

The People Side of Growth (Replay)

Episode 404

This month, we are replaying the “hits” from the last six months: the best episodes. We’ll be back with fresh content in August, and we know you’ll be gearing up for back-to-school busyness. See you on the other side! We hope you enjoy these favorites from the first half of the year.

In this episode, Sean and Amy talk about predictable people problems to be prepared for, how to get out in front of those problems, wearing both your leadership hat and your pastoral hat and resources to get people engaged.

Key Quotes

1. AMY: “People are the most important. We exist as churches to help people meet and follow Jesus, and we just have to keep that front and center.”
2. AMY: “Balls start to get dropped when you ask people to lead above their capacity.”
3. SEAN: “Don’t be overly concerned about dipping metrics; you have to remind yourself that in seasons of growth, it takes new people a while to acclimate.”
4. AMY: “The people challenges at growing churches are predictable. And if we don’t do something about the people side, there’s also going to be some predictable outcomes that aren’t great.”

Self-Assessment: How Are We Doing?

1. **Anticipating the change.**
 - a. How are we preparing to lead through growth (even the uncomfortable parts)?
 - b. Do we have an Executive Pastor who is ready to think through the “people” part?
2. **Increasing self-awareness.**
 - a. Do we know our own wiring and our team’s wiring (e.g., have we done a strengths assessment as a staff)? If not, when could we set aside time to do an assessment?
 - b. Knowing our team’s strengths, do we need more “Let’s Go!” people?
3. **Making it a priority to get new people engaged.**
 - a. How often are we “preaching the next steps” and should it be more often?
 - b. If engagement is an issue, what small, low-commitment steps could we implement to bridge the gap?
 - c. Who are the specific people in our church we could challenge to step into ministry alongside us?
4. **Assessing the leadership capacity of the team.**
 - a. Thinking about the staff, who has more capacity? Who has hit their lid?
 - b. Does each leader have defined wins for their areas of responsibility? How are we holding them accountable?

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