

LEADER CONVERSATION GUIDE

Church Staffing Pain Points

Episode 81 (Part 1)

5 Issues That Became Clear Over the Last 12 Months of Consulting

We looked at all of the staffing assessments we did with churches in 2018, and we saw some clear trends that point to where many churches are struggling on their staff teams—and part of why they feel stuck. So in this episode, we talked about those core pain points most church teams seem to be experiencing.

Core Staffing Issues

1) Not Intentionally Developing Leaders

In other words, churches don't have an intentional plan to *identify potential leaders*, and they don't have a plan to *develop the leaders they do have*.

They may *hope* their leaders will grow and develop, but as we say a lot around here at The Unstuck Group, "*Hope is not a strategy.*"

Indicators This Is an Issue on Your Team

- Very few high-capacity volunteers are engaged in higher level ministry roles.
- When you have a leadership role to fill, you have a very thin bench both for volunteer leader roles *and* for staff roles. In other words, when a leader is needed there are very few people to choose from.
- Just a few people shoulder most of the leadership for the strategic initiatives at the church.
- You have a lot people on your teams who have been doing the same thing for many years with little change in their effectiveness.

Teams that aren't developing leaders are focused on *doing* ministry—not giving ministry away and developing people. And, because they're doing so much, there's no time to even thinking about developing others. It's a tough cycle to break, but the only way out of the "doing" cycle is to start dedicating time and energy to "developing" others.

Next Steps

1. Identify someone on your team to be a champion for leadership development.
2. Educate yourself: Read [Designed to Lead](#) (Geiger and Peck). Envision an Ephesians 4 model where ministry needs to be given away.
3. Start somewhere: Identify something you can do to begin.

2) Not Clearly Defining the “Wins” for Each Leader

Do the people on your teams know what their wins are and how they connect to the bigger picture of the church’s vision? We commonly ask church leaders, “*How do you know if you’re winning on the team and in your role?*” The answer we usually get is, “*That’s a really good question.*”

Indicators This Is an Issue on Your Team

- Team members lack clarity around what they should be achieving: They may be busy, but no one’s sure they’re busy doing the right things.
- Goals are ambiguous and/or difficult to assess.
- Priorities are unclear.
- There’s a lack of accountability on the team.

In order for team members to be effective and released to lead, they need clarity around what success looks like for their position. When teams are healthy in this area every member knows their wins (goals) and know how to measure progress against them.

Next Steps

Go through a process to help every team member get clarity around how what they do connects to the larger church goals. Be specific. Giving specific goals provides clarity as to what your team members are expected to deliver and releases them to lead. Specific goals define, *How much? How many? And, by when will it be accomplished?* (e.g. “*Identify and engage three new volunteer leaders in the next three months*” vs. “*Develop more volunteers.*”)

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>> More to come in **Church Staffing Pain Points - Episode 82 (Part 2)**