



Fostering & Multiplying
Christ-like Servant Leaders

***Kindling the Heart of the
Christ-like Servant Leader***

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A Word about KINDLE

Over the past 16 years the mission of the Karpenko Institute for Nurturing and Developing Leadership Excellence (KINDLE), while consistent in focus on the local congregation, can now be summed up in these words:

To foster and multiply Christ-like servant leaders to enhance the ministries of congregations in their communities and the world.

The following guiding values undergird this mission:

- **Christ-Centered**
- **Christ-like Servant Leaders**
- **Commissioned Workers and Practitioners**
- **Congregation-Based Ministry**
- **Excellence**
- **Leadership Legacy**
- **Personal Wellness**
- **Priesthood of All Believers**
- **The Ministry of Directors of Christian Education (DCEs)**

This mission and these values are in response to Jesus' guidance in Matthew 20 and Mark 10 regarding the way that He expects His followers to behave. His way is to serve rather than dominate or control. While it sounds so simple and obvious, daily experience suggests that being a Christ-like servant leader demands intentionality and discipline, which this devotional book is designed to encourage.

It is our strong hope that you will check out KINDLE's website at *KINDLEServantLeaders.org*. While on the website, you can explore the five program initiatives that KINDLE currently offers. You can also learn about KINDLE's other resources. If you wish more information, please contact *diane@kindleservantleaders.org*.

Like any non-profit, we would welcome your financial support. Feel free to click the "Donate" button on the website home page to pursue the ways that you can financially strengthen KINDLE's ministry.

It is our abiding hope that this devotional resource will stir your yearnings to be more Christ-like in your day-to-day life within your home, workplace, congregation, community, and world.



How to Use This Devotional Book

This devotional book contains 48 devotions based on KINDLE's 20 practices and the four Grace-Filled Marks of Christ-like servant leader development. Some notes for you as you read:

- The title of each devotion reflects one of KINDLE's four strands (*Cultivating Faith, Cultivating Health, Cultivating Individuals, and Cultivating Groups*) to which the devotion's practice belongs.
- There are five practices within each strand, plus the Grace-Filled Mark.
- There is a Scripture reading to begin each devotion. The Scriptural references at the end of the devotion are for further discovery of what God's Word conveys about each practice or the Grace-Filled Mark.
- The Scriptures used are also listed in the index on pages 49-50 if you are seeking a Christ-like servant leader devotion based on a specific Bible passage.
- The two reflection questions in each devotion could be used for personal reflection or in a group, team, or family.
- The "Resolve" in each devotion is intended to spur you into action as soon as possible.
- These 48 devotions can be used in many ways:
 - As a 48-day personal journey toward growth as a Christ-like servant leader;
 - For group devotions in ministry teams, families, and other groups;
 - In preparation for a mission trip or training experience; or
 - As a resource in a teaching setting or when mentoring another on a specific Christ-like servant leadership skill.

Many prayers accompany your use of these devotions. May God bless your journey into an ever greater understanding of and commitment to being a Christ-like servant leader.



Contents

A Word About KINDLE.....	iii
How to Use This Book	iv
Foreword	v
Strand 1: Cultivating Faith	
Practice 1: Embrace Sabbath Living.....	1, 25
Practice 2: Learn and Live Scripture	2, 26
Practice 3: Pray Unceasingly.....	3, 27
Practice 4: Witness Willingly	4, 28
Practice 5: Serve Others	5, 29
Grace-Filled Mark: Obedience	6, 30
Strand 2: Cultivating Health	
Practice 1: Recognize God’s Call.....	7, 31
Practice 2: Pursue Wellness	8, 32
Practice 3: Grow in Wisdom	9, 33
Practice 4: Optimize Finances.....	10, 34
Practice 5: Stay Connected.....	11, 35
Grace-Filled Mark: Well-being.....	12, 36
Strand 3: Cultivating Individuals	
Practice 1: Set the Example.....	13, 37
Practice 2: Voice the Vision	14, 38
Practice 3: Equip to Multiply	15, 39
Practice 4: Spur One Another	16, 40
Practice 5: Encourage One Another.....	17, 41
Grace-Filled Mark: Leadership.....	18, 42
Strand 4: Cultivating Groups	
Practice 1: Build the Community.....	19, 43
Practice 2: Identify Common Vision	20, 44
Practice 3: Promote Communication	21, 45
Practice 4: Manage Anxiety and Conflict.....	22, 46
Practice 5: Nurture Collaboration	23, 47
Grace-Filled Mark: Community.....	24, 48
Scripture Index.....	49-50
Strands and Practices.....	51-54
Words of Appreciation	55

In your relationships with one another, have the same mindset as Christ Jesus: Who, being in very nature God, did not consider equality with God something to be used to his own advantage; rather, he made himself nothing by taking the very nature of a servant. Philippians 2:5-7 (NIV)



KINDLE Strand 1: Cultivating Faith

Practice 2: Learn and Live Scripture

Discover and apply the truths of Scripture in all your comings and goings.

Scripture

“Man shall not live by bread alone, but by every Word that comes from the mouth of God.”

Matthew 4:4 (ESV)

Quote

“Reading the Bible without meditating on it is like trying to eat without swallowing.”

– Anonymous

God’s Word is bread for life. The Christ-like servant leader is aware that without this nourishment, he will grow weary in life as well as when he leads. For each of us, this means ingesting the Word—chewing on it, digesting it and applying it. God’s Word forms us and shapes us. Fortified in this way, we can resist the temptation to engage the Bible only as a resource for our work responsibilities rather than embracing its life-giving truth for our own lives.

Reflect

- What would help me best remember that the Word of God is nourishment that I cannot live without?
- How can I give more time in my life to focus on God’s Word as life-giving nourishment rather than only a tool to enhance my teaching or some other work-related task?

Resolve

Today, I will make time to chew on, digest, and apply God’s Word for my life.

Pray

Jesus, You are the transforming Word of God. As I come to You today, prompt me to take Your Word into my heart and mind as I live in its Truth. How I love Your Word—thank You. Amen.

Other Scripture Resources: *Psalms 1; John 1:1–18*



KINDLE Strand 2: Cultivating Health

Practice 1: Recognize God's Call

*For emotional health, live out the personal calling
for which you have been gifted.*

Scripture

“But by the grace of God I am what I am, and His grace toward me was not in vain.”
1 Corinthians 15:10 (NIV)

Quote

“If God had wanted me otherwise, He would have created me otherwise.”
– Johann Wolfgang von Goethe

The voices of so many tell us who they think we should be. Christ-like servant leaders understand that navigating the dreams of parents, spouses, ministry teammates, friends, and even the culture can be exhausting unless we first listen to God. As our Creator, God has given us a purpose and shaped us for that purpose. And it is the journey of a lifetime to discover our unique make-up and how we can contribute to the life and ministry of others.

Reflect

- How might I continue to discover God's unique purpose for my life?
- What small action step will I take today to express God's call in my life?

Resolve

Today, I will listen to God's call in my life above anyone else's.

Pray

Jesus, I often hear the voices of those around me telling me who I am or who I need to be. Help me hear Your voice above any other, first telling me that I am Your precious child and then leading me on the journey of discovering the unique call You have for me. In Your name I pray. Amen.

Other Scripture Resources: *1 Samuel 17:33-51; Ephesians 4:1-7*



KINDLE Strand 3: Cultivating Individuals

Practice 3: Equip to Multiply

Engage in an intentional, ongoing process of Identifying, Inviting, Apprenticing, Coaching, and Multiplying Christ-like servant leaders.

Scripture

“He who supplies seed to the sower and bread for food will supply and multiply your seed for sowing and increase the harvest of your righteousness.”

2 Corinthians 9:10 (ESV)

Quote

“If your actions inspire others to dream more, learn more, do more and become more, you are a leader.”

– John Quincy Adams

The irony of good leadership is that it focuses not on the Christ-like servant leader herself, but on those she seeks to serve. Indeed, when one feels God’s call to lead, it implies an immediate focus on others. Thus, we ask ourselves probing questions like: Are those I lead gaining a clearer awareness of their baptismal identity? Who could I invite to the Christ-like servant leader journey? Is there someone who might benefit from the apprenticing process? Who is in my sphere of influence that would grow through an experience of being coached? The journey of Christ-like servant leadership is an intentional turn away from self and toward the good and growth of others.

Reflect

- Who is in my sphere of influence that might benefit from apprenticing or coaching?
- Which of the skills of identifying, inviting, apprenticing, or coaching do I need to strengthen? How can I do that?

Resolve

Today, I will turn my focus away from my own leadership qualities and toward the lives and Christ-like servant leadership of those I serve.

Pray

Jesus, You show me in so many ways that Your idea of greatness is service. Thank You. Please continue to shape me into the kind of servant leader You desire. Teach me to grow more like You as I follow Your call to serve others. Amen.

Other Scripture Resources: *Ephesians 4:11-16; 1 John 3:16-18*



KINDLE Strand 3: Cultivating Individuals

Grace-Filled Mark: Leadership

*The Holy Spirit will bless Christ-like servant leaders
with the Grace-Filled Mark of Leadership.*

Scripture

“Joshua said to them, ‘Do not be afraid; do not be discouraged. Be strong and courageous. This is what the Lord will do to all the enemies you are going to fight.’”

Joshua 10:25 (NIV)

Quote

“A leader is a dealer in hope.”

– Napoleon Bonaparte

Joshua led God’s people through harrowing times as they entered the Promised Land. As he led, he pointed to God as the reason to be strong and courageous. Christ-like servant leaders are called to a similar role. We have the joy of encouraging and spurring others. We equip them to set the example and multiply. We rejoice in voicing a vision for leadership. When we Cultivate Individuals, we also point them to Jesus. When they get connected to that Source of hope and strength their own leadership gifts and strengths begin to thrive.

Reflect

- What is the connection between Christ-like servant leadership and hope?
- Who in my sphere of influence could use a contact from me today regarding the hope that is in Jesus? How best could I make that connection?

Resolve

Today, I will help someone celebrate the Christ-like servant leadership qualities that are emerging in them.

Pray

Gracious and merciful God, I know from whence the hope and strength for growth as a Christ-like servant leader comes. You are its source. You are my hope for everything in this life, including the practices entailed in Cultivating Individuals. Remind me often to turn to You and turn others to You, as well, so that we may all live in hope as we serve. Amen.

Other Scripture Resources: *1 Kings 19:1-18; 2 Corinthians 4:16-18*



KINDLE Strand 4: Cultivating Groups

Practice 4: Manage Anxiety and Conflict

Apply biblical means to both maintain healthy relationships and restore broken ones.

Scripture

“So clean house! Make a clean sweep of malice and pretense, envy and hurtful talk. You’ve had a taste of God. Now, like infants at the breast, drink deep of God’s pure kindness. Then you’ll grow up mature and whole in God.”

1 Peter 2:1-3 (MSG)

Quote

“People are disturbed not by things, but by the view they take of them.”

– Epictetus

Anxiety and conflict are an inevitable part of life for groups, families, and teams. The Christ-like servant leader is not surprised by this, but rather enters into the challenge of helping groups mature as they follow Christ’s example of both restoring broken relationships and maintaining healthy ones. As Christians who have tasted the Lord’s kindness, we turn our hearts toward each other, determined to work through conflict so that our ministry together may bear much fruit.

Reflect

- What keeps me from addressing conflict and anxiety in the groups I serve?
- How might I assist a group, family, or team I am part of to remember God’s kindness to them in a way that leads them to share it with each other?

Resolve

Today, I will do what I can to restore broken relationships.

Pray

Heavenly Father, I confess that conflict brings me anxiety and hinders my ability to be the kind of servant leader You intend. Grant me Your peace, so that I might facilitate groups in restoring broken relationships and in maintaining healthy ones. Thank You for Your confidence in me to be Your instrument of restoration and kindness. In Jesus’ name. Amen.

Other Scripture Resources: *Philippians 4:4-7; 1 John 4:18-19, 21*