

Leadership Ministry: Types of Leaders

*For we are his handiwork,
created in Christ Jesus
for the good works that
God has prepared in advance,
that we should live in them.
(Eph. 2:10)*

God uses certain types of leaders to prepare us for those good works (*Eph. 4:11-12) and others to coordinate those good works. Still, others will be used to show us what those good works may be.

Hence, three types of leadership are essential for the church (a ministry) to effectively accomplish the work God has for us to do.

1) Visionary leaders

- They help us see what those good works may be that God "prepared in advance for us to do."
- They help us see the potential God has for us.
- They help us "press on to take hold of that for which Christ Jesus took hold" of us and not get stuck where we are or to think that we "have already obtained all this" (Phil. 3:12).

2) Administrative leaders

- They help us implement the tasks effectively remembering that we were "created in Christ Jesus to do GOOD works."
- They help us "do it all for the glory of God" (1 Cor. 10:31).
- They help us by designing procedures and coordinating programs that enable us to do those good works.

3) Shepherding leaders

- They help us be prepared spiritually to do those good works as "WE are His workmanship."
- They help us by feeding us, protecting us, comforting & encouraging us, warning us, & guiding us.
- They help us by their example to remember that we must do all we do willingly in and because of love. (1 Pet. 5:2-3; Jn. 21:15-17)

We need all three kinds of leaders because . . .

1. **People matter.** -- "we are His workmanship"
Shepherding leaders tend to be more people-oriented.
2. **Task matters.** -- "created in Christ Jesus to do good works"
Administrative leaders tend to be more task-oriented.
3. **Goals matter.** -- "which God prepared in advance for us to do"
Visionary leaders tend to be more goal-oriented

Serving with the right motivation

- Visionary leaders could serve out of a need for position.
Rationale: To lead, they need influence. Problem: could lead to pride
- Administrative leaders could serve out of a need for performance.
Rationale: To lead, they need to achieve.
- Problem: could lead to putting high expectations on people
- Shepherding leaders could serve out of a need for popularity.
Rationale: To lead, they need respect.
Problem: could lead to people-pleasing

Maintaining the right balance

- Visionary leaders could put more emphasis on progress.
They are goal-oriented.
- Administrative leaders could put more emphasis on performance.
They are task-oriented.
- Shepherding leaders could put more emphasis on people.
They are people-oriented.

Right Motivation:

serve out of love for God which spills over into love for people (Matt. 22:37-40)

"Teacher, which commandment in the law is the greatest?" He said to him, "You shall love the Lord, your God, with all your heart, with all your soul, and with all your mind....The second is like it: You shall love your neighbor as yourself. The whole law and the prophets depend on these two commandments."

Right Balance:

goals, tasks, and people are all important but ultimately people are most important (Matt. 12:1-7; Lk. 10:38-42)

Getting the right involvement in ministry

- Visionary leaders could get too far ahead and fluster people by pushing them too hard.
Result: People are in a state of abuse.
- Administrative leaders could figure it is easier to do it themselves and forget people.
Result: People are in a state of disuse.
- Shepherding leaders could want everybody to help in every way and fuse people rather than remembering their distinct gifting.
Result: People are in a state of misuse.

Right Involvement:

everybody has a part (Eph. 4:16) yet there are times we are to bear one another's burdens

Leaders need to measure themselves against the right criteria.
Evaluate against God's standards, not worldly or carnal definitions of success.

Worldly and Carnal Measures of Success

God's Standards

Scriptural Rationale

Performance

- Demonstrated by: perfectionism,
- At its core: insecurity, fear of failure

Strategic purposefulness

the greatest purpose - being to love (Matt. 22:36-40)

Matt. 9:13; 12:7; Mk. 12:33

Politics

- Demonstrated by: manipulation flattery for personal gain for self or your area of ministry
- At its core: greed, selfish ambition

Speaking the truth in love

Integrity

(Eph. 4:14-15)

Phil. 2:3-4; 1 Thess. 2:5

Popularity

- Demonstrated by: people-pleasing,
- At its core: ego, fear of rejection

Selflessness

rather than drawing people to yourself, you point them to the Lord

1 Thess. 2:6

Possession

- Demonstrated by: terminology like this is "my church," "my ministry;" a sense of ownership
- At its core: entitlement

Stewardship

realization that you are merely managing God's resources, coaching His people, being a facilitator

Eph. 4:15; Matt. 25:14-30

Power

- Demonstrated by: unilateral decisions
- At its core: need for control

Shared leadership

empower others, delegate responsibility, model the way to do things (1 Tim. 4:12)

Matt. 20:25-28

Prominence

- Demonstrated by: hierarchical structure, importance of position
- At its core: pride, need for recognition

Servanthood

humility, submission, and sacrifice

(Phil. 2:5-8)

Matt. 18:1-4; 20:25-28

Because of the type of leader they are, different leaders will tend to ask themselves different questions when critiquing their leadership success. If not careful, the questions they ask could take them into a more worldly or carnal measurement.

Visionary Leaders:

Tend to Ask: *Did people come on board?*

Caution: could take them into a need for prominence (position, influence) or politics to make it happen

Alternative Question: *Did it advance the cause of Christ?*

This question shows the recognition that it is His church, not the leader's. The leader is a steward. This question places importance on God's agenda and cause. The leader is a servant. This question cares about God's ways and means. The leader knows the importance of speaking the truth in love.

Administrative Leaders:

Tend to Ask: *Did it work?*

Caution: could cause them to take performance too far using only a pragmatic objective and failing to acknowledge the spiritual dimension

Alternative Question: *Did it conform to the Lord and His ways, resultantly bringing glory to Him?*

This question acknowledges that the end does not justify the means and that doing for the sake of doing is meaningless. The leader strategically purposes what and how tasks are accomplished.

Shepherding Leaders:

Tend to Ask: *How do people feel about it?*

Caution: could grow into a people-pleasing mentality and a need for popularity

Alternate Question: *Did people change and mature, becoming more Christ-like?*

This question stresses that God's desires for people are more important than how they feel about the leader. The leader becomes selfless, like John the Baptist who said "He must become greater; I must become less" (Jn. 3:30).

From whom the whole body, joined and held together by every supporting ligament, with the proper functioning of each part, brings about the body's growth and builds itself up in love. Eph. 4:16

Shepherding Ministry Overview

Shepherding Defined: Shepherding in the church is tending to the welfare of Christ-followers by watching over, nurturing,

and guiding them. Having assessed the condition of the flock, shepherds will do what is needful to lead them to a greater Christ-likeness.

The Benefits:

When shepherding is intentional, regular, and consistent . . .

Communication is deliberate;

Connectedness is deepened;

Christ-likeness is developed.

Sheep are most productive when they are properly tended to (nutrition, protection, shelter, water) and cared for (affection) by the shepherd. The ultimate goal is that sheep produce wool, offspring, or good meat. So, the objective for the church (this ministry: FCCW) is to help people become more Christ-like and bear fruit. This happens best through a shepherding ministry.