

# Identifying the Kinds of Leaders Every Church Needs

<b>“Directional” Leaders</b> <b>Thinking: <i>The Church</i></b> <b>Where are we going?</b> <b>David &amp; Paul</b>	<b>“Administrative” Leaders</b> <b>Thinking: Organizing and</b> <b>Deploying, <i>People &amp; Resources</i></b> <b>Solomon &amp; “the seven”</b>	<b>“Pastoral Leaders”</b> <b>Thinking: Reaching, Teaching &amp;</b> <b>Caring, <i>Ministry is about People</i></b> <b>Barnabas &amp; Timothy</b>
Leading the whole	Organizing the whole	Reaching, Teaching, Caring among the whole
Assessing and adapting to environmental changes	Adjusting ministries to the demands of complexity	Gathers grass-roots and constructive feed back
Setting direction/vision that others will follow	Detailed planning of programs & budgeting	Putting the ministry plan into action with people
Initiate the vision	Initiate a plan	Initiate the work
Aligning key people & groups	Organizing and staffing	Helping people adapt to change
Motivates people to move towards common goals	Maintaining order creating functional systems	Helping people participate according to gifts etc.
Insist that the main things continue to be the main things	Make the main things do-able	Join the big ideals to where real people live and serve
Approaches multiplication from a broad and somewhat detached big picture perspective	Approaches multiplication from a comprehensive planning perspective	Approaches multiplication from a close up people perspective
Doing right things	Doing things right	Doing right things in a Godly manner
<b>Who fits here – primarily?</b>	<b>Who fits here – primarily?</b>	<b>Who fits here – primarily?</b>
<b>Expected Spiritual Gifts</b> Combined with others	<b>Expected Spiritual Gifts</b> Combined with others	<b>Expected Spiritual Gifts</b> Combined with others
Leadership Apostle Faith Knowledge Wisdom	Leadership Administration Helping/Serving Faith Knowledge Wisdom	Leadership Evangelist Teacher Mercy Prophecy Encouragement/Exhortation Helping/Serving Shepherd/Pastor Faith Knowledge Wisdom

<b>Typical Weaknesses</b>		
<p>Runs ahead of others</p> <p>Talks big but never actually mobilizes others to achieve things</p> <p>Holds up high ideals in way that makes others feel judged or inadequate</p> <p>Appears not to respect what is already there in the church</p> <p>Loses patience with others and goes off and does things on their own</p> <p>So full of ideas that they struggle to focus on a single priority</p> <p>May be overly optimistic and over-estimate their relational connectedness</p>	<p>Can be paralyzed in inactivity until everything is perfectly organized</p> <p>Aversion to chaos leads to over-structuring, over-controlling</p> <p>Quick to declare new things too risky or even impossible</p> <p>Can appear joyless, unable to celebrate</p> <p>May not be as inspiring or relationally connected as they think</p>	<p>Overly-attached to people's comfort and maintaining what has been created to date</p> <p>So in-the-moment present with people they are unable to see new possibilities</p> <p>Inadvertently settles for far less than what people are capable of</p> <p>Leans towards small manageable steps</p> <p>May over-estimate their directional and administrative capacity</p>
<b>Tell-Tale Signs This Leader is Absent or Not Being Empowered</b>		
<p>Sense of comfort and care in the fellowship, but a lack of vision and direction</p> <p>Church is bursting at the seams, but no one can agree on what to do next</p> <p>Big ideas always seem to get bumped down on the agenda</p>	<p>Absence of functional structures: great ideas are discussed but never implemented or completed</p> <p>Lack of effective communication in the fellowship</p> <p>Sharp unresolved tension between the idealists and the care-givers</p>	<p>Things appear to be running smoothly and moving forward, but people are feeling uncared for and are shrinking back from commitment or even leaving</p> <p>Great plans and structures are in place, but people are unwilling to sacrificially own them or be a part of them</p>