

Handling Misfits - Episode 354

Staffing Wisdom for Church Leaders (Part 4)

Leaders know it's true: Not having the right people on the team hinders your church's impact. So what do you do when it's clear you need to remove someone from the team—when it's clear they are not a fit?

In the last episode of our series on “Staffing Wisdom for Church Leaders,” Tony and Amy discuss the reasons why letting someone go is so hard for ministry leaders, the ways to effectively evaluate performance as an organization (specifically, managing people who are underperforming) and how you can approach it all with wisdom and grace.

Key Quotes

1. AMY: “Michael Moore said, ‘You don’t go as far as your dreams; you go as far as your teams.’”
2. TONY: “We should love the people that we get to serve with.”
3. AMY: “No one should be terminated like it’s a surprise.”
4. TONY: “Just because someone is of good character and they’re getting the job done, that doesn’t give them a pass on tough conversations.”
5. AMY: “Any conversation that starts harshly will end harshly.”

Self-Assessment: How Are We Doing?

1. Do we know that we have provided clear objectives and priorities for any misfits on our team?
2. If it’s an underperformance issue, when can we sit down (biweekly) to have ongoing performance conversations to check in or provide coaching?
3. Referencing the three types of people mentioned in Dr. Henry Cloud’s book *Necessary Endings*, how do these individuals respond to coaching: as an evil person, a foolish person or a wise person?
4. What timelines have we set to allow our misfits the chance to change their behavior or performance? (*The Unstuck Group recommends three to six months, depending on the change needed.*)
5. If termination is necessary, in preparation, have we
 - a. Intentionally prayed for the situation and individual?
 - b. Consulted our state laws and church bylaws?
 - c. Deliberately thought through the final conversation?

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