

Metro-North Pastoral Conference  
Mt. Lebanon Lutheran Church, Milwaukee

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## Pastoral Leadership

### A. What Leadership Is

#### 1. Biblical words for leadership

Rom. 12:8 - prohistēmi - to stand in front of, be over, superintend, preside over (cf. 1 Tim. 3:4,12; 5:17; 1 Thess. 5:12)

Heb. 13:7,17,24 - hēgeomai - to go before, lead, rule, command, have authority over

1 Tim. 3:2; Tit. 1:7 - episkopos - overseer, one charged to see that things to be done by others are done rightly

#### 2. Two biblical examples

Joshua (Josh. 24:15)

Nehemiah (Neh. 1 & 2)

#### 3. Definition

Pastoral leadership is the ability to oversee various aspects of the work of the church in such a way that one's vision and example serve as an inspiration for others to follow (cf also 1 Tim 3:1-7; Tit 1:5-9; 1 Thess 5:12; Rom 12:8; 1 Pet 5:3). Briefly stated: Leadership is making things happen through others.

#### 4. Leadership and management (administration) compared

a. The word for administration: kybernesis, helmsman (1 Cor 12:28; Acts 27:11)

Guides ship on the course the ship's owner has determined.

A manager (administrator) sees to it that what others have determined is accomplished.

b. Biblical examples of administration

Moses and Jethro (Ex. 18:13-27)

The Apostles (Acts 6:1-6)

One key need of an administrator: The ability to delegate.

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c. Definition

Pastoral management (administration) is the ability to organize, delegate, and motivate people in such a way that what needs to be done gets done.

d. Distinctions

- 1) Leadership is the ability to see what needs to be done;  
Management is the ability to see that what needs to be done gets done.
- 2) Leadership is a quality;  
management is a science and an art.
- 3) Leadership provides vision;  
management supplies realistic perspectives.
- 4) Leadership exercises faith;  
management has to do with fact.
- 5) Leadership seeks for effectiveness;  
management strives for efficiency.
- 6) Leadership decides where we are going and why;  
management figures out how to get there.
- 7) Leadership looks for potential resources;  
management coordinates available resources.
- 8) Leadership provides direction;  
management is concerned about control.
- 9) Leadership thrives on finding opportunities;  
management succeeds on accomplishment.

Note: Few pastors are pure leaders or pure administrators.  
Most are a mix of the two, with one or the other gift predominating.

5. How one becomes a leader

- a. Leadership is earned.
- b. Leadership is learned.

B. Styles of Leadership

1. Definition

Leadership style is the way a leader carries out his functions and how he is perceived by those he attempts to lead.

2. Two continuums on which leadership moves

authoritative-----participatory

task oriented-----people oriented

3. One categorization

- a. Laissez-faire: minimum direction, maximum freedom
- b. Democratic-Participative: leader assists, suggests, facilitates
- c. Benevolent-Autocratic: paternalistic
- d. Autocratic-Bureaucratic: dictatorial

4. A closer examination of the democratic-participative model of leadership

a. Strengths

- 1) Accentuates servant nature of pastor
- 2) Emphasizes equipping believers for ministry

b. Weaknesses

- 1) Tends to leave vacuum of leadership
- 2) Tends to result in a visionless, status quo minded congregation

5. A more desirable model: Pastor as leader-equipper

- a. Definition: A leader who actively, but not autocratically, sets a vision before his congregation, obtains a good ownership from the people, and sees that each church member is properly motivated and equipped to do his or her part in accomplishing the goals.
- b. Value: Having a strong leader out front helps to produce a positive, forward-minded congregational atmosphere, a congregation with a definite sense of mission.
- c. Strong leadership and servanthood are not incompatible.
  - 1) Being humble doesn't mean being a pushover.
  - 2) Being a servant doesn't mean one shouldn't lead.

**C. The Price of Leadership**

1. Criticism
2. Fatigue
3. Time to think
4. Loneliness
5. Identification
6. Unpleasant decisions
7. Rejection

**D. Traits of Effective Leadership**

1. Proper self-esteem
2. A servant attitude
3. Trustworthiness
4. Enthusiasm
5. Discipline
6. Confidence
7. Decisiveness
8. Courage
9. Humor
10. Unselfishness

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