

Are We Overstaffed or Understaffed?

Episode 464

If your church is over 1,000 in attendance, *you're just too big to run on relationships.*

At some point, the way you've always led stops scaling—not because relationships don't matter (they do) but because the ministry is now carrying more complexity than your current structure can support.

This is where many churches get stuck—they don't make that transition. And if you don't get intentional about systems, roles and decision-making, you'll keep feeling the same pain: confusion, bottlenecks, burnout and frustration. Your staff is working hard, but it still feels chaotic.

In this series, we're going to get really practical about **how to structure around systems and strategies.**

"Are we overstuffed or understuffed?" That's the question we're starting with in this episode because sometimes we get the data wrong and we end up hurting the team.

Key Quotes

- "The pressure a staff team feels to add more staff is often the result of running a menu-driven church."
- "You have to build an environment where people have enough bandwidth left to raise up volunteers or develop people."
- "Your total ratio can be perfectly healthy while your team still feels broken if people are in the wrong places."
- "As you scale, you want fewer people who need a stage and more who are willing to grab the mop as quickly as they grab the microphone."
- "Don't structure the church for the church you have today. Structure the church for the church you're becoming."
- "Urgency is the wrong fuel for moving people out of seats they've been sitting in for years."

Self-Assessment: How Are We Doing?

1. What is our attendance-to-FTE ratio?
2. What percentage of our budget is dedicated to staffing?
3. What percentage of our team sits in each ministry area?
4. Looking at the data from [The Unstuck Church Report](#), how do our allocations of team members compare to other churches?
5. Why are we allocated this way? Is it strategic, or is it simply the way it's always been?

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If Jesus walked into your church right now, would people recognize him? We've created a personalized Savior who exists primarily to meet our needs, bless our lives and guarantee our spots in heaven.

But here's the problem. That Jesus would be unrecognizable.

In the book "The Missing Messiah," bestselling authors Kyle Idleman and Mark More will help your church rediscover the Jesus based on Scripture, not on culture. Plus, check out the six-session companion study guide with free access to streaming videos. Learn more at missingmessiah.com.