



MEN'S MINISTRY 101

The goal:
Planning & creating a unique environment for men
to become more like Christ together

Follow me and I will make you fishers of men.
Matthew 4:19

DEVELOPING SERVANT LEADERSHIP IN THE LOCAL CHURCH

Name _____

Date Completed: _____

AN INTRODUCTION:

These training manuals have been created to give you material that we have used in training over 2500 pastors and key men's leaders. They are comprehensive and include much more information than you will be able to use in developing your own men's discipleship plan. Choose some of the ideas and add your own.

One misconception about starting a men's ministry is that only mega churches can have effective men's discipleship ministries because of their abundant resources. The average American church is made up of around 100 people. Obviously, the average church does not have the same resources as the mega churches. But, many of them have better men's discipleship going on than churches of 5000 people. That's because, they have learned to be good stewards of what God has given them. A good steward takes what God has given him and does the best he can. It's not about results, it's about faithfulness (See Matthew 25:14-31).

You are about to venture into materials that will tempt you think that you have to do it all in order to have an effective men's ministry. You will want to have a comprehensive men's ministry with retreats, sports teams, work projects, breakfasts, and all the rest; all with two or three leaders. We're here to tell you, that's not going to happen. In fact, that's not what we want you to come away with from working through these materials.

Instead, know right up front that the size of your leadership team determines the size of your ministry. God has placed certain men in your church with the desire to reach other men. The most important thing you can do is to pay attention to those men...your leaders. Invite them, call them, nurture them, and develop them, and you will one day wake up to discover that your men's ministry is changing the lives of the men of your church.

Some of the material is designed to be primarily for individual leaders while other sections are best done as teams. You make the choice. Your judgment about your unique situation is probable more accurate than ours. Feel the freedom to use these manuals however they fit the situation.

So, be encouraged, even though we are going to walk you through a lot of material in these manuals, try to draw back and consider that the picture we are trying to paint is the big picture. It represents something unachievable in the macro. But, every church, no matter the size can benefit from putting these principles and concepts into practice. And, God is rejoicing at your efforts!

In His service together,



Chris Van Brocklin

DEVELOPING SERVANT LEADERSHIP IN THE LOCAL CHURCH

Step 1: Note-taking Outline

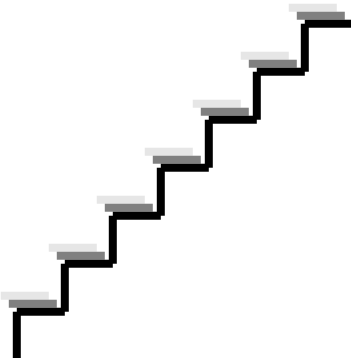
Jesus called them together and said, “You know that the rulers of the Gentiles lord it over them, and their high officials exercise authority over them. Not so with you. Instead, whoever wants to become great among you must be your servant, and whoever wants to be first must be your slave – just as the Son of Man did not come to be served, but to serve, and to give His life as a ransom for many.” Matthew 20:25-28

The way to have a truly effective men’s ministry in your church is to serve your men and their needs. Christ said that servant leadership will go against our culture’s value on power and position. But Jesus made it clear that His men must follow three principles of servant leadership:

1. The primary focus of a servant leader is on the growth, success, and welfare of his _____. (Matthew 20:26&27, John 13:1-17)
2. Servant leadership must come from the _____. (Matthew 20:28, Philippians 2:3-8)
3. Servant leadership is _____ in the Church. (Matthew 20:26, 1 Peter 5:1-3)

We believe that the following practical steps will help you to serve the men in your church. These steps are based on Christ’s pattern of servant leadership from **Luke 10:1-24**.

SEVEN STEPS OF SERVANT LEADERSHIP



1. **FOCUS ON FOLLOWERS**
2. **COMMUNICATE THE VISION**
3. **SET CLEAR PARAMETERS**
4. **SEND THEM OUT**
5. **REMOVE ANY ROADBLOCKS**
6. **CELEBRATE THEIR VICTORIES**
7. **CONCENTRATE ON THEIR IDENTITY**

1. FOCUS ON FOLLOWERS



Key Principle: A servant leader respects his leaders and focuses on the welfare and growth of his _____.

Implications for your church: The men in your church need to take the initiative to honor, encourage, and pray for your pastor and church leaders. Each leader in your church should develop and encourage those who follow him, and help to meet their needs.



Key questions:

How can you find out what the needs are of those whom you're leading? (your family, men in the church, etc.)

What are some ways that you can encourage and equip those who follow you, so they will be successful?

How can your men's leadership team honor, encourage, and pray for your pastor and church leaders?

Do you allow your pastor(s) to be your servant as well, or do you "put him on a pedestal"?

2. COMMUNICATE THE VISION



Key Principle: A servant leader helps his team to _____ and _____ the vision.

Implications for your church: Your pastor and church leaders must “cast” the vision/mission of your church often, so that everyone can internalize it. The purpose statement for your men’s ministry should complement the mission of your church. Every leader in your church needs to *share his heart*, especially your men’s leadership team, if you want the men to “buy in” to the mission and purpose statement.



Key questions:

How can you tell if the mission of your church is big enough to motivate the men and specific enough for them to do it? (“Small plans do not inflame the hearts of men”.)

What are some ways that your men are sharing the mission and attempting to accomplish it, even when a church leader is not around?

Has your men’s leadership team formulated a purpose statement for your men’s ministry? If not, when will you do it?

3. SET CLEAR PARAMETERS



Key Principle: A servant leader clarifies his team's _____ and gives them adequate _____ to accomplish the mission.

Implications for your church: If the purpose statement for your men's ministry is well formulated with input from many, it will provide parameters for everything the men's ministry does. You should help your men understand *exactly* what their responsibilities are to accomplish the mission, and be sure to give them enough authority to complete it. Finally, your men will need to have clear guidelines to help them avoid common pitfalls before they begin the mission.



Key questions:

If you asked the men in your church, "Where are we going and how are we going to get there?", what would they say?

What are some potential barriers or pitfalls to accomplishing the mission of your church and the purpose for your men's ministry?

How does your men's leadership team plan to overcome them?

Which men in your church exhibit servant leadership, and are they in positions of leadership in the church?

4. SEND THEM OUT



Key Principle: A servant leader _____ his team to accomplish the mission and _____ them to do it.

Implications for your church: Your men should reach a point where they feel free to move ahead and accomplish the mission of the church and the purpose for the men’s ministry. Your pastor and church leaders need to encourage and empower the men in your church to “do the work of the ministry”. Once your men’s leadership team has delegated some of the responsibility for the men’s ministry to your men, you should not take it back, even if you could do the job better and faster.




Key questions:

In what ways do the men in your church demonstrate confidence to try new ideas for accomplishing your mission and purpose, even if they fail? (If they don’t, they will never find out what works.)

Are more of your men becoming servant leaders as a result of your men’s ministry? How can you tell?

Who would each leader in your church have to replace him if he was gone tomorrow?

5. REMOVE ANY ROADBLOCKS

 **Key Principle:** A servant leader uses his authority to _____ and _____ roadblocks before his team encounters them.

Implications for your church: Part of the role of your pastor and men’s leadership team is that of a “watchman”, to try to anticipate and deal with potential problems before your men face them, as they seek to accomplish the mission and purpose. When the men in your church do encounter a roadblock to ministry, you should use your authority to provide whatever resources you have to overcome the problem. (training, manpower, materials, prayer, etc.)

Finally, problems allow your men to grow in their faith in Christ – don’t be tempted to try and control every ministry situation.

 **Key questions:**

What are some ways that your men’s leadership team can help the men in your church to accomplish the mission and purpose?

How do you plan to keep track of your progress in accomplishing it?

How often are you praying for your men?

6. CELEBRATE THEIR VICTORIES

 **Key Principle: A servant leader _____ with his team when they are successful.**

Implications for your church: Your men’s leadership team should take the initiative to celebrate when your men are successful in ministry and as servant leaders! It is a time to acknowledge God’s provision and every man on the team, from the “smallest to the greatest”. This will build unity in your men’s ministry and be an encouragement to your church. Also, don’t take credit for any success, even if it was your idea.

Key questions:

What are some ways that you can celebrate together when your men are successful?

How can you thank those men who have demonstrated true servant leadership?

Are there faithful men (II Timothy 2:2) in your church who are seldom honored? Who are they and what will you do to acknowledge them?

7. CONCENTRATE ON THEIR IDENTITY



Key Principle: A servant leader helps his team to focus on _____, not on what they do.

Implications for your church: Jesus made it clear in Luke 10:20 that it is *whose* we are that is important, not so much what we do. The men in your church will tend to draw their worth from what they accomplish in the church and in ministry. But your men’s leadership team needs to emphasize what God values in your men: faith, relationships, character, and quality over quantity. (I Corinthians 3:13-15)



Key questions:

Who in your church would receive the “character of Christ” award and why? (Galatians 5:22&23)

What Bible passages concerning our identity in Jesus Christ could your men’s small groups study?

What are some practical ways that you could help your men focus on who they are, rather than what they do?




DEVELOPING SERVANT LEADERSHIP IN THE LOCAL CHURCH

Step 2: Workshop

There are four steps which your pastor and men's leadership team should go through as you consider servant leadership in your church: 1) **Prayer**, 2) **Perspective**, 3) **Plan**, and 4) **People**.

I. PRAYER


Praying together in your men's leadership team will honor Christ and help you see servant leadership the way God does. Galatians 5:13 says, "...serve one another in love."

 What would you like to pray for in relation to servant leadership in your church?

II. PERSPECTIVE

Jesus says in Matthew 23:11&12, "The greatest among you will be your servant. For whoever exalts himself will be humbled, and whoever humbles himself will be exalted."

When we began to speak on the importance of servant leadership, there was virtually 100% agreement from everyone that this quality was greatly needed today. The only problem with this response was that most of the people felt servant leadership was needed for someone else! It's important to realize that servant leadership begins with **YOU**.


 Spend some personal time answering the following questions to help gain perspective on servant leadership.

- a. Would your wife and children describe you as a servant leader? Why or why not?

- b. If they could, would those who are your subordinates rehire you to lead them? Why or why not?

- c. Are you using people to accomplish your goals, or are you serving people to accomplish God's goals?

- d. What do you believe God wants you to do in response to the previous questions?

 Now take time in your men's leadership team to study I Kings 12:1-19, in order to gain perspective on the importance of servant leadership in your church.

1. What do you think motivated the elders regarding their advice? (verses 6 & 7) note: These were counselors to the wisest man who ever lived.

2. What do you think motivated the young men regarding their advice? (verses 10 & 11)

3. How will people respond to a servant leader? (verse 7)

4. How will people respond to an authoritarian leader? (verses 16-19)

5. What are some applications from these verses that you can make as leaders in your church?

III. PLAN

God wants to use your men's leadership team as servant leaders to your family, your church, and your community. (John 13:13-15) You can begin to plan how best to serve those around you by using the following evaluation to assess how you are doing.

A. Evaluation

Spend some time considering the following questions from the Servant Leadership Evaluation. Then assign a letter rating to yourself as a servant leader in the blank after your family, church, and job. (V = Very Good, G = Good, F = Fair, P = Poor) An example is provided for Step One.

SERVANT LEADERSHIP EVALUATION

1. **FOCUS ON FOLLOWERS:** Do you know the needs of those whom you're leading? Are they growing and developing under your leadership?

Example: Family F Church P Job G

Yourself: Family Church Job

2. **COMMUNICATE THE VISION:** Have those you are leading understood the mission and internalized it? Are they sharing the mission with others and attempting to accomplish it?

Family _____ Church _____ Job _____

3. **SET CLEAR PARAMETERS:** Do those you are leading clearly understand what their authority and responsibilities are? Have you given them clear guidelines to avoid common pitfalls?

Family _____ Church _____ Job _____

4. **SEND THEM OUT:** Have those you're leading reached a point where they feel free to move ahead and accomplish the mission? Are they exhibiting confidence in knowing where they are going?

Family _____ Church _____ Job _____

5. **REMOVE ANY ROADBLOCKS:** Have you anticipated and dealt with most pitfalls before those you are leading encounter them? Are you praying regularly for them?

Family _____ Church _____ Job _____

6. **CELEBRATE THEIR VICTORIES:** Do you rejoice and celebrate when those you're leading are successful? Are you thanking and acknowledging them?

Family _____ Church _____ Job _____

7. **CONCENTRATE ON THEIR IDENTITY:** Do you point those you're leading back to who they are before God? Are you helping them focus practically on who they are, rather than what they do?

Family _____ Church _____ Job _____

B. Strategy

In light of the Servant Leadership Evaluation you have completed, you can begin to plan how to become a better servant leader.

Using the following strategy for servant leadership, take time to identify: a) the *problem* (i.e., those areas of servant leadership you rated “Poor” in), b) one or two *steps* to improve in that area, and c) *who* will help you achieve those steps (go to him ASAP and ask him to hold you accountable in that area).

Example: (from page 12)

Problem: He doesn't know what most of the needs of the men in his church are. (He rated himself “Poor” on Step One under “Church”.)

Steps to improve: 1. Make a list of the men's needs.
2. Ask the men to evaluate his list and add anything he left out.

Who will help: His assistant pastor.



Now do the servant leadership strategy for three problems you have identified, to begin planning how to become a better servant leader.

Problem: _____

Steps: 1. _____

2. _____

Who will help: _____

Problem: _____

Steps: 1. _____

2. _____

Who will help: _____

Problem: _____

Steps: 1. _____

2. _____

Who will help: _____

IV. PEOPLE

“In serving God, we will love people. In loving God, we will serve people.”
We need to be servant leaders to those people in our lives if we want to produce a lasting spiritual legacy as men.

As you were completing the Perspective and Evaluation sections, you may have realized that you have not always been a servant leader to those around you. In addition to the Strategy for servant leadership you just completed, God’s Word makes it clear that there are two relational steps you must take, if you have not led as a servant.

You should:

- 1) *Confess* your sin to God and those you have not led correctly, which is the first step in having a right relationship with God and people. (I John 1:8-10, James 5:16) Yet many leaders confess their sins, but fewer take the second step to...
- 2) ...*Repent*. You should also ask God to change you to become a true servant leader, through the power of His Spirit. (Romans 8:11, Ephesians 5:18-21)

If you need to “get right” with God and others, take enough time to do that now. Then take the initiative to serve as a godly leader to your family, friends, church and community!

Shepherd the flock of God among you, exercising oversight not under compulsion, but voluntarily, according to the will of God; and not for sordid gain, but with eagerness; nor yet as lording it over those allotted to your charge, but proving to be examples to the flock. And when the Chief Shepherd appears, you will receive the unfading crown of glory. 1 Peter 5:2-4

Servant Leadership Key

Page 3	1. followers	2. heart	3. mandatory
4	followers		
5	understand, own		
6	responsibilities, authority		
7	empowers, releases		
8	anticipate, remove		
9	rejoices		
10	who they are		