

Congregational Leadership

**Pastor
Oriented**

**Pastor/Member
Oriented**

**Member
Oriented**

**Degree of influence
Used by Pastor**

**Degree of Participation
Used by Members**

**Pastor
makes
decisions
and
tells people
what to do**

**Pastor
persuades
people
to use his
ideas and
concepts**

**Pastor
suggests
ideas
and asks for
member
input**

**Pastor
presents
suggestions
and asks
for member
agreement**

**Pastor
presents
problem,
gets ideas,
offers
choices**

**Pastor
defines
limits,
has group
make
decision**

**Pastor
encourages
members
to work
as they
see best**