** In what ways are social works relevant in evangelism?
- **Reflection:** Discuss on how befriending strangers and nonbelievers in your church has transformed people's lives.
- **Application:** Assess current social needs in your local place.

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EVANGELISTIC goal 3: ***Servant leaders are able to be a witness of the love and power of Christ***

3.1 ***Preach the Gospel of Jesus Christ***

3.1.1 Practice regular reading and studying the Bible to share the gospel.
- **2 Tim 2:15; Jos 1:8; Ezr 7:10**.

3.1.2 Apply relevant preaching and evangelistic skills
- **2 Cor 4:1-2; 2:17; Isa 58:11; 62:1; 1 Tim 4:6.**

3.1.3 Share personal testimonies
- Examples of Peter and Paul in front of those who accused them.

3.2 ***Practice spiritual gifts and show Christ's power***

3.2.1 Show relevancy of spiritual gifts in sharing Christ's love
- **1 Cor 12-13.**

3.2.2 Manifest the power of Christ through your life
- **Mk 16:17-18; 9:23-24; Lk 17:6; Jn 14:2; 2 Cor 12:9-12.**

3.2.3 Practice prayer and fasting
- **Ep 6:18-20; Mk 9:28-29.**

3.3 ***Practice witnessing cross culturally (mission)***

3.3.1 Send people to cross cultural surroundings
- **Mt 28:18-20.**

3.3.2 Disciple people to Christlikeness in maturity
- **Col 1:28-29; Ep 4:11-16.**

3.3.3 Understand the power of fellowship and planting new churches
- **Act 2:42-47; Heb 10:24-25.**

Questions for discussions and personal Reflections

- **Question:** Discuss contemporary wrong evangelistic approaches in your communities.
- **Reflection:** How has your church been involved in community evangelism?
- **Application:** Organize and plan for a cross cultural mission.

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Appreciations

The following leaders from all the 13 UKIAMKA denominations has worked on producing the African contextualised content of this SERVE teaching manual.

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Reaching Nations For Christ

Communauté des Eglises de Pentecôte au Burundi
CEPBU

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