
Mentoring Servant Leaders

Part #1

Who is going to take my place?

- ❖ In Matthew 3,
 - ❖ Jesus is Baptized (Matthew 3: 13-17)
- ❖ In Matthew 4:
 - ❖ Jesus experiences the temptation in the desert (Matthew 4: 1-11)
 - ❖ Jesus moves to Capernaum.(Matthew 4: 11-17)
 - ❖ Jesus calls Peter, Andrew, James, and John (Matthew 4:18-22)

Who is going to take my place?

- ❖ The Apostles are witnesses to Jesus' ministry, but they are also the ones who will take His place on earth and build His Church.
- ❖ Jesus works to engage and mentor disciples. He comes back from the desert and immediately starts recruiting them. He then spends the next 3 years trying to teach them. Finally, he washes their feet and tells them "You need to do this". Jesus recognized that his time on earth was limited and he needed to start mentoring others as soon as possible.
- ❖ Throughout the Gospels, Jesus is mentoring his apostles so that when the time comes, they can step into leadership positions on their own.

Who is going to take my place?

Being in a position of leadership within the OFS calls us to a place of deep humility:

- We are called to take on positions of leadership out of necessity, not because we are deserving.
- Our time in leadership is temporary. It has a beginning and an end. We are stewards of the positions we are given, but only for a short time.
- We recognize that part of our responsibility is to grow others to take on leadership roles when their time comes.

Who is going to take my place?

We are called to consider our Order's next generation of leaders.

We recognize that we don't really know who will rise to the occasion of leadership. When we think we do, it is easy to miss what the Holy Spirit has in mind.

As Franciscans who have been blessed with leadership positions, we don't get to choose who will be on the council. However, we are tasked with mentoring all fraternity members to help them grow in their own way. We recognize that not all of them will become members of the council, but they have gifts that need to be cultivated, and they themselves will be a gift to the order.

Who is going to take my place?

We need to possess an urgency to help all our members grow so that there are others to replace us.

This holds for our fraternities as well. We have a responsibility to grow our fraternities so we can have enough members to maintain stability in the future.

This weekend's journey!

This weekend, we are on a shared journey to examine Franciscan leadership from many angles.

- Servant Leadership.
- Mentoring Others.
- Collaboration with others and the Holy Spirit.
- Communication in highly stressful situations.
- Resources for formation.

The Servant Song



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Part #2

Being a Mentor

- ❖ Mentoring has been variously defined but it is not counseling, giving advice, correcting, or sharing advice experience, or knowledge. It includes these, but it's not any of them.
- ❖ Basically, mentoring is a voluntary endeavor of an experienced person showing other persons how to do something by benefiting from his or her knowledge, skills, and experience in order to help them progress in life or in their career or to fulfill their dreams or destinies. Mentoring is a deliberate, purposeful relationship to invest in the future of others known as mentees, mentorees, or protégés.
- ❖ Coaching is not the same as mentoring. Whereas coaching is task-oriented, short-term, etc. mentoring is relationship-oriented, long-term, development-driven, performance-driven, etc.

Show Servant Leadership to the Next Generation

(William Bean / Yogesh C - LinkedIn)

Servant leadership is a philosophy and practice that puts the needs, growth, and well-being of others first. It is based on the idea that leaders are not superior to their followers, but rather serve them with humility, empathy, and stewardship. Servant leaders aim to create a positive impact on their organizations, communities, and society by empowering and inspiring others to reach their full potential. But how can you show servant leadership to the next generation? Here are some ways to demonstrate and develop this skill in yourself and others.

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(William Bean / Yogesh C - LinkedIn)

#1 Model the way

One of the best ways to show servant leadership to the next generation is to model the way by your own actions and behaviors. This means that you are consistent, authentic, and ethical in your decisions and interactions. You also show respect, compassion, and care for everyone, regardless of their status, role, or background. You are not afraid to admit your mistakes, learn from feedback, and seek improvement. By modeling the way, you set an example for others to follow and emulate.

Note - People experience formation from formation classes, books, and materials, but they learn to be a Franciscan from watching their fraternity interact.

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(William Bean / Yogesh C - LinkedIn)

#2 Listen and Learn

Another way to show servant leadership to the next generation is to listen and learn from them. This means that you are open-minded, curious, and attentive to their ideas, opinions, and perspectives. You do not impose your own agenda or assumptions but rather seek to understand their needs, motivations, and aspirations. You also encourage them to express themselves, ask questions, and share their views. By listening and learning, you show that you value their contributions and respect their diversity.

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#3 Mentor and Coach

A third way to show servant leadership to the next generation is to mentor and coach them. This means that you are supportive, helpful, and constructive in your guidance and feedback. You do not dictate or micromanage, but rather facilitate and enable their growth and development. You also challenge them to stretch their abilities, take risks, and learn from failures. By mentoring and coaching, you show that you care about their success and well-being.

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#4 Empower and Inspire

A fourth way to show servant leadership to the next generation is to empower and inspire them. This means that you are visionary, optimistic, and enthusiastic in your communication and influence. You do not control or manipulate, but rather share and align your vision and values with theirs. You also motivate them to pursue their goals, overcome obstacles, and celebrate achievements. By empowering and inspiring, you show that you trust their potential and spark their passion.

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(William Bean / Yogesh C - LinkedIn)

#5 Collaborate and Innovate

A fifth way to show servant leadership to the next generation is to collaborate and innovate with them. This means that you are cooperative, creative, and adaptive in your teamwork and problem-solving. You do not compete or isolate, but rather leverage and synergize your strengths and resources with theirs. You also invite them to co-create solutions, experiment with new approaches, and embrace change. By collaborating and innovating, you show that you appreciate their input and foster their creativity.

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Part #4

The Chosen - Jesus sends His Apostles

<https://www.youtube.com/watch?v=oI9AHBcW1Fg>