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The leadership of a Pastor

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The Leadership of a Pastor

Leadership is an essential part of the success of every organization. Good leadership will ensure that employees and followers obey the rules and follow the necessary guidelines to achieve the vision and goals. Therefore, pastors are vital in guiding their followers to achieve a common goal that is serving God. Christians believe that a pastor is chosen by God. Similarly, as both leadership and vision are associated, it is the pastor's role to ensure they have clarity of vision if they have to lead. This paper will focus on a pastor's leadership by exploring their guiding principles, conflict administration strategies and ways of creating relationships and developing trust.

A church is a not-for-profit organization, and thus the role of a pastor as a leader is immense. As related with other for-profit organizations where they focus on rewards such as increased profits, pastors lead to attaining rewards such as enhancing educational standards and assisting those in need. Therefore, considering that they are entitled to guiding the church of God, pastors have principles that direct them. These philosophical leadership principles guide pastors in assessing information and responding to individuals and situations. According to Adiprasetya (2018), pastors are dependent on God despite having the powers, authorities and privileges. Thus, pastors entrust their lives to God and serve God by guiding their followers and seeking guidance through prayers.

Moreover, pastors are directed by empathy. According to Lemke (2017), empathy is essential in leaders as it ensures they are competent in accommodating all individuals to understand their needs. For example, pastors will be concerned and recognize weak followers and know that they can make mistakes. Through understanding, pastors can inspire those despised by society hence building and developing relationships within them. Also, pastors are

optimistic about achieving what they are obliged to do (Lemke, 2017). Although pastors face challenges they always live by hope and optimism in fighting against the power of darkness for the souls. Similarly, pastors fight for justice, envision a better future, inspire and encourage individuals to achieve a shared vision and accept reality.

Different churches have varying missions and goals; the church analyzed, in this case, is the Antioch Missionary Baptist Church. Normally, a church is an organization that people expect to get help whenever they need it. Therefore, pastors and all followers are bounded together by a shared vision. Antioch Missionary Baptist Church's vision exists to assist individuals to become fully dedicated followers of Jesus Christ. All individuals know that they live to link individuals to salvation through love and a God-driven community of faith that everyone can obtain hope in Christ. Therefore, the church's goal is to convey the gospel and endeavor to be a discipline-making organization with a desire for God while encouraging peace and unity in worshipping God in everything people do.

Conflict requires special consideration in an organization, or it might quickly destroy individuals and the organization as a whole. Pastors employ several conflict management techniques to solve disputes fairly and in just. One way is through going direct to the problem. When conflict arises in the church, pastors do not play nice about the issue and thus, they talk to individuals concerned directly rather than talking about them. Another technique of handling conflict is through informing both parties that they need to get things better as a leader. This will provide a chance to make the confronting individuals have hope and realize the good things they bring to the table and leave them feeling defensive and at the same time sorry and ashamed (Aste et al., 2016). The recommended way is through praying for them, which will make them ask for

forgiveness. Also, I would suggest that the leader should explain the issue to the person rather than blaming.

Consequently, leaders need to build trust and develop a good relationship with their employees or followers. Trust is essential as it makes leaders expect their followers to be always honest and truthful, and at the same time, followers will expect the same from their leaders. According to Aste et al. (2016), it is impossible to lead individuals if there is no trust. Likewise, followers expect their leaders to treat them well. Pastors can develop a good relationship and build trust with the followers by keeping confidential information. Individuals will come and confess to the pastor issues that they cannot tell anyone requiring them to take such information with the utmost confidentiality. Before individuals share information it is clear that they trust the pastor and if the pastor presents any information to other people then trust is gone. Another way to build trust is by leading as an example. Many leaders show from their actions what they need their followers to do. For instance, as pastors, they need to obey the Sabbath, contribute to God's work acting as examples to allow the followers to do the same.

In summation, leadership is an essential element in every organization. Pastors are leaders in the church and thus have principles to follow in their direction, such as empathy, optimism and dependency. All leaders need to have a vision and guarantee that all people follow a common goal. Conflict may arise in churches and informing the persons involved the truth rather than placing blame is one of the conflict management techniques. Trust is also an essential element for leaders developed through leading as an example and keeping confidential information.

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