

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
Experienced		
Fresh Servant (completed pre-servants)		
Enthusiastic about service, but needs training		
High Potential (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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