

TITLE: A Study of the Leadership Attributes of Pastors in Large Churches in Urban Metro Manila and the Implications to Designing a Pastoral Leadership Development Program

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OBJECTIVE: The purpose of the research is to discover the leadership attributes of pastors of large churches in Urban Metro Manila, how these leadership attributes are formed, and what are the emergent guidelines to design a pastoral leadership development program.

METHODOLOGY: The subjects were 19 churches that have a minimum of 800 attendees in their Sunday worship services and are led by the same pastor for a minimum of ten years. Pastors provided some basic demographic data and completed the Leadership Practices Inventory and requested that several of their colleagues complete the LPI-Observer. Personal interviews, using an appreciative inquiry perspective, were also conducted

KEY FINDINGS: Enabling was the leadership practice most frequently reported being used by the Pastors, followed by Modeling, Inspiring, Encouraging and Challenging. Constituents reported Inspiring as most frequent, followed by Enabling, Modeling, Challenging and Encouraging.

The results showed that the frequency of the five practices generally increase with tenure from the self perspective while this pattern was mixed from the constituent perspective. In this study, a pastor with an undergraduate level of education is an inspirer and enabler. A pastor with a graduate level of education is a model and an enabler, while with a post-graduate level of education the pastor is an enabler and a model. The leadership attributes of pastors based on their worship attendance vary much. Pastors of churches with a worship attend of under 1000 are enablers and encouragers. With 1000 - 3000 worshipers, pastors are inspirers and challengers. With a worship attendance of 3000 and above, pastors are models and enablers. The leadership attributes of pastors, despite varying staff size is that of enabling, modeling, inspiring, encouraging and challenging. Despite differences in worship style, the leadership practices are consistent among the respondents, and this pattern is the same despite differences in comprehensive salary schemes.