

Structure & Finding Staff - Episode 422

As churches grow, one of their biggest challenges is **finding the right people to add to their team**.

On paper, it may look like they have enough staff, but they often find themselves with a *shortage of strategic leaders on their team*.

We're continuing our series on "Growing Church Problems" with an important topic that impacts every expanding ministry: **structure and finding the right staff**.

In this episode, Amy and Sean talk about the structural pain points of growing churches, the tensions around staffing and practical next steps to take to address these challenges.

Plus, Amy got to sit down with Jonathan Smith, lead pastor of OneChurch.to in Toronto and one of the newest members of our consulting team. Drawing from years of experience, he shares some best practices for hiring and promoting from within the congregation.

Key Quotes

1. AMY: "Building out the future structure *now* helps leaders identify the gaps between their current structure and what they're going to need as they grow."
2. JONATHAN: "We can't promise you lifelong employment, but we can promise you lifelong employability because we are committed to developing you."
3. JONATHAN: "We would rather talk about exits before entrances because it leads to less disappointments over time."
4. JONATHAN: "We elevate faithfulness and humility, and we can automatically see the people who have that potential."
5. JONATHAN: "Familiarity doesn't determine fit."
6. JONATHAN: "Hire for mission, never for relief."
7. AMY: "Remember that the goal isn't just to fill positions, it's to build a team that can multiply your impact."

Self-Assessment: How Are We Doing?

1. Do we start our hiring process with the end in mind? If not, what should change about the process so that it becomes an integral part of how we hire/onboard people?
2. How are we "building our bench"? What is our process to ensure potential leaders have the capacity to multiply themselves?
3. Is there anything we need to stop doing for a season (i.e., ministries to be pruned) to create space for the growth we're seeing, as we also work on finding the right staff?

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