

LEADER CONVERSATION GUIDE

Pastors: 4 Roles to Prioritize Right Now

- Episode 143

Pivoting from Crisis to Collaborative Leadership, Roles You Need to Lean Into, and a FREE Tool to Help You

There's a lot of change happening in our world right now, and likely a lot more to come. We have to be ready to change our ministry strategies while holding true to our responsibilities as leaders. In this episode, Tony and Amy dive into the four roles a senior pastor can't delegate (ever), and why you need to bring them back into focus TODAY given what our churches have experienced in recent weeks, as well as in anticipation of the challenges ahead of us.

4 Roles You Can't Delegate

- **Role #1: Vision-Caster**
You can't delegate to anyone the primary ownership of helping people buy-in to the vision you believe God's called your church to.
- **Role #2: Spiritual Leader & Teacher**
Because spiritual leadership can't be delegated by the senior pastor, you must delegate what gets in the way of great teaching. You need to own the quality of your teaching, as well as the responsibility for ensuring all teaching in your church aligns to your biblical and quality standard.
- **Role #3: Leader of Leaders**
No matter the size of your church or your staff team, you can't neglect your role to identify and develop other leaders and give ministry away.
- **Role #4: Culture Champion**
You can't leave culture up to chance, hoping team members will figure it out on their own. It's your responsibility to help other team members figure out what it looks like to live out the behaviors you believe are going to be helpful for your church to carry out its mission.

Why These Roles Are Even More Important Today

- **Vision-Caster**
 - You need to be communicating to your staff, other church leaders and congregations, “*We are moving towards new normal.*”
 - Lead the charge on asking, “*Through this, what should we be learning and how do we need to change our strategies going forward for the new normal?*”
 - Revisit the directional elements (strategies) of your ministry. The [Strategic Alignment Pyramid](#) can help you define that.
- **Spiritual Leader & Teacher**
 - People all around us are dealing with disruption— unemployment, sickness, loss.
 - They need spiritual leadership tuned into their current reality and willing to help them navigate it.
- **Leader of Leaders**
 - In crisis, leaders often need to move into a more authoritative, decisive leadership style—but we’re past the initial onset of the crisis.
 - Now is the time to move back toward the collaborative style of leadership, empowering others around you and involving your team in decision-making.
- **Culture Champion**
 - Are you leading with fear? Resilience? Are you able to pivot? Do people see in your actions that you care about people (particularly those who are hurting)?
 - What you speak, how you act and how you lead during this crisis will bleed into the culture of your ministry—not only now, but into the future.

Next Steps

- **Get the Free eBook**

Getting clarity about what you MUST own makes it simple to decide what to delegate. Our new *4 Roles a Senior Pastor Can’t Delegate* eBook is a practical resource to help you clearly define your essential duties and responsibilities—the roles that are always yours and the roles that will help you lead your church into the future.

[Download 4 Roles a Senior Pastor Can’t Delegate for free](#)
- **Coaching as you lead a church into the future.** We’ve been helping churches clarify vision, strategies, team structure and action plans for more than 10 years. We can help you assess your starting point (and do an honest reality check), make a plan to lead your church forward, structure your team to the strategy, and put the plan into action. [Let’s talk.](#)

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