

LEADER CONVERSATION GUIDE

Leader of Leaders

Episode 95

4 Roles a Senior Pastor Can't Delegate (Part 3)

Senior pastors are often trying to do too much. Too hand-ons. They're often not empowering other leaders. And if they do? Sometimes that makes it even more difficult to know what their priority responsibilities should be.

In this episode, Tony and Amy unpack the third role senior pastors must own: Leadership. It may seem obvious, but senior pastors have to be the primary leaders of leaders in the organization.

Leading Up and Leading Around

- Having great leadership is essential for a healthy, forward-moving staff team. It's important to have influence in two key areas: *up* (your board/elders and those above you) and *around* (your staff team).
- Because you can't delegate teaching, you *must* delegate the things that get in the way of great teaching. That means it's essential that you build a strong staff team around you.

What Do You Mean by Leadership?

- As John Maxwell has said, "Leadership is influence."
- Senior pastors need to adjust this influence based on the size of the church. When they don't, this is when pastors find themselves stuck.
- Four primary stages of influence:
 - **Leading 10s:** This is the foundational aspect of leadership—leading by example.
 - **Leading 50s:** Leading other people. This is where senior pastors learn how to delegate. You broaden the amount of ministry you can accomplish by delegation.
 - **Leading 100s:** Leading through empowerment. We see a lot of leaders get stuck here—they learn how to delegate, but not how to empower.
 - **Leading 1000s:** Lead through the vision. You become a catalyst for a movement.

Leadership requires evolution. The leader you are today probably isn't the leader you need to be in the future just based on the direction your church is headed.

Stuckness by Size

- Small churches get stuck because they only lead by example. Truthfully, most small church cultures expects this.
- Mid-size churches get stuck when they delegate, but don't empower. They haven't given away ministry ownership to other leaders.
- Large churches get stuck when they empower leaders, but don't equip other leaders around them to empower other leaders. They only have leaders around who tell people what to do.

Next Steps

- Step out of the day to day ministry. If you are still trying to lead a core ministry, one of these four essential roles that you can't delegate will be sacrificed.
- Prioritize having a diversity of gifts on your leadership team. This will help you, the senior pastor, become a better leader.

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Did you miss the first two parts of the series?
Listen to [Part 1 on Vision-Casting](#) and [Part 2 on Teaching](#).