

STAFFING FOR
Missions

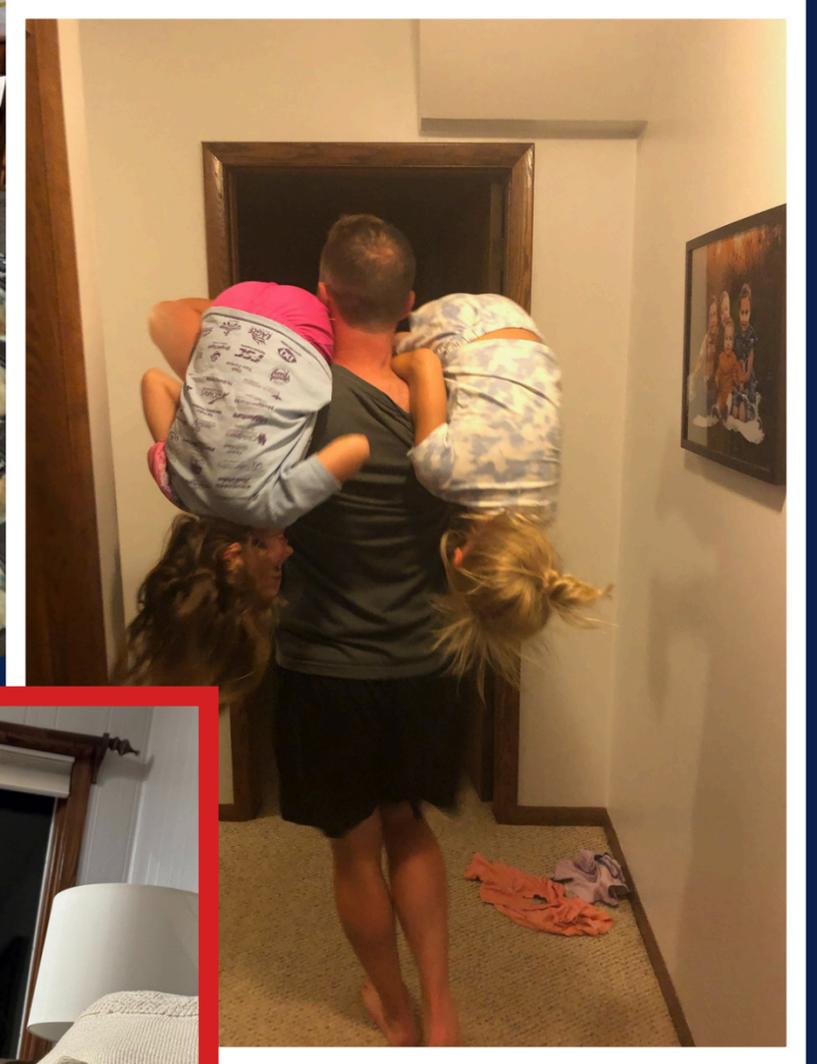
WELS NATIONAL CONFERENCE ON LUTHERAN LEADERSHIP

**NATE PAUL, CHIEF OPERATING OFFICER
922 MINISTRIES**



- Husband
- Dad
- Chief Operating Officer (922 Ministries)
- Time of Grace Board of Directors
- Northern Wisconsin District Mission Board
- WELS Board for Home Missions

NATE PAUL





922
MINISTRIES

MY BACKGROUND

What brings

YOU

here?





Scenario 1:

THE "PLATEAUED" SOLO PASTOR

Scenario 2:

**THE
“WHITEWATER”
CHURCH**



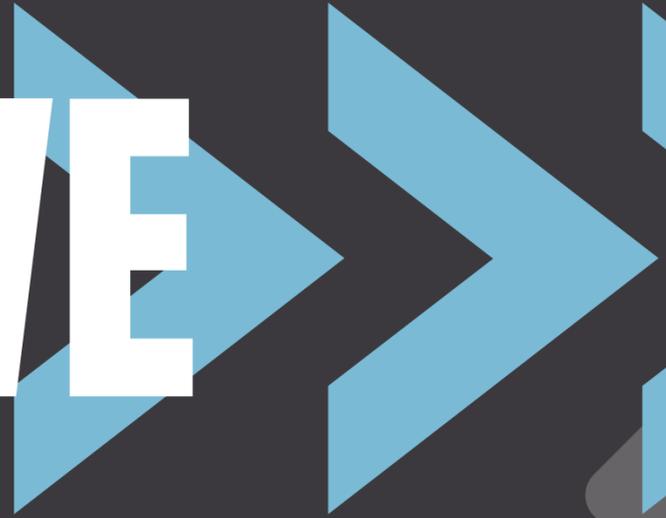


Scenario 3:

**CHURCH IN
A “RUT”**

From

REACTIVE



PROACTIVE



OUR
Roadmap
FOR
TODAY

Foundation
FOR MINISTRY STAFFING

Strategic
ALIGNING MISSION & STAFFING

Practical
APPLICATIONS & TOOLS

BIBLICAL *Foundation*



Isaiah 55:11

So is my Word that goes out from my mouth: It will not return to me empty, but will accomplish what I desire and achieve the purpose for which I sent it.



Proverbs 19:21

Many are the plans in a person's heart, but it is the Lord's purpose that prevails.



Proverbs 21:5

The plans of the diligent lead surely to abundance, but everyone who is hasty comes only to poverty.

MOSES

JESUS

DISCIPLES

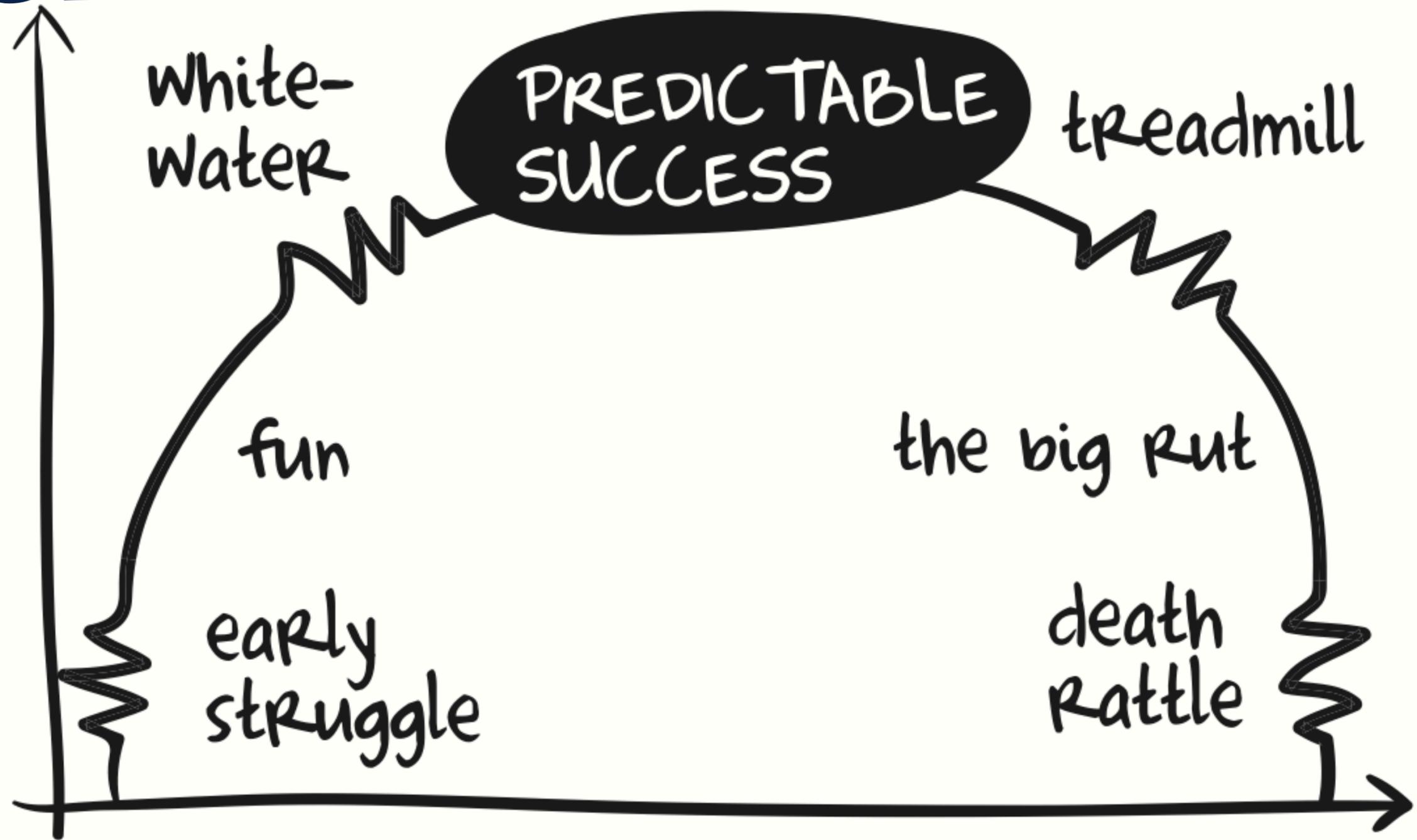
**STAFFING
FROM THE**
Bible

OUR
Roadmap
FOR
TODAY



Strategic
ALIGNMENT & STAFFING

Church LIFECYCLE



CHURCH

Archetypes

VISIONARIES

give direction

OPERATORS

move ministry forward

PROCESSORS

build systems

SYNERGISTS

communicate and connect

Church LIFECYCLE

SYNERGISTS

PROCESSORS

OPERATORS

VISIONARIES

White-water

PREDICTABLE
SUCCESS

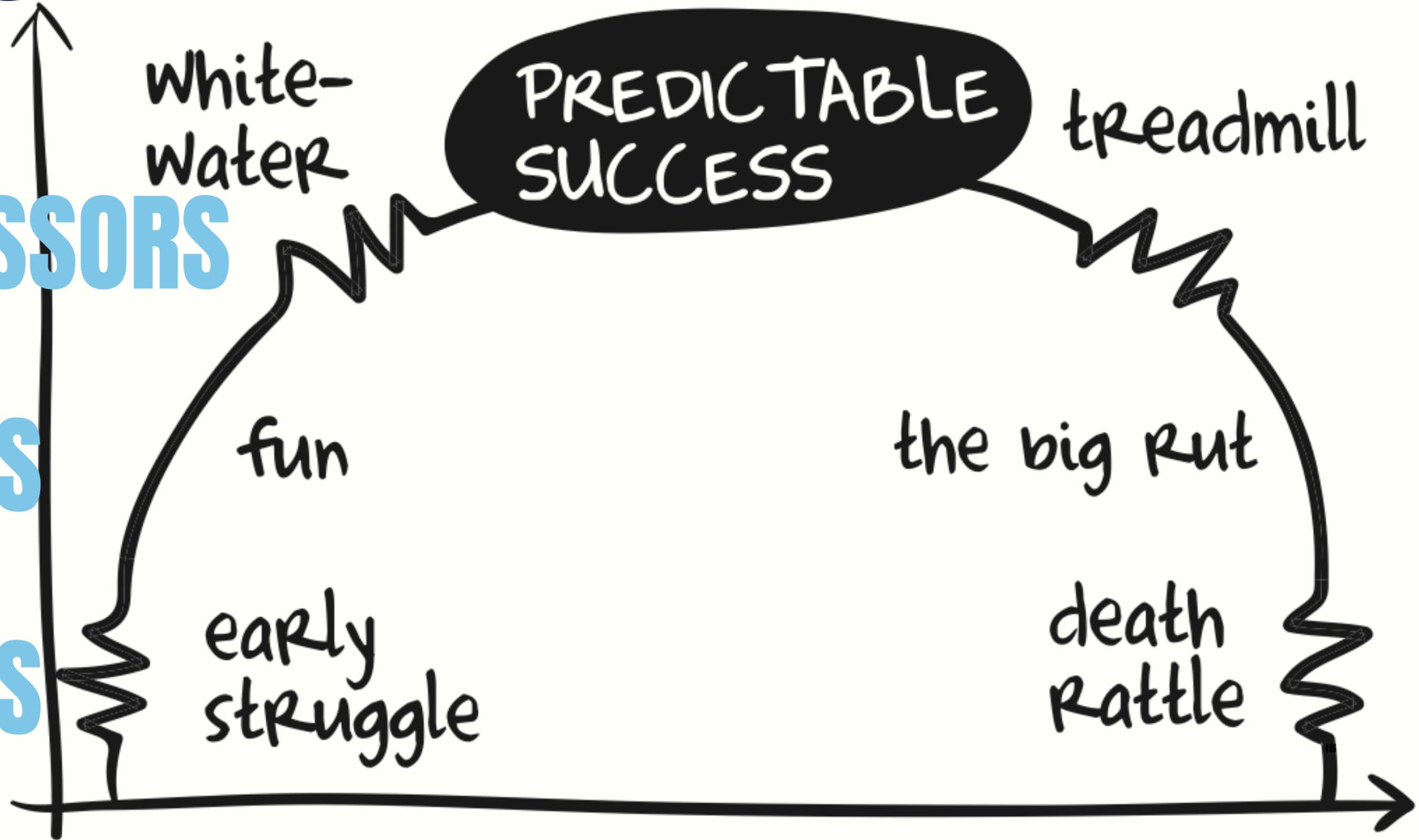
treadmill

fun

the big Rut

early
struggle

death
Rattle

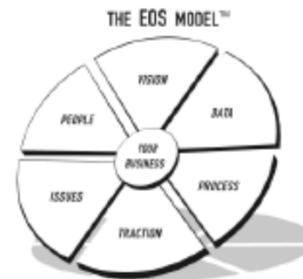


STRATEGY DRIVES STRUCTURE

**MISSION,
VISION,
VALUES**

**TARGETS &
GOALS**

**ACTION
PLAN**



THE VISION/TRACTION ORGANIZER™

ORGANIZATION NAME: _____

VISION

CORE VALUES	1. 2. 3. 4. 5.	3-YEAR PICTURE™
CORE FOCUS™	Purpose/Cause/Passion: Our Niche:	Future Date: Revenue: Profit: Measurables: <u>What Does It Look Like?</u>
10-YEAR TARGET™	_____	
	Target Market/The List:	



DEFINE THE ROLE



**KNOW YOUR
STRENGTHS**



**UNDERSTAND YOUR
NEEDS**

BUILDING THE

Right

STAFFING PLAN

APPLYING STRENGTHS

CliftonStrengths[®]



STRENGTHEN

- 1. **Arranger**
- 2. **Belief**
- 3. **Responsibility**
- 4. **Positivity**
- 5. **Harmony**
- 6. Achiever
- 7. Developer
- 8. Includer
- 9. Learner
- 10. Communication

NAVIGATE

- 11. Connectedness
- 12. Relator
- 13. Competition
- 14. Maximizer
- 15. Self-Assurance
- 16. Woo
- 17. Context
- 18. Adaptability
- 19. Individualization
- 20. Analytical
- 21. Consistency
- 22. Input
- 23. Focus
- 24. Significance
- 25. Futuristic
- 26. Empathy
- 27. Discipline
- 28. Intellection
- 29. Ideation
- 30. Strategic
- 31. Command
- 32. Restorative
- 33. Activator
- 34. Deliberative

You lead with **Executing** CliftonStrengths themes.

■ **EXECUTING** themes help you make things happen.

■ **INFLUENCING** themes help you take charge, speak up and make sure others are heard.

■ **RELATIONSHIP BUILDING** themes help you build strong relationships that hold a team together.

■ **STRATEGIC THINKING** themes help you absorb and analyze information that informs better decisions.

READ "IDENTIFY YOUR UNIQUE CONTRIBUTION: THE CLIFTONSTRENGTHS DOMAINS" SECTION TO [LEARN MORE >](#)

MAPPING STRENGTHS

VISIONARIES

Purpose:
Strategic Thinking

Strengths:
Ideation, Futuristic

OPERATORS

Purpose:
Executing

Strengths:
Achiever, Focus

PROCESSORS

Purpose:
Creating Systems

Strengths:
Discipline, Analytical

SYNERGISTS

Purpose:
Communicating and Connecting

Strengths:
Empathy, Developer

OUR
Roadmap
FOR
TODAY



Practical
APPLICATIONS & TOOLS

Category	Current State	Future Need <i>(The "Bridge")</i>	Identified Gap
Leadership Archetype	Two Visionaries (Lead Pastor, Council President).	An Operator to manage systems and execution.	Missing someone to turn "big ideas" into repeatable processes.
Role Type	High on Pastors (Shepherding/Teaching).	Need for an Administrator or Specialist .	Too many people "doing ministry" and not enough "organizing ministry."
Staff Wiring	Heavily weighted toward Charismatic Connectors .	Needs Detailed Doers or Steady Supporters .	Lack of focus on accuracy and operational stability for the new launch.

STAFFING GAP *Analysis*

Facilities Support Staff**Reports to:** Facilities Manager**Status:** Non-Exempt, 30-40 hours/week**Position Summary:**

The Facilities Support Staff is responsible for maintaining the cleanliness, safety, and functionality of our school and church campus. This role primarily is responsible for the regular cleaning of our school classrooms and restrooms for everyday use. Overall, the Facilities Support Staff has responsibility for cleanliness, maintenance, and general upkeep of 922 Ministries' facilities to ensure the safe and comfortable execution of all 922 events and operations.

What We Want From You:

The Facilities Support Staff must be a Christ-centered and relational leader. The Facilities Support Staff shall be committed, first and foremost, to a personal, growing relationship with our Savior. They shall be devoted to the 5 Roots (Gather, Group, Grow, Give and Go). The Facilities Support Staff shall be a model of discipleship for all students, families, members, guests, staff, and friends of 922. This does not mean being perfect, but understanding one's position before the Lord, living under the cross of Christ, and demonstrating a heartfelt desire to please the Lord in words and actions. The Facilities Support Staff shall be a servant leader – not interested in self-promotion, but driven by a Christ-like desire to make others better – positioning themselves as a servant to those whom they lead. The Facilities Support Staff shall possess a humble spirit, demonstrating a genuine concern for all people (regardless of age, race, background, or economics), a nonjudgmental heart, and an appreciation for the unique gifts and talents of every member of the Body of Christ. They shall also be willing to examine themselves in light of correction or suggestions and maintain a confident, but teachable heart. The Facilities Support Staff must be adaptable to changing circumstances, and place the needs of the staff, students and teachers as a top priority. The Facilities Support Staff must be self-motivated and take ownership for the cleanliness, maintenance, and general upkeep of 922 Ministries' facilities.

What You Get To Do:

- Clean and prepare classrooms outside of school hours for the following day, including sweeping, taking out trash, wiping down surfaces and dusting lockers and cubbies
- Maintain cleanliness and safety of all interior and exterior spaces, proactively addressing potential hazards and deliberately seeking out areas that need to be addressed, both big and small.
- Perform thorough cleaning of all campus areas as needed, including the Sanctuary, Gathering Area, Ministry Center, classrooms, offices, restrooms, and exterior glass/doors
- Monitor and maintain all restrooms, ensuring adequate supplies are restocked and responding to spills promptly.
- Assist with landscaping and snow removal as needed.
- Conduct preventive maintenance checks throughout the facilities.
- Troubleshoot and resolve maintenance issues as they arise.
- Monitor and report on cleaning supply inventory to the Facilities Manager.
- Assist with event setup, teardown, and cleanup, including weddings, funerals, sporting events and other church/school functions as needed, which may require evening and weekend hours.
- Perform other assigned tasks and project work as needed to support staff and facilities, which may include tasks such as painting, floor waxing, carpet cleaning, and lawn work.

What Good Looks Like:

- 922 Facilities are kept clean and operational at all times
- 922 staff, congregation, students, families and guests have a safe and positive experience on the 922 campuses

Job

DESCRIPTIONS

PAID VS. VOLUNTEER?

What do you need?

**IRREGULAR
LOW VOLUME
LIMITED MANAGEMENT**

**CONSISTENT
HIGHLY TECHNICAL
MISSION CRITICAL
TIME SENSITIVE
REGULAR MANAGEMENT**

VOLUNTEER

PAID

“

The average church has one full-time equivalent (FTE) staff member for every 56 people. That includes all ministry and support staff. For reference, we recommend one FTE for every 75 people.

UNSTUCK GROUP

”

LEVERAGE YOUR People

*Is there untapped
potential in your
church?*

REMEMBER:

- ✓ If finances are a concern, this is a great place to start!
- ✓ Paid staff can develop from your volunteers
- ✓ Thriving churches focus on giving ministry back to the body

TO CALL OR NOT TO CALL?

What do you need?

PREACHING,
TEACHING, OR
SPIRITUAL CARE

COORDINATING,
COMMUNICATING,
ADMINISTRATING

PLACE A CALL

HIRE

Setting **COMPENSATION**

SYNOD SCALE

**DON'T!
FORGET!**

MARKET ANALYSIS

- **Benefits**
- **Fair Labor Standards**

ASSESS INTERNAL EQUITY

ENCOURAGEMENTS & WATCH OUTS



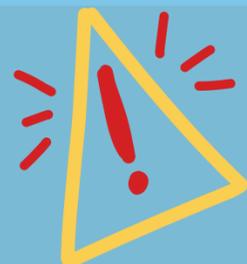
BE JETHRO

STAFF FOR WHO YOU WANT TO BE



INVEST IN DEVELOPMENT

HYBRID ROLES



SYSTEMS VS. STAFFING

FINAL *Thoughts*

Lay Leaders:
Your pastor needs you!

Pastors:
Share the load!

STORY: TIM AND NATE

PHILIPPIANS: 1:3-5

**I THANK MY GOD EVERY
TIME I REMEMBER YOU. IN
ALL MY PRAYERS FOR ALL
OF YOU, I ALWAYS PRAY
WITH JOY BECAUSE OF
YOUR PARTNERSHIP IN
THE GOSPEL FROM THE
FIRST DAY UNTIL NOW.**



THANK
you!
QUESTIONS?

CONTACT
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