

**Servant Leadership Institute
Diocese of Davenport
Program Description
Fall 2010**

Purpose: The purpose of the Servant Leadership Institute is to nurture the philosophy and the practice of servant leadership in order to develop parish servant leaders within the Diocese of Davenport.

Description: The Servant Leadership Institute will involve eight sessions during a 16-week period, with readings, reflections, discussions and correspondence about servant leadership.

Process: The Institute will use a variety of approaches to learning about servant leadership, including: reading and reflecting on 8 Scriptural passages and on 8 sections of the book, *Servant Leadership Models for Your Parish*, on a schedule of every other week; exchanging ideas and reflections about these readings by email every other week with a coach; meeting face-to-face with other participants and coaches in August, October and January; and meeting with your coach in September and November.

Parish model: An alternative model that some participants can consider is the *parish model*, in which a small group in one parish (or one area) gets together every other week for the eight sessions of the Institute and shares their thoughts, ideas and experiences face-to-face. In this case, the eight assignments of sending written reflections to the coach are not necessary.

Responsibilities: Participants of the Servant Leadership Institute will:

- Read and reflect on eight passages from Scripture;
- Read eight sections of *Servant Leadership Models for Your Parish*;
- Share eight reflections with your coach about the readings;
- Attend three face-to-face sessions with other participants and coaches;
- Meet twice with your coach;
- Write a personal reflection at the conclusion of the Institute;
- Practice servant leadership by taking the initiative on a ministry project that you select in consultation with others in your parish.

Commitment: Participants will be asked to make a commitment to practice servant leadership in a specific area of ministry in your parish.

Support: Support and encouragement will be provided by members of the diocesan Stewardship Commission for the Servant Leadership Institute. Coaches for the Institute include Fr. Marv Mottet, Sr. Laura Goedken and Kathy DeMong.

Registration: Send an email to Dan Ebener with your name, parish name and city. You may also request to purchase a copy of the book *Servant Leadership Models for Your Parish*. There is no registration fee.

Facilitator:

Dan R. Ebener, Director of Stewardship
Diocese of Davenport
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Timeline for 2010

The 2010 Servant Leadership Institute will be organized into a series of **eight sessions** over a **16-week period**, with a new assignment every two weeks.

- **Opening Day** will be a face-to-face diocesan gathering to launch the Institute on **August 17, 2010** at St. Thomas More in Iowa City, from 10:30 am to 2 pm.
- The first of the eight sessions will begin on Monday, **August 23**.
- A face-to-face, 3-hour **Halftime** gathering will be held at a location central to the participants in October 2010.
- The 16-week session will conclude on Friday, **December 13**.
- A concluding gathering, a **Servant Leadership Workshop**, including presentations by some of the participants about what they learned in the Institute, will be scheduled for **early January 2011**.
- At the conclusion of this Institute, participants and coaches will be expected to submit an evaluation to Dan Ebener at ebener@davenportdiocese.org.
- All graduates of the Servant Leadership Institute will receive certificates of graduation at an event to be planned and scheduled at the conclusion of the Institute.

Schedule for the Institute

- a. Opening Day: All participants and coaches are expected to attend the August 17th opening event in Iowa City. It will include reflections on Scripture, an explanation of the practical logistics of the Institute and an introduction to servant leadership. You will also meet and interact with your coach and other participants. Participants and coaches clustered in certain geographic areas may schedule times to get together on a parish or regional basis during the Institute.
- b. Weekly Reflections:
 - i. Eight Scriptural passages have been selected (see below) to guide the participants' reflections on servant leadership. Every two weeks, participants will send their reflections on one of these Scriptural passages to their coach.
 - ii. Eight sections of the book, *Servant Leadership Models for Your Parish*, have been selected to guide the process of reflecting and learning about servant leadership. Each participant will read *Servant Leadership Models for Your Parish* and send bi-weekly reflections to their coach.

Readings and Reflections for the Eight Sessions:

One: August 23: Read the **Foreword** by Bishop Martin Amos, the **Introduction** and **Chapter One** of *Servant Leadership Models for Your Parish*. **Read Mark 10: 35-45**. This dialogue between Jesus, James and John occurs shortly after Jesus' three predictions about his passion, death and resurrection. The disciples selectively heard the part about the crown of glory but did not seem to hear the part about the cross of suffering. In what ways were the leadership styles of the religious and political leaders of that time so appealing to James and John? How was Jesus' message and example so different? Send reflections on these questions and your thoughts about these readings from the book to your coach.

Two: September 6: Read Chapter **Two** of *Servant Leadership Models for Your Parish*. Read also **Matthew 5: 1-16**. Here Jesus is teaching his leaders-in-training what discipleship (and therefore leadership) in his kingdom will look like. The eight descriptive qualities of a disciple outlined in the Beatitudes outline the leadership traits and behaviors of a servant leader: humble, meek, merciful, pure in heart, hungering and thirsting for what is right, mourning for their sins, willing to accept persecution for faithfulness, mediating conflicts. The follow-up lines suggest that disciples need to be salty and transparent. How does the servant leader nurture the

sense of integrity, character and compassion to embody these traits and behaviors? How do servant leaders become salt and light for the world? Send reflections on these questions and your thoughts about these readings from the book to your coach.

Three: September 20: Read Chapters **Four, Five, Six** and **Seven** of *Servant Leadership Models for Your Parish*. Read also **John 13: 1-20**. (Reading Chapter Three is optional.) Jesus models the serving nature of his leadership by washing the feet of the twelve leaders-in-training. This is the night before he died and he is sending one final lesson to the twelve: By serving them, he models and then asserts the importance that they serve each other. How can modern day leaders in a parish show this serving style of leadership with members of a parish? Why do so many parish leaders feel that menial tasks are beneath them? Send reflections on these questions and the book readings to your coach.

Four: October 4: Read Chapter **Eight** of *Servant Leadership Models for Your Parish*. Read also Read **I Timothy 3: 1-13**. Here Paul presents his criteria for leadership within the church, in three basic categories: Inwardly, the leader builds character and lives with integrity. Outwardly, the leader teaches, speaks boldly about their faith and acts with compassion toward others. Godwardly, the leader directs their actions and energies toward God and gives credit to God for any success. How can we work in these three directions to become leaders who are worthy of the kingdom of Jesus? How can we monitor our own behavior as leaders to insure that we are practicing servanthood instead of pedestal leadership? Send reflections on these questions and readings to your coach.

Five: October 18: Read Chapter **Nine** of *Servant Leadership Models for Your Parish*. Read also from the Book of **Daniel 6: 1-28**. Daniel was an administrator in Persia about 600 B.C. and practiced his Jewish religion in an alien country. Fueled by jealousy, the other administrators manipulated the King to issue a decree that made it punishable by death for anyone to worship anyone but the King for thirty days, meaning that Daniel risked death unless he would go thirty days without practicing his faith. How well do you follow Daniel's example in giving credit to God for your successes, just as the parish leaders in Iowa did. What sacrifices do you make in order to practice your faith when acting as a leader? Send reflections on these questions and your book readings to your coach.

Six: November 1: Read Chapter **Ten** of *Servant Leadership Models for Your Parish*. Read also **Matthew 6: 19-34**. This reading epitomizes the emphasis on conditioning the heart to become a disciple of Christ, either as a leader or member of a parish. The word "heart" is used 16 times by Matthew, and it is a major theme in the Sermon on the Mount, which is the message Jesus delivers to his leaders-in-training. If the heart is a symbol of the center of one's thoughts, hopes and desires, then what should be in the heart of a servant leader? How does one condition the heart to be a servant leader? Send reflections on these questions and the readings from the book to your coach.

Seven: November 15: Read Chapter **Eleven** of *Servant Leadership Models for Your Parish*. Read also **Exodus 18: 13-27**. In this passage, Moses is confronted by his father-in-law, Jethro, to delegate some of his responsibilities by appointing some other judges to carry some of his work load. Jethro points out that Moses that by delegating responsibility, he will share the load of work that was bringing him near to the point of exhaustion, he would be developing other leaders and some of the legal cases will be expedited. What are some of the responsibilities in a parish that need to be delegated so that the pastors and parish staff are not overloaded with responsibility? What are the advantages of delegation in a parish? Send reflections on these questions and the book readings for this week to your coach.

Eight: November 29: Read Chapter **Twelve** of *Servant Leadership Models for Your Parish*. Read also **Luke 22: 24-30**. This intramural dispute among the twelve occurred shortly after Jesus had identified his betrayer, which according to John's gospel, occurs just after Jesus washed their feet. Obviously, the motivation for worldly power, position and recognition are not easy to overcome. If the apostles were still struggling with this message the night before Jesus died, it is no wonder that church leaders struggle with it still today. What is it about the human condition that makes servant leadership so difficult? How does the servant leader respond to Jesus' call to servanthood and yet still lead the people? Send reflections on these questions and the book readings for this week to your coach.

December 10: Reflect on what you need to do to become more of a servant leader and how you can try to practice servant leadership in your parish. Send your reflections about this to your coach.

December 15: Participants and coaches submit evaluations to the facilitator, Dan Ebener, at Ebener@davenportdiocese.org. (An evaluation form will be emailed to you.).

Bi-Weekly Reminders: At the beginning of each of the 8 bi-weekly sessions, the facilitator will send an email reminder to each of you about that week's readings.

Bi-Weekly Reflections: For the purposes of this Institute, writing personal reflections simply means that you send your thoughts, ideas and experiences related to the weekly readings. There is no page minimum and obviously, nothing will be graded. However, as a participant, you can expect to get a response to your reflections from your coach.

Integrating reflection and action: Participants are encouraged to get involved in servant leadership activities in your parish throughout this Institute and to integrate your thinking about that involvement into your reflections and communication with your coach.

Suggestions for optional articles to be read: Those who wish to do additional reading beyond that assigned for each week can ask the facilitator for a list of articles and readings about certain subjects related to servant leadership.

Suggestions for e-dialogue: Those who wish to share some of their email dialogue with the facilitator of the Institute are encouraged to do so. Some of this may be shared more widely with other participants and coaches during the bi-weekly reminders from the facilitator.

Suggestions for meeting face-to-face: Participants may also engage in occasional dialogue with other participants and coaches through parish or regional meetings that may be set up as part of the Institute. These optional, face-to-face discussions may be organized during the Opening Day workshop and may take the place of written reflections.

Concluding event

A Servant Leadership Workshop will be scheduled for January 2011 to give everyone an opportunity to share what they have learned about servant leadership, to recognize the participants and the coaches of the Institute and to present the 2010 graduates of the Institute with a certificate of graduation from their own bishop. An open invitation will be made to people of the Diocese of Davenport to attend this concluding event.

Drafted **6-21-10** by Dan Ebener