



Village Servant Leadership Core Principles

All those in ministry and leadership at Village are to minister with a spirit of servant leadership. As we look at Jesus' example of ministry and the instructions in God's Word, we find the following principles for servant leaders.



- **Surrendered** – **“How can I bring glory to God?”** Our walk with God is of first importance. Village leadership foremost must have a heart sold out for God. This includes intentional awareness that we are dependent on God for every ministry and never able to minister on our own strength. (Acts 6:3)
- **Integrity** – **“This is completely true”** We will strive to honor God in our actions, words, and thoughts in public and private. There is no room for coloring the truth or manipulating a situation to accomplish what we think needs to be done or to protect our image. (Ps 139:23-24, 1 Thes 2:3-5)
- **Humility** – **“You are more important than me”** We will put others before ourselves and view those that we lead as more important than ourselves. We will not elevate self or seek our own interests as we lead. Before doing or saying anything, we ask ourselves if a slave would do this. This is core as servant leadership is not as much what we do, but how we view God's role, our own role, and the value of those we lead. (Phil 2:3-5)
- **Shared Vision** – **“Let's do this together”** We will work to build teams and share leadership, authority, and responsibility in our ministry as people are ready and equipped for servant leadership. Real leadership is not about getting people to do what we want, rather it is about bringing people together seeking what God wants done. This agenda may not come from us, but possibly someone else in the group. Be open to it. It is then the leader's role to inspire and motivate by humbly casting vision. (Acts 6:2-6)
- **Contrite** - **“I was wrong”** We will take responsibility for our actions and be willing to say words like “I was wrong” and “I'm sorry, please forgive me.” A contrite attitude is essential rather than detrimental for leadership (Is 66:2).
- **Accept Responsibility** – **“What do I need to do better?”** When things are not going well in a ministry or with others in ministry with us, our primary focus will be on what we need to improve rather than what they need to fix. Servant leaders resist the temptation to point to others for problems and accept responsibility themselves. (Matt 7:1-5, Mirror, not window)
- **Feedback** – **“That's not right, try this”** As we look to what we need to do better, we are then in the right frame of mind to give honest, humble, timely feedback that allows each person we lead to grow in their ministry and walk with God. We will speak up when one is violating God's Word. (Matt 7:5; Eph 4:15)
- **Follower** – **“Yes, I'd be glad to”** A good leader is always a good follower. We will be teachable and follow those over us well without complaint or a mindset that we know better (Heb 13:17).

- **Listener – “Any time”** We will genuinely listen to and seek to understand those we serve alongside and lead. We will give them opportunity to speak by being available and responsive, even seeking them out if we know there are concerns. We will value their opinions without any hint of defensiveness or self-protection. (James 1:19, 1 Thes 2:2)
- **Self-Sacrificing – “How can I help you with that?”** We will be willing to give up our own time and agenda to help others. A servant leader is willing to do any job no matter how large or small, clean or dirty as the buck stops here. (Rom 12:1)
- **Un-entitled – “Please”** We will not have an attitude of entitlement that **expects** others to do things for us or expects perks with our position. (1 Cor 9:12, 1 Thes 2:9-10)
- **Encourage – “Thank you” & “Good job”** We will speak well of others and seek out ways to encourage those we lead. We will be diligent to avoid a critical spirit which stems from pride. We will also give credit to others as much as possible with words like, “God worked through them in great ways.” (1 Thes 2:11-12, Heb 10:25, Window, not mirror)
- **Care – “I love you”** We will care for people as they are more important than tasks or programs. We will care about all that is going on in their lives and be praying for them. Our foundation is that Jesus loves them. We will strive to love and reach out to every person we minister with or lead regardless of personality conflicts or quirks. (1 Thes 2:7-8)
- **Respect - “You are a fellow heir in Christ”** We will work alongside people rather than ruling over them and lead through respect rather than power. If we think our job is to tell people what to do then we are not leading, we are controlling. We will also respect others by believing in them, giving them the benefit of the doubt, forgiving, and giving second chances as we are all being sanctified. We will respect time by communicating well and planning accordingly. (Rom 12:10, 1 Pet 3:15)
- **Example – “May I show you?”** We will lead by example in all we do. We will be an example of walking with God as well as an example in the ministry we are leading. We will only ask of others that which we are willing to do ourselves. (Titus 2:7, Heb 13:7)