

# Lecture 4 - Transplanting Servants

## Introduction

- Transplanting servants is like transplanting plants

## Spiritual Context

- Service is a call (Jeremiah 1:5)
  - It can be during a specific season in life
  - It can be in a specific place
  - God does not arrange things with the sole purpose of making us comfortable. God puts us in places because there is a need - either for us, or we have a purpose in the place we are, and often it is both!
  - We have to be sensitive of what God is sending us to structure and establish the service in our churches
- God equips those whom he calls to serve (Exodus 31:2-3)

## Considerations

- **Service is NOT a tool to encourage people to attend**
  - If such a person cannot engage themselves and find their relationship with God in the Church independently, how can we expect them to guide others to God in the Church?
  - We all struggle... but there are some struggles that can be accommodated in the service, and others that are fatal
- "Firing" servants is difficult
  - There are ways of "softening the blow" in hopes of not losing the person, but in the end it is difficult
  - It is easier to properly vet servants than to have to let them go later
- Know the needs of the service
  - What are our strengths
  - What are our weaknesses
  - How can we build up the service
  - Try to find people who can fill the gaps (i.e. "attract talent")
- Focus on building the servants
  - Just because someone was established in another church or had a successful ministry, doesn't mean he doesn't need building up

- All servants need to be built up
- Be open to new ideas
  - It's good to have established systems and procedures, but there is a danger of missing out on good ideas and improvements (especially coming from an "outside eye" - someone who has experience in another program or system)
  - We all have blind spots... there are always things we don't see or notice. Someone coming in from outside may see something glaring that all of those inside can't see

## Types of Servants who may move into your Church

	Within the Diocese	Outside the Diocese
<b>Experienced</b>		
<b>Fresh Servant</b> (completed pre-servants)		
<b>Enthusiastic about service, but needs training</b>		
<b>High Potential</b> (may help fill a need, but hasn't expressed interest in service)		

## Experienced Servant within the SUS Diocese

- Advantages
  - Familiar with SUS "school"
    - e.g. would not come and say "Let's take the kids swimming!"
  - Bringing new ideas from previous experience
  - Easier to get feedback from previous priest/learn about their background
    - This is beneficial for the service
    - This is beneficial for the servant (i.e. continuity of care)
- Be Aware
  - Might have expectations from previous experience
- Needs
  - Familiarization with the local church "culture"
    - Some things work in one place and not others
    - There are nuances
  - Build connections with other servants
    - They are not familiar with people's roles or personalities
    - They want to find a group of servants that they can be comfortable with
  - Need pastoral care
    - This is common to all people/congregants and especially those being transplanted, whether servant or not

## Fresh Servant from within the SUS Diocese

- Advantages

- Same as before
- Be Aware
  - Same as before
  - Level of preparation varies across the diocese
- Needs
  - Same as before
  - Mentorship from senior servants (with any new servant)

## Enthusiastic to Serve but Limited Preparation within the SUS Diocese

- Advantages
  - May be familiar with SUS "school" - but maybe not like the experienced servants
  - Enthusiasm to serve
    - This is needed in the service, but it is not sufficient on its own
    - Their motivations need to be correct
      - Someone may want to serve because it's good on his resume
      - Someone may want to serve in a specific class because his friend is in that class
    - They need to be receptive to learning
  - Fewer expectations from previous experience
  - Easier to get feedback from previous priest/learn about background
- Be Aware
  - Limited to no experience or training
- Needs
  - Same as before
  - Training/pre-servants preparation
  - Mentorship from senior servants

## High Potential (no pre-servants) within SUS Diocese

- Advantages
  - Same as before
  - With correct motivation, could be ready to learn and serve
  - Brings something needed into the service
- Be Aware
  - Limited to no experience or training
  - May be unfamiliar with the demands of the service
    - It is not simply showing up and giving a lesson
    - There are certain sacrifices that you may have to make in your personal life
    - We have a service code of conduct (e.g. you won't be dancing in a wedding if you're a servant).
- Needs
  - Same as before
  - Motivation to join the service and support

## Outside SUS Diocese

- Advantages
    - New ideas from previous experience
    - Could be well-trained depending where they are from
  - Be Aware
    - May have expectations from previous experience
    - Not familiar with SUS "school"
    - May be difficult to get feedback from previous priest/learn about background
      - May not be able to reach them
      - Fathers may not be familiar with SUS "school"
      - The person may point you to one father who will say all the nice things about him, without pointing you to the father that he had issues with e.g.
  - Needs
    - Evaluate suitability for service
    - Familiarization within SUS "school" and local church "culture"
    - May need additional training (mentorship by established servant, pre-servants class...)
    - Build connections with other servants
    - Pastoral care
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