



SERVANT INSTITUTE

Servant Institute is a two-year program of study and experiences designed for those who have been called to serve as organizational leaders.

The ability to serve by leading is a cultivated skill. School administrators, leaders of organizations, and ministers are looking for ways to further develop the capabilities needed for effectiveness. Servant Institute is an effort by Faith Builder Resource Group to develop the skills and habits generally present in effective organizational leaders.

Servant Institute is:

- a flexible format of development that fits into ongoing service.
- a commitment to a sustained relationship with peers and mentors instead of a short-term training experience.
- a two-year course of development with eight in-person events spread over the two years.
- a mentoring approach to developing as a servant who leads.
- an opportunity for those already called and serving as leaders.

The goal of Servant Institute is the strengthening and extension of the body of Christ through the work of servants who become better stewards of the resources God has given them to serve in schools, organizations, and churches.

What is the Servant Institute experience like?

Participants in Servant Institute develop by engaging in two interrelated components:

1. **Presence Component: Instruction, Coaching, Mentoring, Collaborating, and Praying**

Five Seminars: Five times over the two years, all participants gather for multi-day seminars to participate in classes, discussions, work and practice sessions, and informal interactions with instructors, mentors, and fellow participants.

Three Peer Meetings: Participants are placed in groups of similar focus (e.g. school leadership, organizational leadership, or church leadership). Each group is led by two mentors. Peer groups meet for one day between the seminars to nurture growth as well as to discuss opportunities and challenges participants are facing. Servant Institute emphasizes the role of a mentor as integral to development.

Monthly Phone Contact: Each month in which there is no seminar or peer meeting, participants meet with a mentor by phone for reporting and support.

2. Practice and Task Component: Reading, Writing, Projects

Reading: Servant Institute provides the required print and electronic materials to anchor and expand on the presence component. Participants develop the essential rhythms of reading and study essential to their work.

Tasks: Servant Institute participants are assigned the kinds of work that leaders ought to be doing.

Seminar and Peer Meeting Schedule

Year 1	Seminar I October 13-16, 2020 in Franklin, PA Peer Meeting 1 January, 2021 Seminar II April 20-23, 2021 in Franklin, PA Peer Meeting 2 July, 2021
Year 2	Seminar III October 18-21, 2021 in Franklin, PA (Mon.-Thurs.) Peer Meeting 3 January, 2022 Seminar IV April 19-22, 2022 in Franklin, PA Seminar V July 5-6, 2022 in Franklin, PA

Seminars take place at The Castle in Franklin, PA. We will attempt to find dates and locations for peer meetings that work for all participants.

What is the Servant Institute course of development?

Servant Institute focuses on developing the concrete skills and habits essential to effective service as leaders. Participants are expected to establish key habits of leadership at the beginning of the program and demonstrate their continuation and growth throughout the two years. While effective leadership assumes godly character and significant knowledge, Servant Institute emphasizes the nurturing of personal practices that address growth in those areas.

Participating in Servant Institute is also an opportunity for your spouse to develop. Because of the significant role of the spouse in the life of a leader, Servant Institute expects their presence at Seminars I, III, and V, as well as a minimal reading/reflection component. Spouses may sign up for an optional set of additional mentoring and development tasks.

Who is the Servant Institute faculty?

- The program is administrated by Steven Brubaker and Lucas Hilty.
- Instructors include Merle Burkholder, Steven Brubaker, John Coblentz, Melvin Lehman, Patrick Heatwole, Gerald Miller, Stephen Russell, and Val Yoder.
- Mentors for Peer Groups
 - School leaders
 - Patrick Heatwole
 - Gerald Miller
 - Organization and church leaders
 - Merle Burkholder
 - Melvin Lehman
 - John Coblentz
 - Val Yoder

Does Servant Institute fit me?

Candidates: Participation in Servant Institute is limited to those currently called and serving as organizational leaders in a conservative Anabaptist setting.

Commitment: Participation in the Servant Institute requires a commitment of:

- Presence: sixteen days over two years
 - Five seminars (four three-day events and one one-day event for a total of thirteen days)
 - Three peer meetings (one day each for a total of three days)
- Time
 - Reading and assignments: average of twenty hours per month with some seasonal variation
 - Phone calls: one hour per month
 - Travel to seminars and peer meetings: varies
- Spouse: Presence at three seminars (seven days over two years), a minimal amount of reading and reflecting, and interactions with her husband about his Servant Institute experience

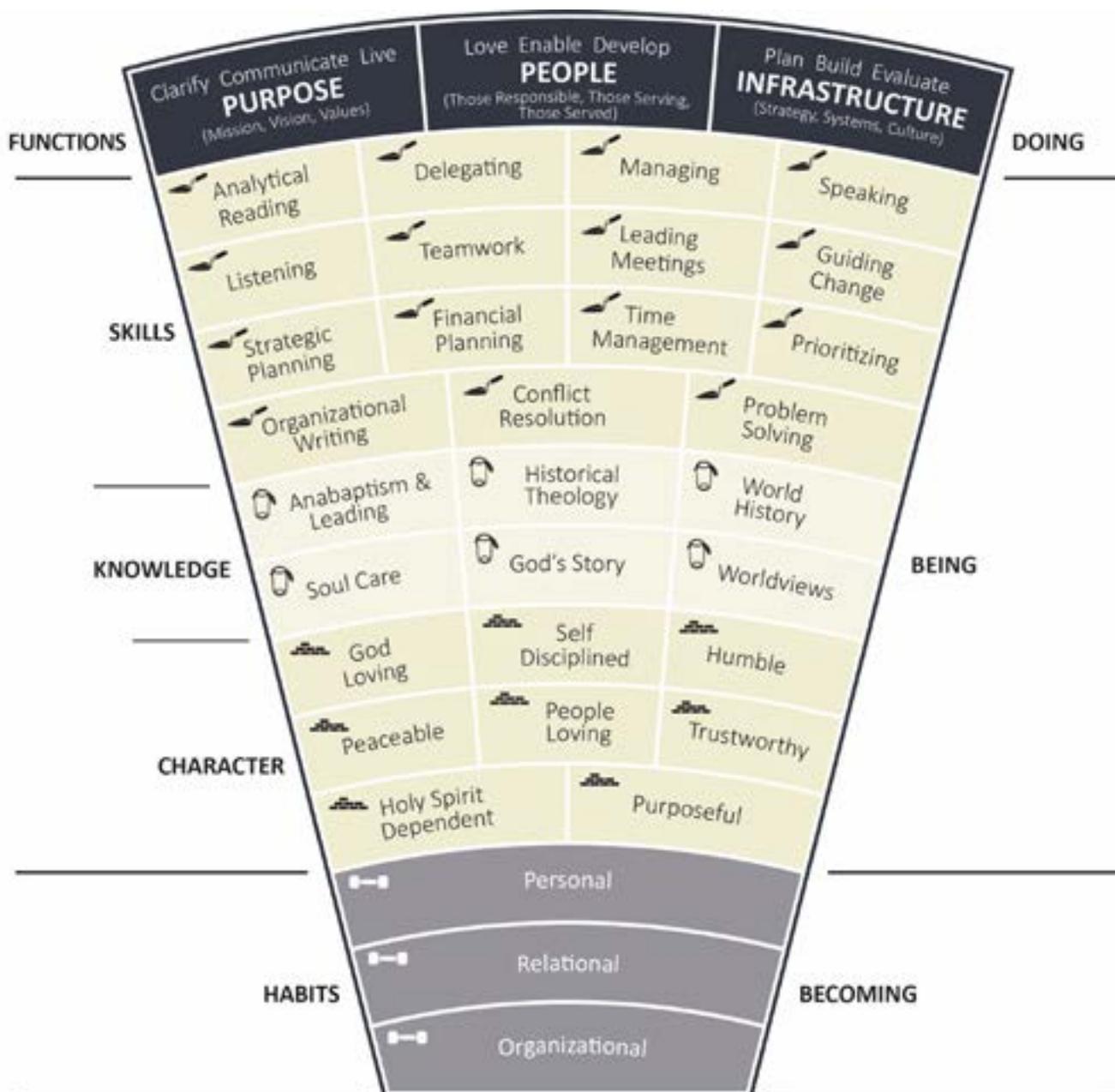
We recognize that this commitment does not fit every person at every time in his life. When you apply, we ask that you seriously consider whether you will be able to keep the presence and time commitments that this includes.

Cost: While the cost of the two-year program is \$4000 per participant per year (\$8000 total), Faith Builders Resource Group is offering a \$4100 subsidy per person. This reduces the out-of-pocket expenses to \$3900 per participant. This price includes all required books as well as lodging and meals at seminars.

A nonrefundable \$50 application fee is due with your application. After you are accepted, the remainder is due on the following schedule:

- \$1000 by October 13, 2020
- \$1000 by April 20, 2021
- \$1000 by October 18, 2021
- \$850 by April 19, 2022

Servant Institute Model and Curriculum



How do I apply?

- Submit the Servant Institute Application Form via fax, email, or mail to Faith Builders Resource Group. You may also fill out the form [online](#).
- Call or email Lucas Hilty with questions:
 - 814-789-4518, ext. 243
 - lucash@fbep.org

Servant Institute Core Values

- The Church and its authority—The focus of God’s work in the world is the church. While Servant Institute is offered to school and organizational leaders, its intent is to strengthen the church and respect its authority. We make a concerted effort to operate within the context of blessing and support from conservative Anabaptist churches. In addition, Servant Institute participants will need the blessing of their own people.
- The Word of God—Ultimate direction for serving as leaders is found in the Bible. God’s Word serves as a foundation for the Servant Institute’s course of study.
- Anabaptist—This is who we are. Servant Institute is aligned with the beliefs and values of our people.
- Relevance—Knowledge and learning needs to benefit those who are trained. Those served by participants in the Institute must benefit as well.
- Substance—The fertilizer of learning needs to be plowed under to be used in service. The proof of development is not in flashy presentations or ambitious goals but in real, substantial movement toward health and fruitfulness.
- The small organization—It is natural to focus energy on large organizations. Servant Institute values preparation that benefits small Anabaptists organizations.
- Humility—The effective servant does not dwell on himself or his service.

