

Study Pack #3

Personal Perspective on Ministry Employment

Proper ministry workplace perspective results in _____!

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 a given in the secular workplace, but for some reason, when our boss is our pastor, we suddenly hold him to this _____ expectation. "If I'm not happy it's your fault!"

This inevitably leads to unreasonable _____ requests that the employee feels should be met because their "this is a church" mentality means their boss must make endless concessions and adjustments.

This false perspective is so common because most people who work for a church have no fear of being _____.

People who work in a secular environment live everyday with the reality that they could _____ their job at any minute.

This reality eliminates a lot of unnecessary _____ and keeps their perspective from drifting.

_____ is so crucial and is directly tied to where you find your joy and happiness.

True joy for the believer is directly tied to _____ you find your value.

Your _____ is not found in your position, your title, or your pay. This is completely _____ from the typical secular workplace.

The structure in the secular workplace is not necessarily wrong, but _____ does not work that way.

That is not to say that in ministry your pay won't reflect your _____ of responsibility, skill set, or work ethic. It should. But that has nothing to do with your _____.

We find our value in the One we _____ not in the title we carry while we serve.

Philippians 2:2-11

Fulfil ye my joy, that ye be likeminded, having the same love, *being* of one accord, of one mind.

³ Let nothing *be done* through strife or vainglory; but in lowliness of mind let each esteem other better than themselves.

⁴ Look not every man on his own things, but every man also on the things of others. ⁵ Let this mind be in you, which was also in Christ Jesus:

⁶ Who, being in the form of God, thought it not robbery to be equal with God:

⁷ But made himself of no reputation, and took upon him the form of a servant, and was made in the likeness of men:

⁸ And being found in fashion as a man, he humbled himself, and became obedient unto death, even the death of the cross.

⁹ Wherefore God also hath highly exalted him, and given him a name which is above every name:

¹⁰ That at the name of Jesus every knee should bow, of *things* in heaven, and *things* in earth, and *things* under the earth;

¹¹ And *that* every tongue should confess that Jesus Christ *is* Lord, to the glory of God the Father.

When we find our value in the _____ we serve, we leave the promotions and the score card with God. He will honor and reward as He sees fit and when He sees fit, but it is still about bringing Him _____!

Ministry Workplace Positions

One common reality within church staff structures is that there is almost always _____ crossover. (Wearing multiple hats that involve tasks within multiple departments or segments of ministry.)

5 Main Categories within a typical Church Staffing Structure:

- **Church Member Volunteer**
non-paid, responsibilities vary, (teach a class, runs the nursery)

- **Non-Managerial Staff**
paid, does not manage people, responsibilities are more project/assignment based, level of skill and experience will vary (edit video, mow grass, secretary/data entry, assistant teacher)

- **Managerial Staff**
paid, manages one type of ministry, group, class, or department and may include other staff, responsibilities are based on a facet of ministry, department or group as well as the managing of people within it if that is required, level of skill must include organizational and planning oversight, project management, personnel leadership. (head teacher, printshop production, in charge of outdoor maintenance)

➤ **Administrative Support Staff**

paid, assists with the logistics involved in carrying out administrative responsibilities covering multiple areas of ministry or multiple staff members, level of skill must include organizational and planning oversight, project management, and personnel coordinating with a multi-department, multi-event capability. (secretary, marketing director, event coordinator, business office)

➤ **Administrative Staff**

paid, manages and coordinates managers in a larger circle of responsibility across multiple ministry departments including the development of effective systems and protocols, level of skill must include organizational and planning oversight, project management, and personnel coordinating with a multi- department, multi-event capability. Must have at least 1 or 2 years of experience in the managerial or support staff role.

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

- Efficiency
- Stamina
- Flexibility
- Capacity

Let's develop each of these within the above workplace structure using the proper "source of our value" _____.

Efficiency

No matter where you find yourself within the workplace structure your number one goal should be to contribute _____ to the cause. Whether you are developing a website, cooking lunch, or cleaning a toilet, you have a choice to do that task at the highest most efficient level.

All positions are of _____ value so strive to bring the most value in that particular task as you possibly can.

Stamina

Ministry work is rarely accomplished within _____ work hours and is always less pay than a secular job.

If our value is properly anchored in the One we serve it eliminates the number one cause of _____, the game of comparing.

Playing the _____ game is death by a thousand cuts, nothing will sap your _____ quicker and skew your judgement more dramatically.

There are three areas of _____ comparison that typically take place within the ministry workplace.

Although these exact comparisons are also found in the secular workplace they are not as _____ because that environment is based on the principle of, "if you don't like it we will find someone who does."

Destructive Comparisons:

➤ Pay Rates

It is critical for church leadership to pay a _____ wage that allows the staff to live and provide for themselves but pay rates will vary.

I have seen staff over the years get so _____ by this and yet they are paid well and their needs are met.

➤ Work Schedules

Who works when and who gets what time off. This should be _____ in a proper way but there is way more to this than what meets the eye.

When you are tempted to compare your schedule to someone else's on staff you will _____ yourself a lot of heartache and embarrassment if you simply realize that there is more to a situation than you know. _____ your leadership.

➤ Level of Input

This _____ typically creeps in amongst staff who have some managerial responsibilities that include developing plans and ideas involved in outreach or logistics.

On a practical level, it is _____ for everyone's ideas to be accepted.

Rejection of your ideas is not a rejection of _____, nor does the accepting of another idea make that person more "accepted".

If your value is not attached to your level of _____ it doesn't matter which idea in the room was chosen.

Playing the game of comparison will drain your _____!

Flexibility

Be _____ to do anything. Job placement does not determine your value!

The more _____ you are, the more God can use you.

Make it your goal to be able to accept change without _____.

Capacity

This area is so directly affected by your personal perspective because working in full-time ministry is more of a _____ than a career.

God does lead in a very _____ way.

If you believe God has led you into ministry be prepared for God to _____ and _____ you. It is how He increases your capacity of service.

Staying grateful to serve must be tied to God leading you to serve rather than your _____ within serving.

Serving like God will give you the strength to do _____ He asks.

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

Memory Verse

Philippians 2:3

Let nothing be done through strife or vainglory; but in lowliness of mind let each esteem other better than themselves.