

# Servant Leaders @ Imago

## What is a Servant Leader at Imago?

The literal translation for the Greek word for deacon is "servant". We understand that many people at Imago come from various traditions where the word "deacon" carries different connotations. In order to communicate a fresh look at the term/role deacons shall be referred to as Servant Leaders. With this term we can communicate the leadership aspect of the role as well as emphasize the servant nature of the role.

## What distinguishes a Servant Leader from a servant?

While some of this is obviously subjective, the main distinction is that the role of a Servant Leader includes leadership of people. Example: The person who shows up and serves at the Clothing Give Away is a servant. The person who organizes and directs it is a servant leader.

## What qualifies someone as a Servant Leader?

Again, this involves some subjectivity. First of all, the Servant Leader should feel a desire to serve in such a role. This is a weighty matter, as all leaders will be held accountable before God for their ministry. Second of all, there must be a perception by the community that the individual meets the requirements in I Timothy 3:8-12.

## What is the scope of authority of a Servant Leader?

The ministry of the Servant Leader can include any necessary duty as determined by the Pastors in communication with the Servant Leader. Servant Leaders' responsibilities, accountability, and authority are limited to the design of the ministry to which they have been appointed.

## How does someone become a Servant Leader at Imago?

The Servant Leaders may be both men and/or women, both Vocational and Lay Servant Leaders. The number of Servant Leaders shall be determined by the needs of the ministry and by the call and qualification of men and women in the church. Each Servant Leader shall be appointed by the Pastoral Team.  
Imago Servant Leader Process

### Imago Christi Servant Leader Candidating Process

1. Identification of Candidates
  - a. Expressed desire by said candidate
  - b. Nomination by member of the Core
  - c. Selection by Pastor/s

2. Initial Assessment
  - a. Assessment questionnaire
  - b. Spouse questionnaire
  - c. vote by pastor/s
  - d. Candidate is invited to enter Candidating Process
  - e. Core is notified of Candidate's status and invited to pray for, get to know, and examine Candidate
  
3. Candidating Process
  - a. Be a member of the Core
  - b. A flexible term of no less than 6 months
  - c. An intense process of study paired with mentorship by Pastor/s
    - i. Write a self-analysis:
      1. gifting
      2. weaknesses
      3. calling
      4. long-term ministry plans
      5. How they complement the existing leaders
    - ii. Thorough study of Imago Christi Pastoral Statement of Faith
    - iii. Personal Discipleship Plan
      1. based on Imago's vision, call, and experience
  - d. Candidate must be in active leadership, appropriate to calling and gifts
  
4. Affirmation
  - a. If Candidating Process concludes successfully, Candidate would meet with pastor/s for final interview with family (if applicable).
  - b. Core would be notified of the status of the Candidate and be invited again to voice any comments or concerns
    - i. Silence by the Core Team will be considered approval
  - c. Pastors vote for or against accepting the Candidate as Servant Leader
    - i. Unanimous vote required
  - d. If approved the Candidate and his family (if applicable) would be brought before the congregation during the Sunday service and welcomed publicly as a Servant Leader