

A background image featuring chess pieces on a dark board. In the foreground, a red pawn is in sharp focus, while several black pawns are visible in the background, slightly out of focus. The image is framed by blue vertical bars on the left and right sides.

CHURCH LEADERSHIP DEVELOPMENT NETWORK

ISAAC DESMOND DONKOH

THEME: DEVELOPING CHRIST-CENTERED LEADERS: “BUT NOT SO WITH YOU” -(LUKE 22:26)

TOPIC: THE DOULOS IDENTITY: LEADING WITH A SERVANT’S HEART

ILLUSTRATION: TWO KINDS OF LEADERS

A young man once entered a company with great ambition.

He admired his CEO, who always arrived in a luxury car, had people open doors for him, and made decisions that everyone had to follow without question. The young man thought to himself: "That's true leadership—power, privilege, and control."

Years later, the same young man joined a local church ministry.



There he met the pastor—an older man who, instead of being served, was often the first to arrive, setting up chairs, greeting people at the door, even cleaning up after events. The pastor said, “If I cannot serve, I have no right to lead.”

**ILLUSTRATION:
TWO KINDS OF
LEADERS**

The young man suddenly saw the contrast:

Worldly leadership seeks to be served, elevated, and recognized.

Kingdom leadership seeks to serve, humble itself, and lift others up.

- Jesus put it this way:

“The rulers of the Gentiles lord it over them... Not so with you. Instead, whoever wants to become great among you must be your servant.” (Matthew 20:25–26)

ILLUSTRATION: TWO KINDS OF LEADERS

THE MEANING OF “DOULOS”

Greek word: δοῦλος (doulos)

Literal meaning: slave, bondservant (not just “servant”).

Implies complete devotion and surrender to the master’s will.

- Distinction from diakonos (διάκονος) – servant/waiter/minister.

Doulos emphasizes identity and belonging (who you are).

Diakonos emphasizes function/service (what you do).

Jude 1:1 – “Jude, a slave of Jesus Christ and a brother of James: To those who are called, loved by God the Father and kept by Jesus Christ.”

2 Peter 1:1 – “Simeon Peter, a slave and an apostle of Jesus Christ: To those who have obtained a faith of equal privilege with ours through the righteousness of our God and Savior Jesus Christ.”

**BIBLICAL
FOUNDATION
TEXTS(HCSB)**

James 1:1 – “James, a slave of God and of the Lord Jesus Christ: To the 12 tribes in the Dispersion. Greetings.”

Titus 1:1 – “Paul, a slave of God and an apostle of Jesus Christ, to build up the faith of God’s elect and their knowledge of the truth that leads to godliness.”

**BIBLICAL
FOUNDATION
TEXTS(HCSB)**

BIBLICAL FOUNDATION TEXTS(HCSB)

Philippians 1:1 – “Paul and Timothy, slaves of Christ Jesus: To all the saints in Christ Jesus who are in Philippi, including the overseers and deacons.”

Romans 1:1 – “Paul, a slave of Christ Jesus, called as an apostle and singled out for God’s good news.”



KEY POINT

A doulos leader does not “own” their ministry—they belong wholly to Christ.

- Characteristics of a Doulos Leader:

1. Surrendered to the Master

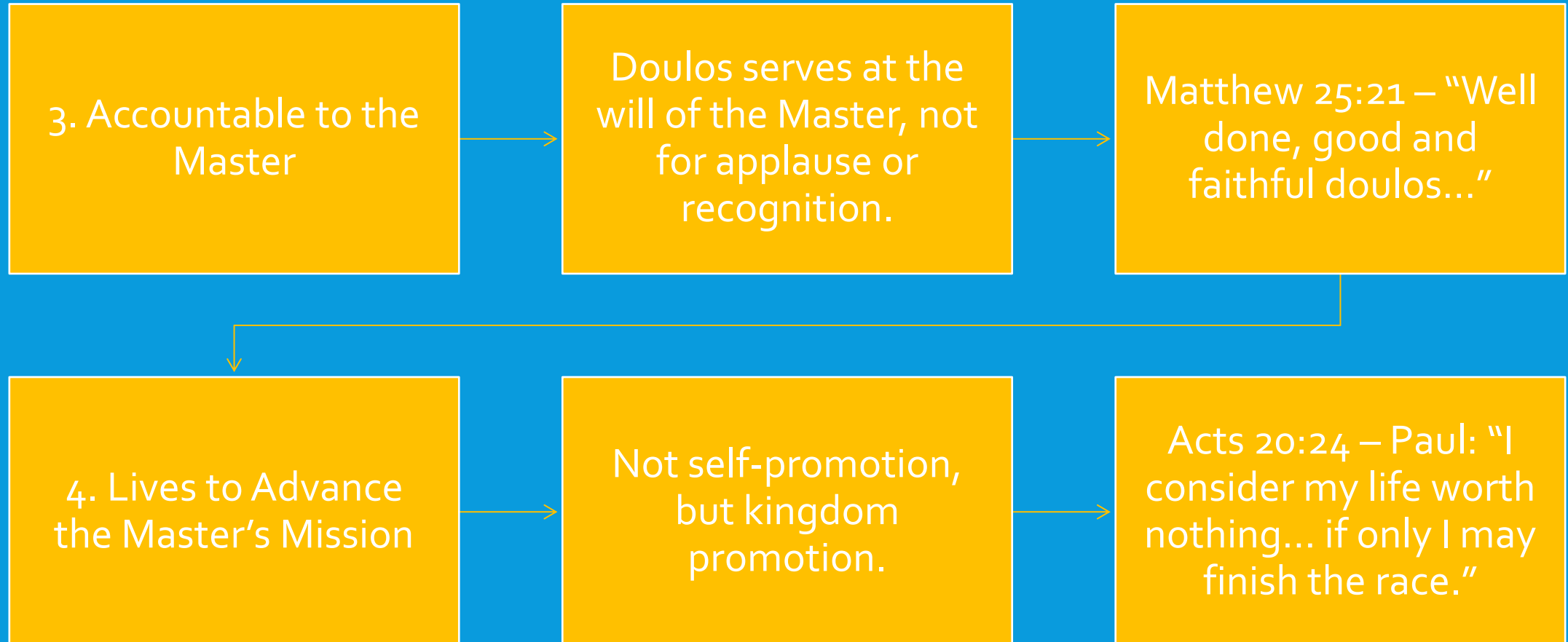
- Total submission to Christ's lordship.
- Example: Jesus in Gethsemane (Luke 22:42).

2. Defined by Relationship, not Position

- Identity comes from belonging to Christ, not from titles or achievements.
- John 13: Jesus washed His disciples' feet as the Lord and Teacher.

THE DOULOS IDENTITY IN LEADERSHIP

THE DOULOS IDENTITY IN LEADERSHIP



CONTRAST

WORLDLY LEADER

- Seeks power, position, and control
- Leads to be seen and recognized
- Focuses on status and titles
- Uses people to build personal success

DOULOS LEADER (KINGDOM LEADER)

SEEKS SERVICE, HUMILITY, AND SURRENDER

LEADS TO GLORIFY CHRIST, EVEN IF UNSEEN

FOCUSES ON IDENTITY AS A SERVANT (DOULOS) OF CHRIST

BUILDS PEOPLE TO ADVANCE GOD'S KINGDOM

CONTRAST

WORLDLY LEADER

Motivated by self-interest, ambition, and pride.

Measures success by numbers, influence, wealth

Protects their rights and privileges.

DOULOS LEADER (KINGDOM LEADER)

- Motivated by love (agapē), obedience (hypakoē), and faithfulness (pistis).
- Measures success by faithfulness and obedience to the Master.
- Surrenders rights and privileges for the sake of Christ

CONTRAST

WORLDLY LEADER

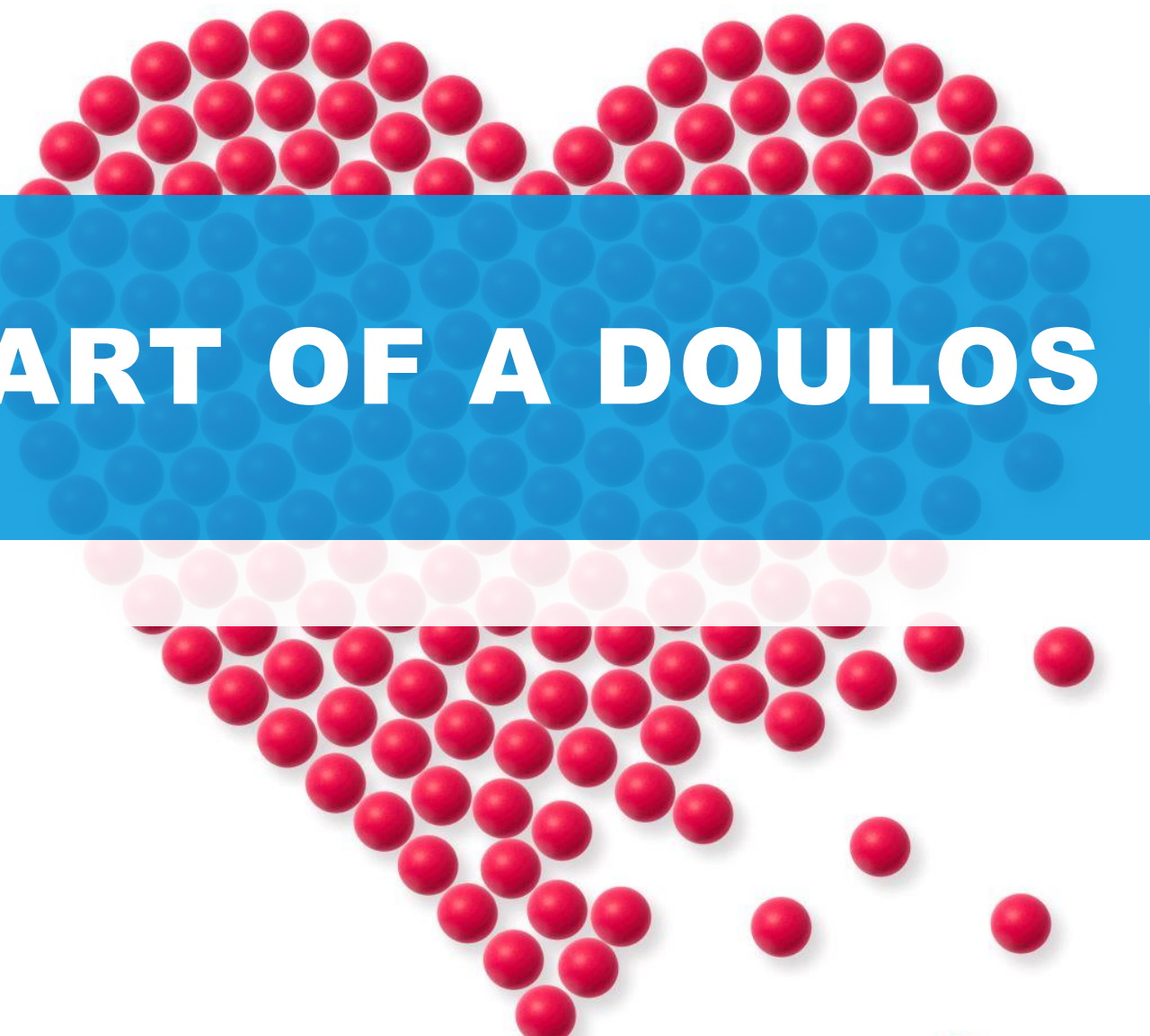
Avoids menial tasks—expects to be served.

Relies on human strength, strategy, and charisma.

Leads for a temporary kingdom

DOULOS LEADER (KINGDOM LEADER)

- Willingly takes the lowest place, like Jesus washing feet (John 13)
- Relies on God's grace, Spirit, and Word.
- Leads for an eternal kingdom



THE HEART OF A DOULOS LEADER

The center of one's will,
desires, and affections.

True servant leadership
flows from the heart of
devotion to Christ.

**BIBLICAL
INSIGHT: KARDIA
(ΚΑΡΔΙΑ) –
“HEART”**

FOUR HEART POSTURES OF A DOULOS LEADER:

1. Humility (tapeinosis – ταπείνωσις)

Philippians 2:5–7 – Jesus “emptied Himself, taking the form of a doulos.”

2. Obedience (hypakoē – ὑπακοή)

Obedience to God above all else.

Hebrews 5:8 – Jesus “learned obedience.”

FOUR HEART POSTURES OF A DOULOS LEADER:

3. Love (agapē – ἀγάπη)

Motivated not by duty alone, but love.

John 21:15–17 – Peter restored and commissioned from a place of love.

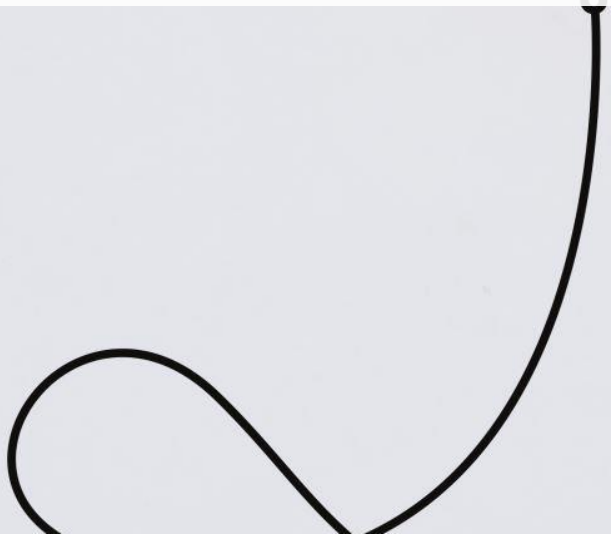
4. Faithfulness (pistis – πίστις)

Consistent, trustworthy service.

1 Corinthians 4:2 – “It is required that those who have been given a trust must prove faithful.”



ILLUSTRATION IDEA



THE HEART DIRECTS THE HANDS



1. Principle

- The heart (kardia) in Scripture is the seat of motives, desires, and affections.
- The hands represent outward actions, service, and ministry.
- Whatever is in the heart eventually flows out through the hands (Luke 6:45).

ILLUSTRATION STORY



- Imagine two people both washing feet (like John 13):
 - One does it because it's expected—their hands move, but their heart isn't in it. To them, it's just a duty.
 - The other does it out of love for Christ and others—their hands move the same way, but the heart directs the action. It becomes worship.
- ❖ The difference is not in the activity but in the "heart posture."

01

Without the heart
of a doulos,
ministry
becomes:

02

Mechanical (just
going through the
motions).

03

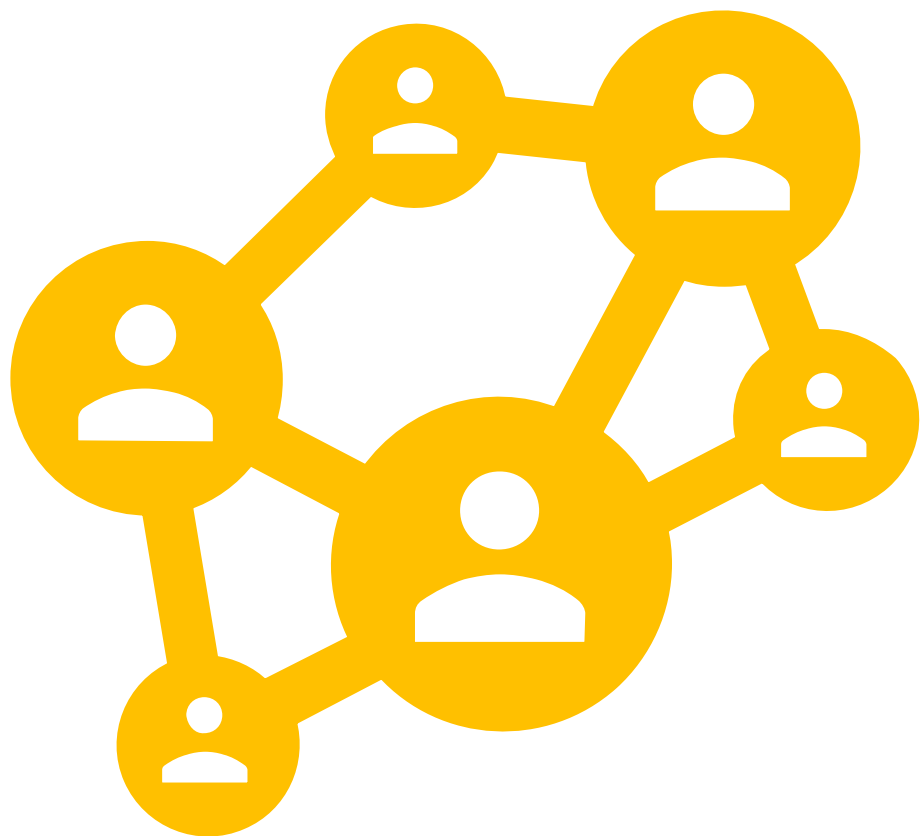
Self-serving
(looking for
recognition, titles,
or control).

APPLICATION TO LEADERS

APPLICATION TO LEADERS



2. With the heart of a doulos, ministry becomes:
 - Spirit-filled (done in God's strength).
 - Christ-exalting (done for His glory).



PRACTICAL APPLICATION FOR CHURCH LEADERS

1. Evaluate: Are we leading as owners or as stewards (douloi)?
 - Practical commitments:
 - Daily surrender prayers.
 - Accountability partnerships.
 - Leading by example (serving the least in the church).
 - Checking motives regularly: “Am I building my kingdom or God’s?”

A composite image showing multiple hands of different skin tones reaching up from the bottom and down from the top to form a heart shape. The hands are positioned so that their fingers and thumbs meet at the top and bottom points of the heart. A solid blue horizontal band cuts across the middle of the image, containing white text.

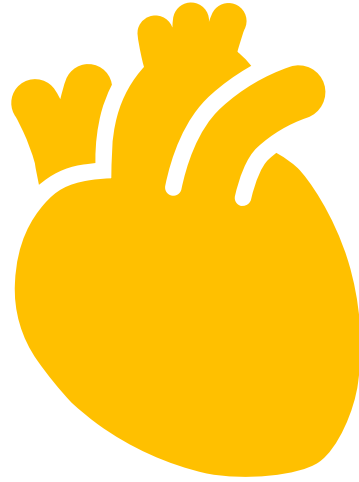
HEART → HANDS PRINCIPLE

HEART (MOTIVES, DESIRES)

1. Humility
2. Obedience
3. Love
4. Faithfulness

HANDS (MINISTRY, SERVICE)

1. Preaching/Teaching
2. Serving People
3. Leading Ministries
4. Acts of Compassion



THE HEART (MOTIVES, DESIRES) → DIRECTS
→ THE HANDS (MINISTRY, SERVICE)