

# Leading and managing a staff team well

## Start with yourself

*Key truth: Having a staff team won't necessarily free up your time, it might just reallocate it.*

- They need your servant-heart (Mark 10:45; Philippians 2)
- They need your time
- They need your example (2 Timothy 3:10-11)

## Leading and serving staff members

*Key truth: Your staff team shouldn't do all the ministry. They need equipping to equip others for ministry.*

## Recruit them

- Reasons for recruiting: Need (Acts 6), Opportunity (Acts 13), Person
- Right process:
- Right criteria: Character (1 Tim 3:1-13, 4:16); Conviction (1 Tim 4:16); Competence (1 Tim 3:2-5); Chemistry (Acts 15:36-41?);

## Resource them

- Proper support
- Proper pay (1 Timothy 5; 1 Corinthians 9)
- Proper feedback... both ways
- Proper process (Romans 13)

## Release them

What did the best manager you've had do well? What are you doing well to serve your staff?

What has frustrated you in the past as you have been managed? What are you doing badly?

# Leading and serving staff teams

*Key truth: You're a team working constructively for the sake of the whole, not lobby groups trying to look after your own area of ministry*

## Strong vision and values

## Strong communication

## Strong relationships

# Leading staff meetings

What is the purpose of this meeting?

- The weekly tactical (Sharing information, implementing the day-to-day)
- The monthly strategic (Training; praying; bigger picture planning)
- Quarterly offsite review (or however often it's useful!)

So you need to plan them...

Who should be in this meeting?

How do you 'bring your staff team together'? What things get in the way of that? What can you change?

## Resources:

<https://www.acas.org.uk/> - employment law advice and more; **ICO** (Information Commissioners Office) <https://ico.org.uk/for-organisations/advice-for-small-organisations/> - data protection advice; **HSE** (Health & Safety Executive) <https://www.hse.gov.uk/managing/introduction/index.htm> - health and safety advice; See CPAS and Stewardship for other employment resources.

<https://www.john-truscott.co.uk>

Craig Hamilton's *Wisdom in Leadership*

Patrick Lencioni – *5 Dysfunctions of a Team* and *Death by Meeting*

Thom Rainer and Eric Geiger – *Simple Church*