

Who Are the Wolves, Sheep and Horses in Your Church?

Note: This is Part 2 of a two-part series. For Part 1, where I describe the characteristics of wolves, [click here](#).

Sheep:

Sheep outwardly and inwardly attempt to follow their spiritual authority

Sheep are those who both say yes outwardly and inwardly (in their hearts) to those directives from those in spiritual authority over them. Sheep make up most of the congregation and will always gravitate toward a leader who is a legitimate shepherd who watches out for the best interests of the flock.

Sheep reflect the vision of the shepherd

True sheep move in the general direction of the flock and reflect the vision of the shepherd and the organization. They don't care much about position or leadership. What they care about most is that their needs are met and that the organization has stability, especially in the midst of the storms of life.

Sheep desire to be accountable as long as they feel a place of safety

Sheep will open up both their hearts and their wallets for the sake of a place of safety for them and their families. They want to be honest and open about their needs and hurts, and greatly desire mature people they can trust who will listen to their cries for help and guide them toward the path of life.

Sheep run when they sense instability in a church or organization

Sheep understand that while they are in pasture, they will experience inclement weather so they don't blame the shepherd for the storms of life or the attacks of the enemy on the organization. But, they will flee and run to another fold if they think the shepherd lacks integrity or is not a strong enough leader to continue to offer stability for the flock in the midst of the storm.

Sheep depend on shepherds to feed them and lead them

Sheep will graze where they are fed. Sometimes when sheep leave a church or organization and go to another, it is because they are hungry and need green grass for nourishment. If the grass (preaching of the word) is stale or if the shepherd is not leading them beside still waters or helping them feel refreshed in their souls, they will eventually go where this is offered so they do not die of malnutrition. No matter how many responsibilities a senior leader has, he or she must always make sure the first order of business is to continually offer fresh green grass (fresh, relevant rhema words from God) and pure water to the flock so they don't die of malnutrition or flee to other shepherds who will take care of them.

Sheep are vulnerable to wolves that prey on them at night

Sheep cannot defend themselves, don't have much discernment and may even wander off at night right into a pack of wolves. This is why a shepherd must continually identify where the wolves are and keep them away from the sheep. Sheep must also be closely connected to others in small group settings so they receive the proper oversight and care.

Sheep love and flock around true shepherds

Sheep can always tell who a true shepherd is. One of the things I tell people who feel called to be pastors is that one of the proofs you are really called to be a pastor is if the sheep start gravitating toward you for comfort, nourishment

and advice. If a person doesn't attract sheep then, no matter how many years they had in seminary or how many prophecies they had spoken over their lives, they are not yet ready to serve as a pastor.

Horses:

Horses are multipliers with unique leadership abilities in a church or organization

Horses often are used as a metaphor for something stately and powerful. Probably less than 5 percent of people in any organization fit into this category. These folks are creative and multiply and develop other leaders, ministries and programs. They are not the kind of people that like to be micromanaged. Like horses, they need to have space to run and harness their energy.

Horses will say yes to spiritual authority once they understand the concept and buy into the agenda

Horses are the kind of people that will be reluctant to get involved in something unless they fully understand the concepts involved. The reason for this is because they wisely manage their time and don't get involved in initiatives not suited to their gifting and mission.

Senior leaders need to recognize these kinds of leaders so they will not mistake their reticence for insubordination.

Horses will be transparent and personally accountable to those who train and release them to their potential

Horses are the kind of leaders that will gravitate towards those who bring them to the next level. If senior leaders recognize a horse among them they should prioritize pouring time into them. Horses will usually hold themselves accountable and be transparent to a senior leader investing in them that has already developed a bond of trust with them.

Horses will reflect the vision if the visionary invests in them

Horses will gladly perpetuate vision if they know the senior leader is creating capacity for them to grow in the organization and is willing to invest time nurturing them.

Horses will possess the vision if the visionary utilizes them to help fulfill it

Often, sheep have ownership of an organization to the extent they are getting their needs met. On the other hand, once horses are loyal, they will exhibit a spirit of proprietorship. They are the kind of folks designed for battle and will be loyal and excel in their responsibilities.

Horses will carry the vision to the next level if the visionary rides upon their gifting and harnesses their ability

Horses, more than any other people in an organization, can carry numerous people on their backs while riding at light speed and promoting vision. To get an understanding of the growth capacity of a church or an organization, a senior leader merely needs to calculate the number of horses they employ on staff and as volunteers. Horses are the only ones in the organization with the innate potential to multiply other leaders and create ministry. Wise senior leaders will allow these proven and tested unique leaders to run swiftly and not be slowed down by over management and insecurity.

Loyal horses will outpace and scare off the wolves

Since horses have an amazing combination of speed and strength, they are the most capable in an organization to be released for battle in times of war. Wolves are intimidated by strong, loyal horses and will not mess with them and those in proximity to them.

Horses were born to race and will be bored with a slow pace

Horses, like apostolic leaders, are used to moving, seeing and working at light speed. Horses see so far ahead with concomitant speed that sometimes they assume everyone else is moving at the same pace.

Because of this, they can easily become bored. The senior leader must continually challenge horses by giving them the next big thing to conquer as soon as they see a horse has mastered and established their particular assignment. Pastoral senior leaders cannot adequately oversee people such as these in the long term; only accomplished apostolic leaders can stay ahead of horses in movement, strategy and vision.

Horses crave accomplishment and significance, not titles or positions

Horses are driven by accomplishment, not empty titles and positions. They don't need to be in the spotlight. They are usually alpha males (or alpha females) with a high "D" personality that is obsessed with solving problems, creating movement and bringing transformation and an improved quality of life to people, places and things.

When people are vying for positions and titles it is a good sign they are not horses but either confused sheep or wolves in the making.

Horses are potential successors to the visionary

Horses are the only folks with the potential to take an already established apostolic organization to the next level of vision and destiny. Senior leaders who are transitioning out of their organization often make the mistake of choosing an administrator instead of a horse. This is why apostolic movements usually settle for the status quo and concentrate on self-preservation in the second generation of their existence.

If you want an efficient organization choose an administrator to lead it. But if you desire an effective organization choose

a proven, loyal horse with energy to create the movement necessary to expand the already established horizons for years to come. {eoa}

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