

How to Make Structural & Staffing Changes

Episode 467

People issues, especially people changes, can be incredibly divisive in a church. Suddenly, a staff member people love is no longer on the platform, and nobody's really sure why.

Church leaders have had months to process the change, but the congregation and staff have to catch up in one conversation or announcement. And they rarely sit in that gap of information neutrally ... they fill it with a story that's not about the decision but about the church itself.

We're wrapping up Too Big to Run on Relationships, our series on getting your structure right as a large church. And we saved the hardest conversation for last—**how do you make structural and staffing changes without *blowing up your church*?**

Key Quotes

- “Build an expectation that endings are a normal part and rhythm of life. The more you normalize it at the front end, the easier it is to navigate it when that moment inevitably comes.”
- “When you announce a change, you're not delivering good news to a room that's been waiting for it. You're actually introducing loss to people who didn't even know anything was wrong.”
- “Change should be the most normal thing in the church world because God is all about transformation, which is change.”
- “You cannot make people skip the stages of processing a change, but you can move them through the process faster with good communication.”
- “Every personnel and structural change you make has to clearly connect to how it helps you better accomplish your mission as a church.”
- “Celebrate the past, but explain why you can't stay there.”
- “The cost of moving too fast is real. The cost of never moving at all is so much greater.”

Self-Assessment: How Are We Doing?

If you realize you need to make staffing changes, use the steps and questions below to guide the changes.

1. Capture your changes in writing: What's changing? What's not changing? Why? What does it mean for each area of ministry?
2. Phase your changes out: What happens in the first 30 days, the next 30 to 90 days and the next three to 12 months?
3. Assign ownership and deadlines: For every change that needs to occur, who will take ownership? When should the change or action item be completed by?
4. Build your communication plan: Who needs to know what, and when should we tell them? How will we communicate the changes? What questions will people likely have?

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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.