

**Team Leadership: A 21st Century Guide
for Senior Pastors Overseeing a Multiple Staff**

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ABSTRACT

The project addresses the difficulties senior pastors of Assemblies of God megachurches in the United States face in leading their staffs effectively while meeting the demands of ministry. It did this by developing a manual designed to enhance their leadership and team-building skills.

Steps followed for the production of the manual included conducting a biblical-theological literature search to identify theological foundations for team leadership, as well as a review of current secular leadership trends. Senior pastors in nine selected Assemblies of God churches with Sunday morning worship attendance of 1,500 or more and with 10 or more full-time pastoral staff members were surveyed for the purpose of determining their leadership style(s). In addition, the pastoral staff members of these same churches were surveyed to evaluate staff team maturity.

Conclusions were drawn from the biblical-theological literature, leadership literature, and response data from the surveys for the writing of the manual. Data results from the surveys of the nine megachurches confirmed that leadership styles and principles can be learned to help develop effective teamwork between senior pastors and their pastoral staffs. The manual addresses topics designed to enhance the leadership abilities of senior pastors, helping them develop a total-involvement leadership style, which 89 percent of the pastors surveyed for the study demonstrated as the most effective style of leadership.