

LEADER CONVERSATION GUIDE

# Culture Champion

## Episode 96

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

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 fourth role senior pastors own in healthy churches—**culture**. It starts at the top of the organization. If leadership teaches values and practices that the senior pastor does not exhibit, there'll be tension on the team.

### *How does the senior pastor shape culture?*

- **Define It.**  
Define what's distinctive or unique about your team. Your culture is really a set of behaviors that define what the team does, how they behave, what they value. You can't leave it up to chance, hoping your team members will figure it out. Keep in mind: These shouldn't be *aspirational* values, and you shouldn't name so many that it's hard to teach them in a way people can remember.
- **Model It.**  
By what you DO.
- **Teach It.**  
Keep your vision for culture in front of team regularly.
- **Coach It.**  
By what you celebrate and by what you don't tolerate.

### *What's the pay-off?*

- When each person on a team embraces and then lives out a shared set of essential behaviors, the team begins to reflect those behaviors, and that ultimately shapes the culture of the entire ministry.
- It helps keep everyone pulling in the same direction.

- There's increased unity on the team. Everyone lives out of the same expectations..
- There will be clarity on who fits with the team and who doesn't. In other words, when a culture is clearly defined and lived out from the senior pastor and throughout the rest of the team, your culture will filter who gets to be on the team, both on staff and in volunteer leadership roles.

It is the senior pastor's responsibility to set the tone for their team and lead the church by example. When done right, not only do you shape the culture of the team, but of the entire church.

## *Next Steps*

- Do you need to define your team culture? Schedule some time to bring your leadership team together and name it. Leave off aspirational behaviors—anything not currently modeled in the organization doesn't belong on the list for now.
- Did you miss the first three parts of the series? Listen to [Part 1 on Vision-Casting](#), [Part 2 on Teaching](#) and [Part 3 on Leading Leaders](#). As the senior pastor, it is your job to be the primary spiritual leader, developer, vision-caster, and champion of culture. Feel empowered to delegate anything else.
- If you need a partner bringing about change in your ministry that will make it possible for you to *do what only you can do*, consider [starting a conversation](#) with The Unstuck Group's team. We can be your ally for change.

Listen to the episode on iTunes or at [theunstuckgroup.com/episode96](https://theunstuckgroup.com/episode96).