

CFC-FFL

Servant Leadership and our Pastoral Structure

One of our Core Values is Servant Leadership. This simply means that the leader is a servant, in the example of the Lord Jesus himself. Leadership certainly includes authority, but it is how one exercises authority that defines him as a true servant.

In CFC-FFL, we have gone away from co-equal leadership. Our governance is more in line with that of the Church and religious congregations, where there is one clear leader (at different levels). But we believe in communal involvement, and so such leaders have core teams that assist them.

This paper is applicable to leadership on different levels:

- 1) International – Servant General and the Body of Counselors.
- 2) National – Country Servant and his Body of Counselors.
- 3) Local – District Servant and his core team.
- 4) Ministerial – Ministry heads and their core teams.

Roles and responsibilities

Servant leader:

- 1) Takes full responsibility for the life and mission of CFC at his pastoral level.
- 2) Takes responsibility for all major decisions, even as some decisions are delegated.
- 3) Appoints all seniors, even as some appointments are delegated to subordinates.
- 4) Encourages participation of his core team in the overall life and mission of CFC-FFL.

Counselors/core teams:

- 1) Participates in governance through their proactive inputs.
- 2) Provides wise counsel to the servant leader, solicited or unsolicited, on any matter that pertains to the life of the servant leader or the community.
- 3) Provides fraternal correction to the servant leader as needed.
- 4) Looks to the overall preservation and strengthening of the life and mission of CFC-FFL.

Practical aspects

Personal relationships:

- 1) You are brethren and should always act in fraternal love.
- 2) You are co-workers and should always have the overall interest of CFC-FFL at heart.
- 3) You are each other's protectors, especially as we are deeply involved in spiritual warfare due to our work.
- 4) You are to be loyal to each other, not overlooking or covering up shortcomings, but quick to rise in defense of each other.
- 5) You are to quickly seek fraternal resolution of disagreements, and seek intervention of senior brethren as needed.

- 6) You are never to judge each other's motives, but be open to asking clarifications as necessary.
- 7) You should not be onion-skinned and in fact welcome correction and even loving criticism.

Meetings:

- 1) Discussions during core team meetings should be in the spirit of true brotherhood and co-responsibility for the life and mission of CFC-FFL.
- 2) Discussions should be open, honest, proactive.
- 3) Disagreements are looked on as opportunities not only to come up with the right decision but especially to grow in Christian character, through patience, tolerance, forbearance and forgiveness.
- 4) While the ultimate decision rests with the servant leader, consensus is desirable.
- 5) Those who have difficulty accepting a forthcoming decision have the right, and even duty, to ask that the matter continue to be discerned; after that, one has the right, and even duty, to ask that an unresolved matter be brought up to the next level of leadership for intervention, even all the way up to the SG.
- 6) Always maintain your joy.

Relationship to the Servant General (SG):

- 1) The SG is the servant of all.
- 2) Anyone, leader or member, can bring anything up to the SG. This should never be resented by leaders when done by their subordinates.
- 3) It is then up to the SG whether to handle the matter directly, to assign the matter to someone, or to tell the person to go through the normal pastoral structure.

Oversight and evaluation:

- 1) The service of servant leaders is subject to regular evaluation. Servant leaders should always welcome this as a way of improving their service.
- 2) Overseers regularly evaluate the service of servant leaders. Such function may be delegated to others as is proper.
- 3) Evaluation includes the overseer going directly to the servant leader's subordinates and asking them to give inputs regarding their leader's service.
- 4) Subordinates may go to a servant leader's overseer to report any serious matter of concern. Fraternal correction would normally be the primary course of action, but may not be practical given certain circumstances.

Relevant documents for your reference:

**Pastoral-Organization Structure: Roles and Responsibilities
Body of Counselors**

Approved SG May 1, 2008.

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