

# EXECUTIVE PASTOR:

*Understanding the Role and Profile*

# Executive Pastor Role:

Free the Senior Pastor to focus on the four things a Senior Pastor can't delegate: vision, teaching, culture and leadership.

1. **Make Vision Actionable:** Own the responsibility for closing the gap between vision and execution.
2. **Lead High Impact Teams:** Own the responsibility for building and leading a staff team that embraces both health and performance.
3. **Drive Core Initiatives:** Own the responsibility for driving core initiatives to free the senior pastors to focus on the roles they can't delegate. : vision, teaching, culture and leadership.
4. **Keep the Team Aligned:** Everyone stays aligned to the mission and strategies of the church.

## Executive Pastor Profile (2nd Chair Leader):

- **100% Fit With Our DNA.** Embodies And Champions Mission, Vision And Values (And Strategies)
- **Proven Track Record Of Developing People & Achieving Results Through Others**
  - Results Focused
  - Recognizes leadership potential in other people and calls them up.
  - Proven ability to recruit the right people, put them in the right seat to succeed and develop them.
  - Asks really good questions.
- **Strategically Gifted: Wired to drive the creation and execution of organizational goals and priorities**
  - Wired to lead the establishment and execution of organizational goals and priorities, aligning work to the mission and vision.
  - Uncanny sense of alignment. They play chess, not checkers. They're constantly working and reworking the organizational alignment (staff, finances, facilities, communication, and ministries) of the church so it doesn't become a lid to growth.
  - They think "how" are we going to get "there?" But they're not negative about that "how." They're solution oriented.
- **Activator/Implementor: Able To Lead Strategy And Execution In Accomplishment Of Vision.**
  - Able to manage, prioritize, and delegate tasks quickly and intelligently.
  - Can solve complex problems.
  - Takes initiative; doesn't wait for direction
  - Sees the needs of the organization and acts on them.

- **Can Drive A Culture Of Both Health And High Performance**
  - Heart For Theology And A Head For Business
  - Has a balance between running a business and leading ministry
  - Doesn't trample people.
  - Drives behavioral values.
- **Organized and is a Systems Builder**
  - Things don't fall between the cracks.
  - Has created systems for all the things he/she has to juggle.
- **Able to Make Hard Calls**
  - Strong ability to mediate conflict.
  - Able to have tough conversations and speak truth and love.
- **A Leader That Staff Will Follow**
  - Influence is evident in people's readiness to follow him/her and they desire to include you in key decisions and initiatives.
  - High EQ:
    - Builds trust by being easy to talk to and confide in.
    - Doesn't have huge mood swings or outbursts of temper.
    - Has a reputation for making careful, informed decisions.
    - Staff and volunteers feel safe, heard, and trusted. They're not worried about gossip or manipulation. They know that their work, and more importantly their feelings about their work, matter to the church.
    - What's the evidence that people will follow him/her (track record of influence)?
- **Strengths Are Complementary and Beneficial To The Senior Pastor**
  - XP strengths must create an environment where the SP can do what only the SP can do.
- **High Trust and Chemistry with the Senior Pastor**
  - Knows what's going on in the head & heart of the leader.
  - Evidence - SP would trust XP to think and make decisions on his/her behalf.
  - Chemistry - connects well relationally (they spend so much time together)
  - Keeps confidences.

# Understanding "2nd Chair" Leadership:

**A second chair leader is “a person in a subordinate role whose influence with others adds value throughout the organization.”**

Second chair leadership is not strictly based on the power and authority of positional leadership and isn't necessarily linked to an organizational hierarchy, staff role or perceived pecking order, but is more related to their level of influence and ability to work with the senior leader in assisting translate the vision into reality and add value right across the organization.

The unique nature of second-chair leadership can be expressed through a framework of three apparent paradoxes:

- “The subordinate-leader paradox recognizes that those in the second chair are called to lead, but they also answer to a supervisor. They learn to lead without being at the top of the organizational pyramid because they understand their authority and effectiveness are dependent on their relationship with their senior pastor.
- The deep-wide paradox acknowledges that second chairs have specific roles that are narrower and deeper in scope than those of the first chair, and yet they need to have a broad, organization-wide perspective. They need to be strategic thinkers; and, at the same time, manage a variety of ministry areas with excellence.
- The contentment-dreaming paradox calls for second chairs to take a long-term view. They can have dreams even though they are not in the top position; but, they also need to discover contentment as God shapes their lives and guides their paths in the present.”