

Friday, May 6, 2016 Strategic Leadership Meeting

Present: Jeff Shirkman, Cheryl Balogh, Mark Boyd, Gwen Lenart, Michelle Flower, Scott Fausneucht, Victor Colaianni, Dennis Lambes, Cary Duckett, Warren Morrow, Cindy Mathias, Jason Cox

Open with prayer led by Dennis Lambes.

Thoughts from Proverbs 31 about women read by Ron, in honor of Mothers everywhere.

For this portion of the notes, please refer to TMG_15A.Staff.ppt_020616.pdf

- I. Strategy for building a staff team
 - A. Who are they? Ministry staff are gifted, competent, paid leaders who serve together to develop leaders and equip congregants to accomplish the church's disciple making mission.
 - B. Why are they important? No organization can do better than the people it has. Church salaries must be commensurate with the rest of the community's salary standards.
 1. See the website leadershipnetwork.net
 2. The cost of a bad hire is 3 to 5 times their salary.
 3. Staffing is the biggest line item in your budget. Grace believes the staff is important.
 4. Church giving should be discussed at least twice a year with the congregants.
- II. Vision for Staffing: We visualize a church that has chosen to limit the staff because so many church people are involved in the ministry. The staff would be able to spend much of their time equipping congregants for leadership.
 - A. By one measure, it is said that 1 minister can effectively tend to 150 congregants
 - B. For us this means 3 full-time staff and 2 support staff
 - C. According to Full-Time-Equivalents measure it should be 6 staff. We have 6.35 staff members.
 - D. Read Acts Chapter 2! Pull together to equip people to do the work of the Lord!
- III. What are staff members supposed to do? The Primary Ministry of the Staff
 - A. The Bible says nothing about staff, but there are principles that will apply.
 - B. Role of the Pastor: to preach and teach and to lead, to perform weddings, funerals, baptisms, to provide pastoral care: home and hospital visitation, counseling..., equip and delegate responsibility, conflict management, business management, community relations.
 - C. Congregational Care vs. Pastoral Care
 - D. We must develop lay leaders who will lead the congregation as it does the ministry.
 - E. Leaders at all levels must be developing their own replacement through mentoring.
- IV. Six Questions to consider: See the powerpoint.
- V. Balanced Staff
 1. Ministry staff (essential) age-specific (Youth) and/or functional staff (Worship)
 2. Administrative operational staff (essential) Church Administrator

- 3. Staff specialists (elective)
 - VI. Staff Recruitment: What do you look for?
 - A. Character*
 - B. Competencies: Natural: gifts, passion, temperament Developed: character, knowledge, skills, emotions
 - 1. Competence ceiling: the point at which one becomes ineffective
 - 2. The Peter principle: "In a hierarchy every employee tends to rise to his/her level of incompetence."
 - a. If this happens...re-deploy, relocate, retrain, re-evaluate, retire
 - b. Staff Deployment: Four Rs: See the chart in the powerpoint
 - c. Goal: Right person in the right place
 - C. Chemistry
 - D. Cause
 - VII. How is the Staff Doing? Evaluation is the "breakfast food of champions" – Ken Blanchard
 - A. Look at evaluation tools used at Grace for personnel and other sources for tools.
 - B. How to improve, encourage, and develop leadership
 - C. Seven Critical Evaluative Questions: See powerpoint
 - D. Who evaluates?: Five options See powerpoint
 - E. <http://centerforleadershipandspiritualformation.org>
 - F. Where does staff fit? Organizational Chart
 - G. Staff Development
 - H. Staff Quiz
 - VII. Staff Team Chemistry: Suggestion: Read as a staff: 5 Dysfunctions of a Team by Lencioni
 - VIII. Implementation Team Reports
 - A. Cheryl Balogh: Community Outreach
 - B. Jeff Shirkman: Disciple Making
- Closing in prayer led by Pastor Cary at 9:10pm

Saturday, May 7, 2016

Absent: Scott Fausneacht

Open with prayer: Doug Mastin

- C. Dennis Lambes: Prayer Team
- D. Victor Colaianni: Communication Team
- IX. Strategy to mobilize our congregation for ministry: please refer to powerpoint TMG_6.Mobiliz.ppt_GBC_050516.pptx
 - A. Your identity in Christ once clarified can allow you to serve effectively.
 - B. What is your divine design? It can be assessed!
 - C. Six step process
 - 1. Grasp the importance of mobilization
 - a. Moves from sitting to serving
 - b. Increases giving
 - c. Necessary for maturity
 - 2. Understand the Problems
 - a. About 30% of congregation is currently serving

- b. We have an “unemployment” issue!
 - c. Why?
 - d. Brainstorm: Communicate needs, overcome objections, short-term commitments, length of service determined, areas of service, no retirement in God’s kingdom work
 - e. Reasons for the problems
 - 1. A faulty recruitment process-based on emotion and coercion
 - 2. A lack of knowledge as to how to mobilize partners for ministry
 - 3. Some ministers don’t want congregational involvement (Does NOT apply to us here at Grace)
 - 4. Too busy (time issue) Prioritize!
 - 5. Some people are simply not interested.
 - 6. Some fear failure.
 - 7. Most believe it’s the minister’s and/or staff’s job.
 - 3. Embrace the biblical solution for mobilizing your congregation.
 - a. Every member is called to serve. Eph. 2:8-10
 - b. Every member is a minister/priest. I Peter 2:5
 - c. Every member is empowered by the indwelling Holy Spirit to serve. Eph. 3:16,20
 - d. Every member has a unique divine design with which to serve.
 - 1. Natural gifts
 - 2. Spiritual gifts
 - 3. Passion
 - 4. Temperament
 - 5. Experience
 - 6. Every member has spiritual gifts with which to serve others in the body of Christ. Eph. 4: 11-13
 - f. We need to discover our gifts, then train our ministry partners to use them
 - 4. We did our own Natural gifts and Talents Inventory, Spiritual gifts inventory, Passion Audit
 - a. Surprises?
 - b. Confirmations?
 - c. Validation?
 - 5. Temperament=Personality. The different scales of determining temperament/DISC and MBTI
 - a. Dominant/Eagle
 - b. Influencing/Peacock
 - c. Steady/Dove
 - d. Compliant/Owl
 - 6. Process for Mobilizing our church
 - a. Phase I: Discovery
 - b. Phase II: Consulting
 - c. Phase III: Placement
 - 7. Mobilization Quiz
 - X. General Discussion of interface between Disciple Making Path and Mobilization
 - XI. Prayer Requests shared
 - XII. Encouragement
- Closing in Prayer: Cindy, Ron and Warren.