

LEADERSHIP

A. LEADERSHIP - FUNCTIONAL

“Success or failure will be determined by definition of terms” Aristotle

1. Definition of *leadership* -there are currently thousands of definitions of leadership in the world and in the church. It is one of the most used and confused words within organizations and by the general public.

- **Typically defined by: position, skill, practice, representative or guide:**

- a. Position: the office or position of a leader *recently assumed the leadership of the company*
- b. Skill: capacity to lead or not lead *a politician who lacks leadership*
- c. Practice: the act or an instance of leading *leadership molds individuals into a team — Harold Koontz & Cyril O'Donnell*
- d. Representative: leaders *the party leadership who represents the people*
- e. Guide: leadership is one who provides guidance

2. Leadership is *NOT* the same as management or administration. (See Kotter Chart)

- Management is the process of dealing with or controlling things or people.
- Administration is the activity of running a business or organization.

B. LEADERSHIP INFLUENCE AND FUNCTION

1. Leadership most simply defined is “influence”

“A leader is one who knows the way, goes the way, and shows the way” John Maxwell

“Leadership is influence. To the extent we influence others, we lead them.” Chuck Swindoll

2. Leadership’s goal is to create the want and the will of a group of people to move in a common direction

“Leadership is the art of getting someone else to do what you want done because he wants to do it.” Dwight Eisenhower

“Resist the idea of ‘leadership from the rear.’ True leadership is always out front.” Oswald Sanders

3. Leadership is the act of leading people and or an organization by providing direction, resources and support for health effectiveness and growth

“Leadership-To create the want and the will of a group of people to move in a common direction” Dwight Eisenhower

4. All leaders share five basic functions:

- **Leaders cast Vision**
- **Leaders catalyze change**
- **Leaders codify and model core values**
- **Leaders build high performing teams**
- **Leaders create organizational alignment**

C. SHEPHERDING LEADERSHIP - SPIRITUAL

Defined: Spiritual calling to provide direction for a group of people to move in common direction to fulfill God’s purposes

1. Examples of shepherd leadership in the Bible:

- David was a shepherd leader.ⁱ
- Moses was a shepherd leader.ⁱⁱ
- Jesus was a shepherd leader.ⁱⁱⁱ
- Paul was a shepherd leader.^{iv}
- Peter was a shepherd leader.^v

2. Shepherd leadership is a calling.

Henry and Richard Blackaby, in *Spiritual Leadership*, distinguishes between general leadership principles and spiritual leadership principles.

“The guidelines we present are for *all* Christians who seek to be spiritual leaders. Holding a leadership position in a Christian organization does not make one a spiritual leader. Spiritual leadership is not an occupation... it is a calling. Only when we understand leadership in light of God’s calling on our lives will we be equipped to lead effectively.”

3. Shepherd leaders are servants.

- God is not necessarily looking for leaders, He is looking for servants.^{vi}

4. Shepherd leaders understand what God is doing.

- People followed Moses because he followed God not because he was a great leader.
- True spiritual leadership can be defined.

“Spiritual leadership is moving people on to God’s agenda.” Henry Blackaby

D. BIBLICAL LEADERSHIP ROLES - FUNCTIONAL

1. A Biblical leader steers, exercises authority, oversees and presides over an assembly of God’s people.

- Biblical Leadership from the Greek words
 - “kubernesis”- meaning wise guides as one who steers a ship^{vii}
 - “prosstemi”- rules, one who preside over with diligence^{viii}
- to stand before, to preside over, to maintain or to rule^{ix}
 - “episkopos” - exercising oversight or over seer or guardian and
 - “presbuteros” - elder^x
 - “poimaino” – Greek word for pastor which means to feed, a protector or ruler. It is closely related to the word to feed in^{xi}

2. Characteristics ascribed to church leaders.

- “Now the overseer is to be above reproach, faithful to his wife, temperate, self-controlled, respectable, hospitable, able to teach, not given to drunkenness, not violent but gentle, not quarrelsome, not a lover of money. (1 Timothy 3:2)

3. A Biblical Leader’s gifting is varied.

- They may have spiritual gifts in leadership and/or other gifts
- They may be more focused as a pastor-teacher or many other combinations or gifts, calling and anointing from the Holy Spirit and/or
- Their spiritual gifts may reflect the spiritual gifts of 1 Corinthians 12:28-32 or Romans 12:1-17 or they may have God’s anointing of the fivefold gifting described in Ephesians 4:11-12

4. A Biblical leader exercises authority and practices leadership as a servant leader not as a hierarchal leader as practiced by the world.

- A Biblical Leader primarily is a Christ-like servant first and secondly serves a specific role and function among God’s people.^{xii}
- Jesus makes it clear that his leaders are dramatically different than the leadership demonstrated by the surrounding world of his day.^{xiii}
 - The greatest among you will be your servant. For those who exalt themselves will be humbled, and those who humble themselves will be exalted. (Matthew 23:11-12)

5. The clear majority of Biblical content that focuses and describes a biblical leader is based on spiritual character not professional competencies.^{xiv}

E. PASTORAL LEADERSHIP – SPIRITUAL, RELATIONAL, FUNCTIONAL

1. Definition: pastoral leadership most simply defined as “spiritual influence”

- Pastoring comes from the Greek word “poimen” a shepherd, a herdsman, a feeder, protector or ruler of a flock of people.
- The word protection is often associated with the office. The pastor is a shepherd who cares and has committed themselves to precepts which they follow.^{xv}

2. The term pastor used metaphorically can mean presiding officer, manager, director or over seer of a Christian assembly of which Jesus Christ is the head.^{xvi}

3. Pastors lead, direct, feed, equip, care, correct, instruct and steward God’s people and resources. They are to model Christ-like lives and build healthy communities.

4. Pastors uniqueness is clearly observed but not often understood. Pastors vary from one another based on their calling, spiritual gifting, background, denominational polity and personality.

- It is very hard to define the “ideal pastor” universally WITH BIBLICAL LANGUAGE OR HISTORICAL OR DENOMINATIONAL MODELS.
- Pastoral leadership is highly individualized and highly culturally sensitive.

F. WHAT IS NEXT STEP?

Questions we may ask:

- How do we understand the calling of a pastor?
- Who will determine what type of Shepherd FCOB needs?
- How will FCOB identify the “ideal pastor”?
- How will we determine competencies?
- What specific skills are needed for leadership?
- How will we pre-qualify potential pastoral candidates?
- What is unique about being a pastor at FCOB?
- Will we call a pastor to lead us where we are at today or where we believe God is leading us to go?

ENDNOTES

A. SHEPHERDING LEADERSHIP - SPIRITUAL

ⁱ “And David shepherded them with integrity of heart; with skillful hands he led them.” Psalm 78:72

ⁱⁱ “You led your people like a flock by the hand of Moses and Aaron” Psalm 77:20

ⁱⁱⁱ “My sheep listen to my voice; I know them, and they follow me.” John 10:27

^{iv} “Keep watch over yourselves and all the flock of which the Holy Spirit has made you overseers. Be shepherds of the church of God, which he bought with his own blood.” Acts 20:28

^v Be shepherds of God’s flock that is under your care, watching over them-not because you are willing, as God wants you to be; not pursuing dishonest gain, but eager to serve, not lording it over those entrusted to you, but being examples to the flock.” 1Peter 5:2-3

^{vi} (Isa. 59:16; Ezek. 22:30)

^{vii} (1 Corinthians 12:28)

D. BIBLICAL LEADERSHIP ROLES - FUNCTIONAL

^{viii} (Romans 12:8)

^{ix} (1Timothy 5:17, 1 Thessalonians 5:12)

^x (1 Timothy 3:1-7, Titus 1:6-9, Titus,1:5,7, 1 Peter 5:1-12 and Acts 20:17)

^{xi} (John 21:15-17)

^{xii} “Not so with you. Instead, whoever wants to become great among you must be your servant, and whoever wants to be first must be your slave – just as the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many.” (Matthew 20:24-28)

^{xiii} The student is not above the teacher, nor the servant above the master. (Matthew10:24)
(Mark 3:13-15)

A dispute also arose among them as to which of them was considered to be the greatest. Jesus said to them,But I am among you as one who serves. (Luke 22:24-27)

^{xiv} 1 Timothy 3:1-7; Titus 1:5-8

E. PASTORAL LEADERSHIP – SPIRITUAL, RELATIONAL, FUNCTIONAL

^{xv} “When he saw the crowds, he had compassion on them, because they were harassed and helpless, like sheep without a shepherd.” (Matthew 9:36; Mark 6:34)

-All the nations will be gathered before him, and he will separate the people one from another as a shepherd separates the sheep from the goats.” (Matthew 25:32)

-Then Jesus told them, “This very night you will all fall away on account of me, for it is written: “I will strike the shepherd, and the sheep of the flock will be scattered.” (Matthew 26:31; Mark 14:27; Luke 2:8; Luke 15:4-6)

^{xvi} “So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip his people for works of service, so that the body of Christ may be built up until we all reach unity ...” (Ephesians 4:11-13)

- “I have other sheep that are not of this sheep pen. I must bring them also. They too will listen to my voice, and there shall be one flock and one shepherd.” (John 10:16)

-“For “you were like sheep going astray,” but now you have returned to the Shepherd and Overseer of your souls.” (1 Peter 2:25)

-“Now may the God of peace, who through the blood of the eternal covenant brought back from the dead our Lord Jesus, that great Shepherd of the sheep, equip you with everything good for doing his will,...” (Hebrews 13:20)

-“I will place over them one shepherd, my servant David, and he will tend them; he will tend them and be their shepherd.” (Old Testament Messianic role found in Ezekiel 34:23)

“When they had finished eating, Jesus said to Simon Peter, “Simon son of John do you love me more than these?” “Yes Lord,” he said, “you know that I love you.” Jesus said, “Feed my lambs.” Again Jesus said, “Simon son of John, do you love me?” He answered, “Yes Lord, you know that I love you.” Jesus said, “Take care of my sheep.” (John 21:15-16)

“ Instead, we were like young children among you. Just as a nursing mother cares for her children, so we cared for you. Because we loved you so much, we were delighted to share with you not only the gospel of God but our lives as well. Surely you remember, brothers and sisters, our toil and hardship; we worked night and day in order not to be a burden to anyone while we preached the gospel of God to you. You are witnesses, and so is God, of how holy, righteous and blameless we were among you who believed. For you know that we dealt with each of you as a father deals with his own children,...” (1 Thessalonians 2:7-11)