

Handout (English Version - Module 3)

Module 3: Servant Leadership Character, Chemistry, and Loyalty

Welcome to the Leadership Level!

So far, we have talked about our culture and our motivation. Today, we are going to talk about our **posture**. At Surf Church, we believe that leadership is not about being at the top, but about serving at the bottom. Get ready to redefine what it means to be "great" in God's eyes.

1. The Definition of Leadership: The Towel and the Basin

The world defines leadership by **Position** (titles, power, spotlight). Jesus defines leadership by **Disposition** (service, humility, sacrifice).

“You know that those who are regarded as rulers of the Gentiles lord it over them... Not so with you. Instead, whoever wants to become great among you must be your servant... For even the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many.” (Mark 10:42-45)

The image of our leadership is not a throne; it is the scene of **Jesus washing the disciples' feet** (John 13).

- If you are too "big" to serve in the small things, you are too "small" to lead in the big things.
- **Our Motto:** We serve to lead.

2. The 3 "C"s of Leadership

To build healthy teams, we look for three essential qualities. The order of these qualities is fundamental and non-negotiable:

1. Character

This is the foundation of everything. It is who you are when no one is watching.

- It involves integrity, honesty, and humility.
- Talent can take you to the top, but only character keeps you there.

2. Chemistry

This is the capacity for relationship and fitting into the culture.

- Can we "surf the same wave"?
- Are you someone who promotes unity and gets along well with the team?
- Surf Church is a family, and the environment (the "vibe") matters.

3. Competence

This is the technical skill to perform the task.

- It is important, but it comes in **third place**.
- Why? Because competence can be taught and trained. Changing someone's character or chemistry is much harder.

Note: *We prefer a servant with golden character and developing competence, over a talented "genius" who destroys the team.*

3. The Loyalty Test (The Danger of Absalom)

The unity of the church is our most valuable treasure. The Bible warns us about the "Spirit of Absalom" (2 Samuel 15).

What did Absalom do?

- He intercepted people who were looking for the King.
- He sowed discontent: *"Ah, if I were the leader, I would solve your problem..."*
- He used his influence to **divide** and draw people to himself, instead of protecting the established leadership.

True Loyalty:

- It is not blindly agreeing with everything (honest feedback is welcome!).
- It is speaking **to** leadership about problems, instead of speaking **badly about** leadership to others (gossip/criticism).
- A servant leader uses their influence to **unite** the church and protect the team's back.

Space for Personal Notes:

4. Questions for Group Discussion

This is the time to be real with each other.

Core Questions:

1. **The Towel and the Basin:** What is the "small" or "invisible" task that you struggle with the most or feel is "beneath you"? Why?
2. **The 3 C's:** Looking at Character, Chemistry, and Competence, in which of these three areas do you feel God is working on you the most right now?
3. **The Absalom Test:** Have you ever been in a situation (at school, work, or church) where someone used "hallway criticism" to create division? How did that affect the environment?

Going Deeper:

4. Why do you think we put **Competence** in last place? Do you agree with that order?
5. What does it mean to you to be "loyal" without being a "robot" who doesn't think? What is the difference between questioning to build vs. questioning to destroy?
6. Jesus said the greatest is the one who serves. How does this truth contradict the "success" culture we see on social media today?