

'Leadership Style' by Harry K. Zeiders

Jesus' Model

I don't have what's popularly referred to as a 'leadership style' because leadership depends on each situation — just as Jesus never led uniformly . . .

- sometimes he was directive, sometimes democratic;
- sometimes encouraging, sometimes rebuking;

- sometimes using questions, sometimes invoking imperatives;
- sometimes modeling, sometimes delegating;
- sometimes reflective, sometimes reflexive;
- sometimes humble, sometimes forceful.

Mike Breen's 3DM leadership model reflects this biblical insight of the adaptability of Jesus.

Hallmarks

That said, here are some hallmarks that tend to mark my leadership:

- shepherding the team to connect directly with God
- brainstorming pre-ops and reviewing post-mortems as a team
- being a non-anxious presence and counseling the team in the midst of challenges

- releasing teams and granting permission
- developing strategic maps in order to focus on working toward the compelling vision, and in order to minimize diversions and sprawl
- S.M.A.R.T. Goals that are Specific, Measurable, Achievable, Relevant, and Timely

Unlike most job descriptions for pastors drafted by congregational search committees, I don't pretend to have all the Spiritual gifts or to excel in every area of ministry or to constitute the Body of Christ in myself.

Manager Dave Roberts did not win baseball's 2025 World Series — the Dodgers team did; When pastors disciple disciple-makers, and when the disciple-makers disciple others, the church grows both in depth and breadth.

When people invest a significant portion of their lives to work on my team, I want them to have the following experiences:

- deep contentment knowing that they are fulfilling God's vocation for this stage in their walk with him
- deep satisfaction serving God with their Spiritual gifts and personality

- an atmosphere of prayer
- a culture of honor
- friendship
- a diverse team that reflects the demographics of the city
- a place where volunteers are respected as much as paid staff

Team Culture

A Word About Governance Models

The success of any governance model depends on the holiness of the leaders. No structure or policy or bureaucratic safeguards can prevent a leader from abusing power. I have experienced

many different church polities, and I have no preference. I would not embrace any governance that was micromanaging, dishonoring, or perfectionistic.