

# **THE ADVANTAGES & TENSIONS OF LEADING TOGETHER AS CO-PASTOR**

**COLEAD**

ARC CONFERENCE APP SESSIONS 2019



# WHY WE'RE PASSIONATE ABOUT CO-LEADING

## INTRODUCTION

The first team God designed was male and female.

Eve was created in the image of God, alongside Adam. Both of them, together, made a complete image. Women carry an expression of God that's missing in church leadership when only male leadership is present.

Together, they were given an assignment to exercise dominion and expand the kingdom of God.

Male and female leadership is needed to raise natural children. We believe that God wants male and female leadership in the church to raise spiritual children. God said, "It's not good for man to be alone."

The multiplied strength of men and women, side by side in leadership, is good for everyone. Our churches receive from the gifting and vantage point of both genders.

When men and women lead alongside each other, we all become better leaders.



# 4 WAYS COUPLES LEAD TOGETHER

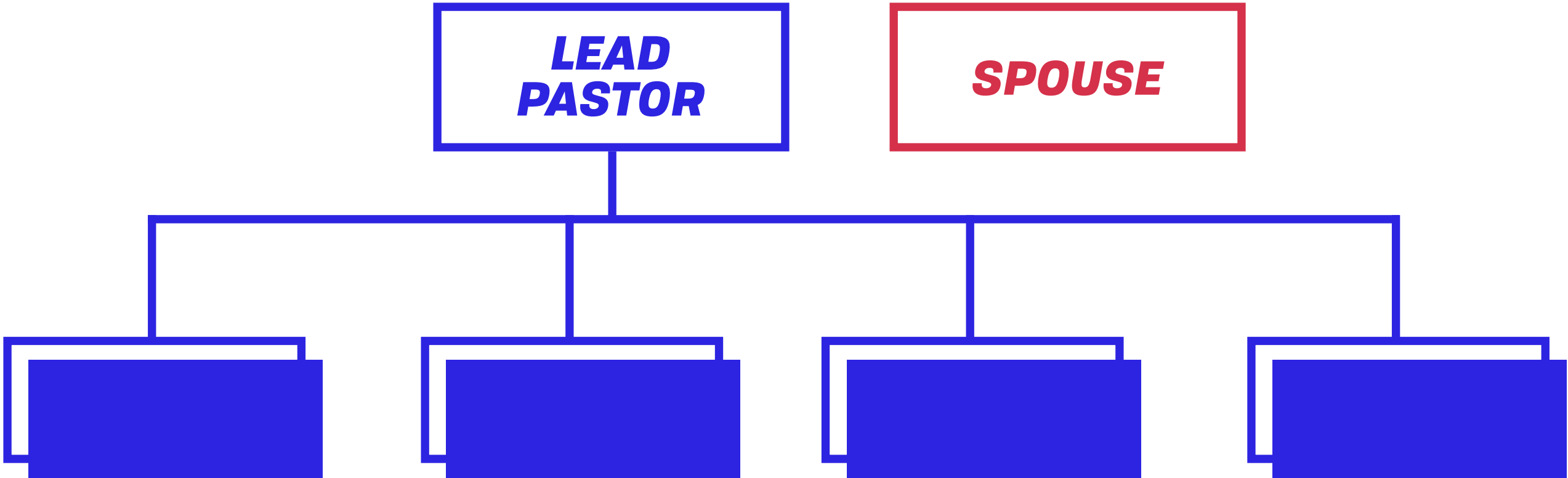




MODEL 01

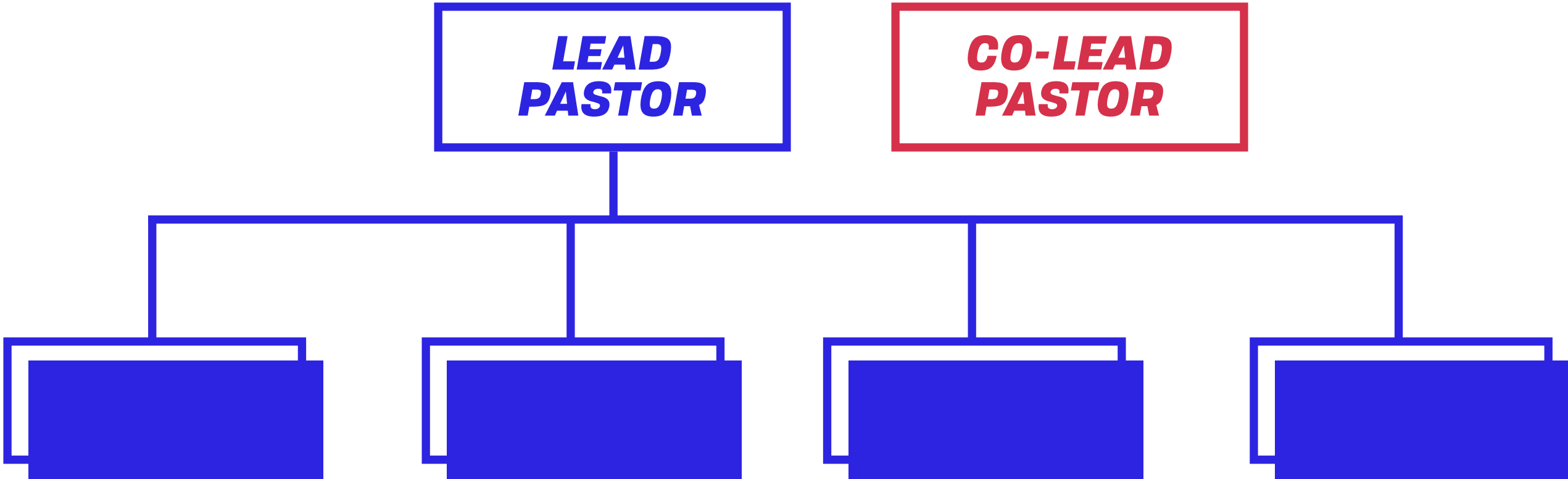
1 Spouse is pastor and the other is the “Pastors Spouse”. They’re typically not involved directly in ministry leadership and may view their primary ministry role to be within the home. Often, their ministry would be to their spouse and the children or they may serve in a non-leadership role on the dream team. They also may work in a demanding career outside of the home and be providing for the family financially.

[This is the most common model that’s been in place throughout church history - we absolutely affirm that this is God’s plan for many couples in church leadership.]



MODEL  
02

Both spouses are “pastors” but one spouse has a less defined role. They aren’t filling a defined box on the org chart with a job description. We find this is very common. Serving especially as a Co-Lead pastor along with your spouse comes with a lot of responsibilities that don’t typically show up on written job descriptions.



- Hospitality
- Decor
- Culture Adjusting
- Praying for leaders and the church
- Some counseling meetings
- Attending events - weddings, funerals, parties
- Hosting Guest Ministry

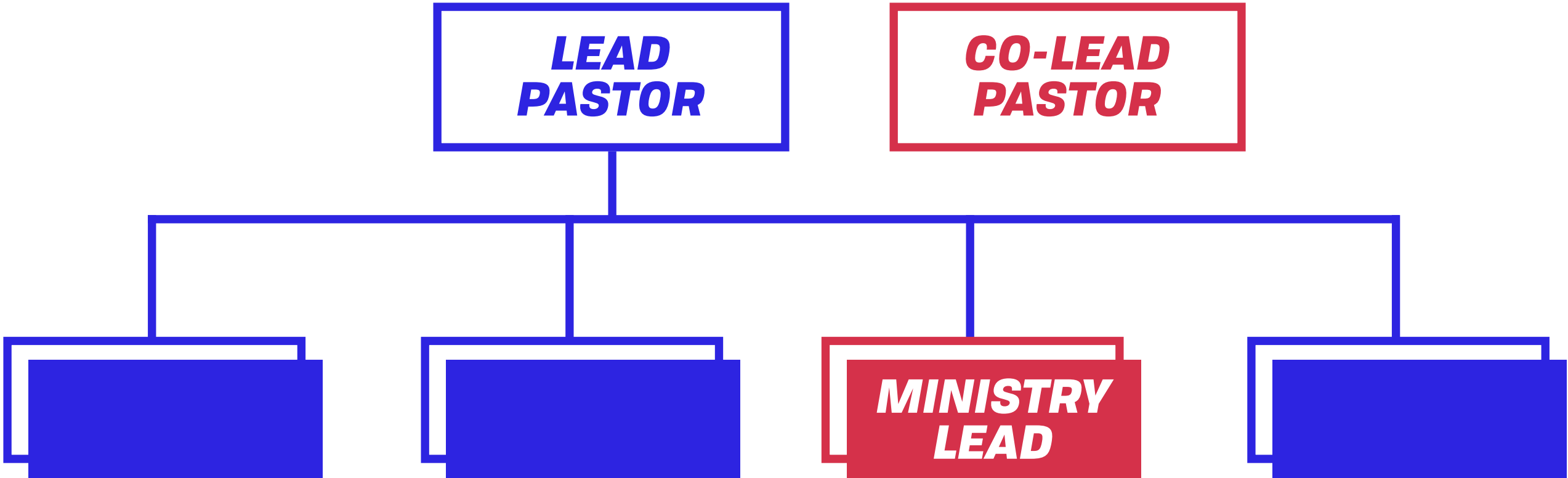
- Ministry Travel
- Catching dropped balls from other leaders
- Speaking from time to time
- Pet projects ( ex: Women’s Conferences)
- Dealing with gender-specific issues (ie worship team dress code)
- Sometimes overwhelmed by this undefined role!

MODEL  
03

Both spouses are “lead pastors” but one sits at the top of the org chart and one fills other leadership roles in the org chart. Examples like:

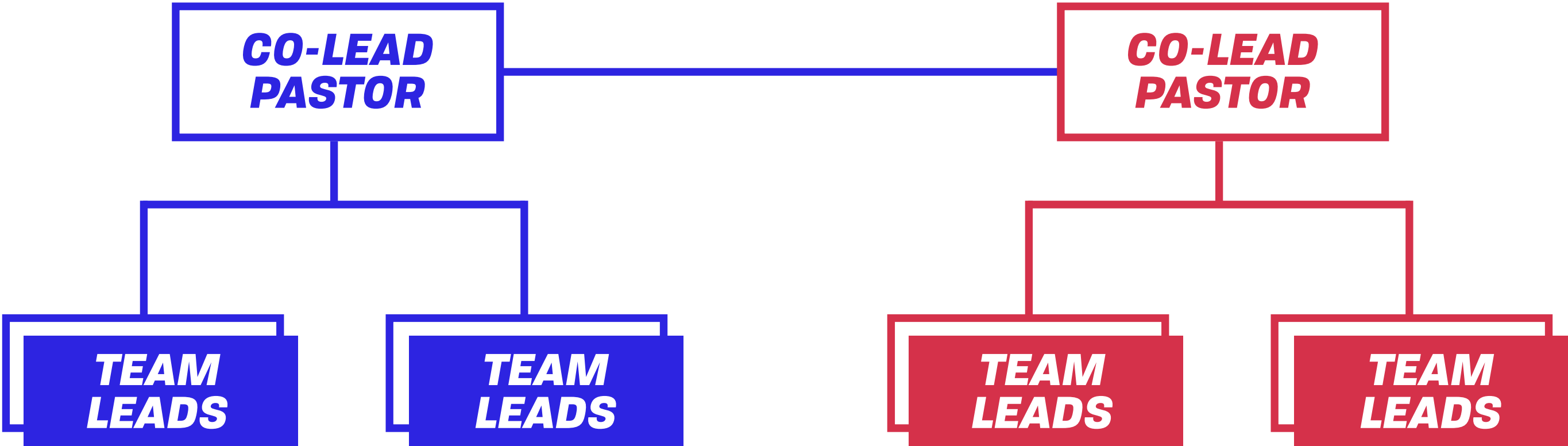
- Worship Pastor
- Children’s Pastor
- Executive Pastor
- Etc

In this model, the pastors spouse typically carries the job description of their defined role as well often a lot of stuff from the “less defined” role from Model 2.



MODEL  
04

Both spouses are “lead pastors” and have built the org chart to reflect that. In this model, each spouse would oversee different departments within the church.



# BENEFITS OF CO-LEADERSHIP



- 01 Sustainability
- 02 Both gender perspectives at the leadership table
- 03 Both genders voices speaking into your church
- 04 Modeling leadership for both genders
- 05 Testimony to the lost world

- 06 Stewardship of the gifts of God in both genders
- 07 Both genders sharpen and refine each other
- 08 Brings strength to our marriage
- 09 Brings a sense of partnership into every area of life
- 10 Builds consistency into your leadership culture

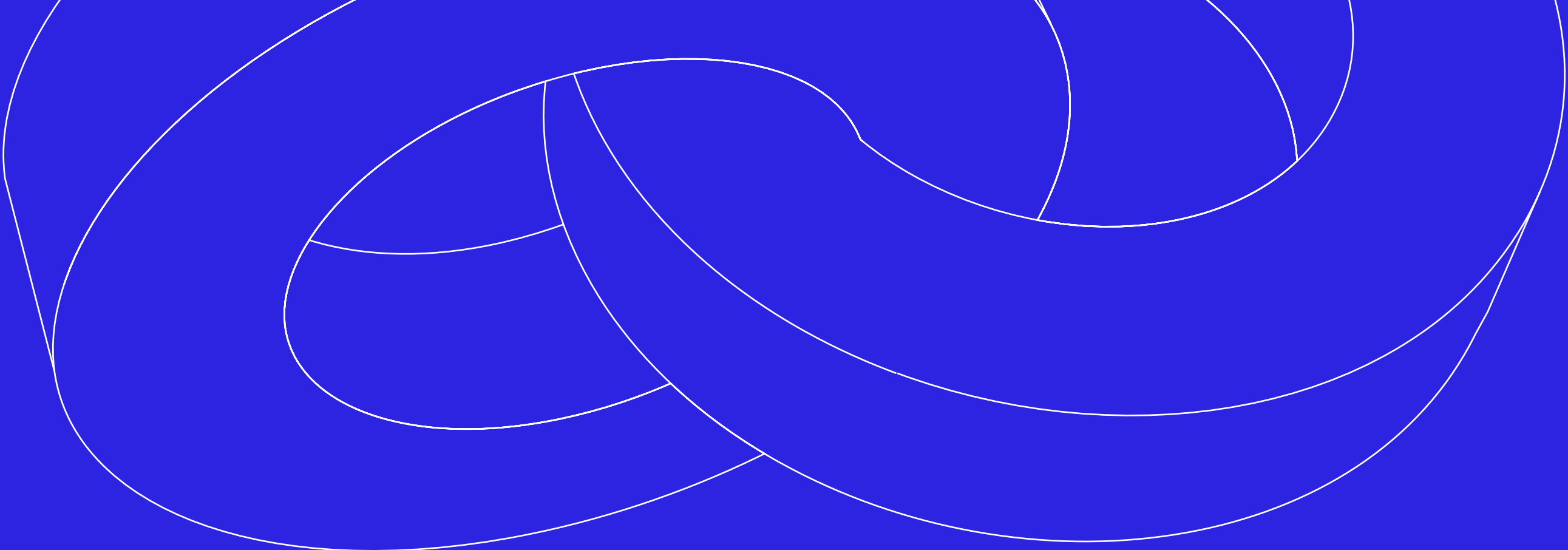


# CHALLENGES WITH CO-LEADERSHIP



- 01 Finding and defining your role as a co-leader
- 02 Comparison to your spouse
- 03 Navigating conflict and difference of vision
- 04 Can put a stress on the home life
- 05 The need to change hats

- 06 Can create an imbalance of power
- 07 Temptation to allow personal challenges to show up at work
- 08 Temptation to allow work to show up at home
- 09 The leadership gap is LARGE if vacated
- 10 It's unusual. So some people have built in negativity about it



COLEAD

# HOW TO BE SUCCESSFULL IN CO-LEADERSHIP



- 01 • Address insecurity
- 02 • Develop a conviction that the benefits outweigh the challenges
- 03 • Clearly define leadership roles
- 04 • Own your own leadership development
- 05 • Give adequate time to meet with each other

- 06 • Have a clear process for resolving conflict or double vision
- 07 • Invest in your home life
- 08 • Be vigilant against nepotism and tokenism
- 09 • Embrace the humility necessary to Co-Lead
- 10 • Connect with others who are Co-Leading