

LEADER CONVERSATION GUIDE

Signs You Need to Restructure: Legacy Structure - Episode 253

Signs You Need to Restructure Your Staff (Part 2)

Change is never easy... especially when people are involved. However, you can't pursue new vision, new ministry strategies, and new priorities without also embracing a new structure.

You're perfectly structured to get the results you're getting today—so if you want different results, it will likely require you to change both your strategy AND your structure. Here are four more signs it's time to consider a structure change.

4 More Signs You Need to Restructure

SIGN #1: You are structured around your people, rather than your ministry strategy.

Healthy churches structure around their strategy. Stuck churches structure around their people.

- Healthy churches think: Strategy → Structure → People
- Stuck churches tend to think: People → Structure → Strategy

A healthy church pauses every once in a while and asks, "Are we seeing the results we want to see?" Often, they find they are hitting the mark in some areas and they aren't in others—so they identify their updated ministry strategies for their next run. In other words, **they set their strategies first**. Next, they assess if they're structured in a way that will best help them accomplish the goals related to those new ministry strategies. The last question they answer is: "Who should be in what seats?"

SIGN #2 - You structure solely for your "discipleship" strategy, and not your "reach" strategy.

Healthy churches have a structure in place for both reach **and** spiritual formation. They know that it's important to structure around ministry strategies that reach people who are outside the church/faith—AND they know that they also need a staffing structure in place to support their discipleship/spiritual formation strategy for existing followers of Jesus.

Stuck churches only structure around their discipleship strategy. It's not that they are *without* a reach strategy—many times it's just assumed that *everyone* in the church is responsible for reaching new people for Jesus. Unfortunately, when churches don't intentionally structure around their reach strategy, they end up reaching few (if any) new people... especially the next generation of young adults.

SIGN #3 - You try to bring fresh vision, direction, and strategy into an existing structure.

Healthy churches recognize that shifts in vision or ministry strategies require shifts in the staffing structure as well. Otherwise, the natural tendency is to just pile new initiatives onto someone's existing job. When that happens, something gets dropped: either the job they were *previously* doing, or the new initiative.

Leaders and teams will ALWAYS gravitate back to what they were hired or built to do. They will work hard to preserve what they know, because it's what they were designed to do and where they are most comfortable. (That's probably one of the key reasons why stuck churches have such a hard time getting unstuck).

SIGN #4 - You are married to a legacy structure... even after the legacy staff leave or retire.

Stuck churches think people then structure then strategy. Because of that, they rarely change their structure. When vacancies occur, they just promote or rehire people to fill vacant positions, rather than stop to consider their changing needs. The legacy structure perpetuates itself *and* the results it delivers. That's not the way healthy churches function.

Healthy churches evaluate their structure often, usually every 18 to 24 months—because that's how often they're also reevaluating their direction and strategy. They recognize that the ministry is constantly evolving, as strategies to reach and disciple people change. **Because the strategy is changing, the structure must also regularly change.**

Final Thoughts

When structure changes become more commonplace, structure changes also become more accepted. Everyone begins to recognize, "We've done this before. We determined that we needed to pursue new priorities to accomplish our mission, and we restructured to support that new direction. We continued to help more people meet and follow Jesus."

That's what healthy, growing churches do.

Free Webinar: How to Restructure Your Church Staff

Of all the areas of a ministry that can be difficult to sort out on your own, staffing and structure is probably the hardest—but it's too important to the health of your church to delay. If you're ready to get started moving back to health in this area, [join us for this free webinar](#) on July 28.

Listen to the full episode on Apple Podcasts, Spotify, or at theunstuckgroup.com/episode253.