

Structure to the Strategy

Episode 351

Staffing Wisdom for Church Leaders (Part 1)

We help teams solve complicated staffing challenges with wisdom and grace all the time. We've helped more than 650 churches do it. So, we're going to share some of that wisdom related to structure, leadership, getting the right people in the right roles and handling "misfits" in this new series we're calling "Staffing Wisdom for Church Leaders."

In the first episode, Tony and Amy unpack the core tension pastors feel when it becomes evident an organizational restructure is needed and some of the most critical factors to take into account *before* you start making any decisions about specific people.

Key Quotes

1. AMY: "When you start with people, you miss so much opportunity to think strategically about the roles and then who should actually be in them for this next season of ministry."
2. AMY: "You have to start with strategy first and then structure and then people."
3. TONY: "If you're going to accomplish something of any significance, you need somebody to own it."
4. TONY: "If you want different results, in many instances, it's not just a strategy change. You have to change the structure as well."

Self-Assessment: How Are We Doing?

1. Do we have organizational clarity? (*Why do we exist? Where are we going? How will we get there?*)
If not, which areas do we need to work through to get clarity?
2. What would success look like in each of our ministry areas (kids, groups, etc.)?
3. To meet our ministry "wins," what leaders would we need in each area? Can we hire those leaders and maintain a balanced budget? (The Unstuck Group recommends spending 45% to 55% of the overall budget on staffing.)
4. If our church were twice its size, what would our structure need to be?

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