

# Leading Second Podcast

## Episode Guide



## Leading Second Podcast - Season 7 Episode 174

Navigating Second Chair Leadership in a Church Plant ft. Noah Herrin & Connor Crumpton

Church planting is not for the faint of heart. This week we get the opportunity to hear from Noah Herrin, Lead Pastor of Way Church in Nashville, TN, and Connor Crumpton, Executive Pastor at Way Church, as they provide a unique viewpoint of how they work together as First and Second Chair Leaders to build this new space for their community. This discussion is insightful for anyone serving in the Second Chair, not just for church planters.

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### **WHAT HAS YOUR EXPERIENCE BEEN LIKE BEING IN THE FIRST CHAIR (NOAH), AFTER BEING IN THE SECOND CHAIR FOR MANY YEARS?**

- Weighing decisions more than in the past.
  - So many things have to be taken into account when making decisions.
  - Praying a lot more.
  - It's ok to feel the weight of a decision.
  - Thinking in a longer term perspective.
- One of the greatest honors as a pastor is the way people trust you.
  - The weight is wanting to lead people well while also protecting the people who have chosen to open up to you.

**WHAT ARE SOME THINGS THAT CONNOR HAS DONE THAT HAVE BEEN HELPFUL TO YOU (NOAH)?**

- He's a solution bringer.
- He talks to people while defending pastor's honor.
  - He makes sure he knows how his pastor would respond.
  - He speaks with the church and his pastor's family in mind.
  - He has worked to try to understand why they are doing what they are doing so he can answer questions well.

**WHAT HAS THE JOURNEY BEEN LIKE FOR YOU (CONNOR)?**

- The second chair gets the privilege of hearing the great stories and wins.
  - The challenge has been the speed and predictability of ministry.
  - We need 100% done at 80% right rather than 80% done at 100% right.
    - Not trying to pursue perfection anymore.
  - Language of knowing what season you're in to be able to accomplish what needs to be accomplished.

*Today helps my tomorrow; tomorrow is much bigger than today.*

*- Connor Crumpton*

*What's more important is what you did, not how you did it.*

*- Brandon Stewart*

**TRUST IS THE CURRENCY OF EVERY GREAT RELATIONSHIP. WHAT WINS HAVE YOU BOTH HAD THIS YEAR IN BUILDING TRUST? WHAT HAVE BEEN THE CHALLENGES?**

- Noah
  - Challenges: the relationship is still so new.
  - You don't know what you don't know.
  - Wins: Prayed for people to be on the team who have a heart for people.
  - Everyone who serves is treated with the utmost respect and intentionality.

*When it comes to people, get it right and slow down on getting it done.*

*- Noah Herrin*

- Connor
  - Win: They have a dedicated meeting every week which has created a space for them to keep communication open.
  - Pastor is a hard worker.
  - He is willing to roll up his sleeves with me.

**HOW HAVE YOU ACHIEVED ALIGNMENT THIS YEAR?**

- Noah: Always talking.
  - Talking through differences.
  - Sticking together through the hard conversations.
  - We have to be bought in, not to just being nice to each other, but to the vision.

*When you talk through your differences with someone and you actually believe that they want to understand; that they aren't just trying to tell you why they believe what they believe... it creates natural alignment.*

*- Noah Herrin*

- Connor: His pastor is good at sharing his heart.
  - Talks about everyone protecting their time with the Lord.
  - We have a leader who is protecting us.
  - His pastor also gives a timeline for his vision.

### **WHAT IS CONNOR DOING WELL TO CREATE ALIGNMENT ON THE TEAM (NOAH)?**

- There's a tension that the lead pastor want to be with and have relationship with all of the people on the team and at the church.
  - But as church grows, I won't see everyone as often as they may have at the beginning.
  - Connor gives that touch so it's not just Noah.
  - Building trust with everyone who comes through the doors, not just those on the team.

### **WHAT IS SOMETHING EACH OF YOU WISH YOU KNEW BEFORE GOING INTO CHURCH PLANTING?**

- Noah
  - Asked mentor about time management.
    - You can be as selfish as you want at 5am.
    - It's not going to get easier, you have to get better.
  - I need to get better quicker at focusing on the right things.
    - Focus on the higher priority things.
      - I don't think I took it serious enough fast enough.
- Connor
  - There's not a very good report/good statistics for churches being 6 months into ministry.
  - The best thing is for our leaders to be overcommunicating in this season.

## Dig Deeper

1. Noah discussed how Connor is a solution bringer and a defender of his pastor. How can you work to incorporate these traits into your own leadership role?

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2. How can you make yourself easier to have difficult discussions with, both with your pastor and your team, to help create better trust and alignment?

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3. What are 2-3 aspects of this conversation you can take back to your team to help create better alignment?

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## **Additional Resources**

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