

Matt Chandler- 4/22/09

Breakout Session 3: Staff development

- Ephesus- one of the few churches that were truly changed overall
- You can go to Revelation and see where they were 40 years later
- We know that it did end
- Philippi was still doing pretty well 40 years later
- A missional movement through a major urban center
 - Philippians goes well
 - Ephesians does not
- **Revelation 2**
 - Gospel blows up in Ephesus, outsiders are trying to be a part
 - They have decent doctrine (they spotted false apostles)
 - Enduring patiently, doing church discipline
 - You have abandoned the love you had at first, do the works you did at first
 - How can you do all of the things listed above, but not have your first love? All of the external indicators are in place, but Jesus is calling out a lack of affection, which is to say they were no longer gospel-centric
- **Ephesians 4**
 - Violent shift from the first three chapters
 - Vs 4- Answering the “so what” of the first three chapters
 - Need to defend unity
 - The gospel brings together people who have nothing in common. This is not true of religion, which was normally cultural. This was bringing people together that never would meet before.
 - Progressive sanctification will look different for each of them, and they will get on each other’s nerves- different times and different ways
- **On a church staff**
 - We see ourselves as stewards of and not participants
 - We’re trying to managed by it, but not engaged and creating it for staff and members. We’re not participating in the life of the church
 - Very little shepherding is being done over the shepherds
 - Compensation was an issue for everyone but the senior pastor and the janitor
 - People are hurting and worried about the money they’re making, and it’s impacting their souls
- **Two most important questions: How are we going to do this? When are we going to do this?**
 - People want to do a lot of things, but they don’t answer the above questions
 - If it’s not intentional, it’s not going to happen. You’re not going to accidentally develop your staff

- If it's not genuine, even what you plan won't matter. If you don't really love your people and only see them as a means to exhaust yourself more
- The pressure can turn people into pawns so that you can succeed
- **Two areas of focus for Village Staff**
 - Personal Development
 - Professional Development
- **Personal Development**
 - **Spiritual**- how do we create environments that replenish and encourage the staff? Who we're asking them to be and what we're asking them to do is not just a job?
 - **Relational**- have we created a friendly, safe environment? Can you come in and ask me a question and not get smacked around?
 - **Physical**- do we create an environment where people are living off caffeine and carbs? Are we promoting rest?
 - **Recreational**- is there a pressure valve? Do they have a hobby? Can they blow off steam some place?
 - **Intellectual**- Creating an environment to know more about leadership, theology, philosophy
- **Professional development**
 - **Compensation**- Where are we in regards to how we pay- are we fair? At first, you have to be creative, but then you have to evaluating regularly
 - **Input**- Are there safe ways to be able to give feedback, regardless of where they are?
 - **Opportunities**- Are there opportunities for advancement? In a plant, you're all over the place. But you move more specific the bigger you get. If you've got good leaders, give them a chance to speak into major initiatives. Everyone at every level will feel like they're a part of it
 - **Evaluation**- is there curt, honest evaluation? No one was surprised they got fired. You're a coward if you see a weakness in people but don't address it. Most of the time it's a blind spot they can't see to fix.
 - **Skills and Knowledge**- Have we built out a plan for them to improve in these areas?
- If there is hypocrisy in the values you espouse from the stage and the way you lead your staff you'll set yourself up for failure
- **2009 Staff development plan for the Village**
 - 1st Monday of the month is RESTORE. 9-12 of prayer, worship, caring, loving, sharing testimony, teaching out of pastoral epistles, confession. Nothing changes this. Reminding everyone the nature of what we're doing is spiritual, not task-oriented
 - Staff Fun day- Every other month. Staff bowling tournament, etc. With all of the stress of new location, fundraising, etc. the thing that brought the most to the staff was a bowling time
 - Staff retreat- it's not work. They have all day off to do whatever they want. Night- testimony, worship, communion, sometimes a small

word. Even bringing in outside guys so that your people can enjoy it. Same week of October, they bring everyone, no matter what level on staff.

- Staff Christmas Party- same
- Pay for 8 biblical counseling sessions for staff. They need a safe place to struggle, because they will struggle. We're not hiring people without issues, but we have to help them move through them. The bulk of staff has been through the recovery ministry
- **Structured meetings**
 - Exec staff meets on Mondays from 10-11
 - Department heads meet Mondays from 11:30-1
 - L4- In departments, scheduled up. The meeting is scheduled by the lower guy and cover- how are you leading the people you're over, How you're leading your department, How are they leading among their peers, and leading up- How the above person can help. Once every 1-2 months
 - Campus specific meetings for major projects/initiatives
- Anonymous staff surveys
- If you don't let strong leaders lead, you won't get them