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### The Traits of a Servant Leader

he dictionary defines trait as "a distinguishing quality or characteristic as of personality." Visual Thesaurus defines it as "a distinguishing feature of your personal nature." 2 If you were to type t-ra-i-t into Visual Thesaurus, you would see dozens of descriptive words. Among them: emotionless, frivolousness, distrustfulness, thoughtlessness, compulsiveness, and many other not-so-positive descriptions of human

But you would also find many positive words: humbleness, resoluteness, trustworthiness, thoughtfulness, faithfulness, and other positive descriptions of our natures. Servant leaders invariably exhibit humanity's most positive traits. They build their lives around those traits, and they put the person they are into action. Their authenticity, being true to who they are, exists no matter what role they take.3

There's no way we could possibly list all the traits of an effective servant leader. Some of them are as simple as "listening." But here are the fifteen traits we believe are the most vital to any servant who wants to lead others toward positive change.

- 1. They have a clear vision.
- 2. They have absolute values.
- 3. They are faithful.
- 4. They are accepting.
- 5. They are loyal.
- 6. They are humble.
- 7. They have integrity.
- 8. They are compassionate.
- 9. They are encouragers. They support one another.
- 10. They are generous.
- They honor and respect one another. They value the contributions of others.
- 12. They mentor one another.
- 13. They are flexible.
- They "bounce back"—they are resilient, and they help others to bounce back.
- 15. They are selfless and willing to give their all.

You probably expected us to include "They love others" on our list. The fact is, we believe most of the traits we've listed are key manifestations of love: faithfulness, acceptance, compassion, encouragement, generosity, and selflessness among them. Even integrity, humility, mentoring, accountability, and resilience can be part of the overall package we call love.

You might also have expected us to include skills, abilities, or talents somewhere in the list. But skills, abilities, and talents are different from traits. We refer to these three things as gifts. It's your job to unwrap them.

You may have the ability to teach—the gift of teaching—but if you aren't teaching, you aren't serving others with that ability. You may be a skilled carpenter, mechanic, or pilot, but if you're

not building to serve others, doing car repairs for nothing more than money, or flying a plane without providing acts of service to others, you aren't using your gifts. Your traits are what empower you to apply your gifts... make them more significant by serving others.

Traits may be inherent in some individuals, or they may be the outcome of environment—good parents or schools, for example. For the most part, though, we believe they are cultivated out of personal desire. If we want to be generous, we'll find a way. If we want to encourage others, we'll make it happen. If we want to mentor others, we'll take the time.

Traits are the motivation behind the gifts—behind the skills, abilities, and talents, behind the behaviors and attitudes generally present in all servant leaders.4

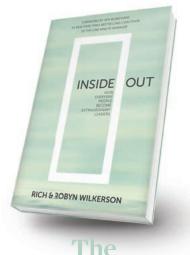


RICH AND ROBYN
WILKERSON have
been helping people
who are in crisis since

the 1970's. When the couple came to Miami to minister as copastors of Trinity Church in the 1990's, the church consisted of about 250 people. Now attendance tops 4,000. The Wilkersons are also the founders of a large social service organization, the Peacemakers Family Center.

This article is based on chapter three of the new book Inside Out by Rich and Robyn Wilkerson. © 2015 Rich and Robyn Wilkerson. All rights reserved.

- 1 Michael Agnes and David B. Guralnik, Webster's New World College Dictionary (Cleveland: Wiley Publishers, 2007). 2 Visual Thesaurus.
- 3 James A. Autry, The Servant Leader (New York: Three Rivers Press, 2001).
- 4 Larry W. Boone and Sanya Makhani, "Five Necessary Attitudes of a Servant Leader," Review of Business 33, no. 2 (Winter 2012): 83-96.



### Inside Out Story

As full-time ministers for almost 40 years, Rich and Robyn Wilkerson have always been committed to modeling servant leadership. When they moved to North Miami to pastor Trinity Church in 1998, their shared vision was to bring along this same servanthood that would minister to the immense need in their new community.

From day one, the Wilkersons exemplified the traits of servant leadership that have become part of the church's DNA. There's something contagious about it; their congregation has now grown to over 4,000 weekly attendees.

Rich and Robyn have seen that the traits of servant leadership apply beyond the pulpit and into the pew—to ministers as well as teachers, lawyers, students, and volunteers. They articulated these principles for *Inside Out* so that people can learn how to meld servanthood and leadership into something powerful and significant.

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## I Hate Small Groups

But I Love Discipleship

S mall groups are vital to ministry in the informational age we live in. They create an atmosphere where the three big needs of this generation are met: access, engagement, and community. It makes serving Jesus less about an event and more about a family. I think they're great. I really do.

But here's my beef: For all the time and effort we put into creating a stellar system of small groups where community and relationship is cultivated, at the same time, we allow this to be our primary vehicle for discipleship. Yes, we might create curriculum to place into the hands of the small group leader, but all we're doing is placing knowledge in their hands without creating within them a competency to disseminate that knowledge.

All too often, I've seen small group leaders carry the desire for their groups to be popular, inviting, and approachable. Unfortunately that can lead to one watering down content so as not to drive anyone away. This leads to our groups not becoming discipleship-based, but places for those whose faith has turned into a moralistic, therapeutic religion where the mantra is, "I want to feel like a good person and like I belong, but don't make me feel like I'm less or I may turn and leave." Thus, immense pressure is created for the leader to water it down.

Can I share a secret with you? This is how my small groups used to be. Everything I described above was my first two years of ministry to a tee. In the process of being dissatisfied with the way I saw my small groups going, I began to study how others were making it happen successfully, recreated my model, and identified a few things that were necessary to implement if I was to turn it all around.

### 1. Quality over quantity.

In the hustle to have the highest number of small groups around, I automatically qualified every one of my volunteer leaders to be small group leaders. Bad idea. In the effort to feel better about my faux discipleship process, I made it look big and shiny with no substance. Start with a small pool of leaders, raise their competency, and then begin to recruit more.

### 2. Competency over knowledge.

Successful small groups go well beyond curriculum. If all I had to do to fulfill the Great Commission was present information, I would have my "well done good and faithful servant" status early and could have coasted into heaven. But the Bible asks us to be more than walking systematic theology books; it asks us to "study to show ourselves approved." What won for me was a monthly small group leader session where I emulated the elements of a small group, but did so on a macro level. Discipleship requires both process and proximity. If I am going to raise the competency level of my leaders, I have to get them close to me and get into their personal process.

### 3. Relationship isn't the outcome, discipleship is.

Hear me when I say this, please don't miss an opportunity to disciple people simply because you think it will offend them and ruin your relationship. Know that walking with Christ comes with a cost. That is why discipleship is so necessary. Discipleship means you go beyond presenting the information and actually take that information and make it a part of their process. This requires time and effort, but it is also what our Lord commanded.

I know you know this, but we are called to make disciples of all nations, not small groups of all nations. If we make discipleship our primary agenda, then our small groups will thrive and flourish as a result.

**TERRY PARKMAN** is the lead youth pastor at River Valley Church in Minneapolis, Minnesota, in which he oversees River Valley Youth, its pastors, and its development across seven campuses in the metro area. He is also the director of River Valley Leadership Institute.



### 5 Ideas for Giving This Christmas Season

heard a statistic the other day that in some ways inspired me and in other ways tore at my heart: eighty percent of children don't go to church even once a month. That is a whole lot of kids who need to be reached with the love of Jesus. After hearing that number, I kept thinking and praying, "God, what can we do to bridge the gap and help people get plugged into a local church?"

Then I had a thought—what if this Christmas season, our church got excited and reached out to their community? What if as Sunday School teachers and small group leaders, we helped them bridge the gap? But where to start? Here are five ideas that you can encourage your groups to do for the community.

### Single Parent Christmas Tree

There are so many single-parent families and parents who are just trying to get by. One way your Sunday School class can reach out is by sponsoring a family with a Christmas tree and a few Christmas presents. We had a family who went out together and cut down two trees, one for their home and one to give to somebody in need. The mom who received the tree broke down in tears because she wanted to give her family a great Christmas and couldn't afford a tree that year. It was exciting for the family who gave her the tree because they were able to create those memories and bless someone else. Along with the tree, have each person in your Sunday School class or small group pick out two gifts to wrap and give along with the tree.

### 2 Christmas Cookie Invitations

Christmas is the season of baking cookies! Last year we challenged our church to invite friends, family, and coworkers to our Unfrozen Birthday Party for Jesus! (Living in South Florida, unfrozen was definitely the way to go!) Everyone was asked to think of three friends to invite to church with them by decorating a Christmas card and come cookies. Then they put together a treat box with an invitation card to our Christmas Eve service.

### 3 Gingerbread Decorating Night

For Halloween, we've implemented block parties in several different neighborhoods and encouraged families to reach out to their neighbors. Why not try this idea out at Christmas time as well? Encourage your group or class to host a gingerbread decorating night at the church. For the party, have each guest bring their favorite candy to share and then decorate your hearts out. Don't forget to fill the room with Christmas music, snacks, hot chocolate, and laughter! During the evening you will have the chance to build relationships and reach out to the people in your community.

### 4 Organize a toy and clothing drive at your church.

One family at our church donates every year. They challenge their kids during the month of December to look through all of their toys and pick out a few they no longer play with, but are still in very good condition. Then as a family they take their toys down to the local shelter and donate them to kids in need. Encourage your whole church to do the same with their families by putting a toy and clothing drive together. You can even work with your pastor to get the drive in the announcements during services, as well as the bulletin to spread the word!

### 5 Bless your local school!

Teachers invest so much of their own money into their classrooms. A lot of times people donate supplies at the start of the year, but by Christmastime a lot of those resources are used and need to be replaced. What better time than Christmas? Ask a local teacher what supplies they need, and then challenge your Sunday School class to collect those items and bless the teacher. It's also a fun idea to include something personal for the teacher, like a \$5 gift card to a local coffee shop.

During the Christmas season we often challenge our students to give, but can't forget to facilitate that challenge. Be creative and know it doesn't always have to cost a lot of money to change somebody's day. One of the best ways to figure out what idea fits your group is to sit down and talk to them and see what ideas they have about giving back. Their creativity may just blow you away!

HEATHER MARBLE has served as a kids pastor in New York, Florida, and currently is at Life Church in Roscoe, Illinois. She is passionate about helping kids G.R.O.W. in their walk with God through genuine worship, relationships, ownership, and teaching them to be a witness.













See the order form for more Christmas resources and ideas.



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- · Godly Choices
- · Taking the Gospel



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- · Jesus Is Born
- · Jesus Loves People
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- · Jesus Helps People



### PreTeen · 2yr Cycle

- · God the Son
- · My Church and Me
- · Books of History



### Preschool · 2yr Cycle

- · God Gives Jesus
- · God Gives Families
- · God Can Do Anything



### Young Teen · 3yr Cycle

- · God Questions
- · When God Shows Up
- Great Expectations: God's Timeless Commands



### Beginning Explorers · 2yr Cycle

- · God Gives Jesus
- · God Gives Families
- · God Can Do Anything



### High School ·4yr Cycle

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- Christianity and the Big Questions



### Kindergarten · 2yr Cycle

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- · Jesus Can Do Anything



### Young Adult · 7yr Cycle

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- · Letter to the Romans



Primary · 3yr Cycle

- Jesus Is Born
- · Jesus Teaches Me
- · Jesus Teaches with Stories



Adult · 7yr Cycle

- · The Minor Prophets, Part 1
- · Letter to the Romans

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### Primeros Pasos · Ciclo De Dos Años

- · Dios dio a Jesús
- · Dios da la familia
- Dios todo lo puede



### El Explorador · Ciclo De Cuatro Años

- · Breves respuestas a grandes problemas
- · Cuando todo sale mal (Job)
- · El cristiano y grandes interrogantes



### Tesoros Del Rey · Ciclo De Dos Años

- · La Navidad es especial
- · El amor de Jesús
- · Los milagros de Jesús



### El Embajador · Ciclo De Cinco Años

- · Vive la vida: 1 y 2 Pedro
- · Situaciones para evaluar en la iglesia
- Nacidos de nuevo para servir



### Mis Amigos · Ciclo De Tres Años

- · El nacimiento de Jesús
- · Jesús me enseña
- · Jesús enseña con historias



El Maestro · Ciclo De Siete Años

- Los profetas menores (primera parte)
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50LS0243	The Christ, Vol. 3, Spanish SPAN		3.99	
03LS8294	The Christ, Vol. 4		3.99	
50LS0244	The Christ, Vol. 4, Spanish SPAN		3.99	
03LS8301	The Christ, Vol. 5		3.99	
02LS8102	The Christ, Vol. 5, Spanish SPAN		3.99	

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100 for 6.95

### **Record Forms and Supplies**

Record I	Forms and Supplies (Loose-Leaf Syste	m)	
07LS5322	Class Record (6-ply) 50 for 16.95; 100 for 28.95		25 for 9.95
07LS5342	Class Folder		2.99
07LS5325	Visitor Record (without carbons) 100 for 9.50		25 for 2.75

07LS5323 | Summary Sheets (without carbons)

Other Record Systems and Supplies				
07LS5316	Loose-Leaf Record Sample Packet		1.95	
07LS5318	Secretary's Record Book		3.49	
07LS5303	Class Record Book		1.99	
07LS5412	Registro general de la Escuela Dominical SPAN		3.49	
07LS5411	Escuela Dominical Registro de clase (SPAN)		2.29	
07LS5308	Envelope for Class Book and Offering (Pack of 10)		2.99	
07LS5312	Enrollment Card		50 for 3.95	
07LS5314	Individual Record Slip (100 per pad)		.85 pad	
08LS5835	My Offering Envelope 2½ x 4¼" 500 for 12.95; 1,000 for 22.50		100 for 2.95	
08LS5830	My Offering Envelope 2¾ x 5" 500 for 15.95; 1,000 for 28.45		100 for 3.45	
07LS5390	Visitor's Welcome Card		100 for 5.90	

Item Number	Description	Quantity	Unit Price	Total Price
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### **Featured Small Group Resources**

02LS8037	A Spirit-Empowered Life Connect Small Group Kit	27.99	
02LS8032	A Spirit-Empowered Life Connect Study Guide	10.99	
02LS8039	A Spirit-Empowered Life Connect Small Group Kit, Spanish	27.99	
02LS8033	A Spirit-Empowered Life Connect Small Group Study Guide, Spanish	10.99	
02LS7047	Believe for Greater Things Small Group Kit: Adults	27.99	
02LS7048	Believe for Greater Things Study Guide: Adults	10.99	
02LS7049	Believe for Greater Things Small Group Kit: Adults, Spanish SPAN	27.99	
02LS7050	Believe for Greater Things Study Guide: Adults, Spanish SPAN	10.99	
02LS7366	Inside Out 10 or more,11.99 each	14.99	







Visit MyHealthyChurch.com/SmallGroups for more small group studies.

### **Youth Ministry**

	··············		
02LS3152	The Word and the Spirit	12.99	
02LS0160	The Word and the Spirit, Spanish	12.99	
02LS8006	The Human Right Journey Small Group Kit	27.99	
02LS7053	Believe for Greater Things Small Group Kit: Youth	27.99	
02LS7054	Believe for Greater Things Study Guide: Youth	10.99	
01LS1322	Fire Bible Student Edition NIV, Paperback	19.99	









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Composed of a full year of Radiant Life adult lessons, this curriculum will help you prepare for every season.

Kit: 02LS1525 Book: 02LS1526 CD-ROM: 28LS1612



7.50

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Item Number	Description	Quantity	Unit Price	Total Price	ltem Number	Description	Quantity
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### **Christmas**

Christma	as		
38LS9859	The Not-So-Silent Night Christmas Program	19.99	
38LS2537	O Holy Night Christmas Card Holder	12.99	
38LS2534	Nativity Story Ornament (ceramic)	4.99	
38LS2538	O Holy Night Greeting Card with Mini-Ornament 12 or more, 1.99 each	2.49	
38LS2536	Starry, Starry Night Book	0.99	
38LS2535	Build-Your-Own Nativity Kit 12 or more, .79 each	0.99	



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### Handbells

Handbells		24.99	
Handbell Music Set 1 with Handbells*		59.99	
Handbell Music Set 1 Christmas!		49.99	
Handbell Music Set 2 with Handbells		59.99	
Handbell Music Set 2		49.99	
Handbell Music Set 3 with Handbells		59.99	
Handbell Music Set 3		49.99	
Handbell Music Set 4 with Handbells*		59.99	
Handbell Music Set 4 Christmas!		49.99	
	Handbell Music Set 1 with Handbells* Handbell Music Set 1 Christmas! Handbell Music Set 2 with Handbells Handbell Music Set 2 Handbell Music Set 3 with Handbells Handbell Music Set 3 Handbell Music Set 4 with Handbells*	Handbell Music Set 1 with Handbells* Handbell Music Set 1 Christmas! Handbell Music Set 2 with Handbells Handbell Music Set 2 Handbell Music Set 3 with Handbells Handbell Music Set 3 Handbell Music Set 4 with Handbells* Handbell Music Set 4 Christmas!	Handbell Music Set 1 with Handbells*       59.99         Handbell Music Set 1 Christmas!       49.99         Handbell Music Set 2 with Handbells       59.99         Handbell Music Set 3 with Handbells       59.99         Handbell Music Set 3       49.99         Handbell Music Set 4 with Handbells*       59.99         Handbell Music Set 4 Christmas!       49.99

<sup>\* 1 &</sup>amp; 4 contain Christmas songs.



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### Why Do We Call It Christmas?

TTILLY DO 1	We dan it dinibilias:			
26LS0386	Buck Denver Asks Why Do We Call It		79.99	
20130300	Christmas? Church Edition 3 or more,63.99 each			
26LS0398	Buck Denver Asks Why Do We Call It		14.99	
	Christmas? Home Edition 10 or more,10.99 each			

### Valentine's Day

I Love Si	unday School Resources		
13LS6755	Faith Hope Love Bookmark Only	12 for 2.50	
17LS7979	Faith Hope Love Coin Purse	1.19	
11LS6633	I Love Sunday School Postcard 4 cards per sheet.	6 for 4.00	
17LS7981	I Love Sunday School Flyer	1.69	
08LS6239	Heart Mailer with Notes Kit While supplies last.	3.49	
17LS7695	Heart Magnetic Photo Frame 10 or more, .99 each	1.16	
17LS7571	I Love Sunday School Balloons (Pack of 24)	5.99	
15LS0168	I Love Sunday School Button (Pack of 25)	6.50	
17LS7573	I Love Sunday School Key Tag	1.39	
15LS0779	I Love Sunday School Lapel Pin	1.49	
17LS7574	I Love Sunday School Magnet (Pack of 25)	6.50	
17LS7576	I Love Sunday School Mug 6 or more, 3.49 each	3.99	
14LS6872	I Love Sunday School Name Tag/Mailing Label 8 labels per sheet.	10 for <b>4.50</b>	
16LS7122	I Love Sunday School Pencil (Pack of 12)	3.99	



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### Valentine's Day

17LS7570 I Love Sunday School Tote Bag

Valentini				
38LS2540	Amazing Love Pen and Bookmark Gift Set 12 or more, 1.99 each		2.49	
38LS2541	God's Amazing Love "Maze" Pen 12 or more, .79 each		0.99	
38LS2539	God's Love Amazes Me Foam Activity Kit 12 or more, .79 each		0.99	



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