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SYLLABUS:

When Good Leadership Isn't Enough

Understanding the Four Domains of Stability

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Syllabus: Pastor and Staff Masterclass

Objective: To transition the staff from "Emotional Processing" to "Structural Problem Solving."

00:00 – 00:15 | The Anatomy of the Snap

- **The Theory:** Introduction to "Systemic Snap" (when demand exceeds structure).
- **The Framework:** Brief overview of the **Four Domains** (Authority, Vitality, Clarity, Agility).
- **The Goal:** Shift the room from "who is wrong" to "what is broken."

00:15 – 00:40 | Domain 1 & 2: Authority and Vitality

- **The Authority Audit:** Identifying "Phantom Governance" and the Permission-to-Power Gap.
- **The Vitality Audit:** Pinpointing "Energy Leaks." Where is the staff spending 80% of their emotional energy for 20% of the output?
- **Interactive:** Rapid-fire identification of the team's top three "Silent Thieves."

00:40 – 01:05 | Domain 3 & 4: Clarity and Agility

- **The Clarity Check:** Diagnosing "Role Fog." We define the difference between a Job Description and a Systemic Function.
- **The Agility Test:** Measuring the "Elastic Limit"—how much change can this team handle before it regresses to its old state?
- **The Mirror:** Reviewing the Staff's collective assessment scores in real-time.

01:05 – 01:20 | The 30-Day Stabilization Initiative

- **Strategic Selection:** Choosing one high-leverage move from the Four Domains (e.g., a Decision-Rights Matrix or a "No-Fly Zone" Communication Protocol).
- **The Assignment:** Defining who owns the "Stability Sprint" for the next 30 days.

01:20 – 01:30 | The Roadmap & Wrap

- **The 1:1 Invitation:** Scheduling the private follow-up with the Lead Pastor.
- **The 45-Day Promise:** Reiteration of the Stewardship Guarantee.
- **Closing:** Moving from "Crisis" to "Stewardship."

SAMPLE WORKBOOK

When Good Leadership
Isn't Enough

Understanding the Four Domains of Stability

NOTE: The Workbook Will be "Fill in the Blank" with an answer key provided in an appendix. This sample is from the Presenter's Notes.

SECTION 1

REFRAMING THE REAL ISSUE

Most churches do not stall because they lack:

- Faith
- Vision
- Programs
- Commitment

Churches stall because **anxious systems cannot sustain movement**.

Leadership is not primarily directional.
Leadership is **stabilizing**.

Before attempting growth, change, or renewal, leaders must ask:

Is our system stable enough to move without causing harm?

The Four Domains of Leadership Stability

All leadership strain appears in one or more of these domains:

1. **Relational Health**
2. **Leadership Authority**
3. **Structural Clarity**
4. **Capacity for Change**

You will assess each domain privately.

SECTION 2

LEADERSHIP STABILITY SCORECARD

Rate each statement based on **current reality**, not intention.
Use a scale of **1 (Strongly Disagree) to 5 (Strongly Agree)**.

A. RELATIONAL HEALTH

Statement	1	2	3	4	5
People feel safe speaking honestly	☐	☐	☐	☐	☐
Conflict is addressed, not avoided	☐	☐	☐	☐	☐
Leaders trust one another	☐	☐	☐	☐	☐
Anxiety does not dominate conversations	☐	☐	☐	☐	☐

B. LEADERSHIP AUTHORITY

Statement	1	2	3	4	5
Influence aligns with formal authority	☐	☐	☐	☐	☐
Decision-making roles are clear	☐	☐	☐	☐	☐
Leaders are not undermined informally	☐	☐	☐	☐	☐
Expectations of leaders are realistic	☐	☐	☐	☐	☐

C. STRUCTURAL CLARITY

Statement	1	2	3	4	5
Systems support relationships	☐	☐	☐	☐	☐
Roles are clearly defined	☐	☐	☐	☐	☐
Processes are predictable	☐	☐	☐	☐	☐
Sunday systems reduce stress	☐	☐	☐	☐	☐

D. CAPACITY FOR CHANGE

Statement	1	2	3	4	5
Change does not increase anxiety	☐	☐	☐	☐	☐
Leaders can tolerate discomfort	☐	☐	☐	☐	☐
Boundaries are respected	☐	☐	☐	☐	☐
We can follow a defined process	☐	☐	☐	☐	☐

Reflection (Do Not Skip)

- Lowest scoring domain: _____
- Most uneven domain: _____

These are not weaknesses.
They are **stress concentration points**.

NOTES:

SECTION 3

PRESSURE-POINT MAPPING

Pressure points are recurring friction zones.
Name only what repeats.

---

1. Three Recurring Frustrations

    1. _____
    2. _____
    3. _____

---

2. One System That Increases Anxiety

_____

_____

3. One Relational Bottleneck

_____

_____

4. One Leadership Overload Zone

_____

_____

If something felt difficult to write down, pay attention to that.

SAMPLE:

The 30-Day Stability Plan: Implementation Roadmap

Church Name: _____ **Date of Intensive:** _____ **Authorized Leadership Pair:** _____

I. THE DIAGNOSTIC SUMMARY (The "Why")

Based on the results of your Durability Assessment and the Strategic Intensive.

Primary Domain of Instability: [ ] Authority [ ] Vitality [ ] Clarity [ ] Agility

The Identified "Systemic Delta": *(Describe the largest gap in perception between the Pastor and the Lay Leader identified during the session)*

The "Silent Thief" (The Current Energy Leak):

II. PHASE ONE: IMMEDIATE PRESSURE RELIEF (Days 1–10)

Objective: Halt the "Systemic Snap" by addressing the most acute friction point.

Tactical Move 1: Communication Alignment

- [ ] **The "One Voice" Briefing:** Schedule a 30-minute meeting with the core governing body to present the "Diagnostic Summary" above.
- [ ] **Standardized Vocabulary:** Introduce the "Four Domains" language to the staff/board to ensure everyone is using the same diagnostic terminology.

Tactical Move 2: Authority Clarification

- [ ] Identify **one** decision currently causing "Role Fog."
- [ ] Explicitly define who holds the **Decision Right** and who holds the **Input Right** for this item.

III. PHASE TWO: THE "VAULT" INTEGRATION (Days 11–20)

Objective: Install structural reinforcements.

Tactical Move 3: Policy Reinforcement

- [ ] Review the Bylaws and Policies and Insurance. **[**
- [ ] Select **one** document that requires immediate "Stabilization Update" to match current legal or denominational best practices.

Tactical Move 4: Shadow Cabinet Neutralization

- [ ] Identify a "Closed Loop" in the system (a place where information is bottlenecked or filtered).
- [ ] Implement an "Open Reporting" protocol for this specific area to restore **Vitality.**

IV. PHASE THREE: CALIBRATION & MOMENTUM (Days 21–30)

Objective: Assess the "Set Point" and prepare for the Multiply Module.

Tactical Move 5: The Stability Audit

- [ ] Re-administer the **Durability Assessment** to the core leadership pair only.
- [ ] **Review the Delta:** Has the gap between the Pastor and Lay Leader narrowed?
- [ ] Current Stability Score: _____ (Goal: Increase of 15% from Baseline).

V. THE LEADERSHIP COVENANT

We, the undersigned, acknowledge that systemic stability is a choice, not an accident. We commit to executing the tactical moves outlined above over the next 30 days. We agree that during this calibration period, we will prioritize structural integrity over mission expansion.

Lead Pastor Signature: _____ **Date:** _____

Key Lay Leader Signature: _____ **Date:** _____