

The Perfect Staff Structure for Never

Episode 384

Church Staffing Oxymorons (Part 3)

We're wrapping up our series on church staffing oxymorons by tackling perhaps the most challenging one yet: the perfect staff structure for never.

Many churches find themselves caught in a structure that doesn't work for today's needs and definitely won't support tomorrow's vision. It's that nagging feeling that something's off—workloads are uneven, decision-making is unclear and leadership gaps are widening.

In Part 3, Sean and Amy explore why churches get stuck in ineffective structures and, more importantly, how to build a staff model that works for the present *and* the future. Listen as they share practical metrics to assess your current situation and strategic steps to move toward a healthier organizational structure.

Key Quotes

1. AMY: "When there are leadership gaps, it's easier to start duct taping the organization together than it is to find and develop more leaders. But these leadership gaps become chasms the longer they get ignored."
2. AMY: "With no definition of what we expect from our leaders and no evaluation, you're blind to a growing problem that really could be your growth lid soon."
3. AMY: "Get comfortable with slower than what you want to go, but make the right moves."
4. SEAN: "Doers do; people who lead other people direct; and people who lead other leaders develop."
5. AMY: "When you get the 'people side' of this fixed, ministry gets fun again and results start to trend where you need them to trend."

Self-Assessment: How Are We Doing?

1. To see if you may have leadership gaps, start by gathering key metrics: percentage of budget spent on staffing, attendee-to-staff ratio and percentage of volunteers and volunteer leaders.
2. Then, assess your current leaders in the following ways:
 - a. By looking at their title and the role you have them in (make sure you have a clear win on what they were hired to do)
 - b. By considering their level of leadership (are they busy doing tasks, directing people or developing leaders?)
3. With this information, do you have any current gaps on your team?
4. Now, double your attendance and create an org chart around that new number. How will you structure your staff to lead a church that size? Think specifically about the top-level leaders you would need to carry out your ministry.

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