

How Do I Need to Adjust My Leadership?

Episode 401

It's easy to focus on what the church needs to change when growth slows—programs, strategies, systems. But often, the real breakthrough starts with the *leader*.

A particularly challenging part of leading through the maintenance phase? **Adjusting your leadership approach.**

In Part 3 of our “Just Maintaining” series, Sean and Amy discuss what churches need to be thinking about when it comes to their leadership team, key responsibilities senior pastors can't delegate (and what they *should* delegate) and specific adjustments to make to move forward again.

Key Quotes

1. AMY: “In a growing church, the church is focused and intentional about creating the next steps for people to engage in their discipleship pathway.”
2. AMY: “In a maintenance church, things like internal preferences, comfort and tradition often drive decision-making, even if those decisions aren't effective.”
3. AMY: “Being on the senior leadership team is about being fully aligned with the church's mission, being a strategic, big-picture thinker and then bringing energy, not just tasks, to the table.”
4. AMY: “This process of moving from maintenance to strategic growth will create tension—that's normal and necessary.”
5. AMY: “Let your leaders carry some of the responsibility on how it's gonna get done; you're giving ownership if you've got trusted leadership around you, not just a to-do list.”

Self-Assessment: How Are We Doing?

Rate your church on a red/yellow/green scale for the following questions. If you're seeing yellow and reds, set aside time this week to discuss how you need to shift your leadership to move out of the maintenance phase.

1. We are focused and intentional about reaching new people.
2. As leaders, we are willing to change and adapt to achieve the right results.
3. We are actively releasing ministry to the body and equipping them to do ministry.
4. Our leadership team is forward-thinking.
5. We filter our decisions through the lens of reaching people and fulfilling our mission, even when it's uncomfortable.

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