

The Understaffed Team With Too Many People

Episode 382

Church Staffing Oxymorons (Part 1)

In Part 1 of this new series, Sean and Amy explore a common staffing oxymoron that all too many churches face: teams that are simultaneously understaffed and overstaffed. In this episode, we unpack:

- Why churches often end up with misaligned staffing
- What this tension feels like for different ministry areas
- Common but ineffective solutions churches try
- How to properly assess your starting point
- The importance of having true leaders in leadership roles
- Practical next steps for evaluating and addressing staffing imbalances

Plus, we share real church examples, discuss assessment tools that can provide objective data about your staffing reality and provide guidance for leaders who want to build healthy, sustainable team structures that support effective ministry.

Key Quotes

1. AMY: “The most overstaffed churches I work with actually feel the most need for more staff.”
2. AMY: “Some church teams are both over and understaffed because of how they’ve structured and resourced their teams.”
3. AMY: “Instead of dashing ahead and taking action, I encourage you to slow down. Do some analysis and some planning on what needs to happen next.”
4. AMY: “People with the leadership gift must be in leadership positions. You are not ready to be making any staffing changes until you have the right leaders around the table in the right roles.”
5. SEAN: “People problems are uniquely challenging on a ministry staff team; it’s high stakes, but you can lead through it with confidence and come out stronger on the other side.”

Self-Assessment: How Are We Doing?

Consider going through the *Four Helpful Lists exercise* (listed below) or using the *Vital Signs Assessment* (available through the [Unstuck Learning Hub](#)) to see if your church may be over or understaffed.

1. **What’s Right?** What is working? Where are we healthy?
2. **What’s Wrong?** What is not working? Staff communication? Budget for staffing?
3. **What’s Confusing?** Decision rights? Leading multiple campuses?
4. **What’s Missing?** A specific role or leader? A system for leadership development?

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