

LEADER CONVERSATION GUIDE

2 Roles a Senior Pastor Can't Delegate - Episode 309

Sharpening Your Executive Leadership Skills (Part 3)

Great leadership requires great delegation. If you're a senior pastor, you want to do great things and have a great impact. But you can't reach your potential (and your church can't reach its potential) if you try to do everything yourself.

In this episode, we continue our series on sharpening your executive leadership skills with a conversation on two of the key roles a senior pastor can't delegate.

Role #1: Vision-caster.

As the senior pastor, you are the primary vision-caster—but that *doesn't* mean you have to develop or define your vision alone. In fact, we encourage you to work with a small team of trusted leaders (8-10 people) to discern where God is leading your church to go.

The point of vision is to paint a clear, compelling picture of the church's sense of where God is leading you in the future. The vision should be:

- Bold, but realistic.
- Specific, but not too specific.
- Clearly defined and measurable. (When you reach the end of the vision time, you should be able to easily assess whether you accomplished your goal.)

Once you've defined your vision, it's time to communicate it to the church (after all, they are the people who will bring the vision to life). The best way to define it is to answer:

- Where are we going? How are we going to get there?
- When will we arrive? What are some key milestones we can expect along the journey?
- Why is this vision important for the **church**? And why is this vision important for **me**?

REFLECTION:

- How old is your vision statement? Is it still fresh & relevant to the focus of your ministry?
- Does your congregation know your vision? Does it inspire them?

- Is the vision successfully providing strategic guidance and focus for your ministry?
- Are there any areas currently out of alignment with the vision statement? If so, what actions would refocus that ministry area on the vision?

Role #2: Spiritual leader and teacher.

Because this role is at the heart of what a church does, it absolutely **cannot** be delegated. But just because senior pastors can't delegate teaching doesn't mean they can't use a teaching team—rather, it means they *lead* the team and take ownership over ensuring consistency and excellence of teaching. We recommend senior pastors teach 35-40 weekends each year, which creates plenty of opportunities to develop 2-3 other teachers on the team.

Here are a few words of advice for how you can make more time for your message preparation:

1. **Make it the priority focus.** Message prep should be the first thing that goes on your calendar each week. The senior pastor's schedule shouldn't be driven by the schedules of the rest of the team; the rest of the team should adapt to what the senior pastor needs to do in order to teach well.
2. **Work with your leaders to figure out how things on your plate can be moved to someone else's plate.** Whether through delegation or empowering someone to take responsibilities you currently hold, you need to give leadership responsibility away so you can focus on what is most important to the overall health of your church.
3. **Create a small team to help you work through the development of messages.** A great message requires research, study, brainstorming, storytelling, and creativity, and one person isn't going to be gifted in all aspects of what it takes to deliver a great message. That's why having a development team helps.

REFLECTION:

1. Write down any tasks that take away time/energy you could use each week to prepare for Sunday. *(These should be tasks you can delegate, so don't include anything related to casting vision, leading your leadership team, or championing your church culture).*
2. Next to each task/responsibility you listed, write down the name of a staff member who is probably best suited to take that burden. *(This isn't concrete, just make your best guess.)*
3. Once you have your list, put some meetings on your calendar. *(The faster you begin to delegate, the sooner you'll have time to devote to message preparation!)*

Listen to the full episode on Apple Podcasts, Spotify or at theunstuckgroup.com/episode309.

Free Webinar: How to Sharpen Your Vision–Casting Skills

As your church grows and the world around it changes, your vision needs to be refreshed. Join Tony Morgan, Amy Anderson and friends on August 24 for this [free 1-hour webinar](#) where you'll get re-energized to clarify your church's vision and learn how to successfully rally your congregation around it.

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