

The fit between Senior & Executive Pastor

Teaching Leader

This ministry leader is most passionate, gifted, and devoted to message preparation and delivery. He senses the responsibility to spend the majority of his time in message preparation and prayer; therefore, anything that pulls him away from this task may be abhorred. When he leads, he does so primarily through his teaching.

Visionary Leader

This ministry leader is most passionate and gifted to preach and protect a God-ordained vision and direction for the ministry. He enjoys casting vision and rallying people around a direction. The leader thinks the big picture and views the details as minutia that could slow him down.

Strategic Leader

This ministry leader is most passionate and gifted to design a ministry strategy that executes the vision/mission of the church. The leader thinks forward and arranges resources to bring ministry vision to fruition.

Pastoral Leader

This ministry leader is most excited about tangibly and relationally meeting the needs of people. The leader thrives on personally engaging individuals and shepherding them through critical stages in their lives.

Managerial Leader

This ministry leader is most passionate and gifted to regularly and continually monitor, orchestrate, and care for resources (human, financial, etc) to execute the ongoing ministry strategy.

Some Common Senior Pastors

Common Senior/Lead Pastor	View of His Role	Possible Concerns
Teaching Leader	I am called to preach the Word.	Will the senior pastor allow others to help form vision?
Visionary/Teaching Leader	I want to "lead and feed."	Does the senior pastor have the time and support to do both?
Teaching/Strategic Leader	I must teach and steward the direction we move.	How can the strategic details not derail sermon preparation?
Teaching/ Pastoral Leader	I enjoy encouraging people through teaching and relationships.	Will the senior pastor turn leadership to others and give them credibility?

What the Senior Pastor may need...

Senior/Lead Pastor	Most Likely Fit in XP	Possible holes to fill...
Teaching Leader	Visionary/Strategic Leader	Managerial and Pastoral Support
Visionary/ Teaching Leader	Strategic Leader	Managerial and Pastoral Support
Teaching/Strategic Leader	May not have one... Wants to strategize with team	Teaching load should be shared
Teaching/Pastoral Leader	Visionary/Strategic Leader	Management (more pastoral as church grows)