

4420 Principles of Servant Leadership
Course Syllabus
June 16 - June 27 2025

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I. Course description

When the disciples argued about which of them was the greatest, Jesus declared,
"You know that those who are considered leaders of the Gentiles lord it over them, and their great ones exercise harsh authority over them. But it shall not be so among you! But whoever wants to be great among you must be your servant . . . For even the Son of Man came not to be served, but to serve, and to give his life as a ransom for many." – Mark 10:42-45

This course is a **highly practical** introduction to the theology and practices of servant leadership. Students will be exposed to Biblical teaching on servant leadership, to current research in leadership theory and practice.

Note: This course is an intensive two-week experience that is highly practice oriented. It will include group and class discussions on leadership themes found in assigned readings. These two weeks will condense an entire semester of challenging material/ideas/experiences into twelve days. There will be nightly homework. You will want to clear your schedule as much as possible in order to keep up, including the weekend of July 21-22 for homework assignments.

II. Course Objectives:

Upon the completion of this course you will:

1. Be equipped to read Scripture with "leadership eyes" – seeing how the Holy Bible is the most profound leadership book for humankind.
2. Gain perspective on how God is shaping you in all the blessings and trials of life. You will also gain perspective on your leadership skills, gifts, and calling through self-reflection.
3. Review and evaluate your current ministry situation through Biblical and leadership research frameworks. You will understand and apply Biblical theories of leadership within the Ethiopian cultural context.
4. Be equipped to use the perspectives gained in this class to bless the Body of Christ.
5. Assess one's spiritual health and make a workable development plan for the future.

III Course Materials:

1. The Holy Bible (I will use NIVUK you may use whichever version you possess)
2. Open Access materials from the web, links in the student handout

IV Course Requirements:

For the assessments for this module, I am going to ask you to serve as a Christian leader for several individuals and for several churches, by leading them in prayer. You will practise the necessary skills during the module, and you will then develop your skills for the final assessments.

This is a 10 credit module that involves 100 hours work.

I have allocated the time that you will need to complete the work in these ways

1 Face to face time for two weeks (turn up and take part)	25 hours
2 Reflective journal in response to the Bible project videos	10 hours
3 Writing prayers as a Christian leader (do your homework each day)	15 hours
4 Writing a prayer for an individual to use, for you to use, for yourself	20 hours
5 Writing a prayer for a church to use, for you to use, for yourself	20 hours

You will see that I have left you with **ten hours spare**, to spend more time on any aspect of the module, or to follow up any of the resources that I have signposted for the future. The signposts to the resources are in the class handout.

1. We are meeting for two weeks from 530 pm to 8 pm from Monday to Friday

The dates are: Monday June 16 to Friday June 27

2. I have allocated 10 hours of time for you to watch and respond to a series of short Bible Project presentations, before we meet. The links and the questions are in the class handout.

Your written responses to these presentations are due on the first day that we meet.

3. Between each evening session I am asking you to write a prayer as a Christian leader

I have allocated 90 mins per day. The case study details are in the class handout.

Your written prayers in response to the case studies are due each day by 5 pm.

4. For your final assignment you are to write three prayers as a Christian leader to an individual, and three prayers as a Christian leader for a congregation. I have allocated 20 hours for each set of prayers. The case study details are in the class handout.

Your written prayers (six in total, up to 500 words each) are due by August 1st 5pm

A personal introduction

I became a Christian in 1970s as a teenager, and I have been learning to serve as a servant leader since 1980s. I taught modules on Christian leadership at a theological college in London for several years. A twenty credit module in two weeks is a tough assignment for everyone. Four hours of lectures each day, and four hours homework for students each day, leaves a lecturer without a voice, and students short of sleep by the end of the second week. We only have half that much work to do together. Ours is a ten credit module.

Christian leadership through history and around the world today is always the same in some ways. The words of Jesus in Mark 10.40-45 warn against abusive behaviour in every century and in every culture. The example of Jesus in Mark 10.40-45 lays down the pattern for Christian leaders in every era and in every kebele. But London is not the same as Addis Ababa, and the UK is different from

Ethiopia, and so I have completely rewritten the module for June 2025.

Mark 10.40-45 shapes every element within the module. As I pray for you, for myself as I serve you, and for our time together I am praying that Mark 10.40-45 will be a mirror to show us broken patterns of human behaviour, that Mark 10.40-45 will be like eye glasses that bring God sharply into focus, and that Mark 10.40-45 will express God's gracious invitation to his people to come to the wedding feast as the bride of his Son.

Starting from end of the journey

As I have created the module I have inherited the course description from an earlier instructor, and it's a good with a valuable course description and sensible objectives.

I began at the end with what I hope you will gain from our time together. I wrote six learning outcomes, based on Mark 10.40-45. I have designed a learning journey to lead us forwards from where we are now, from what we know now, towards a deeper delight in the Lord Jesus, a careful hearing of his teaching, and a renewed desire to learn from him.

The learning outcomes for the module as a whole

Mark 10.40-45 is our guide. I have summarised the teaching and example of Jesus in these verses in three short phrases. (1) Jesus teaches his disciples that Christian discipleship and servant leadership is **"not that"** as he refers to the ways that the Gentiles lord it over each other. (2) Jesus teaches his disciples that Christian discipleship and servant leadership is not that (Gentile patterns of abusive leadership) **"but this"** as he describes his own example, not seeking to be served but giving himself in humble service. (3) Jesus teaches his disciples that Christian discipleship and servant leadership is **"not that"** (Gentile patterns of abusive leadership), **"but this"** (his own example of not being served but giving himself in humble service), **"towards these goals"** (giving his life as a ransom for many).

Here is where our journey through the module will land.

1. **Not that:** "You know how the Gentiles lord it over each other":

Students will create a list

Students will create a comprehensive list of attitudes and behaviours that express what Jesus means for Ethiopian Christian leaders today when he says to his disciples: "You know how the Gentiles lord it over each other, **not so among you**" and "the Son of Man came not to be served ..."

2. **But this:** "... even the Son of Man came not to be served, but to serve ... "

Students will collect a set of snapshots

Students will collect a set of snapshots showing what humility involves, towards a renewed awareness of the fundamental importance of humility, as an expression of the mind of God, that embodies the example of Jesus, in serving rather than being served.

3. **Towards these goals:** ... "even the Son of Man came not to be served, but to serve, and to give his life as a ransom for many"

Students will create a verbal jig saw

Students will collect verbal jig saw pieces from ten short Bible Project presentations (sourced to the relevant books of the bible), gradually developing a picture of God's purpose for his people. They will add further jig saw pieces from the encounters between Jesus and five individuals in Mark's gospel, and between Jesus and five churches in Revelation 2-3.

Students will assess the Re-Forma portrait of a mature Christian leader

Students will sketch the connections between the role of the Christian leader with the goals God sets for his people in the world, as we take up our cross and follow him towards the father's house.

4. Not that, but this, towards these goals:

Students will evaluate their experience of 'leadership learning work outs'

Students will evaluate the *cultural* contribution of leadership learning exercises, learning together and from each other. They will write brief reflections on their daily experiences, seeking to avoid wrong behaviours and attitudes and to embody Mark 10.40-45 in leading each other, in responding to individuals and churches in their relationship with Jesus, and in their suffering and uncertainty within their own contexts.

5. "Lord, teach us to pray":

Students will reflect on writing prayers as servant leaders

Student will discover a fresh awareness of our need to pray as Christian disciples and especially as Christian leaders, whose ministry is first of prayer and then of the word. Student will learn through writing ten prayers, for others to pray (following the example of Jesus), for sharing prayers that we are praying for others for them to hear (following the example of Paul), for sharing prayers that we are praying for ourselves (following the example of David) for others to pray for themselves.

6. "Our Father in heaven":

Students will write prayers as servant leaders for an individual and a church

Final assignment: Students will demonstrate their desire to grow as servant leaders, avoiding workplace abuses, embodying humility, for an individual and a church and for themselves: (1) by writing a prayer an individual and a church can use to pray for themselves (following the example of Jesus), (2) by sharing a prayer for an individual and a church to read, to hear what their servant leader is praying for them, in the light of their encounter with Jesus and their personal concerns (following the example of Paul), and (3) by sharing a prayer that the servant leader is praying for herself in her relationship with an individual and a church (following the example of David) for their encouragement.

Planning the time for our journey:

As with any trip I have thought about how long each leg of the overall journey might take, within the 100 hours that we have available. I have created a [spreadsheet](#) to show you how I have allocated the time for each task that I have set you. You can look it up at any time. Don't spend longer than I have allowed for each part. Keep going. I have built in some spare time. I have signposted more resources than you can read in the time available. You can come back to them afterwards.

Before we meet:

We will watch ten brief Bible Project presentations with Mark 10.40-45 in mind.

During our first week:

In our first session each day we will meet five characters as they encounter Jesus, with Mark 10.40-45 in mind. In our second sessions we will think about a topic that troubles Christians in our churches today, with Mark 10.40-45 in mind. We will discuss the characters and their concerns in small groups, in ways that give you experience of servant leadership as you lead each other, avoiding wrong behaviours and embodying the humility and the goals that Mark 10.40-45 describe. You could think of these discussions as a leadership learning work out. Every evening we will reflect on our two sessions with Mark 10.40-45 in mind.

Our homework each day will be to write a prayer.

During our second week:

In our first sessions each day we will listen to Jesus speaking to five churches, with Mark 10.40-45 in mind. We will discuss how the leaders of the church might respond badly if they were abusive leaders, and how they could respond well to who Jesus is, what Jesus knows, what Jesus is for, and what he is against, what he expects, and what Jesus offers each church. Each discussion is a servant leadership learning work out designed to strengthen the relevant muscles and to stretch the appropriate sinews.

For each church with an agenda set by Jesus, in our second session each day we'll also think about a topic that troubles Christians in our churches today, with Mark 10.40-45 in mind. You could think of these discussions as another leadership learning work out. By the end of the evening you may be starting to ache in places where you never knew you had muscles. Every evening we will reflect on our time together with Mark 10.40-45 in mind.

Our homework each day will be to write a prayer.

Final assignment:

To demonstrate servant leadership by writing six prayers.

Learning outcomes to deliver eight takeaways

Takeaway food where I live is usually delicious but always costly. Here is what I hope you will create through the work we do together within the 100 hours you have available for this module. You will need to work hard but I think you will find it is worth it.

Each piece that you write will be a first draft, and in the future you will want to change and develop

them further. I pray that you will taste and see that they are useful to you now, and that they will continue to be valuable in the years of life and Christian leadership that God gives you. They are all responses to Mark 10.40-45.

1. A list of abusive leadership behaviours and attitudes to avoid
2. A set of snapshots showing humble servant leadership in action
3. A verbal jig saw picturing God's purposes for his people in his world
4. An assessment of Re-Forma's portrait of a Christian leader
5. A sketch showing the links between the role of the Christian leader and God's goals for his people in the world
6. An evaluation of our servant leadership learning workouts
7. A reflection on what you learned writing practice prayers
8. A collection of six pastoral prayers expressing servant leadership

As we begin, and as we go along, I am going to assess the fact that you have been writing, collecting, creating, sketching, reflecting and evaluating, and in spite of your aching muscles and stretched sinews, you have turned up to our sessions and taken part in our servant leadership workouts.

After our time together, for your formal final assessment I am going to assess the content and the pattern of your servant leadership revealed by the set of six prayers you write (Takeaway 8).

How you will create these eight takeaways

You are welcome to send me your draft version of the first seven takeaways, either along the way or at the end. *But you don't need to send them to me to pass the module.* They are yours to develop and to as you choose. I have checked that you have enough time to get started on them. I will gladly read and comment, but they are not assessed within this module. ***You do need to send me the final takeaway if you want to pass the module.***

Here's how you can create these eight takeaways

1. A list of abusive leadership behaviours and attitudes to avoid

Mark 10.40-45 encourages the disciples to avoid what they know to be wrong ("you know how the Gentiles lord it over each other")

From the first Bible Project presentation onwards you will be adapting your list of abusive behaviours and attitudes to avoid.

You can adapt your list further on the basis of what we see in the five encounters between Jesus and individuals, and from what we learn from the letters from Jesus to five churches.

You can adapt your list on the basis of any unfortunate experiences you may have had at work, maybe at home, or in church life, or even at college.

2. A set of snapshots showing humble servant leadership in action

Mark 10.40-45 not only encourages the disciples to avoid what they know to be wrong, but also insists that they follow the example of Jesus, towards the goal God has set before him

From the first Bible Project presentation onwards you will be collecting snapshots showing what humble servant leadership looks like

You can add to your set of snapshots on the basis of what we see in the five encounters between Jesus and individuals, and from what we learn from the letters from Jesus to five churches.

You can adapt your list on the basis of good experiences you may have had at work, at home, or in church life, or at college.

3. A jig saw picturing God's purposes for his people in his world

Mark 10.40-45 not encourages the disciples to avoid leadership patterns that they know to be wrong, but also insists that they follow the example of Jesus, towards the goal that God has set before him. Our jig saw pieces, collected from across the Bible, form a developing picture God's purposes for his people in his world.

From the first Bible Project presentation onwards you will be collecting verbal jig saw pieces, expressing God's plans for his people in his world.

You can add to your collection of jig saw pieces from the five encounters between Jesus and individuals, and from what we learn from the letters from Jesus to five churches.

4. An assessment of Re-Forma's portrait of a Christian leader

Re-Forma has worked hard with churches around the world to develop a portrait of a Christian leader that will be useful to Christians all over the world. [Many people](#) across the world appreciate the training that Re-Forma provides. The website is full of valuable resources. We will use Mark 10.40-45 to assess the Re-Forma outcomes.

5. A sketch showing the connections between the role of the Christian leader and God's goals for his people in the world

Mark 10.40-45 can help you to think about the connections between role of the Christian leader and God's people fulfilling God's goals for his people in his world.

The series of Bible Project presentations include many examples of the failures of the leaders of God's people, their failures prevented or damaged the capacity of God's people to live out God's plans for them in his world.

You can add to your sketch from five encounters between Jesus and individuals, and from what we learn from the letters from Jesus to five churches.

You can add to your sketch as you reflect on how Jesus teaches his disciples to pray, and as you

notice that Paul tells some of the churches who receive his letters what he has been praying for them, and as you think about David telling God's people how he prays for himself, as he invites them to pray with him.

6. An evaluation of our servant leadership learning workouts

You can use the Thursday evening reflection time each week for this purpose. I will remind you when we get there.

7. A reflection on what you learned writing practice prayers

You can use the Friday evening reflection time each week for this purpose. I will remind you when we get there.

8. A collection of six pastoral prayers expressing servant leadership

You will see from the spreadsheet that I have allocated generous amounts of time for you to get this done (20 hours for each set of three prayers). You will have time to reflect on what was valuable about this exercise, and what you learned in the process.

Here is how the different parts of the module fit together.

Week One

Session 1

We will meet five individuals in Mark's gospel as they encounter Jesus, we will see what Jesus does not do with Mark 10.40-45 in view. We will see his humility, and what Jesus does, how he does it, and towards what goals?

We will see how Jesus lives out what he describes in Mark 10.40-45

We will practise taking responsibility to lead, avoiding typical work place abuses, learning to behave and think like servant leaders, moving through a structured learning process.

Session 2

We will encounter five case studies involving topics all Christian leaders have to consider, adding a layer of complexity to the initial encounter between Jesus and the individual

We will explore the challenges facing the individual, and the implications for pastoral leadership for the individual, in small groups, taking turns to lead the same groups day by day.

The small groups will think together what the pastoral leader of the individual will want to avoid (workplace abuses) and want to embody (Mark 10.40-45), as they respond to the individual. What temptations will they face? How will they serve?

Reflection

Each evening we will reflect on what we have been learning, what we have tried to avoid, and how we have learned from Jesus, and from each other, and how the overall experience encourages prayer

Home work

After each evening session, our homework for the next day (before 5pm) is to write a prayer showing the principles in Mark 10.40-42 in practice, avoiding abusive behaviours or attitudes and expressing humble service. During the first week we will write a prayer for an individual to pray (x2), a prayer for ourselves to pray for the individual (x2), and a prayer for ourselves to pray for ourselves (x1)

Week Two

We will consolidate what we have learned in the first week, but for this week we will be serving as servant leaders for a church rather than an individual.

Session 1

For each church, we will notice how Jesus approaches them, living out the principles he expresses in Mark 10.40-45. How does he avoid the examples of harsh workplace behaviours? How does he embody his humility and his determination to serve them?

Our small group discussions will think about the leaders of the churches (Revelation 2-3) responding to their individual letters from Jesus. What the leaders of the churches will want to avoid (workplace examples) as they respond to Jesus? What will the leaders of the churches want to express (Mark 10.40-45) as they respond to the letter from Jesus. What temptations will they face? What virtues will they need? How could they approach a meeting with the whole church?

Session 2

We will encounter five case studies involving topics that all Christian leaders and all churches have to consider, adding a layer of complexity to the initial encounter between Jesus and the church

We will explore the implications within the case study for the church, and for pastoral leaders within the church, in small groups, taking turns to lead the same groups day by day, living out the principles within Mark 10.40-45

Reflection on the two sessions

We will reflect each evening on what we have been learning in the two sessions involving the church responding to Jesus, as well as the complexity of the case study.

Home work

Each day, the homework following on the previous evening is to write a prayer as a servant leader for the church, living out the principles in Mark 10.40-45, avoiding abusive behaviours and expressing humble service. We will write a prayer for the church to pray (x2), a prayer for ourselves to pray for the church as servant leaders (x2), and a prayer for ourselves to pray for ourselves (x1)

Final formal assignment

After our time together you will have plenty of time to write the prayers that I have set for your final

formal assessment. You will also have time to follow up further resources where you are interested.

Now it's time to begin the pre-campus assignment.

A Pre-Campus Assignment (10 hours work):

START HERE: Think of this module as a 100 hour meditation on the words of Jesus in Mark 10:42-45. These notes offer you a road map through the first ten hours work in this module, they are designed to guide your reading, and to provoke you to think, and to provide space for reflection and prayer.

When the disciples were arguing about which of them was the greatest:

⁴² Jesus called them together and said, “You know that those who are regarded as rulers of the Gentiles lord it over them, and their high officials exercise authority over them. ⁴³ Not so with you. Instead, whoever wants to become great among you must be your servant, ⁴⁴ and whoever wants to be first must be slave of all. ⁴⁵ For even the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many.” (Mark 10:42-45)

We will think and speak together about what Jesus says in these verses before we meet, during our sessions, and afterwards. We will take the words of Jesus as our guide as we think about the message of the New Testament as a whole, as well as the message of individual NT books, and the meaning and message of individual passages. We will do the same with the Old Testament, so we can see how the words of Jesus guide us as we read the whole OT, as well individual books and passages in the OT. We will respond to these words of Jesus in prayer.

I have chosen several Bible Project presentations for this exercise. You may already know the site. There is a treasure chest of resources freely available.

Each presentation is less than 12 mins. For each presentation I have allocated 60 mins, so that you have time to watch it, think about it, look at the poster that captures the story, you can watch it again, and respond to the questions.

For each presentation write your answers in two or three sentences for each question.

When you have completed the series, please send your responses to my email, as one of your assessments for this course: ETCSL@posteo.net

Your completed responses are due on the first day that the class meets.

I have referred to the course objectives as you watch the presentations and respond to them.

This is a **SOFT** copy, you can add your responses to the presentations as you go along and you can copy and paste whatever you want to send over to me.

This exercise will help you develop TAKEAWAYS 1, 2, 3, 4, 5. You are starting to create a set of documents that you will gradually develop during the module. You could create a single document for all your takeaways. This [download](#) is a LibreOffice document with the sections you need.

Takeaway 1: A list of abusive leadership behaviours and attitudes to avoid

Takeaway 2: A set of snapshots showing humble servant leadership in action

Takeaway 3: A verbal jig saw picturing God's purposes for his people in his world

Takeaway 4: An assessment of Re-Forma's portrait of a Christian leader

Takeaway 5: A sketch showing the connections between the role of the Christian leader and God's goals for his people in the world

TAKEAWAY 1: A list of abusive leadership behaviours and attitudes to avoid

Before you watch the first presentation, download for yourself [this description of workplace abuses](#). I wrote this list with help from Claude.ai. The list forms the starting point for one your takeaways from the module. As you work through the module, please develop your own version of this list. Correct it, add to it, subtract from it, and improve it. Copy and paste this document into your **TAKEAWAY 1** notes.

PRESENTATION 1: Watch [New Testament Overview](#)

Stop the presentation after 3.46 mins, and think about the patterns of behaviour that mark the Old Testament world that were repeated among God's people.

How do we see the same patterns of behaviour in the world today, and also among God's people today?

TAKEAWAY 1: What do you see in the presentation that you could add to your list of abusive leadership behaviours and attitudes to avoid?

Watch the rest of the presentation.

TAKEAWAY 2: A set of snapshots showing humble servant leadership

What aspects of servant leadership do you see in the presentation?

Start collecting your snapshots showing humble servant leadership in action

TAKEAWAY 3: A jig saw picturing God's purposes for his people in his world

What do you learn of God's purposes for his people in his world in this presentation? Write down one of God's purposes. This is your first jig saw piece.

TAKEAWAY 5: A sketch showing the connections between the role of the Christian leader and God's goals for his people in the world

As the Lord Jesus leads his people out of Babylon, towards the new Jerusalem, what sort of leaders do his people need?

Write a note of the connection that you can see in your Takeaway 5 document. You could copy and paste this sentence, and fill in the gaps.

"One of God's goals for his people in his world is and so God's people need leaders who"

You have completed the first hour I have allocated for this part of the module. You have begun to think about OBJECTIVE 1 - reading scripture with 'leadership eyes'.

PRESENTATION 2: [Titus](#)

Keep in mind the words from Jesus in Mark 10: “You know how the Gentiles lord it over each other ... not so with you..”

What two main tasks does Paul give Titus as a Christian leader on Crete?

How will Titus do his two main tasks well without becoming like Cretan leaders?

What will the people of Crete see in the churches, and in their cities, as a result of the appointment of new elders and the silencing of the false teachers by Titus?

Think about adding to each of your takeaway documents in the light of this presentation. What were the particular challenges facing Titus on Crete? What attitudes and behaviours must Titus avoid? (Takeaway 1) What will humble servant leadership look like on Crete? (Takeaway 2) What were God’s purposes for his people on Crete? (Takeaway 3) How will Titus’s leadership help God’s people to achieve God’s goals for his people in Crete? (Takeaway 5)

Takeaway 1: A list of abusive leadership behaviours and attitudes to avoid

Takeaway 2: A set of snapshots showing humble servant leadership in action

Takeaway 3: A verbal jig saw picturing God’s purposes for his people in his world

Takeaway 5: A sketch showing the connections between the role of the Christian leader and God’s goals for his people in the world

You have completed the second hour I have allocated for this part of the module.

You have begun to think about OBJECTIVE 2 - seeing how God is shaping you in the blessings and trials of life, while gaining perspective on your leadership skills, gifts and calling through self reflection. You do not live on Crete, but you are asking God to use you in his service, among his people, and you will see some of the challenges that lie ahead as you think what God gave Titus to do.

PRESENTATION 3: [1 Timothy](#)

Keep in mind the words from Jesus in Mark 10: “You know how the Gentiles lord it over each other ... not so with you..”

What surprises you about Timothy’s commission as a Christian leader at the start and the end of the letter, and what surprises you about Paul’s instructions for Timothy within the letter?

What temptations will Timothy face as a Christian leader, as he thinks about the commission and the instructions he has received?

How will Timothy need to pray for himself and for the church, and how will he need to live and think and speak, if he is going to carry out these instructions without ‘lording it over’ the church?

PRESENTATION 4: [2 Timothy](#)

Think about adding to each of your takeaway documents in the light of these two presentations. What were the particular challenges facing Timothy in Ephesus? How is Ephesus different from Crete?

What attitudes and behaviours must Timothy avoid? (Takeaway 1) What will humble servant leadership look like for Timothy? (Takeaway 2) What were God's purposes for his people in Ephesus? (Takeaway 3) How will Timothy's leadership help God's people to achieve God's goals for his people in Ephesus? (Takeaway 5)

Takeaway 1: A list of abusive leadership behaviours and attitudes to avoid

Takeaway 2: A set of snapshots showing humble servant leadership in action

Takeaway 3: A verbal jig saw picturing God's purposes for his people in his world

Takeaway 5: A sketch showing the connections between the role of the Christian leader and God's goals for his people in the world

You have completed the third hour I have allocated for this part of the module.

At this point, look back at what we have seen. We began with an overview of the New Testament message as a whole, and thought about what sort of leaders the people of God need, as we travel out of Babylon towards the New Jerusalem. We travelled to the island of Crete, to see what sort of leaders the people of God there needed, in the context of their culture and the false teaching damaging the churches. We travelled from Crete to Ephesus, to hear what sort of leader Timothy needed to be to put right what was going wrong in the churches in Ephesus, as Paul faced the prospect of his own death.

Takeaway 4: An assessment of Re-Forma's portrait of a Christian leader

We will now visit a website where they are developing a portrait of a Christian leader that will be helpful in many different contexts and cultures, in today's Crete as well as today's Ephesus.

[Many people](#) across the world appreciate the training that Re-Forma provides. The website is full of valuable resources. Start by reading the [37 outcomes](#) describing what a church leader needs to know, do and be.

The [assessments guidelines](#) are worth reading. There is an Amharic version if that would be helpful. See what you think of Section 1.8 on the church, and of Section 2.7 where it is important to "do" a doctrine as well as understanding it.

Use Mark 10.40-45 to guide you through the Re-Forma outcomes. While Jesus teaches his followers what they must not be and do, before teaching and showing them what they are to be and do, *all the Re-Forma outcomes are expressed positively.*

What are the advantages and disadvantages of each approach? Write down your thoughts as you start to assess Re-Forma's portrait of a Christian leader. What's good? What's missing?

We will come back to the Re-Forma portrait of a Christian leader during our face to face sessions, during our second week.

You have completed the fourth hour I have allocated for this part of the module.

PRESENTATION 5: [OT overview](#)

How does the OT as a whole help God's people today to make sense of Jesus?

How does the Old Testament as a whole teach Christian leaders what we must avoid, and what we are to become as we serve God's people?

Think about adding to each takeaway document in the light of the OT overview

What attitudes and behaviours must servant leaders avoid? (Takeaway 1) What will humble servant leadership look like? (Takeaway 2) What are God's purposes for his people? (Takeaway 3) How will God's servant leaders help God's people to achieve God's goals for his people? (Takeaway 5)

Takeaway 1: A list of abusive leadership behaviours and attitudes to avoid

Takeaway 2: A set of snapshots showing humble servant leadership in action

Takeaway 3: A verbal jig saw picturing God's purposes for his people in his world

Takeaway 5: A sketch showing the connections between the role of the Christian leader and God's goals for his people in the world

You have completed the fifth hour I have allocated for this part of the module.

PRESENTATION 6: [Genesis 1](#) and [Genesis 2](#)

There are two short presentations (15 mins between them)

What does Genesis 1-11 teach Christian leaders about the effects of sin and suffering that scar God's good world, and damage relationships in every culture, church and family, and in the life of every Christian leader?

What does Genesis 12-50 teach Christian leaders about God's determination to achieve his purpose for his people in the world (in spite of their endless failures)?

Think about adding to each takeaway document from the Genesis overview

What attitudes and behaviours must servant leaders avoid? (Takeaway 1) What will humble servant leadership look like? (Takeaway 2) What are God's purposes for his people? (Takeaway 3) How will God's servant leaders help God's people to achieve God's goals for his people? (Takeaway 5)

Takeaway 1: A list of abusive leadership behaviours and attitudes to avoid

Takeaway 2: A set of snapshots showing humble servant leadership in action

Takeaway 3: A verbal jig saw picturing God's purposes for his people in his world

Takeaway 5: A sketch showing the connections between the role of the Christian leader and God's goals for his people in the world

You have completed the sixth hour I have allocated for this part of the module.

PRESENTATION 7: [Exodus 1](#) and [Exodus 2](#)

Two short videos, thirteen minutes between them.

What does Exodus 1-18 teach Christian leaders to expect as they travel with God's people across God's world towards God's home?

How does Exodus 19-40 help Christian leaders to remember about God and to humble themselves, as they serve God's sinful people in God's broken world?

Think about adding to each takeaway document from the Exodus overview

What attitudes and behaviours must servant leaders avoid? (Takeaway 1) What will humble servant leadership look like? (Takeaway 2) What are God's purposes for his people? (Takeaway 3) How will God's servant leaders help God's people to achieve God's goals for his people? (Takeaway 5)

Takeaway 1: A list of abusive leadership behaviours and attitudes to avoid

Takeaway 2: A set of snapshots showing humble servant leadership in action

Takeaway 3: A verbal jig saw picturing God's purposes for his people in his world

Takeaway 5: A sketch showing the connections between the role of the Christian leader and God's goals for his people in the world

You have now completed the seventh hour that I have allocated for this part of the module. If we had time we could work our way through each book of the Bible asking 'leadership questions'. We don't have time in this module, but you could do that for yourself at some point. Our next three books show some of the leadership challenges that God's people experience.

PRESENTATION 8: [Judges](#)

“The church in every generation and context reflects the surrounding culture.”

How does the Book of Judges hold up a mirror to the pressures that church leaders in Ethiopia face today, to become leaders who are like the leaders in surrounding culture(s)?

What attitudes and behaviours must servant leaders avoid? (Takeaway 1)

Within this hour you have time to think about contemporary leadership theory. What can the church learn from the world about leadership? Moses learned to delegate when his father in law told him that what he was doing was ‘not good’.

I asked ChatGPT to map some contemporary leadership theories onto a journey by bus as a family from Addis to Lalibela. We could think about identifying the best driver, instructing the driver on driving safely, we could think about updating the passengers on progress towards the end of the journey, keeping the end in mind, dealing with conflict between them, and more. I asked ChatGPT for a single open access reference to a contemporary leadership theory for each element within leadership theory that then landed on a particular region within the journey. [See what you think](#). You could dip into one of the articles for twenty minutes. You can come back to these resources later, after the module.

You have completed the eighth hour I have allocated for this part of the module.

You have begun to think about OBJECTIVE 3 - learning to evaluate your current context in the light of Biblical and contemporary leadership frameworks. You have seen something of the challenges that are involved in working out how Christian leaders are to be different from the leaders within the culture around them.

PRESENTATION 9: [1 Samuel](#) and [2 Samuel](#)

Two short videos, less than fifteen minutes between them.

1 Samuel: What can Christian leaders today learn from [1] God’s reaction to his people’s request for a king, and from [2] Saul’s life story, and from [3] the first part of David’s life story?

2 Samuel: What can Christian leaders learn from Samuel, Saul and David?

Think about what you could add to your takeaway documents

What attitudes and behaviours must servant leaders avoid? (Takeaway 1) What will humble servant leadership look like? (Takeaway 2) What are God’s purposes for his people? (Takeaway 3) How will God’s servant leaders help God’s people to achieve God’s goals for his people? (Takeaway 5)

Takeaway 1: A list of abusive leadership behaviours and attitudes to avoid

Takeaway 2: A set of snapshots showing humble servant leadership in action

Takeaway 3: A verbal jig saw picturing God’s purposes for his people in his world

Takeaway 5: A sketch showing the connections between the role of the Christian leader and God's goals for his people in the world

Takeaway 4: An assessment of Re-Forma's portrait of a Christian leader

Look again at the Re-Forma description of the [37 outcomes](#) that a church leader needs to know, do and be. What are the strengths of the 37 outcomes? What is missing from them that is now included in your other takeaway documents?

You have completed the ninth hour I have allocated for this part of the module.

You have begun to think about OBJECTIVE 4 - using the perspectives gained to bless the Body of Christ. You can easily see several ways to pray for your own church leaders from these two short videos.

PRESENTATION 10: [1 and 2 Kings](#)

What does the Book of Kings teach Christian leaders today about [1] God and his people, and [2] the different ways that leaders among God's people fail?

Think about what you could add to your takeaway documents

What attitudes and behaviours must servant leaders avoid? (Takeaway 1) What will humble servant leadership look like? (Takeaway 2) What are God's purposes for his people? (Takeaway 3) How will God's servant leaders help God's people to achieve God's goals for his people? (Takeaway 5)

Takeaway 1: A list of abusive leadership behaviours and attitudes to avoid

Takeaway 2: A set of snapshots showing humble servant leadership in action

Takeaway 3: A verbal jig saw picturing God's purposes for his people in his world

Takeaway 5: A sketch showing the connections between the role of the Christian leader and God's goals for his people in the world

Within this hour you have time to write one page paper (2 sides please). Use 12 point font, double spaced describing your current ministry context, including your role and responsibilities, describe the leadership styles you see in your setting, and reflect on how the pattern for servant leadership that Jesus describes can be applied to your context, include what to avoid as well as what following the example of Jesus involves.

You have completed the tenth hour I have allocated for this part of the module.

You have begun to think about OBJECTIVE 5 - assessing your own spiritual health and capacity for sin, and to think about a workable development plan for the future, having seen some of the ways that God's leaders fail.

Remember that your written responses to the presentation, and your one page summary of your own context, are due on the first day of the class (June 16 2025), before 5 pm.

You can send them to me by email: ETCSL@posteo.net

Well done in making it to the end of this part of the module. I have been praying for you, and I will continue to pray for you.

B During the Course Assignments:

I will explain further in our first session.

WEEK ONE: A christian leader serving individuals We will meet several individuals in Mark's gospel in our first five sessions together. Each individual will have had some kind of encounter with Jesus. We will imagine that some years later each individual is now troubled by a particular issue. They will explain to you what they are now troubled by, and we will talk and think together about the topic that is troubling them in our second hour each day.

For your homework, the individual asks you to teach them to pray (as the disciples asked Jesus), in the light of their original encounter with Jesus, and in the light of the topic that is now troubling them.

In two cases you will write a prayer for them to use, as Jesus did in giving the Lord's Prayer to his disciples. For two others, you will write a prayer for yourself to use, as you pray for them, and you will write a brief note to tell them what you are praying for them (as Paul did in his letters). In one case, you will write a prayer to pray for yourself, in your relationship with them, asking God to help you to serve them following the example of Jesus (Mark 10.42-45), and asking God to help you avoid ungodly attitudes and actions in your relationship with them.

WEEK TWO: A christian leader serving churches We will meet several churches in Revelation 2-3 in our second five sessions together, each church will have received a letter from Jesus, each church is eager to respond well to what Jesus has said to them.

We will imagine that each church is also troubled by a particular issue. The church leaders will explain to you what they are troubled by, and we will talk and think together about the topic that is troubling them in our second hour each day. For your homework, they might ask you to teach them to pray (as the disciples asked Jesus), in the light of their original letter from Jesus, and in the light of the topic that is now troubling them.

For two churches you will write a prayer for them to use, as Jesus did in giving the Lord's Prayer to his disciples. In two cases, you will write a prayer for yourself to use, as you pray for them, and you will write a brief note to tell them what you are praying for them (as Paul did in his letters). In one situation, you will write a prayer to pray for yourself, in your relationship with them, asking God to help you to serve them following the example of Jesus (Mark 10.42-45), and asking God to help you avoid ungodly attitudes and actions in your relationship with them.

C Post-Course Assignment:

Write three prayers as a Christian leader serving an individual (20 hours)

Write three prayers as a Christian leader serving a church community (20 hours)

A servant leader serving individuals:

Write three prayers (up to 500 words each) as a Christian leader serving an individual

Write a prayer for an individual to use (up to 500 words)

Choose **either** the paralytic (Mark 2.1-2) **or** the man with the withered hand (Mark 3.1-6). We will call the paralysed man **Bekele** and the other man **Kebede**

Imagine that two or three years later both men have become Christians, they have been born again, and they are growing in faith as committed members of a local church. But they are both troubled by Satan. They are afraid and uncertain. They know that Jesus has died and risen, and returned to the right hand of the Father, to the throne of God, from where he is delivering God's good purpose for his world. They know that the Spirit of God came at Pentecost. They have received Christ and received the Spirit into their hearts. But do not know what to think about Satan, or about demons and sickness. They think that Satan is real although they have heard some Western Christian believers denying Satan's existence. They are not sure what differences there are between Christian teaching on Satan and the spiritual world and traditional religious thinking. They have some friends who come to church on Sundays and also visit traditional spiritual leaders from time to time. They do not know what they should pray. They have come across the Lord's Prayer, and they are now asking you to help them by teaching them to pray, and to develop the pattern in the Lord's prayer in the light of their original encounter with Jesus, and in the light of the issues that have been troubling them.

Write a prayer for either the paralytic or the man with the paralysed hand to use

Look back to the original encounter with Jesus in your prayer

Address the uncertainty and fear that your Christian brother is feeling

Use the Lord's Prayer to guide the shape of your prayer

Write a prayer for either man for yourself to use (up to 500 words)

Write a prayer asking God for whatever you think you need to ask for your brother in these circumstances. You could use one of the prayers from Paul's letters to suggest some ways you could pray (for example Paul's prayer in Ephesians 1 in the light of their concerns about the spiritual realm in Ephesians 6).

Write a prayer to pray for yourself as you serve your Christian brother (up to 500 words)

Write a prayer to pray for yourself, in your relationship with your Christian brother, asking God to help you to serve them following the example of Jesus (Mark 10.42-45), and asking God to help you avoid ungodly attitudes and actions in your relationship with them. You may be able to think of behaviours and attitudes that you have encountered at work, or in church life, that you want to avoid in your own behaviour as a leader.

A servant leader serving churches:

Write three prayers (up to 500 words each) as a Christian leader serving a church

Write a prayer for the church you are serving to use (up to 500 words)

Choose **either Thyatira** (Revelation 2.18-29) **or Laodicea** (Revelation 3.14-22) as the church that you have been invited to serve by helping them to pray.

Imagine that you are a church leader from one of the other churches in Revelation 2-3. You have your own issues to address, you have received your own letter from Jesus. Your friends in Thyatira and Laodicea have been praying for you, as you respond to Jesus. They have asked you to visit them, and to write a prayer for them, to help them respond well to Jesus, and to help them respond in prayer to another issue that is troubling them.

For the church you choose, you will need to spend time listening to the letter they have received from the Risen Lord Jesus. Identify what he knows, what he is for and what he is against, and what sort of action and attitudes he is seeking from them.

We will imagine that the church in question is also troubled by the strained relationships among them from Christian sisters and brothers from different cultural backgrounds. You may have experienced similar issues in your own church. In the church that has invited you to help them it feels as if there are deep seated cultural divisions below the surface, memories of pain from the past, anxiety about the way that money has been handled, and uncertainties about the future, just as there are in the surrounding city and across the Roman Empire. They know that God is at work among them, and the church leaders long to express the unity that Revelation pictures before the throne of God. But they are struggling to express that unity in their life together, and they are finding it hard to honour and handle the differences between them.

[1] With the letter from Jesus in mind, and [2] with the strained relationships between different cultural groups in view, write a prayer for the church leaders to share with the congregation, a prayer that the church as a whole can pray together for the next three months, asking God to help them to respond to the letter from Jesus, and to overcome the strains in their relationships.

Write a prayer for you to use as you serve the church, by praying for them

Choose either **Thyatira** (Revelation 2.18-29) or **Laodicea** (Revelation 3.14-22) as the church that you have been invited to serve by helping them to pray, and by praying for them.

[1] With the letter from Jesus to the particular church in mind, and [2] with the strained relationships between different groups in view, write a prayer for them that you could share with them

You could follow the example of the apostle Paul at the start of his letters. Use a different letter if you used Paul's prayers in Ephesians in your prayer for your brother in Christ in the first half of this assessment.

"Dear friends, Greetings ... *here's what I am praying for you ...*"

Or you could respond to the language Jesus uses in his letter in Revelation, as you shape your prayer

for them, and you could look ahead to the scene later in Revelation that pictures the ultimate unity of God's people before God's throne, as you picture what you are seeking for them.

You are free to choose.

Write a prayer to pray for yourself as you serve the church you are serving by helping them to pray and by praying for them (up to 500 words)

Choose either **Thyatira** (Revelation 2.18-29) or **Laodicea** (Revelation 3.14-22) as the church that you have been invited to serve by helping them to pray, and by praying for them.

Write a prayer to pray for yourself, in your relationship with the church you have chosen, asking God to help you to serve them following the example of Jesus (Mark 10.42-45), and asking God to help you avoid ungodly attitudes and actions in your relationship with them.

Your **Takeaway 1: A list of abusive leadership behaviours and attitudes to avoid** may help you, because unfortunately these patterns of behaviour can appear in churches as well as in workplaces.

You could look within Revelation for examples of behaviours and attitudes to avoid, and to the example of the leadership of Jesus through his seven letters, and the rest of the book, that you could ask for his help to follow. You may be able to think of behaviours and attitudes that you have encountered at work, or in your family, or in church life, that you want to avoid in your own behaviour as a leader.

You are free to choose.

Writing style, grammar, mechanics: Use a grammar and spell checker available through the Grammarly app, Microsoft Word, or Google Docs. You may also use any AI tool to improve your academic English.) You will lose points if you submit a paper which has glaring grammar and spelling problems.

Final post-course assignments must be received no later than five weeks after the end of the course. The final day for assignments is Friday, August 1 2025 by 5pm.

Grading and Evaluation: Grading and evaluation will be based on the student's ability to articulate their thoughts and insights.

Pre-class Assignments	20%
In-class Assignments	20%
Class participation	20%
Serving as a Christian leader for an individual	20%
Serving as a Christian leader for a church	20%

Attendance: Class participation is a **crucial element in a course** of this nature. Students are required to **notify the instructor** in advance if it is necessary to miss any part of the class in case of a verifiable emergency. Any absence will affect the "class participation" element of the final grade and may result in loss of credit for the course.

- Please, communicate with me if you have a problem! Do not be shy and do not wait to tell me what is going on!
- After 3 absences the student will receive a failing grade as per ETC policy or an incomplete in the case of verifiable emergencies.
- Assignments are due according to the dates listed above. Late assignments will be docked one (1) letter grade for each day it is past due.
- Emergencies are your responsibility. Backup your work. Get the final project going asap! Do not wait until the last week!
- Please turn all assignments in by email. You can turn in homework on paper at the next class. You can also take photos of handwritten homework and turn the photo in if you do not have laptop access.

Classroom Policies:

- Cell phones are welcome in class but, out of respect and consideration of our colleagues, our institution, and our calling as ministers, should be set on “silent”. There should also be no text messaging during class.
- Cheating/plagiarism of any kind will not be tolerated and will result in immediate dismissal from the class and possible further disciplinary action by the college. Students are expected to exhibit personal and academic integrity at all times.
- Respect and consideration of peers is to be expected regardless of viewpoints, ideas, or philosophies. As believers in a system of accountability you may also hold your instructor to this.

Please know that I am praying for you, and I will be praying for you during our classes, and afterwards. I will be asking God to write his word into your hearts, into your minds, and into your lives, by the power of his Spirit, so that the congregations you serve for the rest of your lives will rejoice. I will be praying that they will rejoice at your determination not to lord it over them, or to be served by them. I will be praying that they will rejoice to see how God is strengthening you, teaching you, and enabling you to follow the example of the Lord Jesus, in giving yourselves in his service as you serve them.

Johnny Juckes
April 2025