

KOINONIA LEADERSHIP STYLE



Knowing what is expected of you, as a *Koinonia* leader is necessary. In turn, how you go about those duties is a related but distinct issue of huge relevance. Your attitudes, methods, and behavior that mark you as a leader can be referred to as your *leadership style*.

For many years it has been popular to describe leadership styles in terms of the leader being autocratic, democratic, or *laissez-faire*. The *Koinonia* is not led by this kind of leadership. The following are the definitions:

The **autocratic** leader dominates the process, makes all the decision, and generally "owns" the group. Members of the group are not consulted, nor does the leader perceive them as equal participants. This style of leadership demands and gets his or her way. Objecting members can find a new group.

A **laissez-faire** leader is basically passive. Whatever the group wants is just fine. This type of leader actively avoids confrontation, disagreement, initiating behavior, and asserting personal preferences. In short, it's leadership in name only.

Which style then is use in the koinonia? The best alternative is the biblical concept of servant-leadership.

Servant-Leader Style of Leadership

Doug Whallon makes a clear distinction in a chapter title, "Leadership – the Critical Factor," in *Good Things Come in Small Groups*, a book written by the members of a small group. He convincingly points out that the biblical model of leadership is built on twin concepts:

- (1) A servant serves by leading.
- (2) A leader leads by serving. This then what we call a *servant-leader*.

To give you an example; On one occasion the Lord Jesus' disciples were discussing which one of them was the greatest. Later, Jesus asked they had been talking about. The disciples sheepishly admitted their topic. Jesus' response set the standard for then and now, "If anyone wants to be first, she shall be last of all, and servant of all" (Mark 9:35).

In other words, among God's people the greatest person is the one who serves the most. Servanthood was established as the genuine, true leadership model. Jesus modeled servant-leadership. His were more than mere words; He practices what He taught. The event that so effectively represented the epitome of service in His day was when He washed His disciples' feet (John 13:5). This act of servanthood is even more impressive when you consider He had the right, more than any other human, to demand to be served by those around Him. Jesus was God on human form, born and raised in humble circumstances, live a simple life of service, and ultimately, lay down His life for us. *This is servanthood!*

Servant/Leader Style of Leadership is also a Shared Leadership

You may have the idea that you are responsible for the entire leadership task within your group. On the contrary, as the designated servant leader your primary task is to delegate other function of your leadership to the group. Ideally, the group grows in its development to a point where the members – individually and corporately share the servant leader function. Here is a list of a servant leader who delegates his leadership function the following is **behavioral examples of a shared leadership**.

- **Encouraging** – Being friendly warm, responsive to others, praising others and their ideas, agreeing with and accenting contribution of others
- **Gate-keeping** – Making it possible for another member to make a contribution to the group, or suggesting limited taking time for everyone so that all will have a chance to be heard.
- **Standard setting** – Expressing standards for the group to use in choosing its content or procedures or in evaluating its decisions, reminding the group to avoid decisions that conflicts with group standards.
- **Following** - Going along with decisions of the group, somewhat passively accepting ideas of others, serving as an audience during discussion and decision-making.
- **Expressing group feeling** - Summarizing what group feelings seem to be, describing reactions of the group to ideas or solutions.
- **Evaluating** – Submitting group decisions or accomplishments to comparison with group standards measuring achievements against goals.
- **Consensus testing** - Tentatively asking for opinion in order to find out if the group is nearing consensus on a decision, tossing ideas around to test group opinions.
- **Harmonizing** – Mediating and conciliating differences in points of view, suggesting compromise solutions.
- **Tension reducing** – Draining off or easing negative feelings by saying claming things or through light jesting, pointing out the wider context of a tense situation.

The Servant Leader

One thing lies at the foundation of the New Testament's understanding of leadership and that is leaders are servants. The positions of leaders do not entail license to promote selfish or even personal goals. Instead leadership exists for the sake of the people. The goal of a servant leader is to empower the people to discern and discharge the Lord's will (Ephesians 4:11-13). Therefore, rather than seeking to dominate the people, servant leaders are to enter into leadership with all humility and with the intent of seeking the good of those under their watch care (1 Peter 5:1-3).

In every *Koinonia*, there is a servant leader. Just like any family, it needs a person who will shepherd each individual. A *Koinonia* servant leader loves the members of his *Koinonia*. As a Shepherd cares for the sheep and ministers to their needs, so a *Koinonia* servant leader serves on a pastoral level. Caring for the needs of the *Koinonia* members and leading them into ministry. In Matthew 9:36, Jesus saw crowds of people in the Jewish community and *“had compassion on them, because they were harassed and helpless, like sheep without a shepherd.”*

Today, the same problem exists in the Christian churches with more than a hundred people. When one pastor is responsible for dozens or even hundreds of Christian, little attention can be devoted to their spiritual and personal needs. As a result large numbers of believers are delinquent members of their churches and undeveloped for ministry to others. In a *Koinonia*, that does not happen! The ratio of a leader to member is never allowed to exceed a ration 1:15. Thus, the needs of the flock can be closely observed. The spiritual gifts of each person can be developed. Each member becomes a point of witness to others.

NOTE: Remember, servant leaders, your members are not your **PRIVATE** church. Koinonia are joined together with the vision of the church and that is to reach out to the world. A Koinonia doesn't multiply by winning the lost is not a healthy one. Another note worthy is a Koinonia servant leader is not one who lords over others, controlling them by directives and permissions granted. A Leader will live with the flock, rejoicing that the brothers and sisters are developing in faith and ministry.

Basic Criteria in Choosing a Servant Leader

FAITHFULNESS - in his/her walk with God and his/her ministry to the Koinonia members

AVAILABILITY - to be trained, to serve and to minister to the needs of others

TEACHABILITY - being willing to learn and be change under the Holy Spirit and willing to be disciplined by the leaders/pastors of the church.

SUBMISSIVENESS - being willing to submit to and respect the authority and leadership of the church.

Qualities of a Servant Leader

(Qualities means - a good characteristic: a special distinguishing feature.) When you look into a mirror, do you see a group leader? What does a group leader look like? What does that person do? Rest easy. You needn't be perfect. There is no such thing as the *perfect* group leader. There's no required age, appearance, personality type, or experiences – no standardized, insurmountable role embraced by every group leader. The only perfect group leader was Jesus Christ. Nevertheless, the Holy Spirit is always there to guide us.

- **A Koinonia servant leader follows his Lord's example.** As a good shepherd, you will be a revealer (**of His life**), not a teacher. Who you are is far more important than what you know.
- **A Koinonia servant leader is a guide.** Numbers 27:15-17 "*May the Lord, the God of the spirit of all mankind, appoint a man over this community to go out and come in before them. one who will lead them out and bring them in, so the Lord people will not be like sheep without a shepherds.*"
- **A Koinonia servant leader does not seek self-exaltation.** Consider Jesus' comments about men who took leadership position to exalt themselves, rather than their God: Everything they do is done for men to see: They make phylacteries (Boxes of scripture worn on their forehead and arms). They love the place of honor and important seats in the synagogues. Jesus said, "The greatest among you will be the servant. For whoever exalts himself will be humbles, and whosoever humbles himself will be exalted."

- **A Koinonia servant leader nurtures.**

John 21:15-17 "When they had finished eating, Jesus said to Simon Peter, 'Simon son of Jonah, do you truly love me more than these? Yes Lord, he said, "you know that I love you. **Feed** my lambs...**Take care** of my sheep...**Feed** my sheep. Jesus here described the flock as having lambs and sheep. There is a difference in maturity between those flocks, and the shepherd recognizes this. The flock is made up of highly individual persons. They cannot be treated as single entity. Each one has special needs and special capacities. It is also clear Jesus was not interested in how much wool or meat He could get from His flock, but rather about their need, and what could be done to serve them.

- **A Koinonia servant leader protects.**

"Keep watch over yourselves and all the flock of which the Holy Spirit had made you overseers. Be shepherd of the church of the Lord, which he bought with his own blood. I know that after I leave, savage wolves will come in among you and will not spare the flock. Even from your own number men will arise and distort the truth in order to draw away disciples after them. So be on your guard! Remember that for three years I never stopped warning each of you night and day with tears. Now, I commit you to God and to the word of his grace, which can build you up and give you, an inheritance among all those who are sanctified. Acts 20:28-32.

- **A Koinonia servant leader equips the priest for their service.**

Peter wrote that every single Christian is a member of Christ priesthood: 2 Peter 2:2-5, 9,12 **"A Royal priesthood, a holy Nation."** **What is the activity of a priest? He stands between a holy God and his fellow man. With one hand he touches God, and with the other hand he touches a person who needs the touch of God!**

Qualification of a Servant Leader

(Qualification means - a skill that makes suitable for a particular job or activity).

An understanding of spiritual principles - The point of 1 Timothy 5:22 is that a new believer should not be given too much responsibility too soon. This is an important principle is selecting Koinonia servant leaders. You must be a Christian for sufficient length of time. Some people are ready after one year, others after ten years the length of time varies with the person, but you need enough time to understand spiritual principles and demonstrating the next qualification.



A growing relationship with Christ – 2 Peter 3:18 tells us to "grow in the grace and knowledge with of our Lord and Savior Jesus Christ." If you are model spiritual growth and encourage it in others, it first must be a reality in your own life. Your emerging Christ like character should be evident to all.



A commitment to caring for People – In 1 Corinthians 12:25 we are instructed to "have the same care for one another." The person meeting this standard is dedicated to reaching out to the group members and assisting as needed, comforting them in distressing times joining them in rejoicing over success, supporting their efforts at self-improvement, and investing time in other activities that express care and concern.



A desire to serve - "Through love serve one another" (**Galatians 5:13**). Leading is serving. The motivation to serve must be deeply rooted in the potential leader. You must be willing to undertake the responsibilities of leading a group.



Willingness to learn - "Trying to learn what is pleasing to the Lord" (**Ephesians. 5:10**). Applies to everything you do, including your service as a small group leader. You may not know everything about being a group leader right now, but you must be willing to learn.



A resolve to spend the necessary time - Having the necessary time it takes to lead a group is an important qualification. Leading a small group "be done properly and in an orderly manner" (**1 Corinthians. 14:40**). Are you willing to spend the time demanded to lead a group?



List for Servant Leader

- Do I know the names of all my members of my Koinonia or which families they belong to.**
- Do the all of my member know the goal and purpose of a Koinonia.**
- Have I talked with the host families about the House Rules they want to enforce?**
- Have I arranged a leader who will lead the Kid's Slot?**
- Have I talked with my Zone Coordinator or Pastor for any reports they might need?**
- Do I continually pray for the each member of my Koinonia?**

