

LEADER CONVERSATION GUIDE

Why Your Church Needs a Senior Leadership Team - Episode 316

Developing an Effective Senior Leadership Team

The people who hold the senior leadership positions of your church are the only chance your church has to achieve the vision and mission God designed your church to accomplish at this moment in time.

In this episode, Tony and Amy dive into the importance of developing a healthy and effective senior leadership team on your church staff.

The Importance of a Senior Leadership Team

The senior leadership team is the team of leaders that usually includes the senior or lead pastor and the group of leaders that oversees the day-to-day operations of the church.

The capacity of this team will determine the potential impact of your ministry.

If you're a senior pastor of a church (especially a senior pastor of a large church), this team should already exist. But if your church doesn't have one, **it's never too early to begin developing your senior leadership team.**

The primary reason every church needs a senior leadership team is because Jesus modeled team-based ministry from the very beginning. God designed ministry to be done in teams.

Early on in small churches, it's common for everyone on paid staff to serve on the leadership team. But once you have more than seven or eight people, it becomes difficult for everyone to be fully engaged in the conversation and in decision-making.

Additionally, the team will have to change because God designed us to have different levels of leadership capacities. In Exodus 18, we clearly see that God has created some people to be leaders of tens, fifties, hundreds, and thousands. As the church grows, it will require different leaders with more leadership capacity to serve on the senior leadership team.

When it comes to selecting leaders for this team, **do not settle.**

Deciding Who Is On Your Senior Leadership Team

The reality is that the decision about who will be on your senior leadership team is probably the biggest determining factor of health and success for your church. This decision is much bigger than those about discipleship strategies, series plans, buildings, budgets, etc. **Determining who is on your senior leadership team will shape every other decision.**

We recommend identifying people from within the church, either current staff or lay leaders, whenever possible. They're more likely to embrace the vision, values, and strategy of your church. You'll have a better sense of how they'll fit the chemistry of your existing team, and you should have a better awareness of their skills and capacity.

The reality, though, is that many times inside hires don't work out. Sometimes it's because there hasn't been enough time or forethought to truly develop leaders. Sometimes you need a leader from outside the organization to help make a philosophical or strategic shift. Sometimes you need an outsider with a specialized skill, experience, or leadership capacity. *(For churches who need to look outside their organization, we recommend you consider [Vanderbloemen](#) or [Slingshot Group](#) to assist with the process.)*

The right person on this team can propel a church forward. The wrong person—though talented and gifted by God—can truly disrupt culture and growth.

There is simply too much at stake for a church not to do everything within its power to make sure they understand who needs to hold the senior leadership positions in their church. Because of this, it's important that you go slow in the hiring process. There need to be multiple interviews with many different people in distinct settings. You need to give careful consideration to their past successes and failures. You need to have conversations with people who know them well.

When it comes to hiring leaders for this team, **be diligent and lean on God for His direction.**

Listen to the full episode on Apple Podcasts, Spotify or at theunstuckgroup.com/episode316.

Special Thanks to Our Sponsor for This Episode:



You may think you know Ministry Brands, the parent company of industry-leading brands such as ShelbyNext, FellowshipOne, and easyTithe. But wait until you hear about their brand new flagship solution, Ministry Brands Amplify: a cutting-edge all-in-one Church Ops solution helping empower healthy churches, connect, engage, and grow their Ministry while boosting member engagement, allowing church staff and volunteers to focus on their calling.

Empower your Ministry today with this all-in-one Giving, People, Streaming, App Builder, and Website solution. Learn more at ministrybrands.com/unstuckgroup.