

Expectations

*The **Tape Measure***



of a

***Secure
Servant***

Style of writing!

I love bullet points!

Don't talk me to death.

Give me your bottom line first and then make your explanation brief.
That is why:

- My table of contents gives the main subjects!
- The Intro. briefly answers each question in the booklet.
- The chapters are brief studies, filling in each point.

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3. **Two** Clear **Rules** for Every **Secure Servant**



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Intro – Overview

1. The **Best Advice I Ever** Received

It is NOT Loving for me to Ask Less of those I Serve than the Lord asks of me!

(Expanded study in chap. 1 – pg. 1)

2. The Most **Dangerous Assumption**

To Assume that people Want to Change as much as I want to Change!

(Expanded study in chap. 2 – pg. 3)

3. **Two Clear Rules** for Every **Secure Servant**

The WHOLE Bible *(Expanded study in chap. 3 – pg. 5)*

Chap. 1

The Best Advice I Ever Received

Martin and Sheila Jenkins are two of the most wonderful and impressive people I have ever known.

They were amazing members and staff at Liberty Church for 25 years before they moved away. We keep in touch. They are friends for life!

Background

Martin and Sheila had only been attending Liberty for about a year when we had this conversation that forever changed my life.

When they first arrived at Liberty Church, our church was growing rapidly, but we had a LOT of problems with our staff. We had struggling marriages, bad attitudes, lack of prayer life and strife between different staff members.

Beth and I personally have always walked in high excellence in these areas. We take our prayer time and walk with Jesus very seriously. We work hard to have a fantastic marriage. We intensely listen, encourage others constantly and don't have strife with anyone.

Thus, we were not directly involved in any of these staff issues, but we found ourselves constantly trying to put out fires in staff situations.

One day Martin, Sheila and I were all in the office at the same time. Martin and Sheila are two of the most encouraging people I have ever known. On this day, they went into detail about 4 or 5 traits in my life that they admired and appreciated about me.

During this conversation, I asked them an important question.

Where Do You See That I can IMPROVE?

Martin and Sheila both have graduate degrees and lots of experience in the corporate world. I greatly admired them and truly wanted to hear any suggestions for improvement in my life.

When I asked this question, I saw them **exchange** a **quick glance**. They then said that they did **NOT** see **ANY** area where I could **improve**.

BUSTED!!!! I grinned and told them that I **SAW** that glance. I laughed and appealed to them to share with me any wisdom they had for me.

They looked at each other and Martin nodded to Sheila to share. Sheila repeated some very positive things about Beth and me. She then very cautiously shared that I tend to **Expect MORE of Myself** than I **do of my staff**.

I was **already aware** of this gap. I personally considered it **“Servant Leadership”** that I was willing to serve my staff and to help them grow.

If Sheila had told me that I need to be **HARDER** on my staff, I probably would **NOT** have **Listened**.

However, her next words changed me forever. She said:

*“Pastor, we have noticed that you **Require**
Much **More** of **Yourself**
Then you do **Your Staff!**”*

Then she said:

*“That is **NOT Very LOVING** toward your staff!”*

They both explained more, but at that moment, my **entire view of God’s Kingdom shifted**.



<p>I had ASSUMED that if I just SERVED people that they would WANT to CHANGE!</p>
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What a foolish and unbiblical assumption. Assumptions are so dangerous.

The Most Dangerous Assumption

Here is the
Dictionary Definition
 of
Assumptions

1. **Untested Beliefs,**
2. often based on **Limited Info** or **Bias,**
3. leads to:
 - i. **Misunderstandings,**
 - ii. **Conflicts,**
 - iii. **Poor Decisions,** and
 - iv. **Damaged Relationships**
4. by creating **False Narratives** about people or situations,
5. **Hindering Real Communication,** and
6. **Preventing** you from seeing the **Actual Truth,**
7. ultimately **Limiting Growth** and **Effectiveness**
 - i. both **Personally**
 - ii. and **Professionally**

Assumptions
Bring So Much
Damage
Pain
Destruction
Confusion
Ruin
Waste
Deception

I must say it again.

I had **ASSUMED**
 that if I just **SERVED** people
 that they would **WANT** to **CHANGE!**



Lord Jesus, Please Forgive Me!

What a Totally Foolish and Unbiblical Assumption.

My Repentance was Soon Tested

I was already in my 40s when I met that day with Martin and Sheila. I felt so far behind. I realized that I had been very Unbiblical.

Now, in my serving, my **GOAL** in serving is to **Move People Forward**. In addition, I needed to Make God's Expectations **VERY CLEAR** at the **FRONT** End of all dialogue.

A Staff Member Who Wanted to Divorce His Wife

I had just had another couple leave our staff who had constant strife in their marriage for 7 years. It was exhausting.

Soon after they left, they divorced. I had propped up their marriage for 7 years. I had probably met with them over 200 times to help them resolve their tensions. I remember how weary I felt when they came to me weekly asking for help in their marriage arguments.

About a year after they left, a **Different** staff member came to me and asked if he could **Keep** his **Job** if he **Divorced** his wife. I was so **SHOCKED** that he thought it was OK to **Ask** that **Question**.



He had a great wife and there was no marital infidelity. He simply did not want to work on his marriage. I sought Martin's help. Together, we met with this man and explained to him that having a **Fantastic** Marriage is a **Requirement** of all church staff. This was early spring.

We told him that we would **pay** for him and his wife to go **regularly** to **marriage counseling**. We would **also pay** for them to go on **two marriage retreats**.

We then said that he had until the end of the year to have a fantastic marriage. If he did not reach that goal, then he was released from staff. Within six months, he had a fantastic marriage, and his marriage has thrived to this day – decades later!

This was my first major experience with the **Power of Calmly** and **Kindly** giving **Expectations UP FRONT** before serving someone.

Two Simple Rules for a Secure Servant

1. I can't require things of others unless I live those truths in my life.
2. ALL Expectations Must be Clarified Up Front Before Serving.

Either Extreme Fails

Over the next few decades, I grew constantly in learning to give my Expectations Up Front BEFORE serving someone.

I repeatedly learned that:

1. If I **EXPECT** something but do **NOT live** that truth, I FAIL.
2. If I **LIVE** a Truth but do **NOT Clearly Expect** it Up **Front** I FAIL.

These Expectations Up Front apply to EVERY area of life for a Secure Servant including: Marriage, Parenting, Extended Family, Neighbors, Friends, Business Owners, Bosses, Teachers, Policeman, Every Area of Ministry etc.

Practical Examples

These are just Four out of thousands of examples and experiences.

1. **Parents – Kindness, Cheerfulness, Listening Skills**

If you don't live it, you can't require it. However, if you live it but don't require it up front and constantly, it doesn't matter if you live it.

2. **Business Owners – Financial Abundance**

If you own a business and you do NOT seek Financial Abundance for your Employees First, then they will Not seek Financial Abundance for your business.

However, if you seek Financial Abundance for your Employees First but do NOT require Up Front and Constantly that they seek Financial Abundance for your company, it doesn't matter if you live it.

3. **Pastoral Availability and Effort to Communicate.**

This is one of my favorite stories to share with others. I have over a thousand people in my church and I am personally available to every one of them. I am eager to serve them.

However, ALL of them, including my Senior Staff must **first email** me their **thoughts** and **questions** in **Advance** before I will meet with them. If they write an email, the overall situation is **100 times clearer** and a Pastor can read the email in **2 minutes**.

However, most people **PREFER** to simply talk because it is **EASIER** for **them** and **MORE WORK** for the **Pastor**.

Since, I have learned to give this Expectation Up Front, my life is both **Easier** and **More Fruitful & Productive**. I find myself **GLAD** to **meet** with people after they have done the work of a detailed email.

The **people** are **more processed** and ready to **move forward**.

4. **Humility & Seeking Advice**

In the Humility booklet, I refer repeatedly to the importance of sharing your expectations BEFORE asking advice of anyone.

Conclusion – Bible Verses!

I wrestled with wanting to give **THOUSANDS** of Bible Verses on this subject.

Literally ever single verse in the Bible is God teaching us that a **“Secure Servant”** must give **“Clear Expectations Up Front”**.

Every single verse in the Bible is God sharing that:

- He will Give to Givers!
- He will Serve those who Serve Others.
- He Gives All and He Requires His Children to Give All.

The **BEST** news is that the **MORE** you walk in these truths the **MORE** Fruit you will bear for Jesus.

We also have 100+ booklet studies coming out.

Here is a sample list of 10 of our booklets.

1. Bible Reading:

The Secrets to Sweetness in God's Word!

This study shows how a One Year Bible enables you to cover the entire Bible in one year. In addition, it shows how hunger-based reading is so different from performance-based reading.

2. The Blood of Jesus:

The Most Powerful Words Ever Spoken

This study teaches us to daily live with a clean heart and to keep short accounts when we stumble.

3. Bosses - What They Wish You Knew

This study gives us a bigger picture of the pressures and responsibilities that are carried by every boss.

4. Christianity – the ONLY Logical Religion

This study compares Christianity to all other religions and shows why only Christianity answers the hard questions.

5. Conflicts – How to Remove All Strife from My Life!

The Bible teaches that truth is a belt, and our perspective is a belt loop.

6. The Cross – The Story of the Last 24 Hours

This study combines all four gospels to examine the last 24 hours and what happened on the cross.

7. Grace – the Power to WANT to do Right!

This study teaches us to release God's Grace constantly so that God can change our hearts and give us HIS desires.

8. Marriage – 3 Bottom Lines!

Six times the Bible says that the purpose of Marriage is for the two to become one.

9. Science & the Bible – How They Agree

Many modern scientific breakthroughs were predicted and practiced in the Bible thousands of years ago.

10. Test Yourself:

Do your Life Goals bring you LIFE?

Finish the sentence “*I Want ...*” and see what you get.

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