

The Understaffed Team With Too Many People (Replay) - Episode 406

This summer, we're changing things up. You're on vacation; we're on vacation. We all know how this goes. You probably have road trips, plane trips, maybe a sabbatical or some conferences to attend this month.

But ministry and leadership are still happening!

So 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, Amy and Sean explore a common staffing oxymoron that all too many churches face: teams that are simultaneously understaffed and overstaffed. They unpack why churches often end up with misaligned staffing, what this tension feels like for different ministry areas and practical next steps for evaluating and addressing staffing imbalances.

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](https://theunstuckgroup.com/episode406)) 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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