

LEADER CONVERSATION GUIDE

3 Roles an Executive Pastor Can't Delegate

Episode 124

Clarity for XPs = a Clearer Path from Vision to Execution

Clarifying and casting vision really isn't enough. Eventually your church needs to define how the vision will be accomplished and then execute an action plan to see it through.

That's where executive pastors come in.

When the executive pastor role isn't working right, the results are pretty predictable... vision stalls out, staff teams can get dysfunctional, and tension can develop in the relationship between lead pastor and XP.

In a recent webinar, Tony Morgan and friends talk about what this essential role should do for a church, and give executive pastors a framework for evaluating what gets delegated and what does not.

Closing the Gap Between Vision + Execution.

- The gap between vision and reality is strategy.
- As the executive pastor, you can't delegate strategy.
- It's common to either be a micromanager or avoid giving any direction—both extremes don't serve your team well. Figure out where you naturally land on the spectrum.
- Senior Pastors—make the vision very clear and then release the “how” to your Executive Pastor.

Building and Leading A Staff Team That Embraces Both Health and Performance.

- The Senior Pastor is more visible to the staff and the church, but it's key for the Executive Pastor to own development and care—not because the Senior Pastor doesn't care, but because they have their own roles that can't be delegated.
- Earning influence and trust requires patience. Consistently coaching and developing your team helps earn that trust and influence.

- Consistently coordinate with the Senior Pastor to ensure you're pushing the same system.
- As the team grows, health can become more difficult to maintain—not because people stop caring, but because it's more difficult to keep a pulse on it.
- Embed Mutual Voluntary Submission (MVS) into your culture.
- Distance doesn't make the heart grow fonder—distance makes the heart wander. As the team grows there is naturally more distance from the SP.
- The goal is to create relational accessibility when possible—your staff should get more access to your Senior Pastor than the church does.

Driving Core Initiatives to Free the Senior Pastor to Focus on the Roles He or She Can't Delegate.

- It's okay to not know what is going on—your role should be filled with bigger and better things than to know each and every detail.
- If you're in the details, you can't rise up and use your time and energy to shape the culture.
- Be the bridge between reality and possibility.
- Translate to your Senior Pastor what their new ideas would require in time and resources.
- Don't be a wet blanket for your Senior Pastor's dreams.

Next Steps

- **Do you have a clear vision for the future of your church?**
The Unstuck Group wants to help you take steps towards health and growth by defining how you're going to get where you want to go. [Learn more about our process.](#)
- [Watch a replay of the full webinar conversation.](#)

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