

Own Your Role: Breaking the 2000 Barrier

Episode 414

Crossing the 2000 barrier isn't just about adding more seats on Sunday.

This barrier represents a significant shift in how a church needs to operate. At this size, it's common to see ministry silos develop and a realization that your leadership structure needs to evolve. As the leaders of the church, you have to make some changes to your mindset and to how you lead.

In this episode, Amy and Sean dig into what makes the 2000 barrier so challenging and why so many leaders feel the weight of it. They focus on helping you own your role by unpacking the mindset shifts that senior pastors, executive pastors and boards must make to lead effectively at this stage.

Key Quotes

1. AMY: "When we're constantly working *in* the ministry and are not spending time to work *on* it, complexity creep shows up."
2. SEAN: "The investment into delegating to others, equipping them and training them will pay you back significantly in the margin to do other things that only you as the lead pastor can do."
3. AMY: "Breaking that 2000 barrier requires intentional leadership development and organizational redesign."

Self-Assessment: How Are We Doing?

Answer true/false to the statements below. If you find yourself answering false for more than one, choose an area to champion in the coming months to help you break through the 2000 barrier.

1. **Senior/Lead Pastor**
 - a. I intentionally and consistently reevaluate our ministries, programming and traditions in light of our church's vision.
 - b. Our members have clarity on our vision and mission.
 - c. I've developed a strong teaching team that I'm continually investing in.
2. **Executive Pastor**
 - a. We've created successful reach strategies and systems that support the church's vision.
 - b. Regularly reinforcing our church's vision to maintain clarity is a priority for me.
 - c. I routinely assess if leaders are hitting their lids to ensure everyone on our team is in the right role.
3. **Governance**
 - a. We no longer manage the day-to-day operations of the church.
 - b. As board members, we have established best practices for our role and understand our responsibilities to support the congregation and lead pastor.

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