Second Chair Leadership
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Second Chair Leadership
LEADING FROM THE SECOND CHAIR
MIKE BONEM
THRIVING in the SECOND CHAIR
INSIDE THE LARGE CONGREGATION
SUSAN BEAUMONT
My Mentors & Guides:
Mike Bonem
Susan Beaumont

His sister stood at a distance to see what would happen to him….

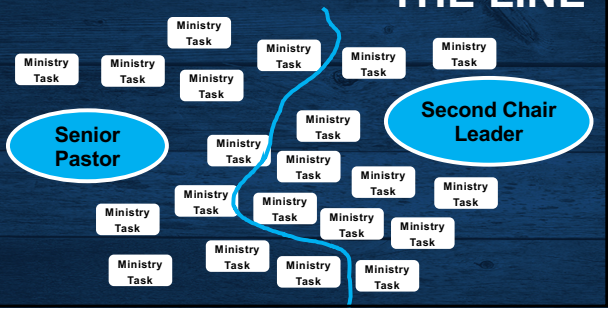
….Then his sister asked Pharaoh's daughter, "Shall I go and get one of the Hebrew women to nurse the baby for you?"
8 "Yes, go," she answered. So the girl went and got the baby's mother.

Exodus 2

Miriam:
Overseer & Connector

Second Chair Leadership

THE LINE



Senior Pastor

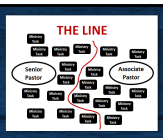
THE LINE

Always on the Senior Pastor's Side:

- Vision Caster
- Spiritual Leader
- Team Leader of Staff

Second Chair Leader

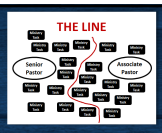
Finding the LINE



Do you have a clear idea of where the line is for you?

- Which decisions you can make without consulting your Senior Pastor?
- Which decisions require Senior Pastor approval?
- Which areas you should not even touch?

A Dynamic, Moving Line

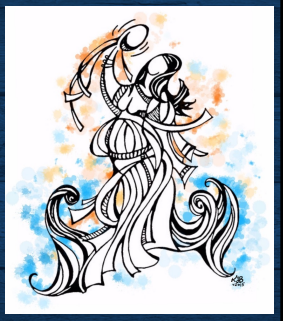


- **Circumstances or even seasons of ministry**
- **Is the line getting more restrictive?**
- **Is your area getting broader & more encompassing?**
- **Ego & the Line:** ***Every time you try to define the line according to your ego needs , you run the risk of conflict.***

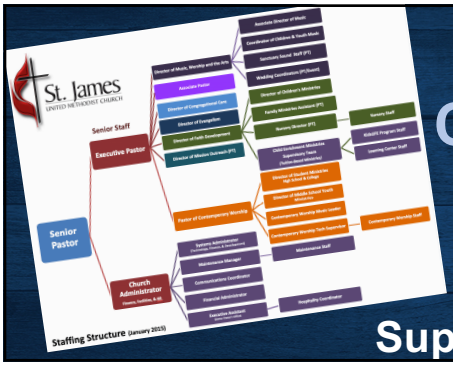
Miriam:
Prophet and Planner

Then Miriam the prophet, Aaron's sister, took a timbrel in her hand, and all the women followed her, with timbrels and dancing.

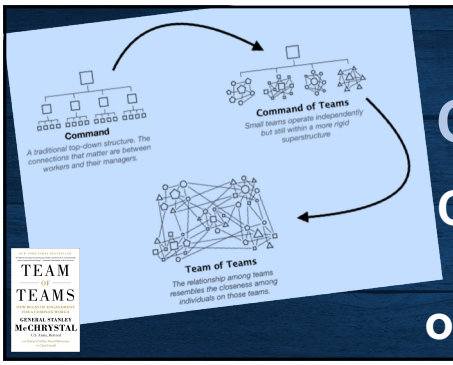
Exodus 15:20



Role Clarity
Span of Supervision



Role Clarity
Creating a Team of Teams



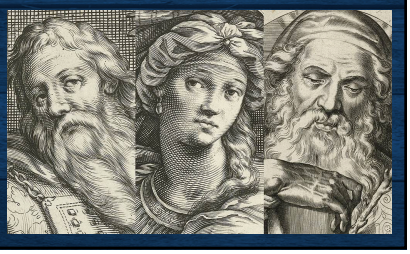
Role Clarity & Opportunity:
Reminding folks to pack Tambourines

- What is the value you add to the church/ministry?
- What are some ways that your Lead Pastor can encourage and support your second chair leadership?

Example: Staff Meetings

- Creating Opportunity for Alignment and show others how ministry Partnerships can work
- "Team of Teams" with Senior Pastor engaging differently in different teams
- Build agenda in community and list agenda items as questions to be answered

Crossing the Line:
Aaron, Miriam, and Moses



Numbers 12:1-16

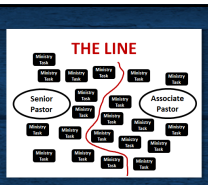
Mike Bonem's Partnership Continuum

One Mile ⟷ One Millimeter

Moving along the Continuum →

- ✓ Earn Trust
- ✓ Strive for excellence while appreciating complementary gifting
- ✓ Own your mistakes
- ✓ Forgive the lead Leader's mistakes
- ✓ Clarify and continue the Vision (guard the institution from mission drift or distraction)
- ✓ Demonstrate you care

Loyalty & the Line

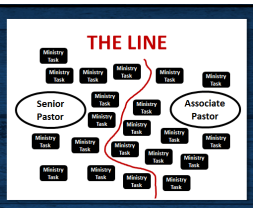


1. Fight
2. Flight
3. Stay involved without confrontation

Crossing the Line: Right Answer or Right Relationship?

- Crossing Accidently
- Crossing Intentionally
  - ❑ *You decide that it is more important to be right on an issue than in right relationship.*
  - ❑ *(OR) The matter fits into one of two small categories: Serious Mistreatment or Chargeable offense, with the DS being the only guide for resolution*

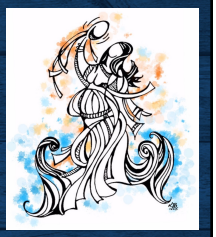
Changing the Line



"How can I redesign my role or my authority in a way that will lead to better results for the Congregation and be more fulfilling for me?"

Miriam:

A Thriving Community Needs Water



The Israelites, the whole congregation, came into the wilderness of Zin in the first month, and the people stayed in Kadesh. Miriam died there, and was buried there.
2 Now there was no water for the congregation; so they gathered together against Moses and against Aaron. 3 The people quarreled with Moses and said, "Would that we had died when our kindred died before the LORD!

Numbers 20:1-3

What do you see as your biggest challenges in your role as an Second Chair Leader?

Personal? Relational?

Ego Management: Personal Vision vs contentment with advancing the Lead Pastor's Vision?

Double Binds and Limits on Authority?

Role Identity? Clarity of the Associate Role?

Finding "The Line"?

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