

Study Pack #1 Key Attributes of Ministry Support Staff

Five categories of positions within a typical church staffing structure:

- Church Member _____
- Non-Managerial Staff
- _____ Staff
- Administrative _____ Staff
- Administrative Staff

As pastors, we look to clearly give our staff our _____ and then lead with our staff. Our goal is to use our God given position to build you up, empower you, develop you and yet remain your leader.

Every senior leader, manager, or boss is unique and will function according to their own set of _____.

Successfully fulfilling your role within a church staff/support position will require a _____ adherence to these six absolutes.

Seek to develop your work habits within these principles and around the framework of your leader's personality and _____.

Foundational Attributes

Communication

Figure out the best form and flow rate of _____.

Pastoral Survey Response - Want

Not to be bothered by trivia or gossip. But I never want to be caught by surprise on _____ matters.

Communication at any level within in a ministry carries potential for _____ or _____.

Information _____ can be either helpful or harmful.
Information _____ can increase or decrease efficiency.

How you _____ within the workplace will directly affect both your level of contribution and the atmosphere of your environment.

Loyalty

Pastoral Survey Response - Want

Folks try often to _____ staff in very subtle ways. Staff members need to be and on guard.

The _____ dynamic is dramatically different within the church ministry setting compared to any business or corporate structure.

There is a spiritual battle at stake and the devil will do everything in his power to cause and _____ amongst church staff.

The implications of disputes or offences carry the risk of:

- Disunity
- Loss of _____
- Credibility within the church _____
- Tarnished testimony within the _____

Solid, biblical _____ for the pastor produces a strong and unified front that results in effective, sustainable ministry that can weather the storms and trials that will come.

Work Ethic

Have a _____, "whatever it takes" mentality.

Pastoral Survey Response – Don't want laziness

The expectation is that staff will be faithful even when it takes _____ time and effort.

Pastoral Survey Response – Want reliability.

The ability to do a job _____ being checked on.

Don't divert from the plan without asking.

_____ distractions.

Pastoral Survey Response - Trait

The hardest characteristic to find in a staff person is the ability to see what needs to be done without being told.

Ministry work ethic that is next level quality involves embracing _____.

Every person who enters full-time ministry must ask themselves these important questions:

- What level of _____ sacrifice am I willing to make?
- Is there a _____ to what I am willing to be asked to do?

You do not need to answer these questions with a particular answer in order to be in full time ministry, nor can anyone force you to operate at a certain level of

_____.

Your level of willingness and sacrifice will directly impact _____ key aspect of your employment experience.

Some sacrifice is _____, all out sacrifice is optional.

Stability

Your _____ will drive every aspect of your job performance including your:

- Efficiency
- Stamina
- Flexibility
- Capacity

Pastoral Survey Response – Don't Want

No senior pastor is responsible for his staff's _____. Happiness is a singular and personal affair.

This is a reality that is just a given in the secular workplace but for some reason, when our boss is our pastor, we suddenly hold him to this _____ expectation.

Joyfulness should not be tied to your circumstances, whether personal or ministry.

Stay _____ to be counted worthy to serve!

Proven stability means your boss/pastor can relax, _____ that no matter what, you will keep your course, hold the line, and stay on mission!

Sacrificially Teachable

Are you willing to learn even at the cost of some _____ preferences?

Pastoral Survey Response – Don't Want

My staff cannot have _____ balance in life or low emotional IQ with people. This usually boils down to selfishness and self-interest.

Pastoral Survey Response - Want

A great spirit and _____ to grow and learn is needed.

There cannot be a negative, pessimistic spirit that something _____ be done.

Staff needs to have a faith-filled, teachable _____.

This boils down to the biblical principle of God expanding our _____.

God expands our thresholds in three main areas of training:

- Growth through adopted _____.
- Growth through _____ decisions.
- Growth through un-intended _____.

All three of these areas of growth will require learning at the expense of _____ and will not take place outside of faith.

Mastering this concept will result in a _____ for the staff person as well as the church at large.

Every time believers see church staff walking by faith, even when facing significant unknowns, it encourages them to do the _____!

Godliness

Only you can keep your walk with the Lord _____.

Pastoral Survey Response – Trait: Godliness

If a staff member walks with God, they will be what the pastor and church _____ them to be.

Every position within ministry will have specific challenges to this concept:

- Schedule (working _____ the preaching)
- Study (skipping _____ devotions)
- Church people = church _____

Pastoral Survey Response - Want

I wish for my staff to, first and foremost, have their own vibrant _____.

I don't want them to be compelled by pay or employ to be a spirit-filled Christian.

Whether you work in a church or not, you are _____ to God for your walk and fellowship with Him.

A dedicated but ungodly staff person is limited at best and will eventually cause more _____ than good.

A truly dedicated, church staff member is:

- _____
- Called to the work of _____

Even in a secular environment, invested employees _____ the mission.

They live for the cause.

How much greater is our mission!

Memory Verse

1 Timothy 4:10

For therefore we both labour and suffer reproach, because we trust in the living God, who is the Saviour of all men, specially of those that believe.

