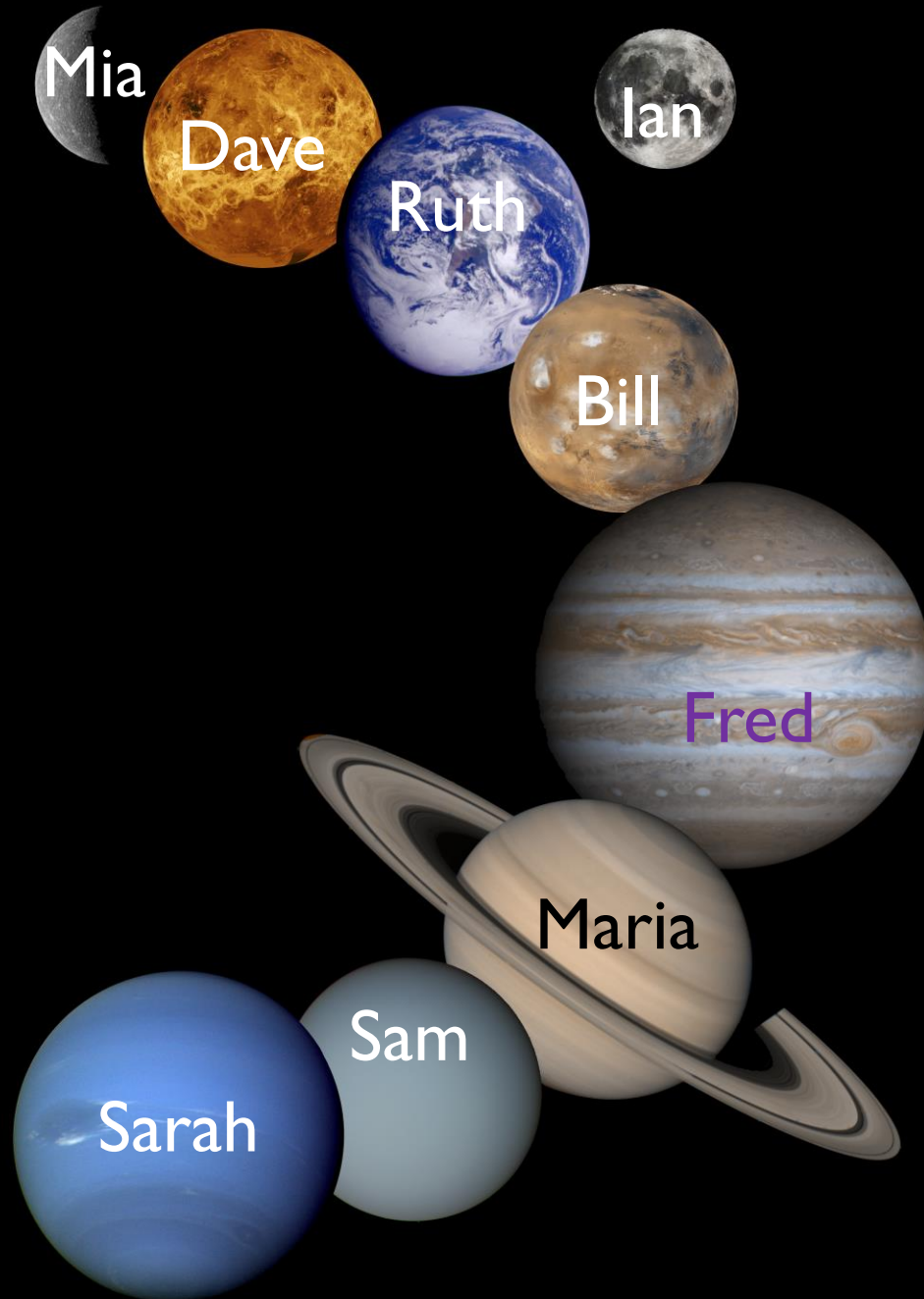




THE SUN AND THE MOONS:

*Redemptive Solutions
for Church Staff Difficulties*

*REDEMPTIVE
SOLUTIONS
FOR
CHURCH
STAFF
DIFFICULTIES*



Sun:
Responsible
for the Solar
System

Sun is
Accountable
to God



Difficulty

Reflect

Humility



A composite image of a galaxy merger. The image shows two galaxies in the process of merging, with a central region of intense star formation and dust. The colors range from blue and white to yellow, orange, and red. The text labels are overlaid on the left side of the image.

Hairline crack

Fracture

Amputation

Confusion

How did we get to this place?

Misunderstanding

Blockage



BUSINESS MODEL

1. Strategy: Mission, Vision, Values
2. Structure: Org Chart
3. Process: Evaluate
4. Produces the Ministry Culture
5. People: Find people to fill which spots, “fit”
6. The “hire”





THE JESUS MODEL

HOW HE BUILDS THE KINGDOM

1. People
2. Culture
3. Process
4. Structure
5. Strategy



EXPECTATIONS:
HOW MANY STAFF
(MOONS) PEOPLE
CAN THE (SUN)
LEAD PASTOR BE
CLOSE TO? JESUS?
(PETER, JAMES,
JOHN)
TALMIDIM
“SOMEONE WHO
LEARNS”

UNDERSTANDING
YOUR ROLE
HUMILITY



TRANSPARENCY HELPS BRING CLARITY

Are you
clear on:

Listen and repeat
Successful?

(If necessary:
what are the
consequences?)

The
Position
Person

What's expected?

Listen and repeat

Do they know?

*How
you're
doing?

How
you're
measured

Listen and repeat

CLARITY HELPS
BUILD TRUST (EARNED)

Trust
Helps
Establish
a Healthy
Culture

Freedom leads
to Joyful
Culture

Culture shows
up in
Community
Unity

Unity
results in
Freedom
to be
~~worry~~



THE PASTORAL LEADER
SUN



Are you aware of
your reputation?

Your identity?

Person or position?

Are you emotionally
intelligent?

Wisdom?

THE ASSOCIATES MOONS



Do you like your job? Your boss?

Do you respect your leader?

Do you feel *great about your work?

What is your job? Your role?

Your responsibilities?

CHURCH "A"
THE DESK:
SITUATION

I assumed a closer
personal relationship

than actually was
Turned the desk
oops!

Control

Temper

Closed mind,
inflexible

Church folded



CHURCH “B” CHRISTMAS
EVE SITUATION

Former Paid section leader Christmas Eve Pastor didn't want me “Choir great before you got here. Don't think you are going to make them great.”

My prayer posture in worship! Affair in choir **Personal relationship** with pastor. Lunch once



CHURCH “C” CANOE TIME
PERSONAL RELATIONSHIP

Pressures on Lead
Pastor/ fame

“Monday morning
memos”

“Some things you
only learn in a canoe”
(once)

Pastor #2 “Yes”

Daughter’s illness

Opened himself.

CHURCH “D” STAFF MEETING “ADDITION”

“I think”

“I think”

“I think”

“I think”

“I think”

“I think”

“I think”

“I think”

Dysfunctional-different people treated differently

Pressures on lead Pastor

Not safe to say what you think when asked

Personal relationship-did have one on one
mtng.+-

**CHURCH “E”
PREACHING & MUSIC
BOTH SEEN EVERY WEEK**

Preacher a “voice of God” to
the congregation, authority
Intellect, reason, mind
Music a “voice of the heart”
to the congregation. Attach
emotionally.

Both need to realize that
truth. Max McClean



Personal relationship 2x's



Redemptive Solutions
For
Church Staff
Difficulties

Humility

Authenticity

Transparency builds Trust

Time together *second question

Give Grace

Honor Uniqueness of Individuals

Visual person need “concrete”

Can the person see “what isn’t”

Your perspective isn’t infallible!

TIME TOGETHER



LOVE

