



SERVANT INSTITUTE

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 to develop the habits, character, knowledge, and skills generally present in effective organizational leaders.

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

Servant Institute is:

- an opportunity to develop while you continue to serve in your place of leadership
- weekly reading and development tasks
- 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 course of twenty-one months
- a mentoring approach to developing as a servant who leads

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, and Collaborating

Five Seminars: Five times over a two-year span, 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 (school leadership, organizational leadership, or church leadership). Each group is led by two mentors. Peer groups meet three times for a day of instruction and discussion of opportunities and challenges.

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



2. Task Component

Five hours per week

Habits: Participants are expected to continue cultivating regular disciplines such as Bible reading, prayer, and healthy lifestyles.

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.

Projects: Participants are assigned the kinds of work that contribute to sustainable growth as leaders.

Seminar and Peer Meeting Schedule

Year 1	Seminar I October 5–8, 2026 Peer Meeting 1 January, 2027 Seminar II April 12–15, 2027 Peer Meeting 2 July, 2027
Year 2	Seminar III October 4–7, 2027 Peer Meeting 3 January, 2028 Seminar IV April 10–13, 2028 Seminar V July 4–5, 2028

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 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 continue them 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 leaders' wives, Servant Institute expects their presence at Seminars I, III, and V. Wives are also asked to read and reflect on several books.

Who is the Servant Institute faculty?

- The program is administrated by Steven Brubaker, Patrick Heatwole, and Lucas Hilty.
- Current mentors/instructors include:
 - Rick Bauman
 - Merle Burkholder
 - John Coblentz
 - Patrick Heatwole
 - Melvin Lehman
 - Gerald Miller
 - Joseph Shantz
 - Lester Weiler
 - Val Yoder
- Additional instructors include:
 - Steven Brubaker
 - Matthew Mast
 - Stephen Russell

Mentors and instructors for the upcoming round of Servant Institute may differ from those listed here.

Does Servant Institute fit me?

Candidates: Participation in Servant Institute is limited to those currently called and serving as leaders in a conservative Anabaptist school, church, or organization.

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

- Presence: twenty-one days over two years
 - Five seminars (four four-day events and one two-day event for a total of eighteen days)
 - Three peer meetings (one day each for a total of three days)
- Time
 - Tasks: average of five hours per week with some seasonal variation
 - Phone calls: one hour per month
 - Travel to seminars and peer meetings: varies
- Spouse: Presence at three seminars (ten days over a two-year span), reading and reflecting on several books, and interactions with 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

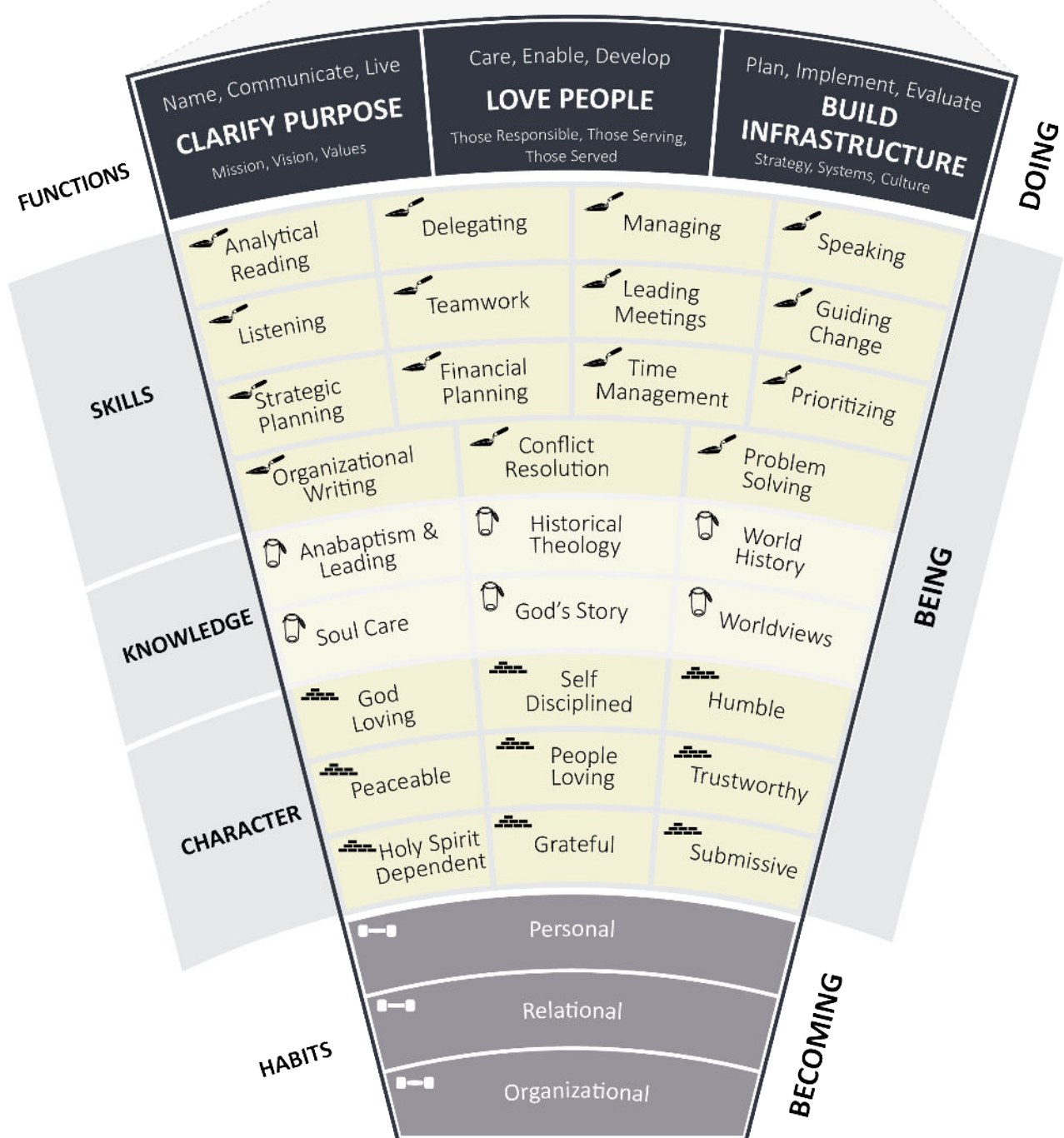
you will be able to keep the presence and time commitments that this requires. You will need to identify how you will reduce your existing commitments to make space for the added work.

Cost: While the cost of the two-year program is \$12,000 total, Faith Builders Resource Group is offering a \$7,000 subsidy. This reduces the out-of-pocket expenses to \$5,000 per participant. This price includes 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:

- \$1,250 by October 26, 2026
- \$1,250 by April 12, 2027
- \$1,250 by October 25, 2027
- \$1,200 by April 10, 2028

Servant Institute Model and Curriculum



How do I apply?

- Complete the online application at apply.servantinstitute.org. You may also submit a completed form via email or postal mail using the addresses on the application form.
- Call or email Lucas Hilty with questions:
 - 814-789-4518, ext. 427
 - 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—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 Anabaptist organizations.
- Humility—The effective servant does not dwell on himself or his service.

