

## **Missionary Families of Christ**

### **SERVANT LEADERSHIP AND OUR PASTORAL STRUCTURE**

One of our Core Values is Servant Leadership. This simply means that the leader is a servant, in the example of the Lord Jesus himself. Leadership certainly includes authority, but it is how one exercises authority that defines him as a true servant.

A servant leader takes full responsibility for the life and mission of MFC at his/her particular pastoral level. He/she works with other servant leaders in order to further the life and mission of MFC.

#### Practical aspects

Personal relationships with other leaders:

- 1) You are brethren and should always act in fraternal love.
- 2) You are co-workers and should always have the overall interest of MFC at heart.
- 3) You are each other's protectors, especially as we are deeply involved in spiritual warfare due to our work.
- 4) You are to be loyal to each other, not overlooking or covering up shortcomings, but quick to rise in defense of each other.
- 5) You are to quickly seek fraternal resolution of disagreements, and seek intervention of senior brethren as needed.
- 6) You are never to judge each other's motives, but be open to asking clarifications as necessary.
- 7) You should not be onion-skinned and in fact welcome correction and even loving criticism.

Meetings:

- 1) Discussions during meetings should be in the spirit of true brotherhood and co-responsibility for the life and mission of MFC.
- 2) Discussions should be open, honest, proactive.
- 3) Disagreements are looked on as opportunities not only to come up with the right decision but especially to grow in Christian character, through patience, tolerance, forbearance and forgiveness.
- 4) While the ultimate decision rests with the governing servant leader, consensus is desirable.
- 5) Those who have difficulty accepting a forthcoming decision have the right, and even duty, to ask that the matter continue to be discerned; after that, one has the right, and even duty, to ask that an unresolved matter be brought up to the next level of leadership for intervention, even all the way up to the SG.
- 6) Always maintain your joy.

Relationship to the Servant General (SG):

- 1) The SG is the servant of all.

- 2) Anyone, leader or member, can bring anything up to the SG. This should never be resented by leaders when done by their subordinates.
- 3) It is then up to the SG whether to handle the matter directly, to assign the matter to someone, or to tell the person to go through the normal pastoral structure.

Oversight and evaluation:

- 1) The service of servant leaders is subject to regular evaluation. Servant leaders should always welcome this as a way of improving their service.
- 2) Overseers regularly evaluate the service of servant leaders. Such function may be delegated to others as is proper.
- 3) Evaluation includes the overseer going directly to the servant leader's subordinates and asking them to give inputs regarding their leader's service.
- 4) Subordinates may go to a servant leader's overseer to report any serious matter of concern. Fraternal correction would normally be the primary course of action, but may not be practical given certain circumstances.

(SG. Oct 7, 2019)