

LEADER CONVERSATION GUIDE

# 7 Roles Your Senior Leadership Team Can't Delegate - Episode 318

## *Developing an Effective Senior Leadership Team (Part 3)*

The effectiveness of the senior leadership team impacts every aspect of the ministry.

In this episode, Tony and Amy outline the seven roles this team can't delegate and offer six tips for how a senior pastor can empower their senior leaders to do this important work.

### *Key Roles of the Senior Leadership Team*

1. **Modeling team-based ministry from the top of the organization.** It gets very difficult to challenge other staff and volunteer leaders to build and develop teams in the church if it's not being modeled from the top.
2. **Identifying and implementing the strategy for accomplishing the vision.** The senior leadership team is ultimately responsible for identifying the strategies that will be used to accomplish the vision. They fill the gap between vision and execution.
3. **Leading the staff and volunteers.** Every person, whether in a staff or volunteer role, needs to be connected through your organizational structure back to someone on the senior leadership team.
4. **Keeping everyone aligned and focused on the vision, strategy, and execution priorities.** As churches grow, the senior leadership team will have to work hard to keep everyone focused on the church's overall vision and ministry strategy.
5. **Considering and responding to the opportunities and threats that might impact the health of the church.** The senior leadership team needs to keep its eyes on the environment where ministry is taking place. We need to be aware of our surroundings to maximize the opportunities for change in our strategies.
6. **Facilitating communications with other staff, volunteers, and the church.** Once the church grows beyond two people, everyone won't be included in every conversation that shapes the direction of the ministry. That said, every healthy organization needs good communication.
7. **Monitoring key metrics and making sure the ministry is moving in a healthy direction.** It does no good to continue "doing church" without knowing whether or not what you're doing is helping people take their next steps toward Christ. You need a reality check. Is the

church healthy? Are people taking steps? Are you reaching new people? You can't always trust your gut.

**REFLECT:** How is *your* team doing in each of these areas? It might be helpful for you to take just 15 minutes in your next senior leadership team meeting to have some honest discussion about how your team is working in each of these seven roles.

## *Strategies to Empower Your Leadership Team*

1. **Agree on the vision and values, and let your leaders make decisions.** If the senior pastor has to make all the decisions and come up with all the new ideas, that's an indication of micromanagement rather than empowerment.
2. **Invite conflict privately. Demand unity publicly.** It's impossible to have unanimous agreement on every decision. The goal is not consensus. At the same time, though, you have to create an environment where pushback or alternatives are welcomed but unity is still expected.
3. **Hold leaders responsible for outcomes rather than dictate the execution.** As long as the execution fits within the framework of your vision, values, and strategy, leaders should have freedom when it comes to the path from here to there.
4. **Determine what the team needs to process together and what you need to monitor together.** Your agenda should be action-oriented. There should be an honest assessment of current numbers and trends. Your meetings should be relatively short and full of engaging conversation where everyone participates.
5. **Give leaders ownership and accountability.** Managers wait for orders and then go make it happen. Leaders, though, want a voice in setting the goals and establishing the strategy. They want real responsibility for building the team and setting direction.
6. **Invest time in the future rather than the urgent.** What's the strategy for accomplishing your vision? Are you working as a team to move the ministry toward that vision? Leaders can get addicted to the urgent because the challenge is right in front of us and there's immediate gratification when we fix it. It takes discipline to stay focused on the vision.

**REFLECT:** Good leaders will leave your organization if they aren't empowered to make decisions and lead. **That means you get to decide who stays and who leaves.** Are you embracing an approach that empowers leaders to be who God created them to be, or is your approach pushing them away?

Listen to the full episode on Apple Podcasts, Spotify or at [theunstuckgroup.com/episode318](https://theunstuckgroup.com/episode318).

*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](https://ministrybrands.com/unstuckgroup).