

# Getting the Senior Leadership Team Structure Right - Episode 443

A personality might draw a weekend crowd, but it takes a team to create the healthy systems that foster sustained growth—that's the role of the **Senior Leadership Team**. Without it, you're depending on heroism at the top.

If the SLT is structured well, you can take the lid off your church and create space for sustained health. If it's not, you'll keep funneling everything back to the top.

In this episode, Sean and Amy talk about the **Senior Leadership Team**—the team of people who sit at the top of your org chart. They'll help you see:

- What the SLT should actually look like
- How the roles of each member are defined
- Why getting the SLT right is so important

## Key Quotes

- “Getting the Senior Leadership Team right might be the single most important structural decision the church ever makes.”
- “The capacity of the team really determines the potential impact of the ministry overall.”
- “If you don't intentionally build the senior leadership team during growth, you'll be forced to build it after burnout.”
- “The team that was right at 500 may not be the right team when you're a church of 1,000 or 2,000.”
- “If the Senior Leadership Team isn't healthy, then the church won't be healthy, and over time, the lead pastor and the senior leaders won't be healthy either.”

## Self-Assessment: How Are We Doing?

1. Does every staff member and ministry connect back to someone on the Senior Leadership Team? If not, how should our org chart change to ensure everyone stays connected?
2. Is our Senior Leadership Team meeting action-oriented? How could we make it even more action-oriented?
3. Do we have the right people on the Senior Leadership Team? Why or why not?

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