



PENTECOSTAL LEADERSHIP

“I have told you this so that my joy may be in you and that your joy may be complete. My command is this: Love each other as I have loved you. Greater love has no one than this: to lay down one’s life for one’s friends. You are my friends if you do what I command. I no longer call you servants, because a servant does not know his master’s business. Instead, I have called you friends, for everything that I learned from my Father I have made known to you. You did not choose me, but I chose you and appointed you so that you might go and bear fruit—fruit that will last—and so that whatever you ask in my name the Father will give you. This is my command: Love each other.”

John 15:11-17

“To the elders among you, I appeal as a fellow elder and a witness of Christ’s sufferings who also will share in the glory to be revealed: Be shepherds of God’s flock that is under your care, watching over them—not because you must, but because you are willing, as God wants you to be; not pursuing dishonest gain, but eager to serve; not lording it over those entrusted to you, but being examples to the flock. And when the Chief Shepherd appears, you will receive the crown of glory that will never fade away.”

1 Peter 5:1-4

BIBLICAL ROOTS

The biblical frame and foundation should always be the main source of authority and guidance for motivating a leadership assignment. Through biblical history we see God moving also through persons called to and gifted with leadership. David was anointed for his assignment long before it came to pass, he was a man after God’s heart even if he had character issues God used him for the good of his people.

There is both a perspective of God blessing his people through leadership and also correcting them. There is both a priestly and a prophetic dimension.

With Christ a new era also concerning leadership is a reality. Servant leadership is modelled, and the Spiritual leadership of the church has both a vertical and a horizontal dimension. Vertically God calls people to be apostles, prophets, evangelists, shepherds and teachers. Horizontally these leaders are being assigned as the church’s servants by becoming deacons, elders and overseers/bishops. No local church can carry all of this on its own, therefore networking with other churches is crucial for stability and healthiness. Our congregational model shall not lead to sectarianism and isolation.

PENTECOSTAL STYLE OF LEADERSHIP

The Holy Spirit – our leader. This thesis comes from a statement from our founding fathers in Berlin 1916 when the Pentecostal revival searched its forms and wrote the document *Unsere Ziele und Richtlinien*. It gives the notion that being a Pentecostal leader is primarily being a follower of the Spirit.

Pentecostal theology is a theology of encounter. This also marks the pentecostal leadership style. As preaching will be with the people more than for the people, being a senior pastor will be together with others serving on leadership positions.

Whosoever receives the Spirit baptism can also be a leader within the Pentecostal church. That was the starting experience from the Azusa street revival but has been challenged over the years.

LEADERSHIP CHALLENGES OF TODAY

There is too much pressure on the pastors of today to be stars more than servants of the Word and experts of administration and many areas than serving together with others. We want to say no to superman demands on our pastors. There is an ongoing need for hard working servant leaders and we need to support and encourage our leaders, giving them room to serve by leading with passion and longevity. We believe in the *primus inter pares* when coming to the senior pastor's office. We believe in team leadership there; the senior pastor will step forth but always serve together with others. Loneliness and burn out can come from an insecure situation if the pastor cannot handle the relationship of distance sometimes needed and need for friendship and social fellowship also among the pastors.

All offices in the church are open for women in our movements but culturally there is a challenge of giving the right space to them. We need to let female leaders set their leadership style in order to see our churches grow and thrive.

We need pastors in our churches who are also pastors for the city and regions where we minister. Coming from a background where many of our churches have been among the marginalized it has also created a mixed feeling concerning leadership and positions. Understanding our churches as missional communities and serving our societies from that perspective can help give a good balance in leadership and spiritual life within the church and bear much fruit. Change is the only constant when it comes to church models. Therefore we need leaders focusing on the challenges of today and release several ways of ministering.

We need the Spirit to help us serve today with an eternal perspective going into all ministry. The situation of our times is carrying a lot of complexity therefore we need to bring clarity through our leadership. No hireling leaders are needed, we need leaders committed to a greater cause than their own success.

Where God has put his hand on new leaders, we need to see and give them possibilities to serve in churches alongside with their formal education. Spiritual leadership is a calling but also needs its development through the practicing of the calling. Being a healthy leader will bring to attention the need of co-working, giving and taking support and advice, and serving together.

THE FUTURE FOCUS OF LEADERSHIP IN OUR MOVEMENTS

- Right causes – prayerfully listening to the voice of the Spirit to love God and people picking the right fights
- Others first – building teams of trust, reaching souls for Christ and building society through church
- Christ centered leadership – we need the courage of Christ to carry the burdens and joy of spiritual leadership, unselfish in serving God and society

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