



Five Types Of Leaders: Which One Are You Called To Be? (Elective A)

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**Break Forth Canada 2007
Edmonton, Alberta**

January 26-28, 2007

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Guiding Christian leaders for Ancient Mission in the Contemporary World

So, Why Should We Listen To This Easum Guy?

Bill Easum has a thirty year track record of growing congregations in two denominations. His last church, which he pastored for twenty-four years, grew to the largest United Methodist Church in South Texas. His record of "evangelization" and "social justice" ministries was acknowledged by Industrial Areas Foundation in New York as one of the finest examples in North America.

The past fifteen years, Bill has served as a consultant to congregations and denominations. In 1986 he founded 21st Century Strategies which in 2000 with Thriving Church Consultants and became Easum, Bandy & Associates (EBA) with his new partner Tom Bandy who offices out of Canada. EBA serves the U.S., Canada, Australia, and New Zealand. Bill has personally worked in over 500 congregations, some of which are the largest in the nation, and has taught hundreds of thousands of leaders.

Bill is the author of numerous best-selling books such as *Sacred Cows Make Gourmet Burgers*, *Dancing with Dinosaurs*, *Leadership on the OtherSide*, *Unfreezing Moves*, and *Beyond the Box*. His most recent book, written with Bil Cornelius, is titled *Go Big: How to Have Explosive Growth*.

A few of the areas in which Bill consults are church planting, multiple site congregations, demographics, local church consultations, church growth seminars, stewardship, lay ministries, social justice, small groups, spiritual gifts, postmodern ministry, small church dynamics, systems thinking and organizational transformation, strategic mapping, using the Ministry Audit, and leadership development, to mention only a few

Bill is a graduate of Baylor University, B.A., Southwestern Baptist Theological Seminary, M.D., and Perkins School of Theology, S.T.M.

Elective A

Five Types Of Leaders: Which One Are You Called To Be?

Understanding your style of leadership

Notes

The key to self-fulfillment is to understand your leadership style. It is important to understand your leadership preference because it has as much to do with effectiveness as does your skills. Not everyone is cut out to be the same kind of leader.

There are five types of leadership styles that affect your ministry. Keep in mind that some of all five of these types might be found mixed together. They are not mutually exclusive.

The question is *“Which style are you called to be?”* As we view these styles, keep in mind that the 21st century is looking for transformational, servant leaders whose primary purpose is to transform lives and multiply the Christian movement.

Two words of caution: Not everyone is cut out to be a leader or a biblical pastor. Most of this applies to clergy and lay people.

Five Types of Leaders

These types are not mutually exclusive. They can all be mixed together. The key is which one dominates your actions and does it fit your call.

Go to the last page of this Elective and choose the one statement that best sets you on fire with passion.

Chaplain

Chaplains are people who above all else love caring for people so passionately that transformation or discipleship is seldom a concern. This type of leader, because they care so deeply about how others feel, usually allows everyone else to set their agenda. This type of leader usually waits for problems to come to him/her and avoids controversy. They often wait till they are forced to take action.

Chaplains usually have very high mercy gifts.

One of the key factors in effective leadership is the level of your mercy gift. Every style of effective leadership has some level of Mercy. The following statements are mercy statements. As you will see, they are excellent statements for one to make. The issue is, how much of these kinds of statements give primary direction to your ministry or some of the statements that follow? According to a study done by George Barna www.barna.org, only 35% of the effective transformational leaders have a high mercy gift. Keep in mind, the more these statements define your ministry, the less effective you are likely to be as a leader in the 21st century.

- I often get frustrated when I see people hurt, displaced, or rejected.
- I would find it hard to terminate someone's employment.
- I can easily look beyond a person's handicaps or problems and see a life that matters.
- I feel such compassion for hurting people that I actively do what I can to alleviate the sources of their pain.
- I work through relationships rather than information to help people find wholeness in their lives.

The statement that best defines their ministry is: ***"I enjoy visiting people in parishioners homes, hospitals and nursing homes and giving people spiritual comfort."***

This is a valid gift from God and should not in any way be seen as derogatory. However, if your leadership preference is that of a chaplain, you should not be surprised or hurt if you are not able to be a transformational leader who brings people to Christ, or turns a church around, starts a new church, or is on the cutting edge of the future. To do so, you would have to change your style. Although painful, I have seen people do it.

This style is best suited to be on a staff rather than the leader of a church or ministry.

My experience teaches me that between 40 and 50% of all North American pastors fall into this category.

Professional

These leaders take most of their cues from the last fifty years of Modernity. They take great care in running the church, managing the organization, and participating in the activities and ministries of the larger church.

Often these leaders are over-dependent on their religious affiliation and are seen as company men and women. Often they wear a collar so that people will know they are in a religious order of some kind.

Some are co-dependent.

They place great emphasis in their education and official role as the ordained leader of the church. In their eyes clerical ordination is the pinnacle of the ordination hierarchy.

Managerial/Professionals usually are concerned with procedure and proper theology. **They micro-manage the organization.**

The statement that best defines their ministry is: ***"I enjoy celebrating the great traditions of the church and managing the institution so that it remains in good order for the sake of the present and future members."***

This style will have the most difficult time the farther we go into the 21st century since the emerging world wants gifted and authentic amateurs, not academic professional experts.

I have not seen any capacity in the church well served by this style.

My experience teaches me that between 20-30% of all pastors in North America fall into this category.

Transformational leaders

Transformational leaders fall into three categories, rounding out the five styles - Adaptive, Breakthrough, and Apostolic.

The common traits of these three styles of leadership are:

- They are *passionate* followers of Jesus Christ.
- They are *ravidly* focused on their mission and flexible on most other issues.
- They *trust* and *act on* their intuitions as they explore the edges of normalcy looking for the next innovation.
- They role model servanthood rather than professionalism.

They have a common prayer that seems to permeate all that they do and are: *“Show me what you are doing in this world. Put me in the midst of it. Run over me with your presence and allow me to be part of your great movement on earth.”*

All three of these styles find their expression in the following statements:

- I often influence others to be more than they thought they could be.
- I can live with disagreement and diversity of thought as long as the mission is being accomplished.
- I am a big picture thinker and effectively share vision with others.
- I can guide others to achieve goals and/or change systems in such a way that they feel as if they are led by the Spirit.
- Teams I have mentored have grown and sensed God's presence.
- I have a consuming passion to reach non- Christians.
- When I share my personal story and faith, people often respond positively by accepting Jesus.
- I like to motivate others to take more seriously the relationship between their faith and how they live.

Adaptive

Adaptive leaders are skilled at seeing what others are doing and learning from them. They are not afraid to try new things and don't limit their scope of inquiry to their denomination or group.

They are constantly searching the landscape for effective ministries they feel could be adapted to their church setting.

They are focused on developing a thriving congregation where people are growing in their spiritual development as well as affecting the outside community. They usually see their role and responsibility being defined by their local congregation.

This style is best suited for turning a church around or taking a growing church to the next level, or starting serious new ministries that will change the face of the congregation.

The statement that best defines their ministry is: ***“I’m willing to try anything that isn’t biblically immoral, even if it is illegal, if it will help my church expand its influence and reach more people.”***

My experience teaches me that about 10-20% of North American pastors fall into this category.

Breakthrough

(I first called them “future active” in *How to Reach Baby Boomers* (1991), then “Fringe leaders” in *Dancing with Dinosaurs* (1993).

Breakthrough leaders are innovators whose ministries set the stage for future congregational ministries in other churches. They are often thought of as mavericks by other leaders especially if they are within a mainline group. They never stifle a new idea.

Breakthrough leaders have a kingdom mentality. They see Christianity as a movement and are sold out to fulfilling the Great Commission through their church or its influence in other churches.

Most of the ministries of the Adaptive leaders come from these Breakthrough leaders.

Innovative leaders have such a passion for being on the road to mission with Jesus that they will try almost anything, even if it violates denomination or congregational polity, as long as it does not violate their DNA and promises to enhance the mission.

The common traits of Breakthrough leaders:

- They gather information from a vast variety of disciplines.
- They are open to the movement of the holy spirit and act fast and decisively when they feel led.
- They practice triage- they work with those who are ready and never the entire church.
- If we keep doing what we’ve been doing we will continue to get what we’ve been getting.
- They not only embrace change, they can’t live without it.

The statement that best defines their ministry is: ***“Since we’ve never done this before, it must be what we need to do. If it doesn’t work, so what, we’ll learn from it and apply it to the next perceived movement of the Spirit.”***

My experience teaches me that 10-15% of North American pastors fall into this category.

Apostolic

(I write about this emerging breed of leader and give numerous examples in my book *Beyond The Box* to be published by Group in the summer of 2003.)

Apostolic leaders exhibit a passion for the fulfillment of the Great Commission and participation in the expansion of God's Kingdom. Here is a quote from Wayne Cordeiro: *“There are many who are zealous but we need the called ones who are willing to risk it all for the Kingdom. It cannot be another ‘job’ but it must be a vocation where we abandon it all. We can plant churches, but if the leadership is not the best, we will only be proliferating a low wattage program that will not be able to light up the world.”* Wayne is becoming an Apostle over their four locations in Honolulu and their 53 church plants around the Pacific rim.

Apostolic leaders take the kingdom and movement mentality to its zenith. Often through starting several multiple sites throughout their city, cutting themselves loose to function more as the mentor of the campus pastors, or through developing a church planting center, the result of which is the planting of numerous congregations.

These apostolic leaders form partnerships with various groups because their mission is far bigger than one church can achieve.

The statement that best defines their ministry: ***“My passion in life is to oversee a kingdom movement that will result in the multiplication of congregations to the point that the Great Commandment is fulfilled in my lifetime.”***

My experience teaches me that between 5 and 10% of North American pastors fall into this category with less than .5% of them being within the mainstream.

If your preferred style and your call or position does not match you have two choices:

- Live with the consequences of your style and wind up frustrated. Often leaders want desperately to help their church out of the mess that it is in but aren't able to due to their style.
- Abandon your call and wind up bitter.
- Change your preferred style to match your hopes and dreams for ministry. Changing your style is one of the hardest works you'll ever attempt. It is always an uphill battle.

Exercise

The following exercise is to pinpoint the two things about your ministry that light your fire. Choose **only one** statement that best describes your style of ministry

1. *"I enjoy visiting people in parishioners homes, hospitals and nursing homes and giving people spiritual comfort."*
2. *"I enjoy celebrating the great traditions of the church and managing the institution so that it remains in good order for the sake of the present and future members."*
3. *"I'm willing to try anything that isn't biblically immoral, even if it is illegal, if it will help expand my church expand its influence and reach more people."*
4. *"Since we've never done this ministry before, it must be what we need to do. If it doesn't work, so what, we will learn from it for the next attempt."*
5. *"My passion in life is to oversee a kingdom movement that will result in the multiplication of congregations to the point that the Great Commission is fulfilled in my lifetime."*