

STAFF VALUE
WORK TOGETHER



**WORKING TOGETHER IN AN
ORGANIZATION OUR SIZE REQUIRES
ALIGNMENT**



**ALIGNMENT CAN SEEM LIKE SIMPLY
AN ORGANIZATIONAL PRINCIPLE,
BUT THERE ARE MANY EXAMPLES OF
IT THROUGHOUT SCRIPTURE**



Paul aligning the churches of Galatia:

O foolish Galatians! Who has bewitched you? It was before your eyes that Jesus Christ was publicly portrayed as crucified. Let me ask you only this: Did you receive the Spirit by works of the law or by hearing with faith?

▶ ***Galatians 3:1-2***

Psalmist aligning Israel:

Not to us, O Lord, not to us, but to your name give glory,
for the sake of your steadfast love and your faithfulness!

► ***Psalm 115:1***

Jesus aligning the disciples:

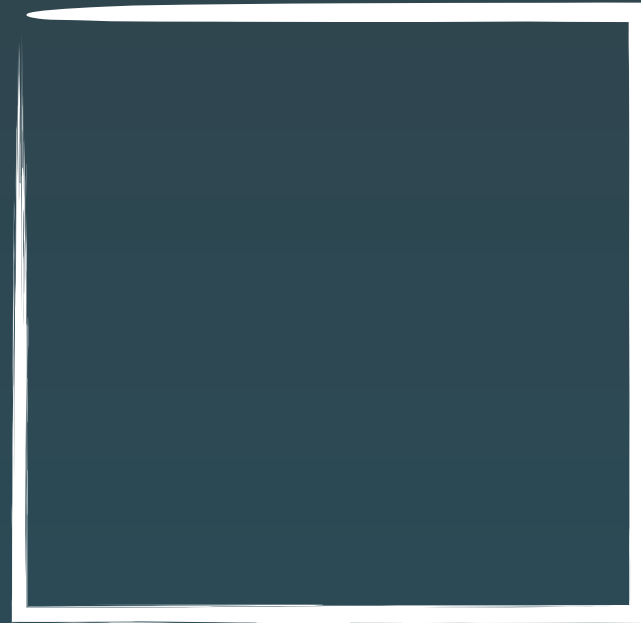
An argument arose among them as to which of them was the greatest. But Jesus, knowing the reasoning of their hearts, took a child and put him by his side and said to them, “Whoever receives this child in my name receives me, and whoever receives me receives him who sent me. For he who is least among you all is the one who is great.”

▶ ***Luke 9:46-48***

JUST DEVIN'S OPINION:

**MISALIGNMENT IS ONE THE DEVIL'S FAVORITE
WAYS TO MAKE LARGE CHURCHES
SIGNIFICANTLY LESS EFFECTIVE**

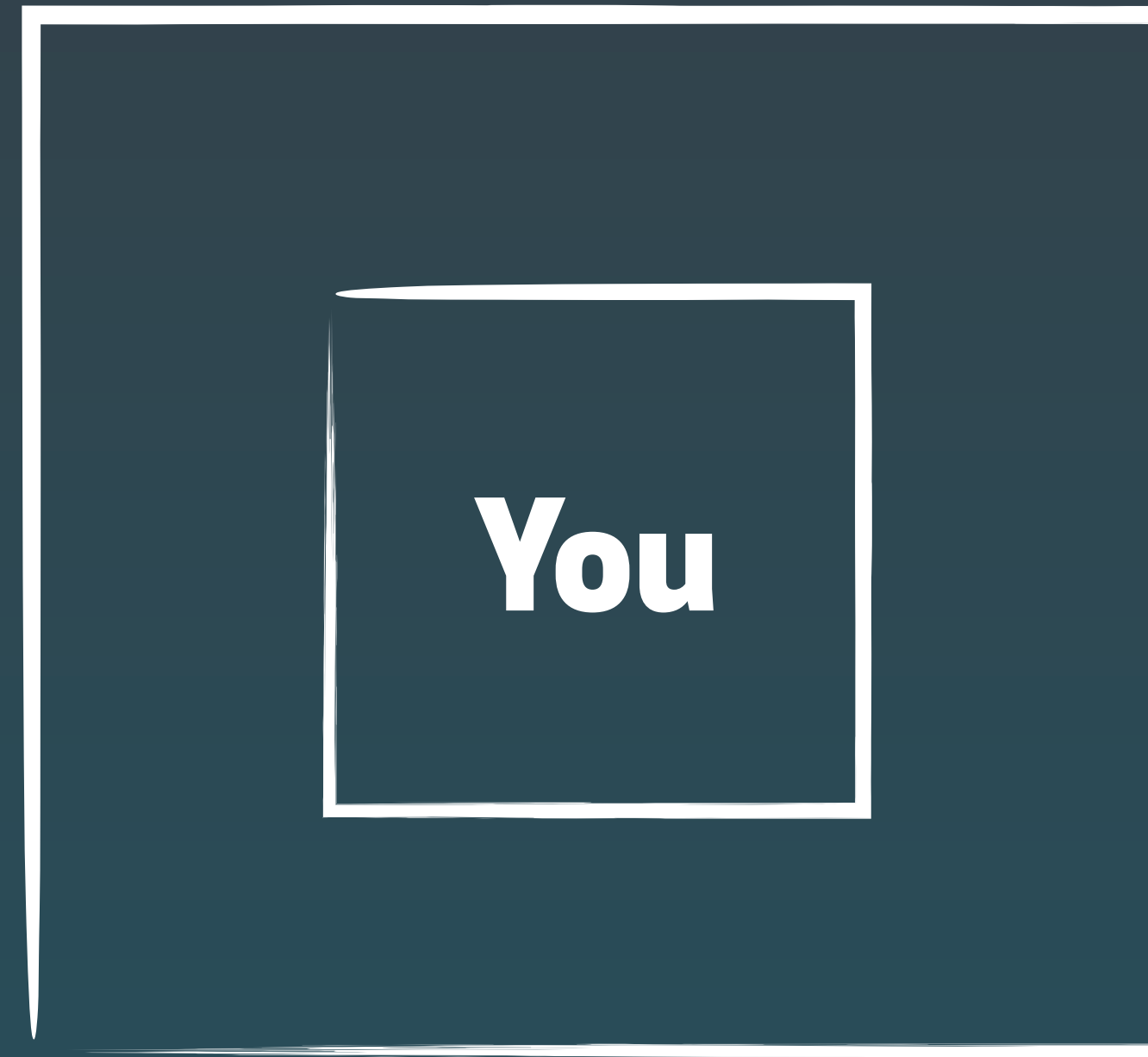
THREE SQUARES:



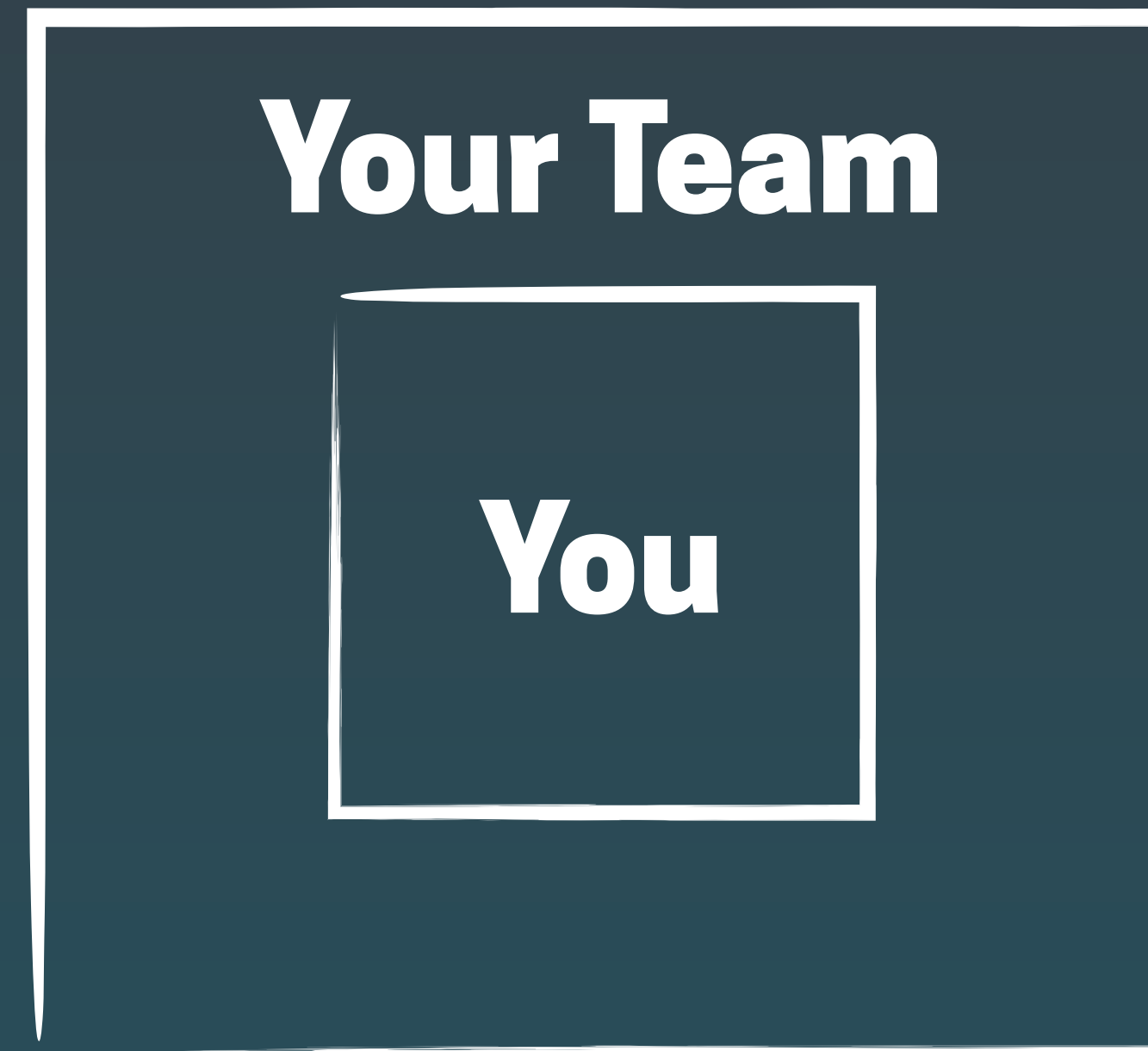
THREE SQUARES:



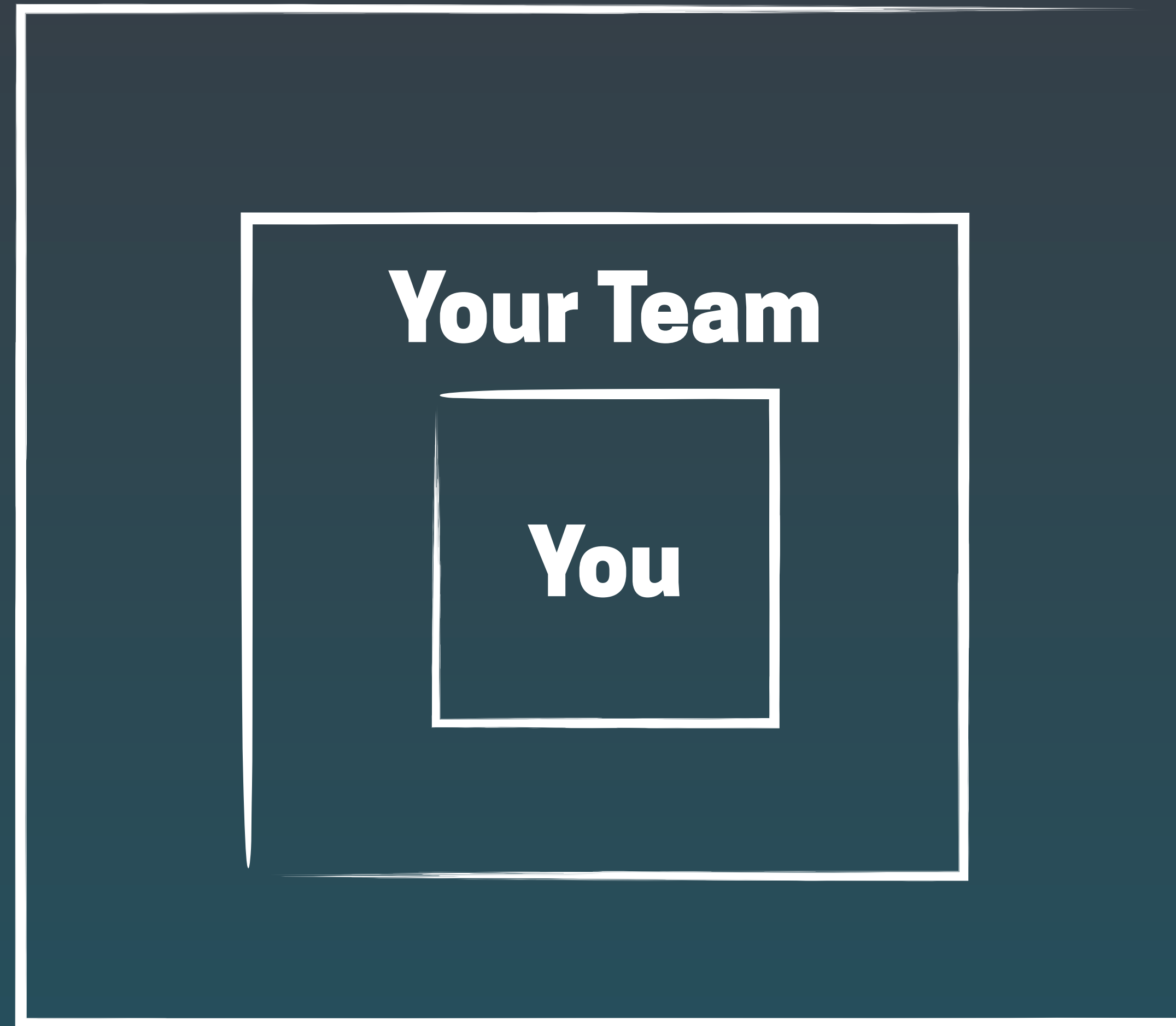
THREE SQUARES:



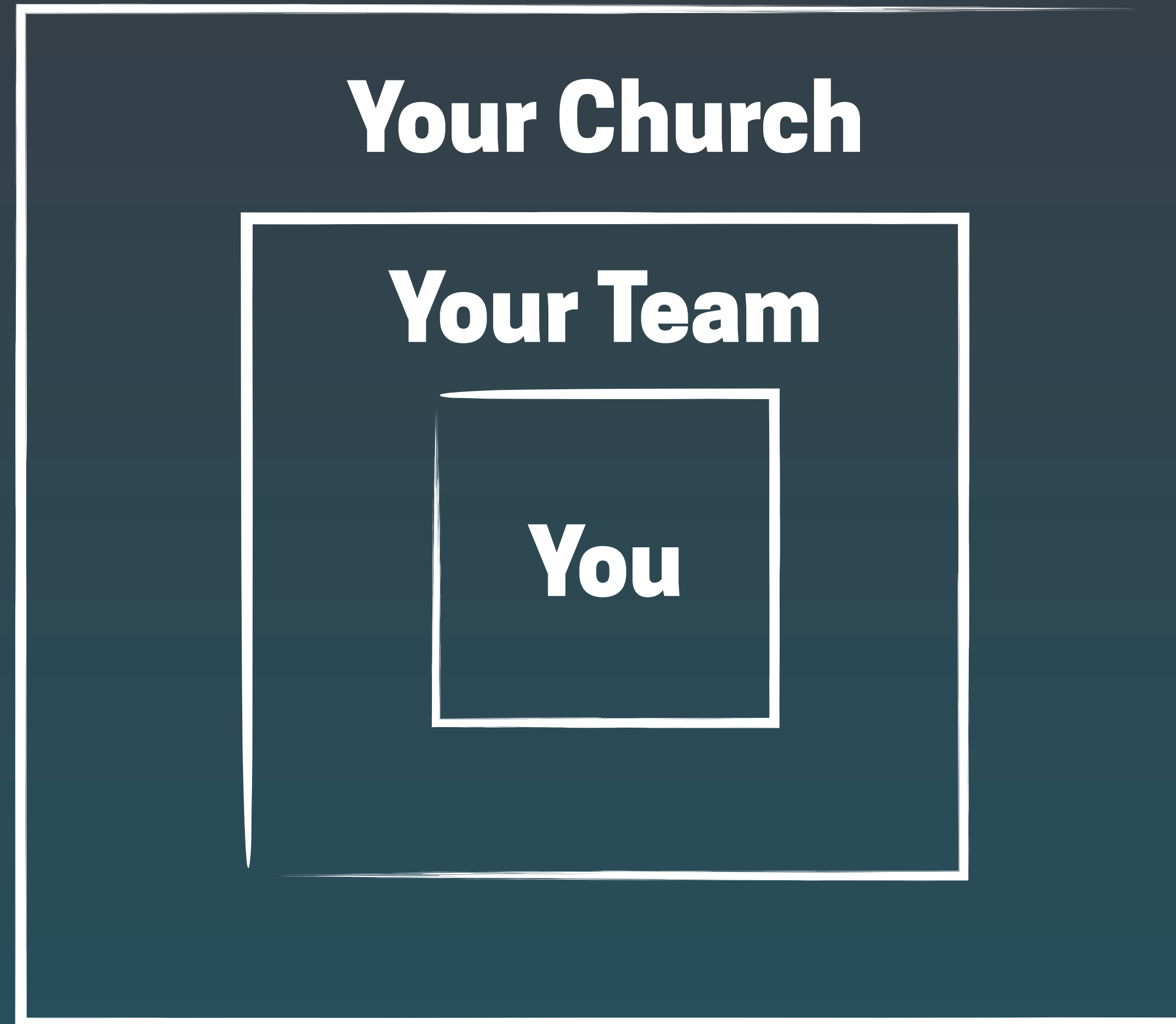
THREE SQUARES:



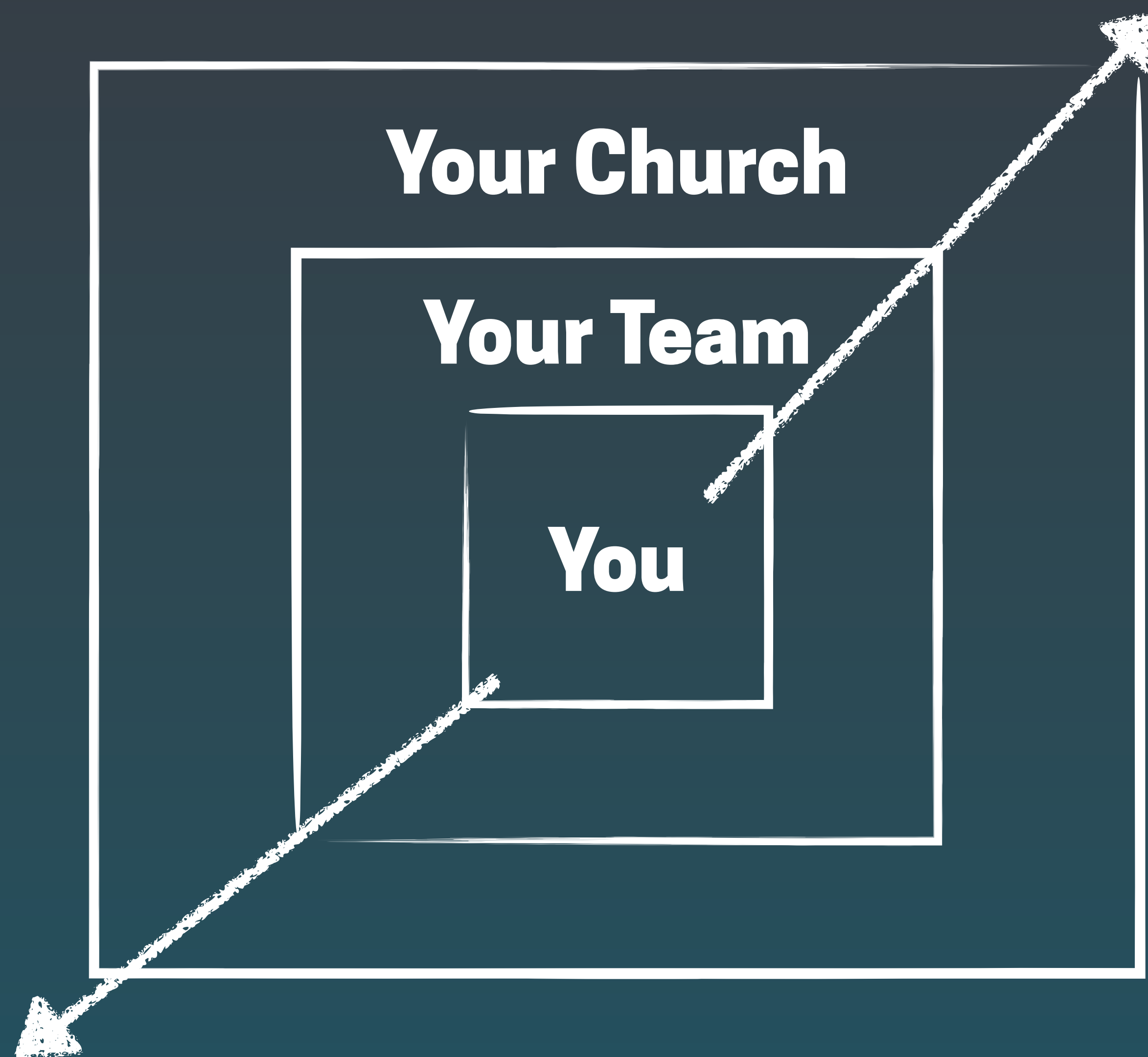
THREE SQUARES:



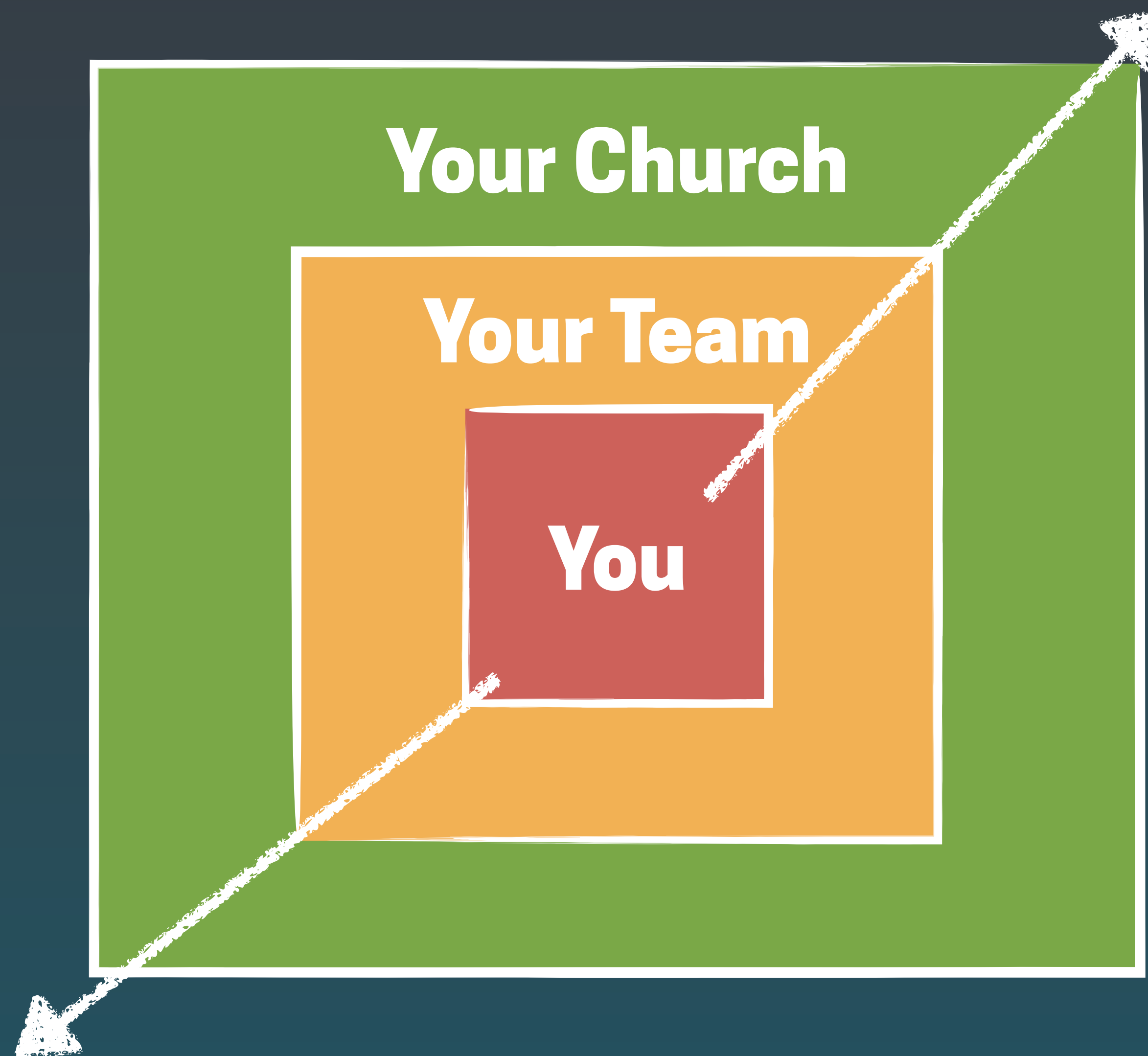
THREE SQUARES:



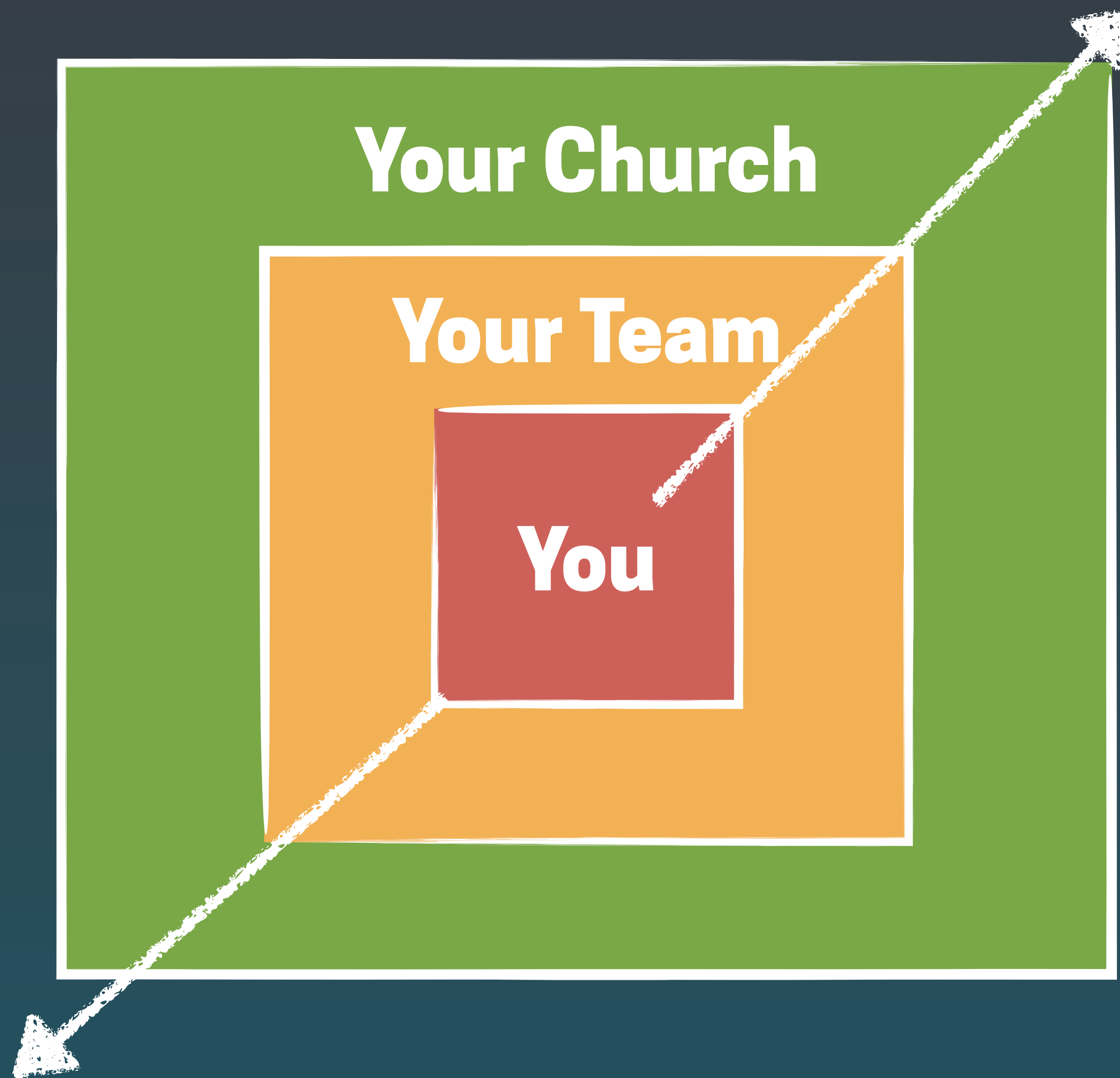
SCOPE OF CARE



SCOPE OF CARE



SCOPE OF CARE

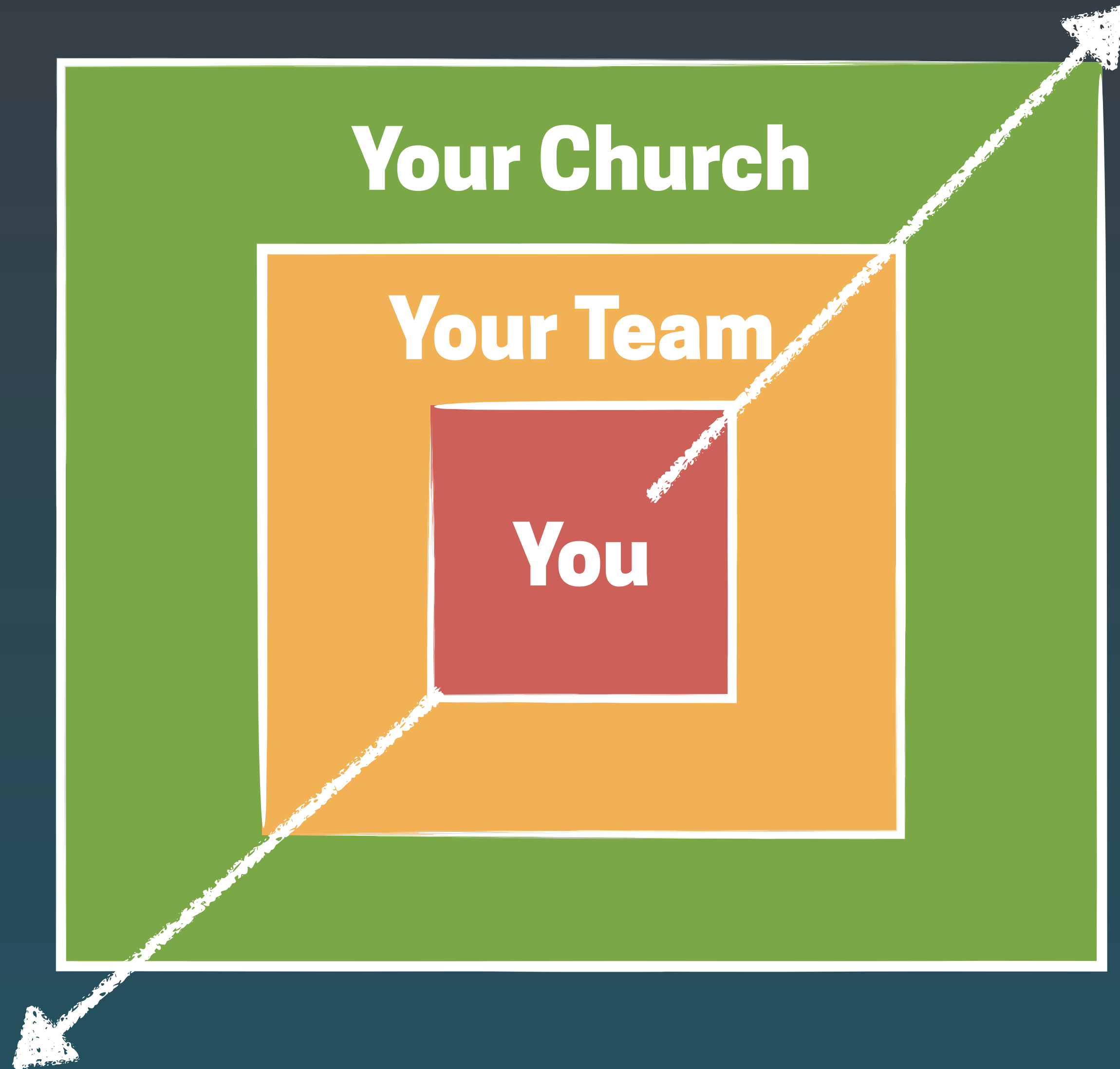


Major alignment often happens when the majority of the staff's scope of care is in the **"green zone"** (thinking of the church as a whole).

Moderate alignment happens when the majority of the staff's scope of care is in the **"yellow zone"** (thinking of the their department/team).

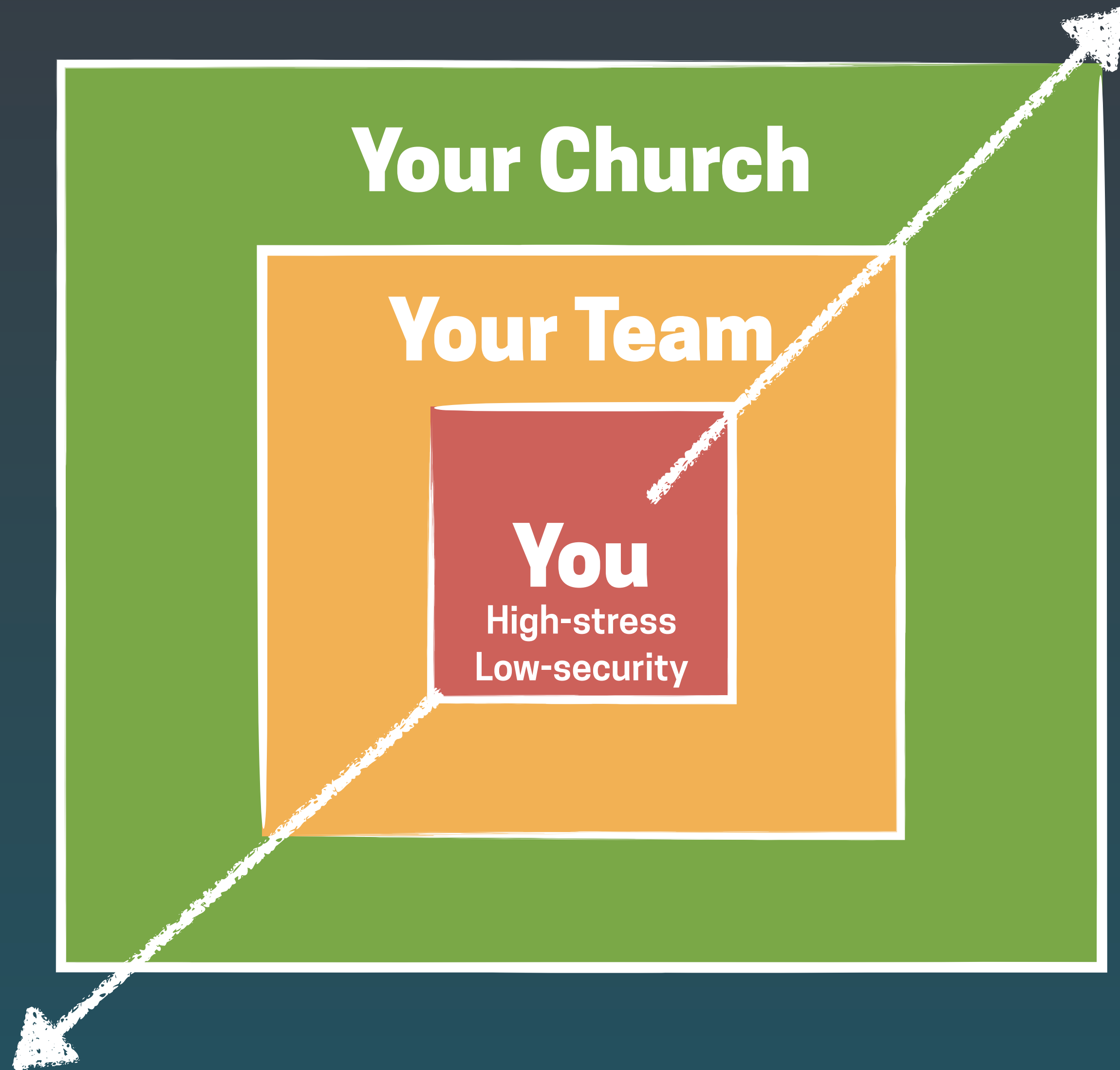
Low alignment happens when the majority of the staff's scope of care is in the **"red zone"** (thinking of themselves).

SCOPE OF CARE



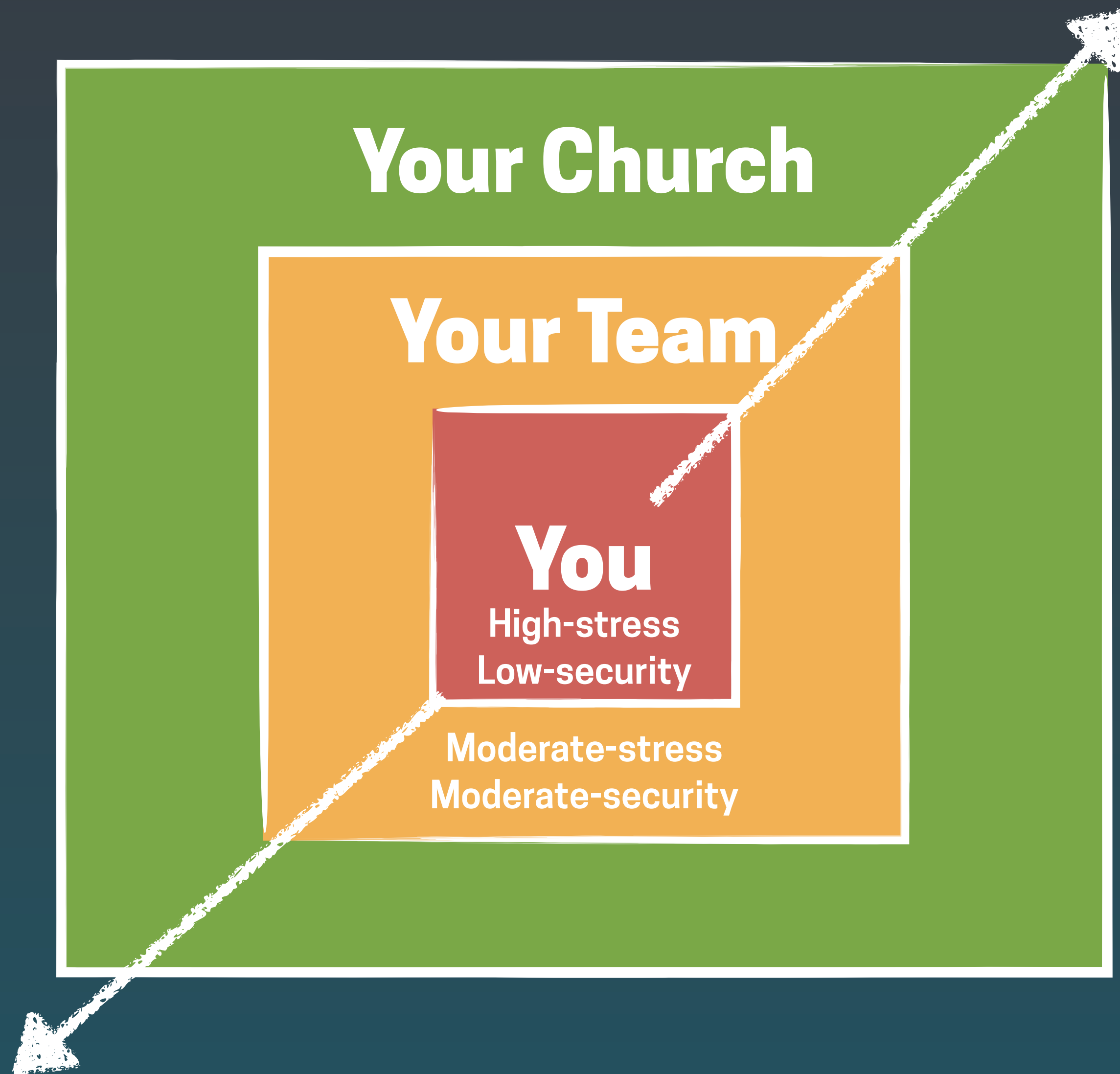
A staff member's scope of care/zone is usually tied their levels of stress and security.

SCOPE OF CARE



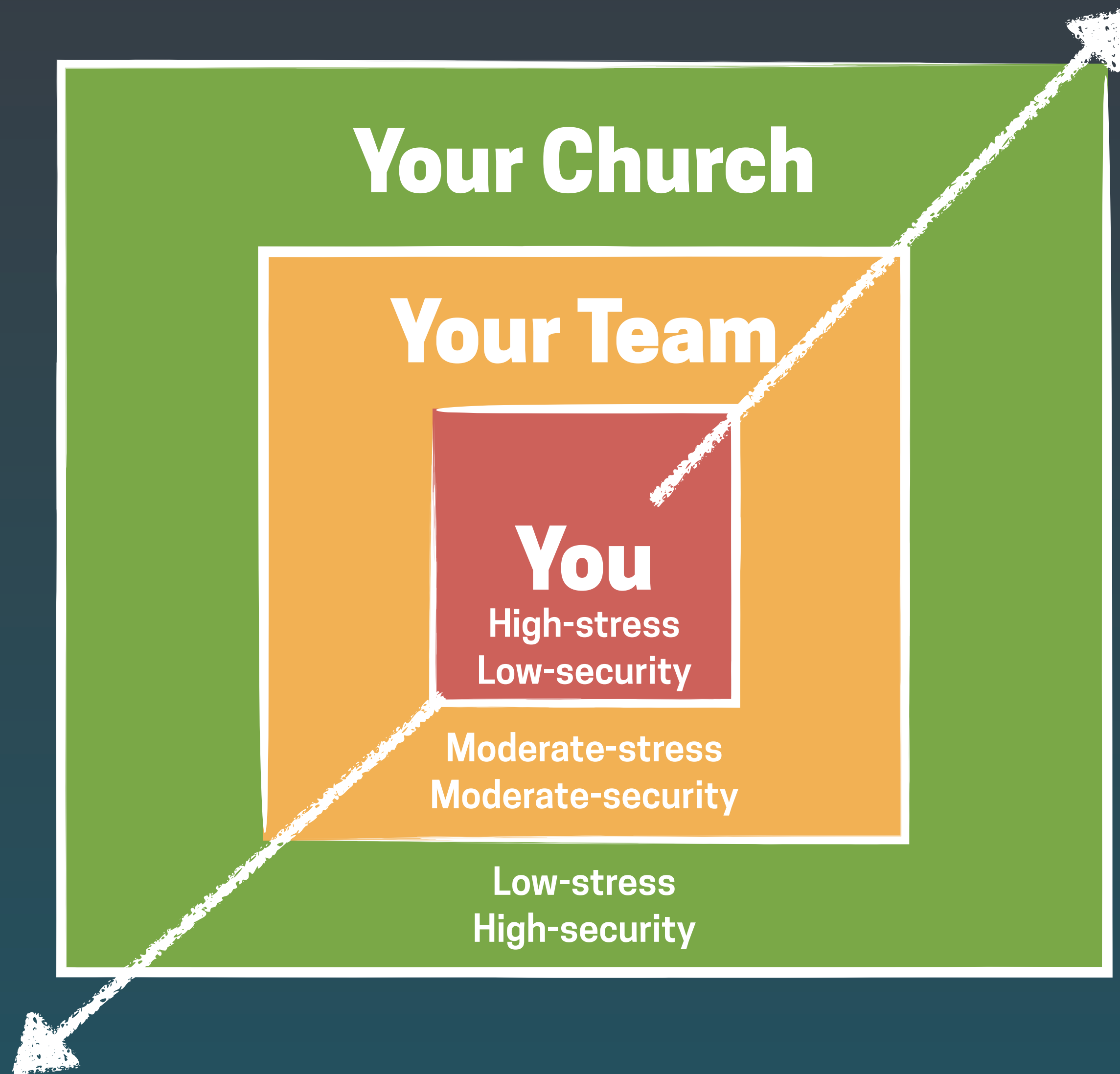
A staff member's scope of care/zone is usually tied their levels of stress and security.

SCOPE OF CARE



A staff member's scope of care/zone is usually tied their levels of stress and security.

SCOPE OF CARE



A staff member's scope of care/zone is usually tied their levels of stress and security.

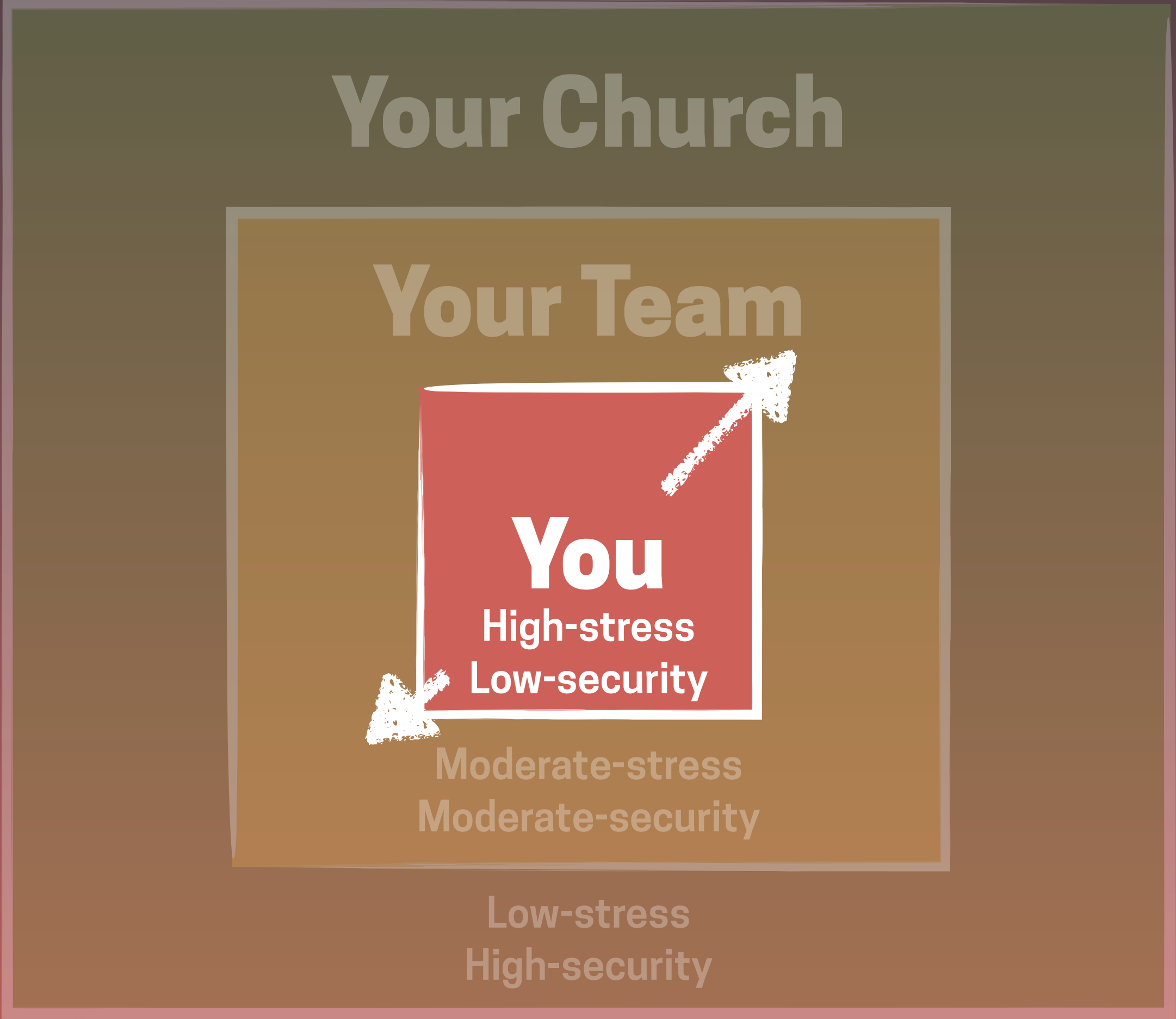
WHICH ZONE ARE YOU IN?

Self-diagnosis exercise

WHICH ZONE ARE YOU IN?

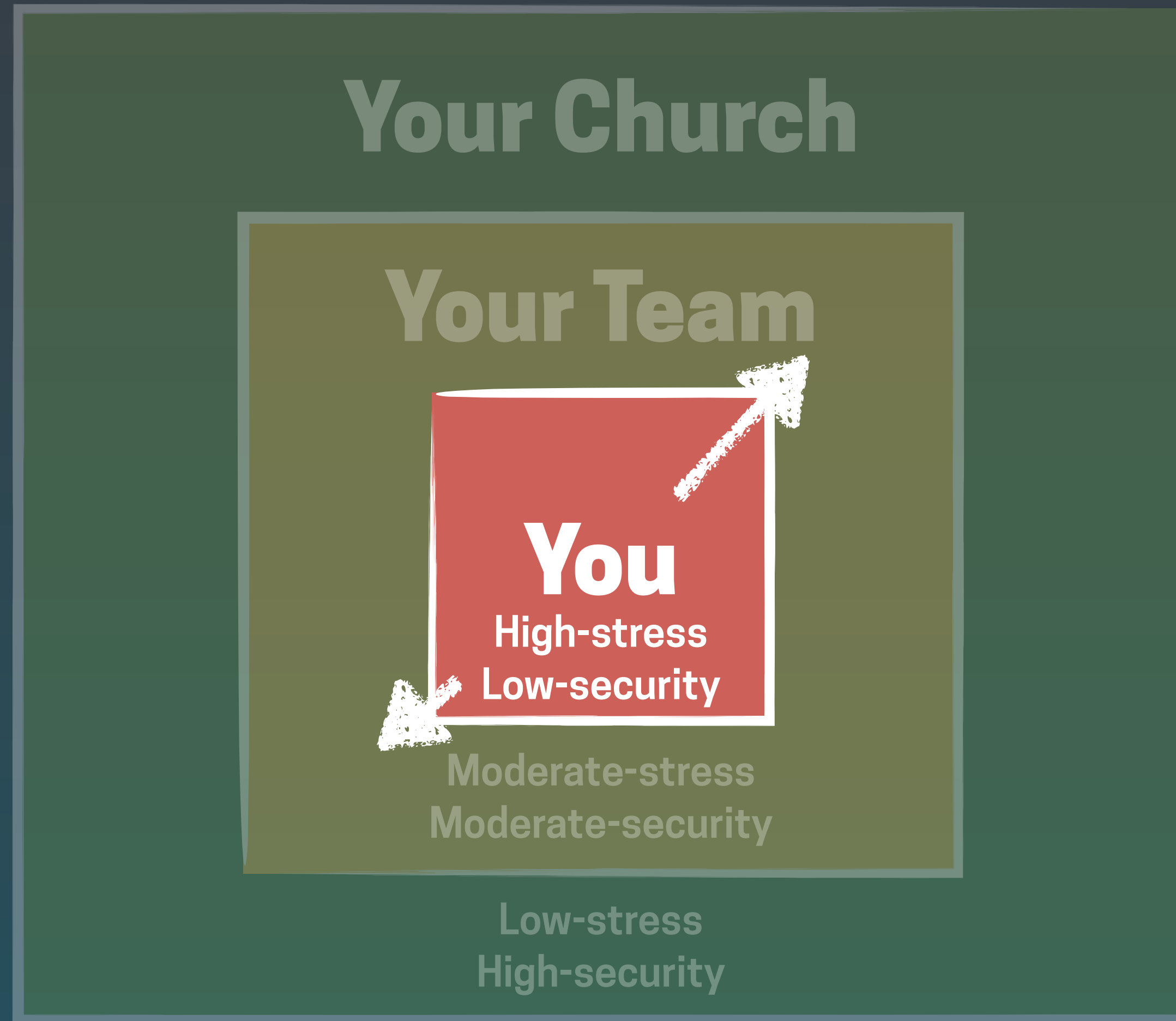
For each zone we will go through signs, causes, and solutions

SCOPE OF CARE



RED ZONE

SCOPE OF CARE

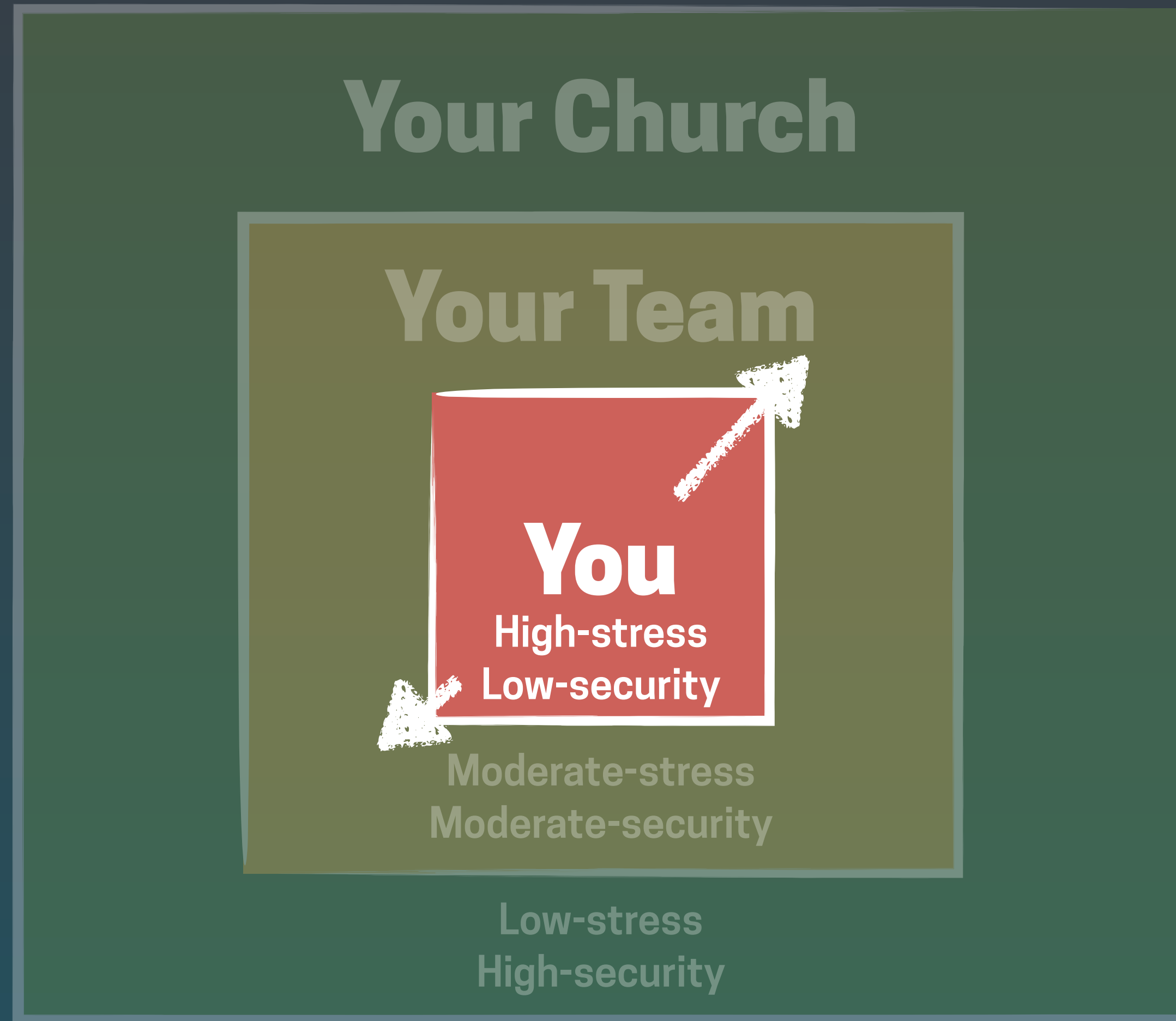


RED ZONE

Signs you're in this zone:

- You're envious of others' success.
- You're afraid/nervous of meetings with your supervisor.
- General apathy towards team or organization goals.
- Dread of workdays.
- Your first thought when something new is presented or implemented: **"How will this impact me?"**.

SCOPE OF CARE

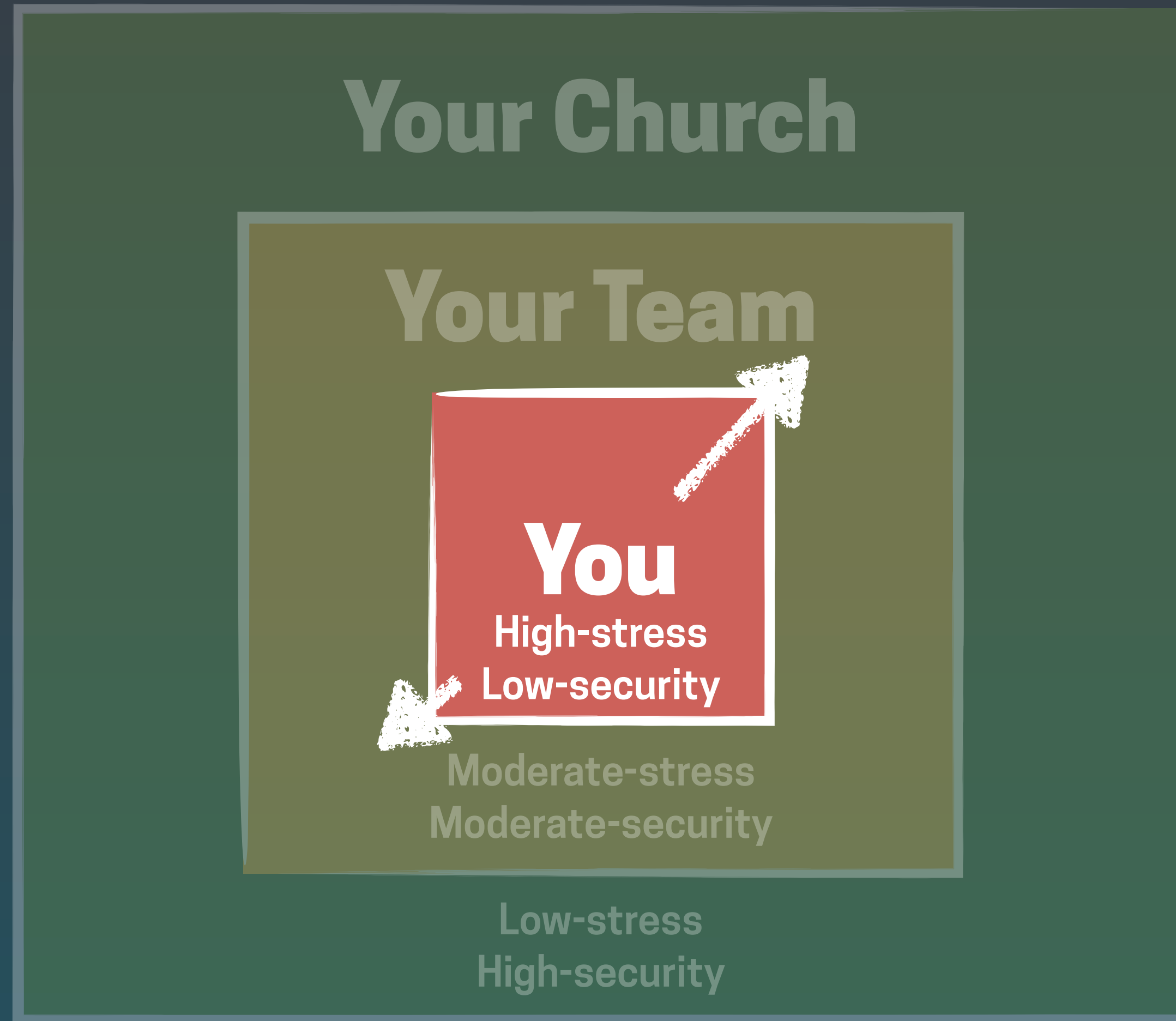


RED ZONE

Things that could cause you to be in the red zone:

- Lack of clear vision/strategy (not consistently hearing the why or lack of clarity in the how).
- Consistent redlining/burnout.
- Outside organization life stressors.
- Past hurt/trauma from other churches or organizations.
- Broken trust/unresolved personal conflict within the organization.

SCOPE OF CARE



RED ZONE

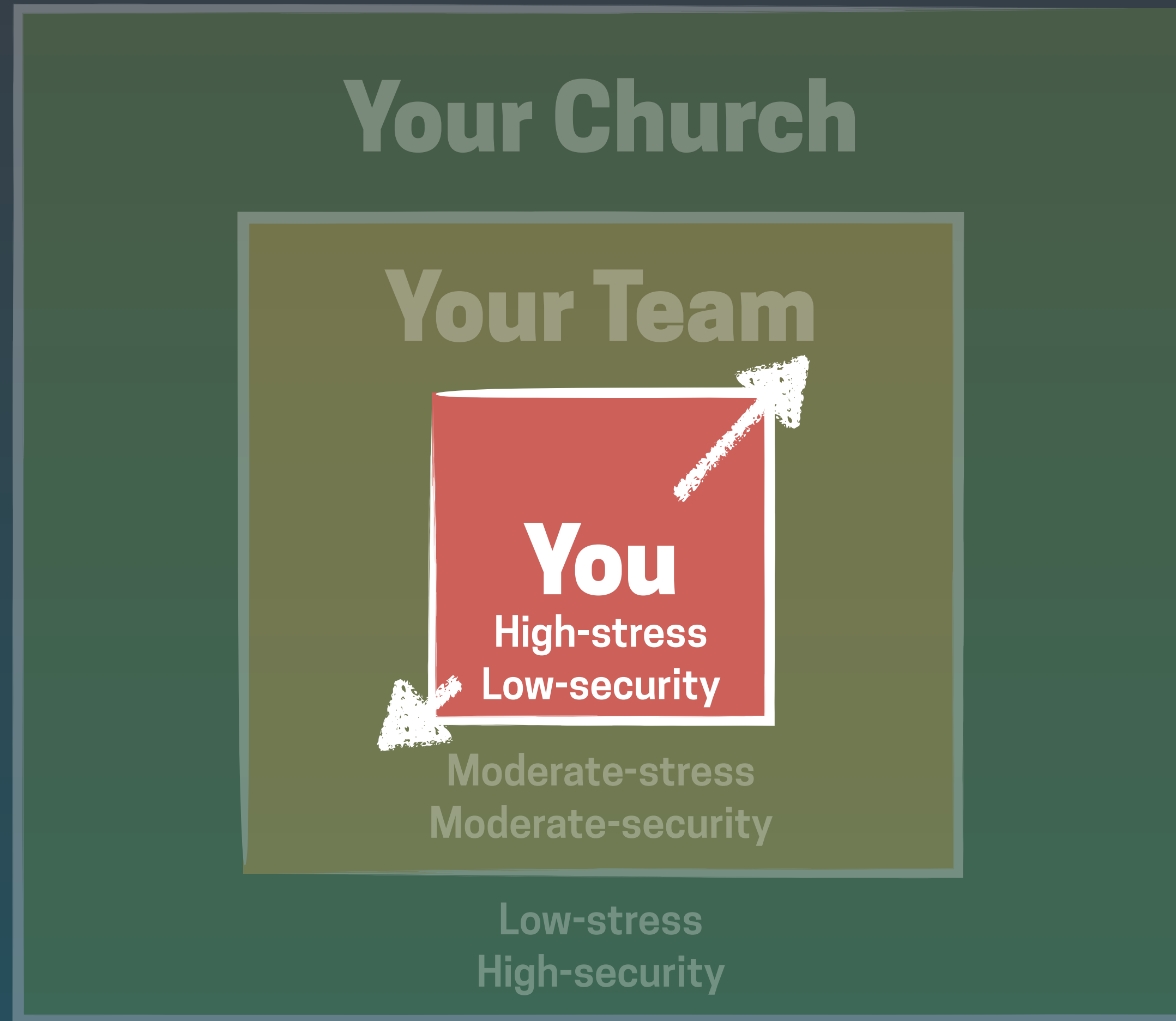
Solutions to get out of the red zone:

- Meet with Staff Care Team

1. Always good to have a trusted outside perspective to give wisdom.

2. Can help discern what is personal or organizational.

SCOPE OF CARE



RED ZONE

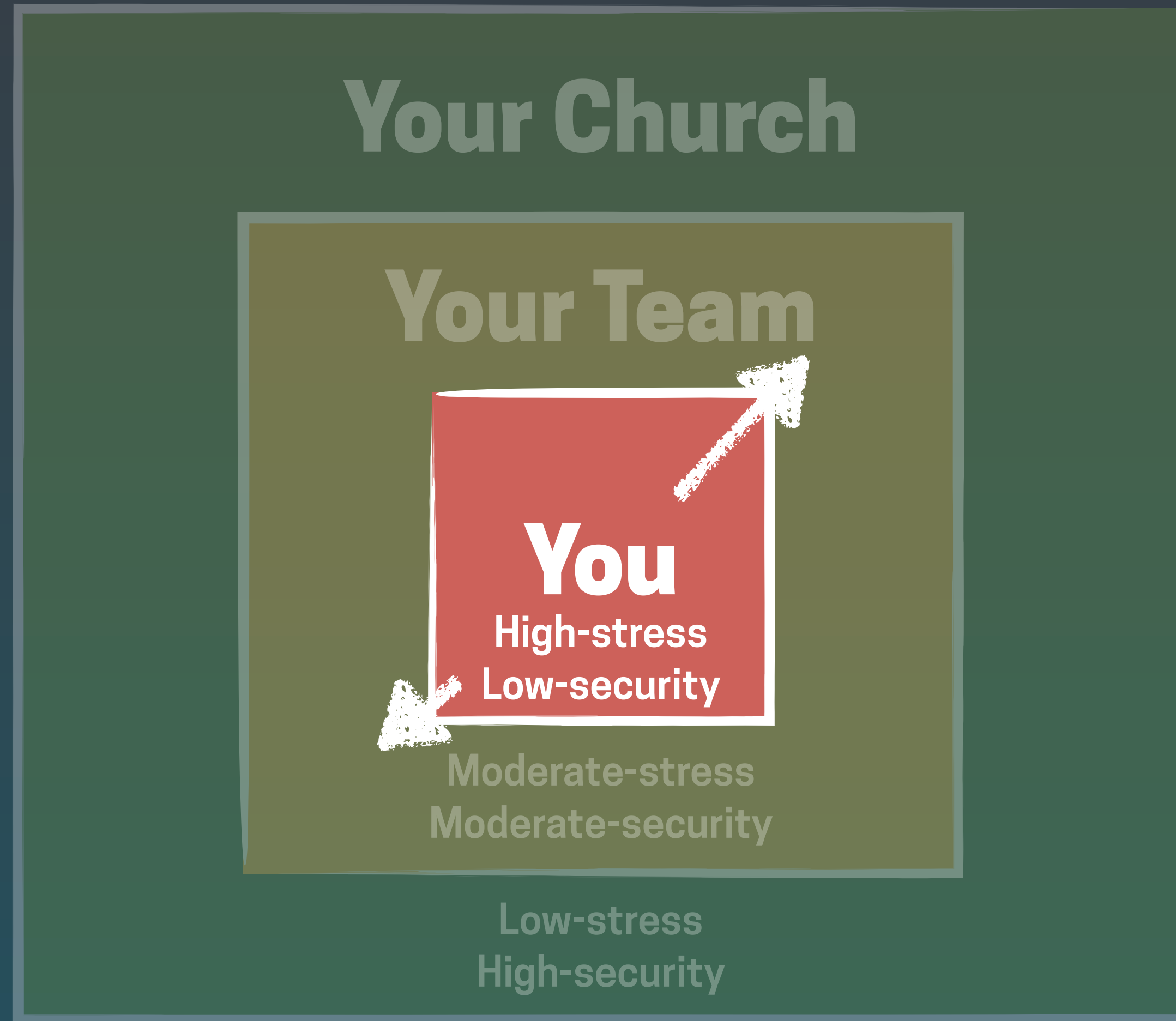
Solutions to get out of the red zone:

- When possible, push through organization conflict.

1. Try to separate the issue and the person.

2. Bring in a third party if needed.

SCOPE OF CARE



RED ZONE

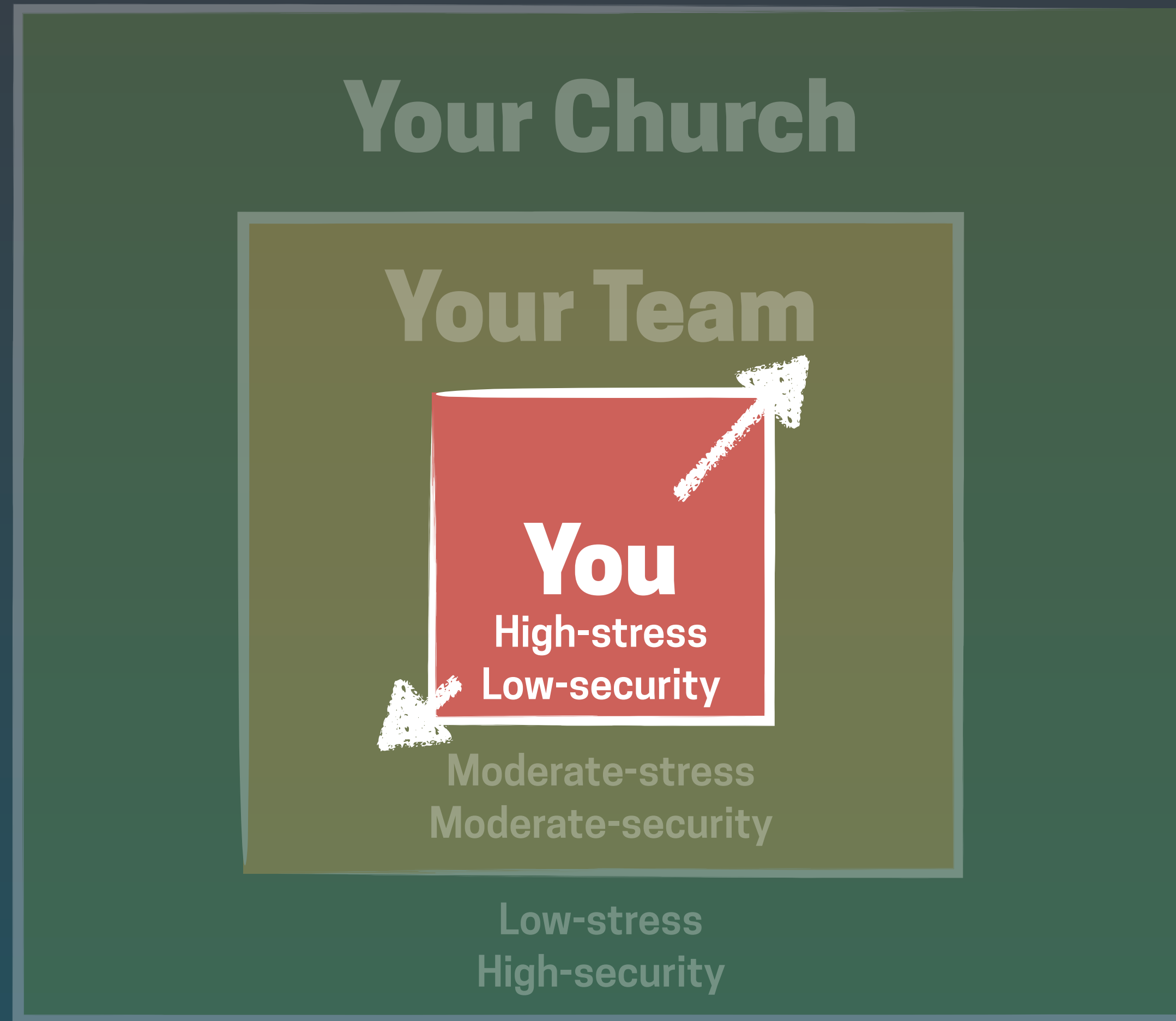
Solutions to get out of the red zone:

- Discuss with your direct report in a one-on-one meeting (monthly)

1. Be willing to both give and receive feedback.

2. Have honest conversations about whether your current position or responsibilities are a good fit. Everyone loses when you are on the wrong seat.

SCOPE OF CARE



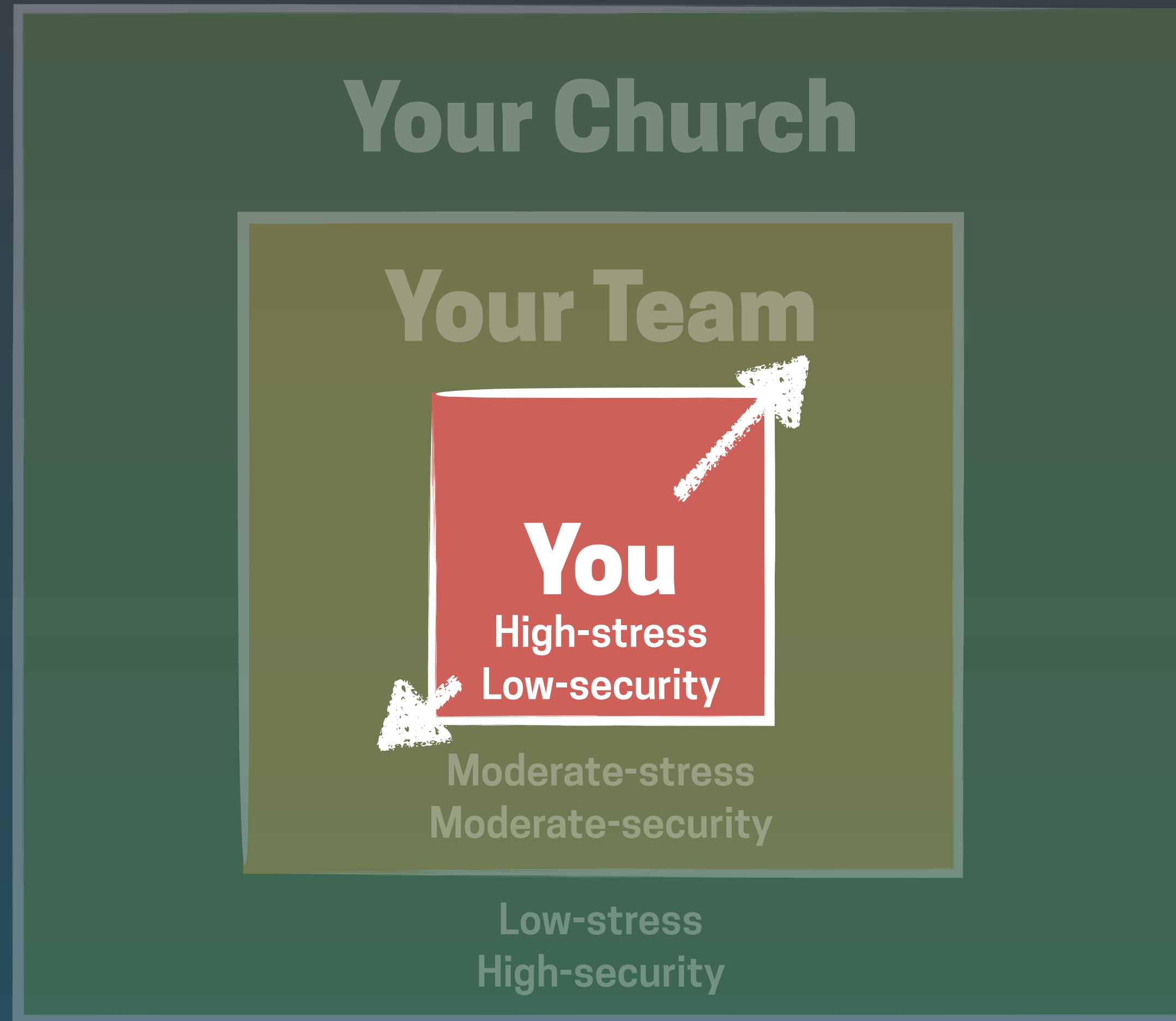
RED ZONE

**Solutions to get out of
the red zone:**

- Eliminate cynicism and be wary of sarcasm.

These often are gateways to toxicity.

SCOPE OF CARE



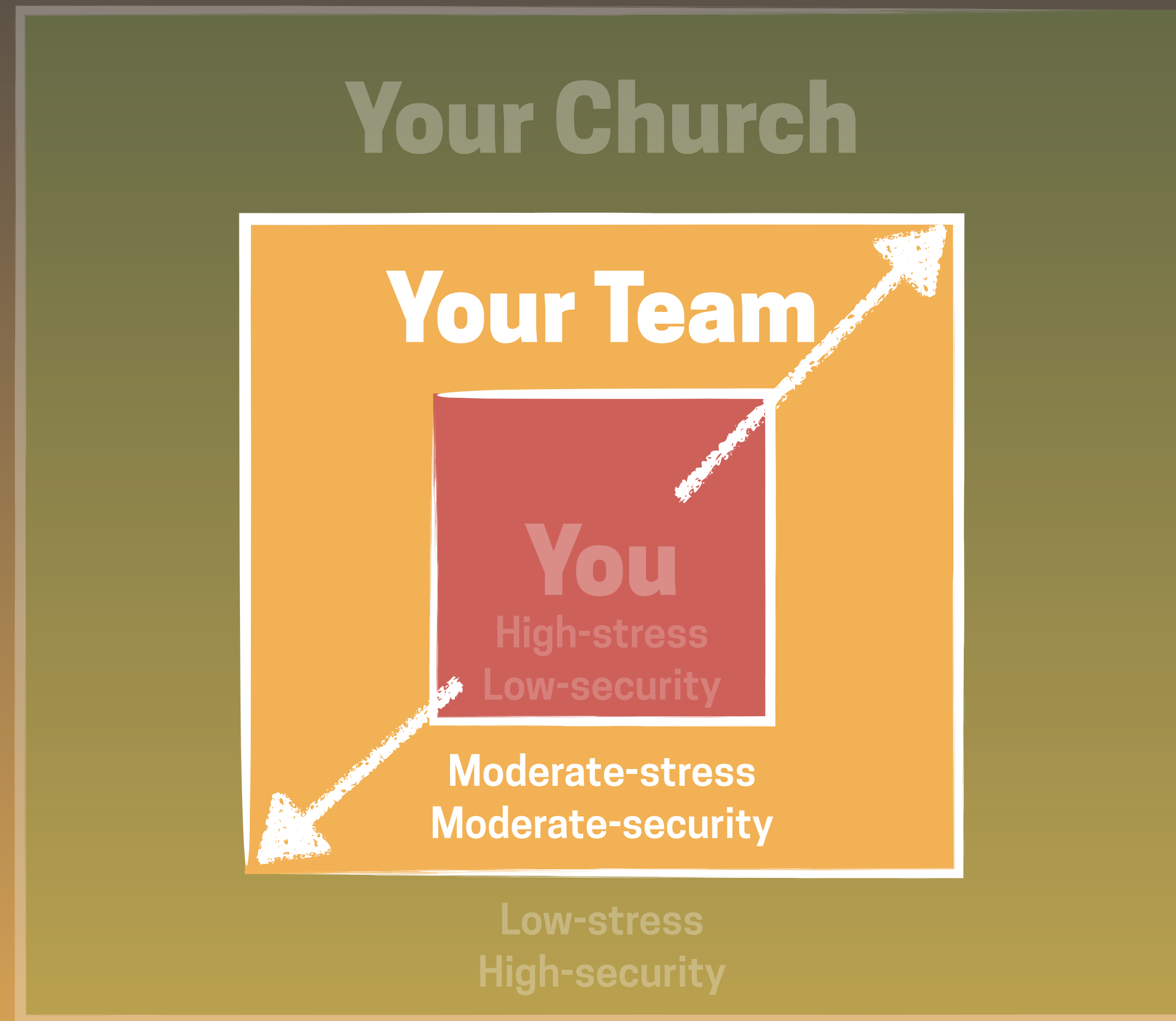
RED ZONE

Solutions to get out of the red zone:

- Saturate yourself in why you do what you do and who you serve.

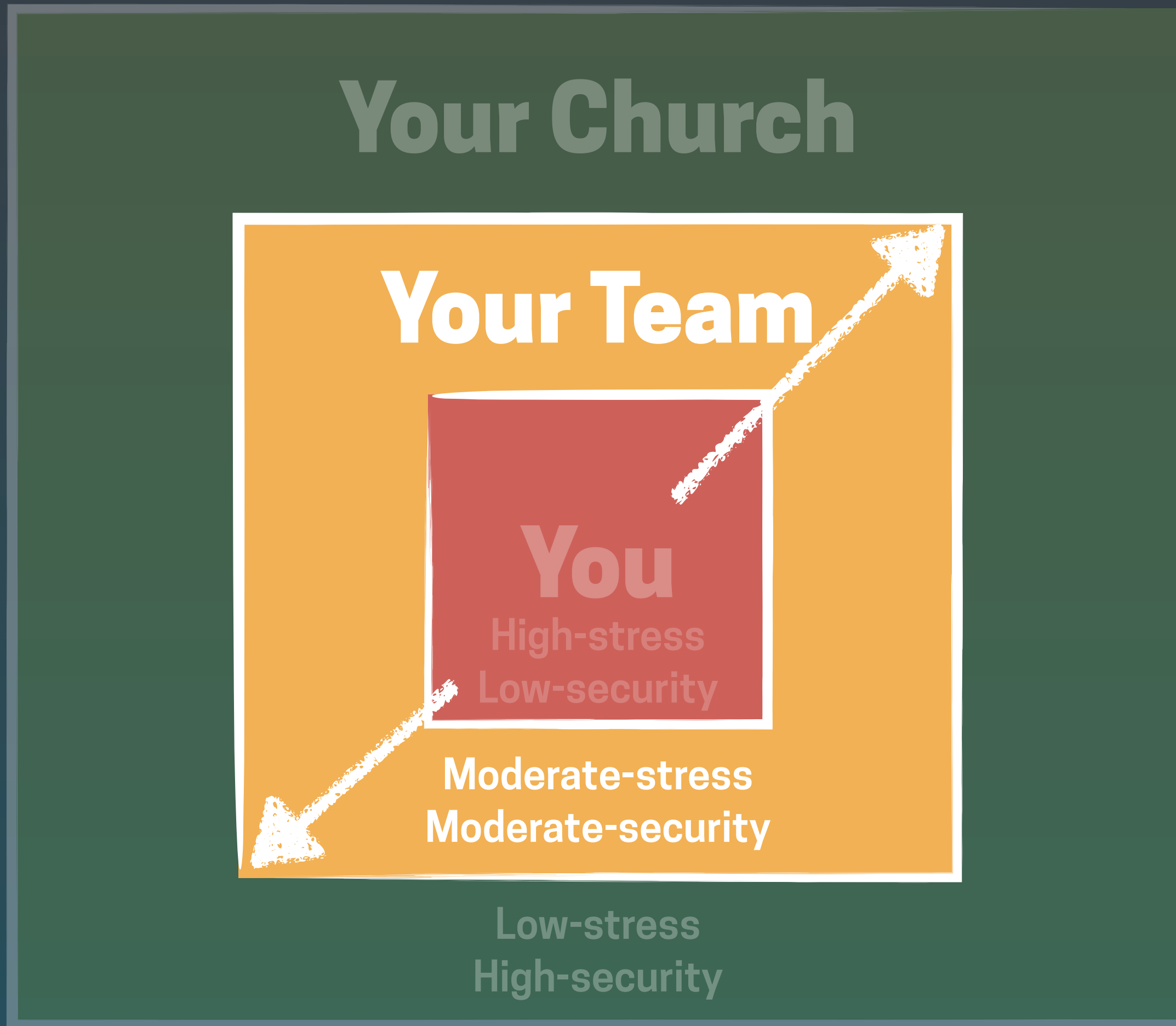
Easy to lose sight of gospel focus and purpose during seasons in the red.
(Why and who you serve).

SCOPE OF CARE



YELLOW ZONE

SCOPE OF CARE

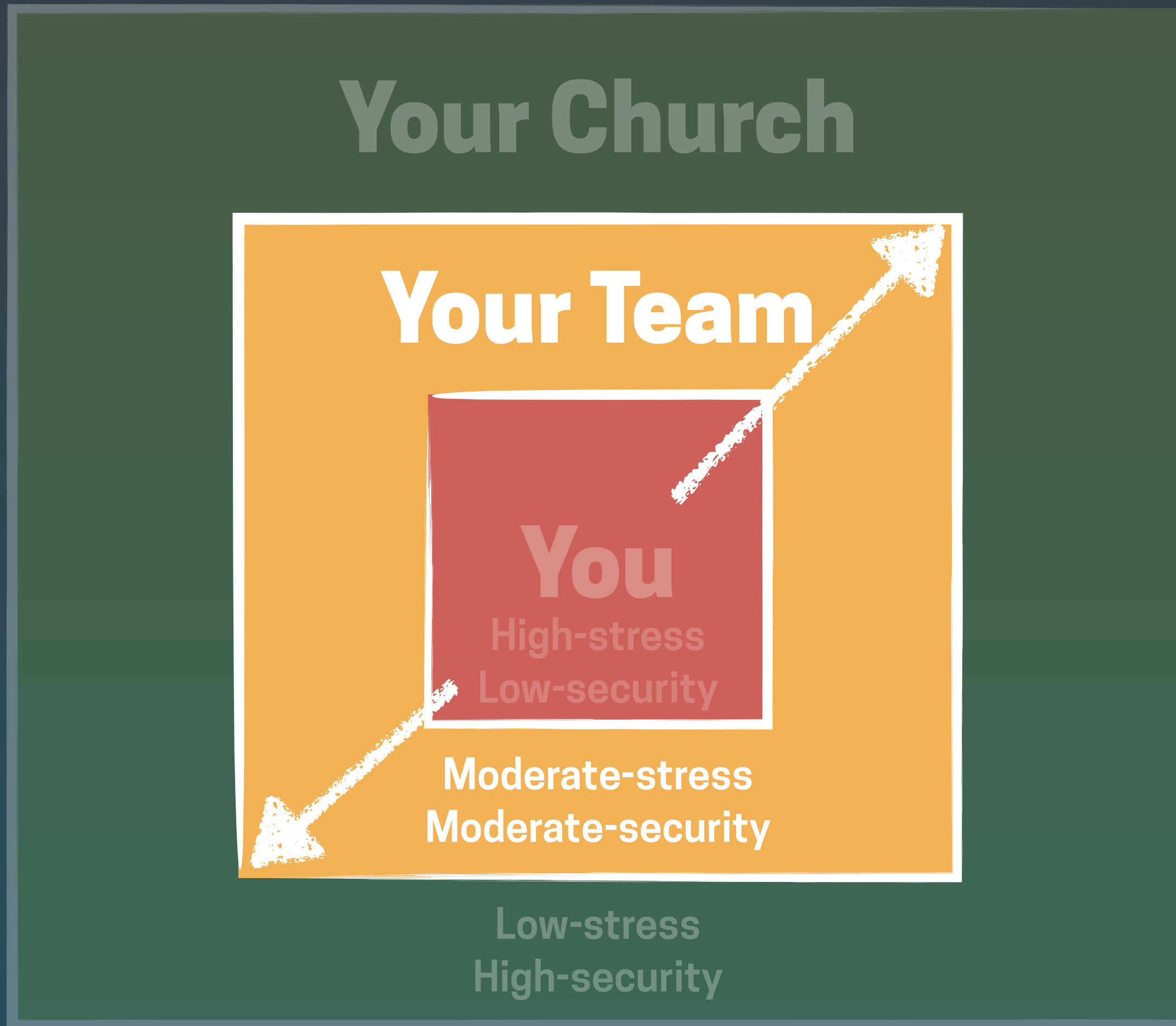


YELLOW ZONE

Signs you're in this zone:

- Silos are present between your team and other teams.
- Your policies and procedures are created in a vacuum that favors your team/department.
- Your team speaks down on or makes jokes about other departments or areas.
- Competition takes place with other departments for promotional awareness or resourcing of events/initiatives.
- Your first thought when something new is presented or implemented: "**How will this impact my team?**".

SCOPE OF CARE



YELLOW ZONE

Things that could cause you to be in the yellow zone:

- Organization growth/scarcity of resources.

*With growth comes growing pains.
(Growing churches often describe their culture as "trying to build and fix a plane while you are flying it").*

Departments and teams can often try to handle growth by implementing policies that can move the increased workload to other areas of the organization.

SCOPE OF CARE



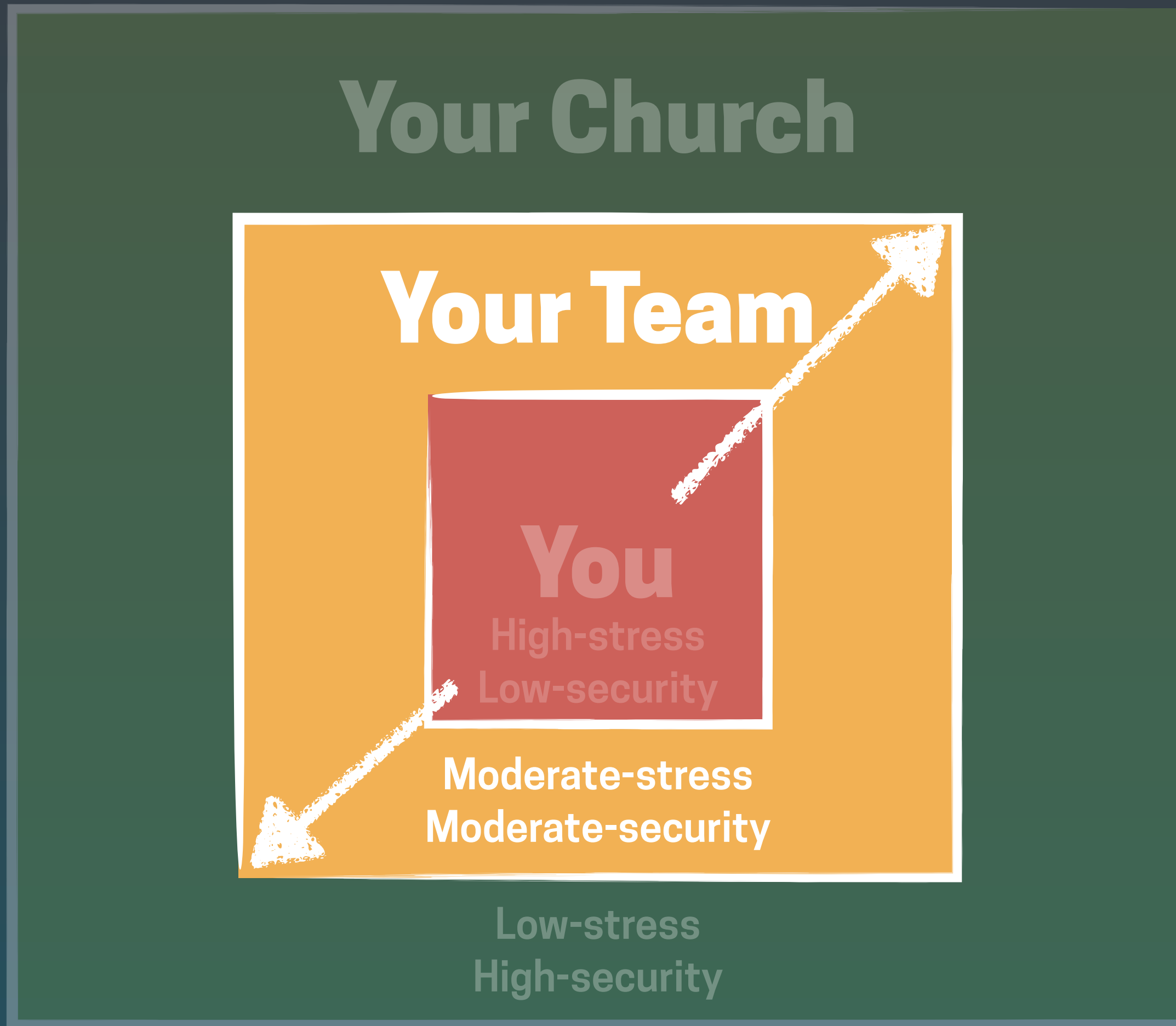
YELLOW ZONE

Things that could cause you to be in the yellow zone:

- Inherited processes/goals

This can also be due to growth, as organizational changes and inherited departmental goals can lead to competing initiatives (multiple serving on-ramps in the past creating a single church-wide pathway, for example).

SCOPE OF CARE



YELLOW ZONE

Things that could cause you to be in the yellow zone:

- Over-programming/independent planning

If church attenders have to choose your event or another to attend, it is probably an over-programmed season.

SCOPE OF CARE



YELLOW ZONE

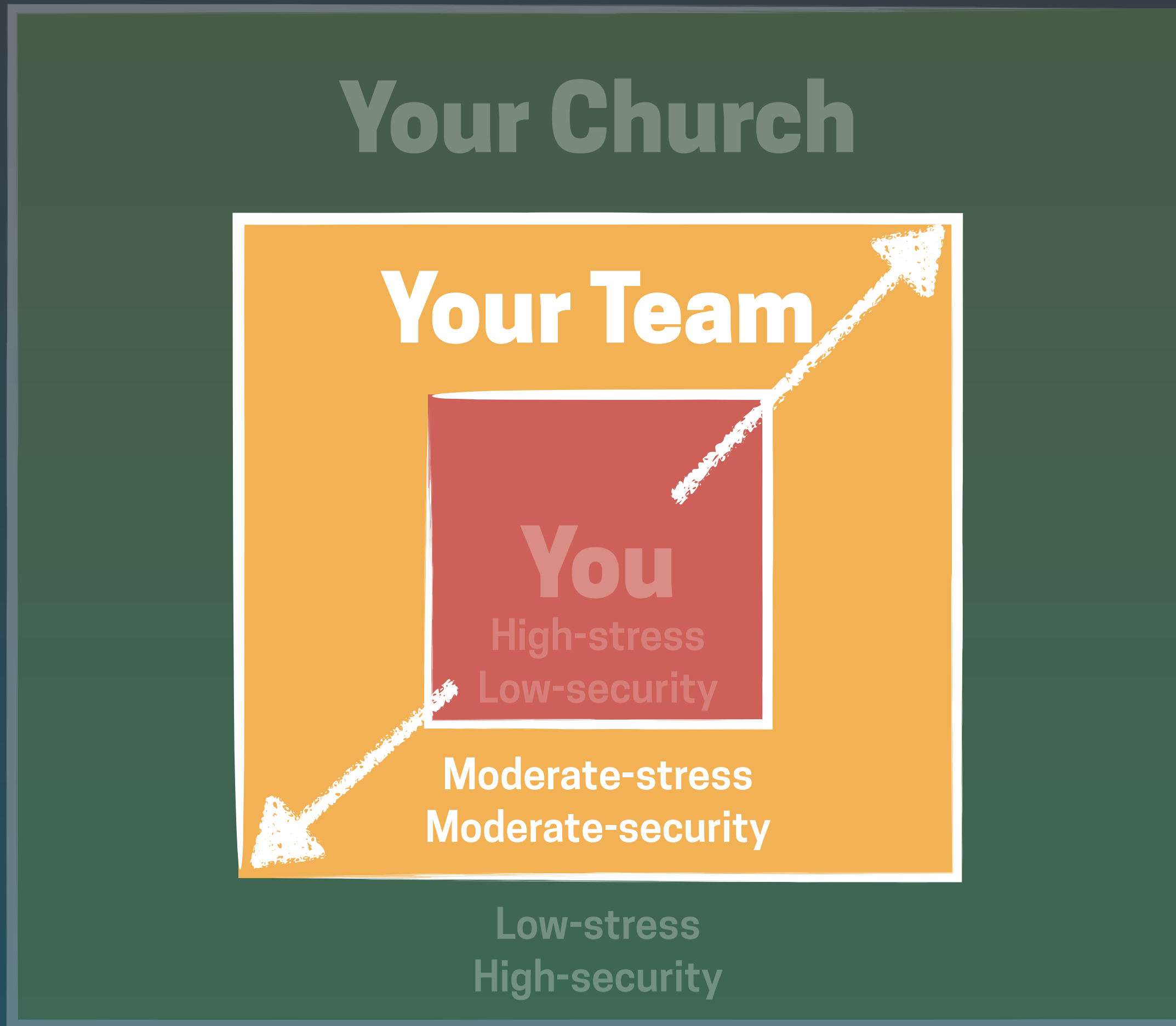
Solutions to get out of yellow zone:

- If an event, policy, or procedure primarily benefits only your team/department, consider if it is worth doing.

1. Just because something is "good" for your department, it may not be "best" for the church.

*2. Know that while we greatly **simplified** ten years ago, we have also **multiplied** many times since then. Simple **times** eight campuses often **equals** complex.*

SCOPE OF CARE

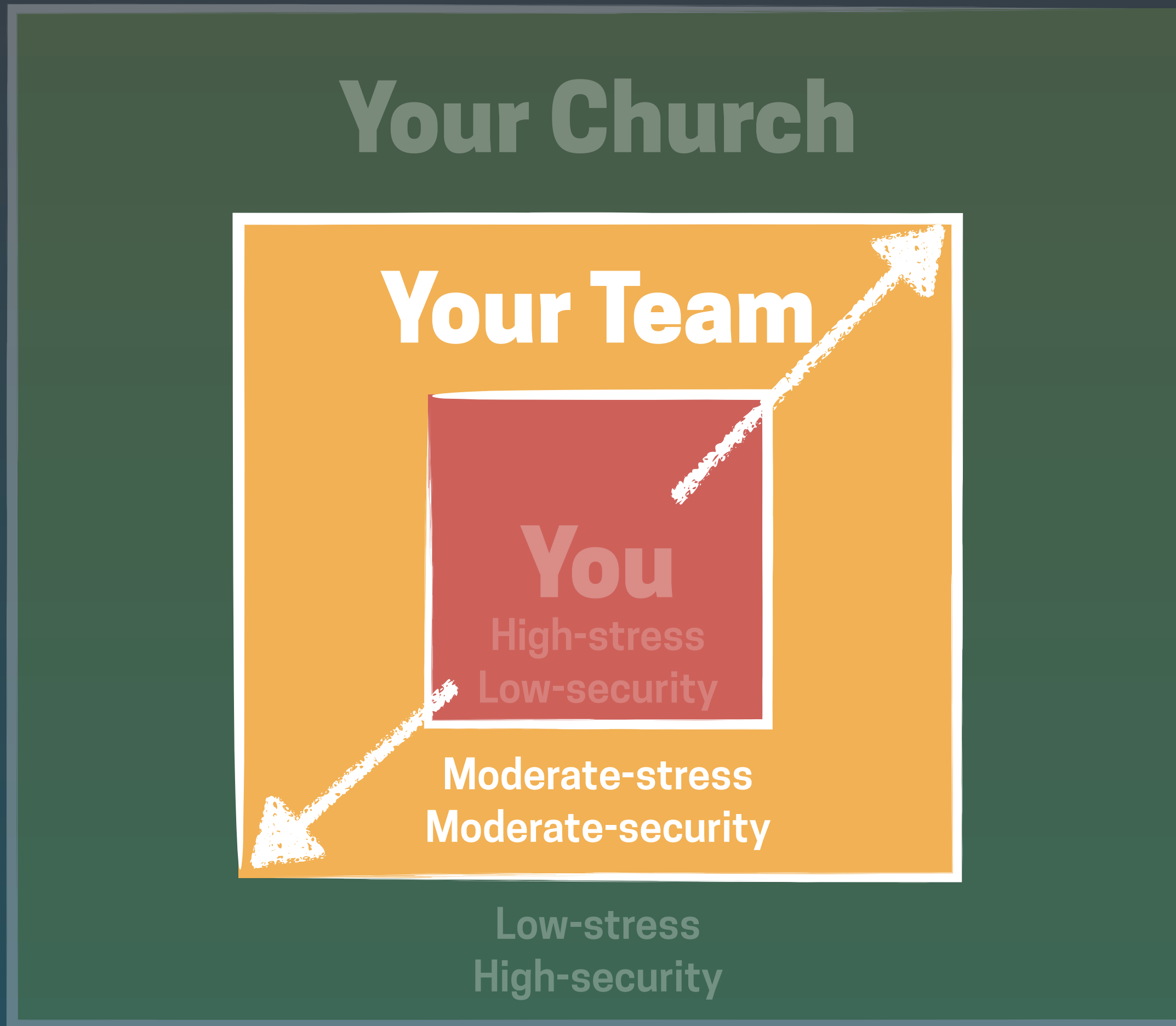


YELLOW ZONE

Solutions to get out of yellow zone:

- Plan ahead and plan together.
 1. Avoid planning initiatives and events where yearly initiatives occur (January kick-off, Easter, Fall Kick-off, Christmas).
 2. Communicate to your direct report or other department leaders when you foresee that events/planned initiatives may compete.

SCOPE OF CARE

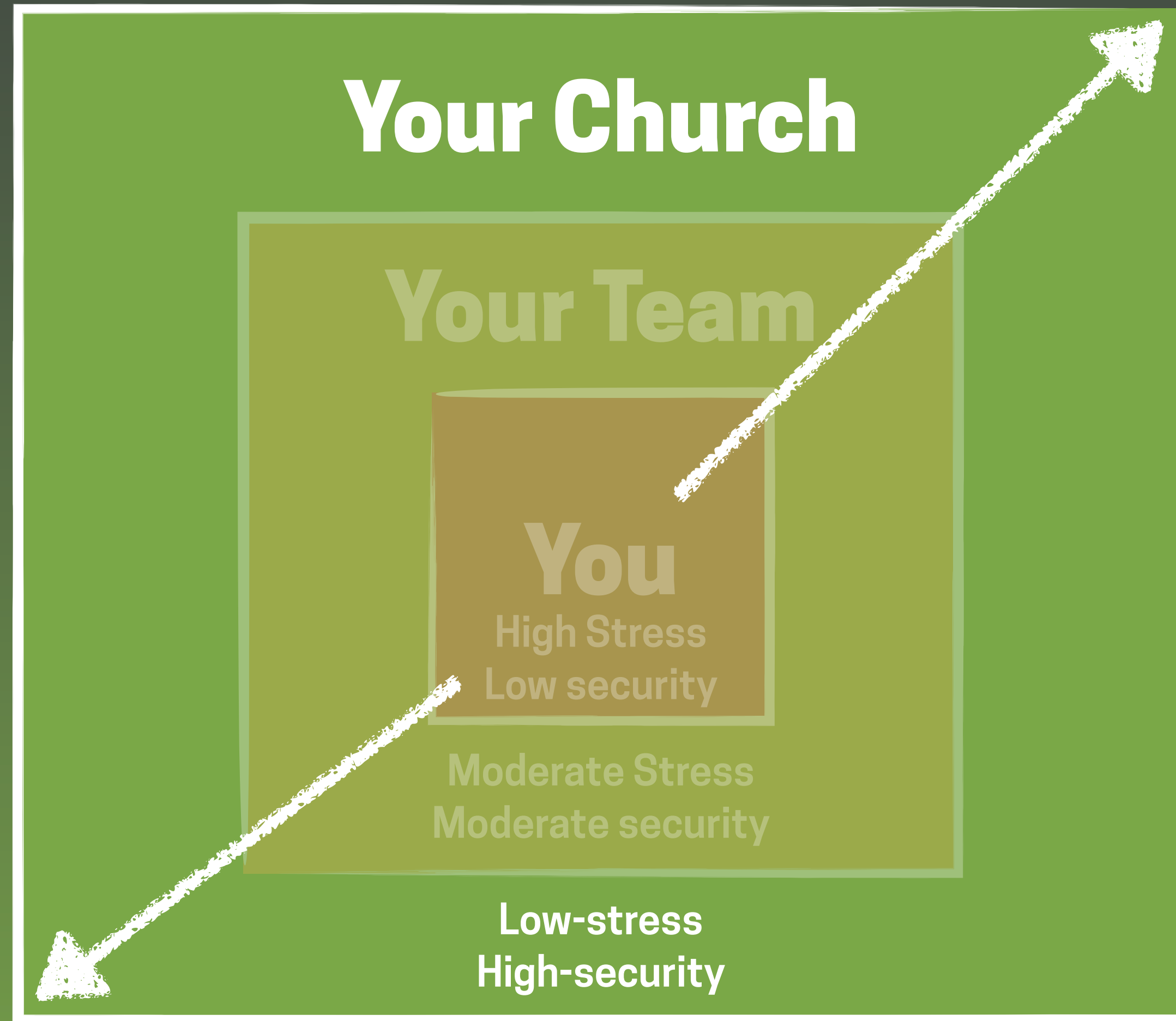


YELLOW ZONE

Solutions to get out of yellow zone:

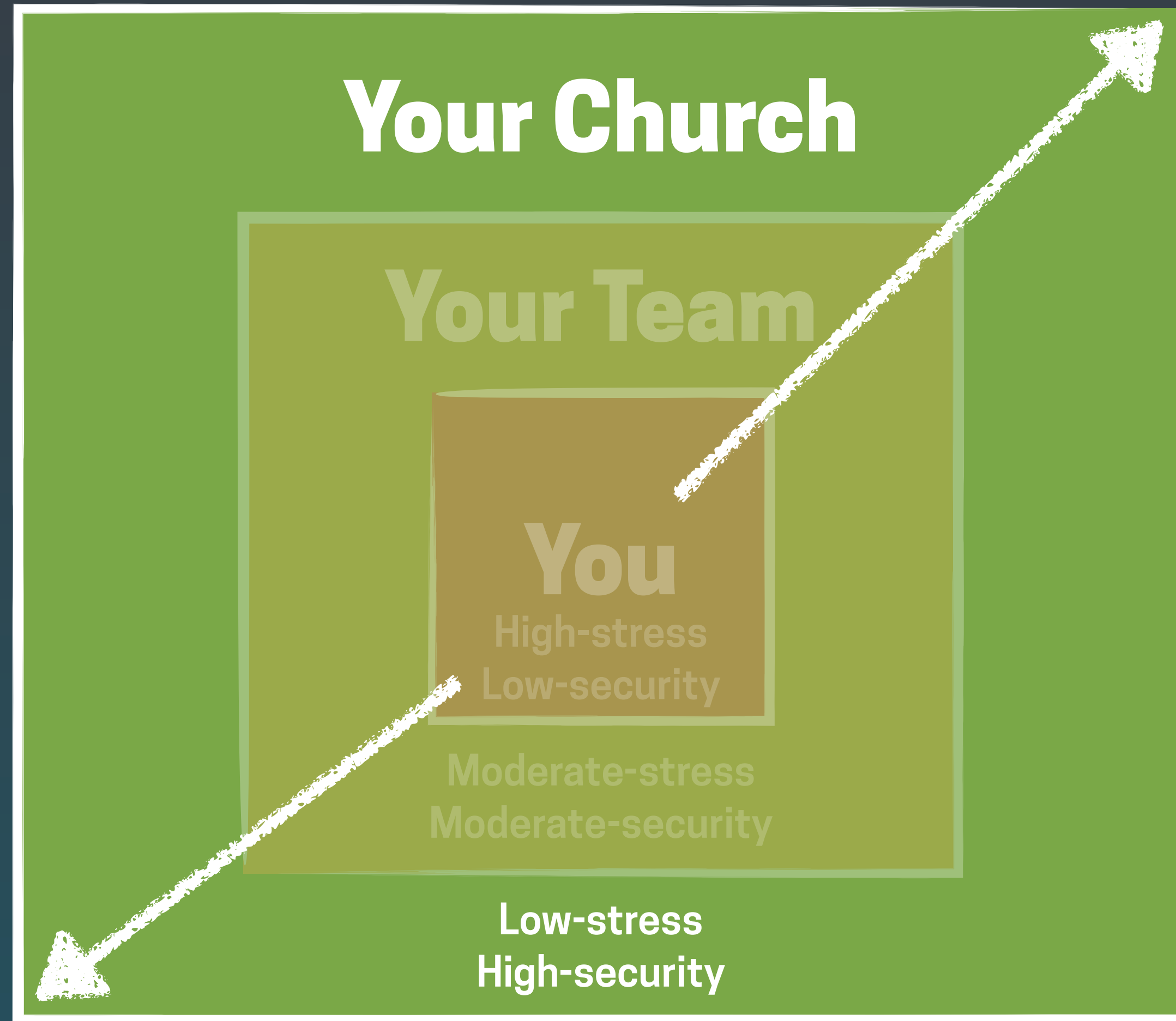
- Put yourself in other departments' shoes. Often when you see from their perspective, your perspective changes.
- Be willing to give and receive feedback from other departments.
- Review the annual strategic plan.

SCOPE OF CARE



GREEN ZONE

SCOPE OF CARE

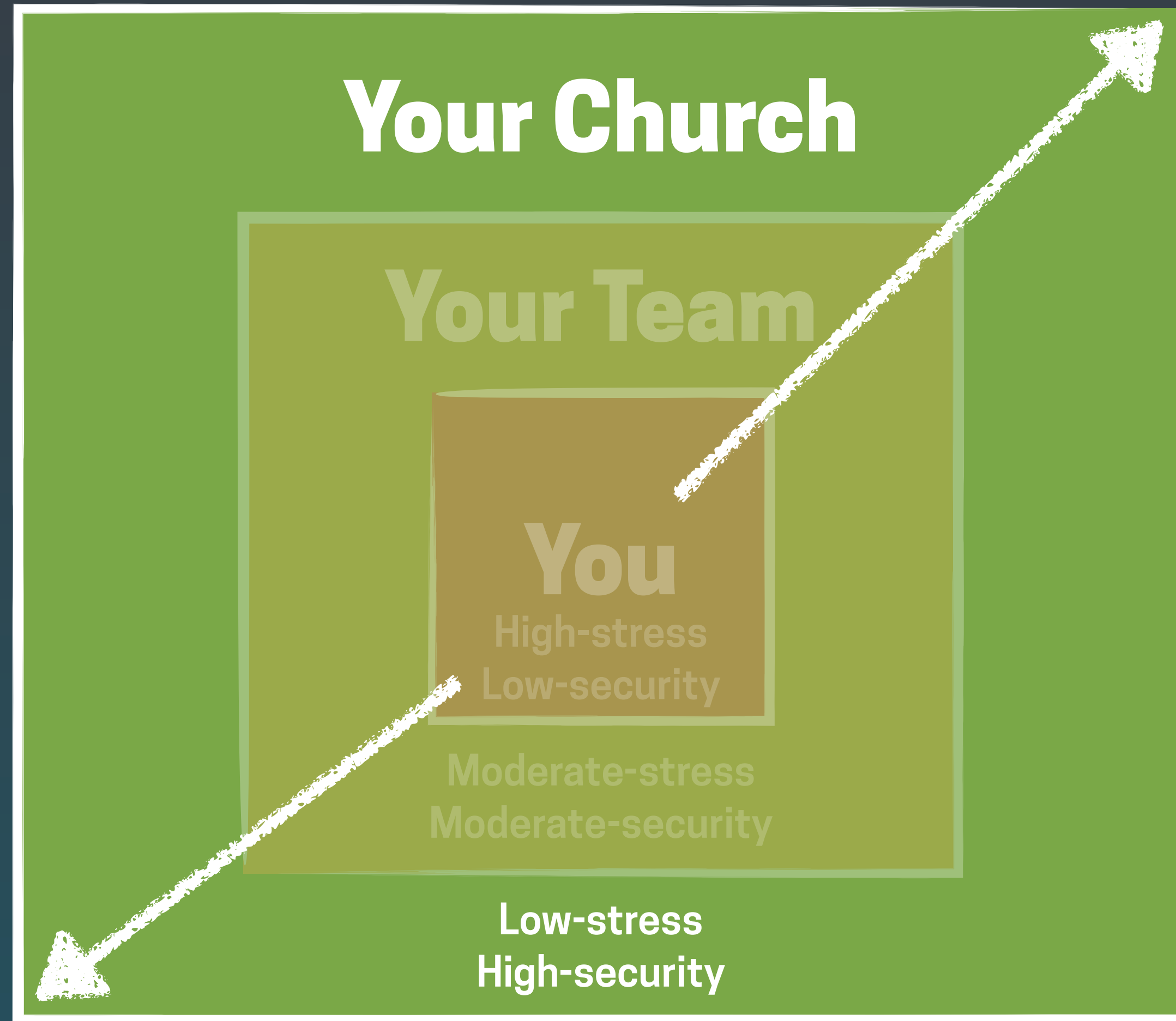


GREEN ZONE

Signs you're in this zone:

- You celebrate other departments' wins as much as your own.
- You openly give and receive feedback without taking things personally.
- You're routinely willing to sacrifice small departmental benefits for larger organization benefits when possible.

SCOPE OF CARE

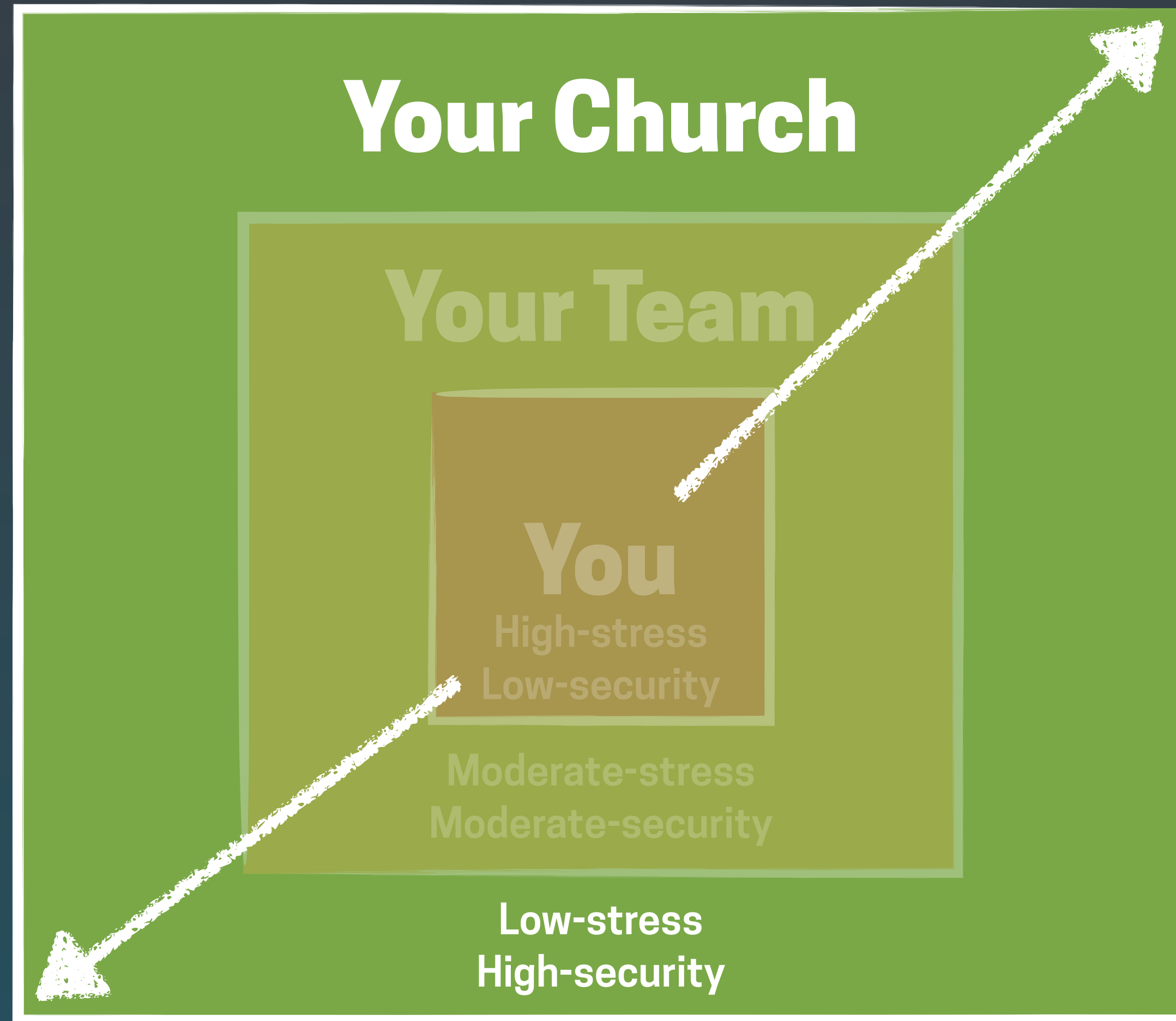


GREEN ZONE

Signs you're in this zone:

- Different departments communicate the same reasoning and strategy.
- Event, policies, or procedures benefit the church holistically and involve many departments in their creation.
- Your first thought when something new is presented or implemented: **"How will this impact my church?"**.

SCOPE OF CARE

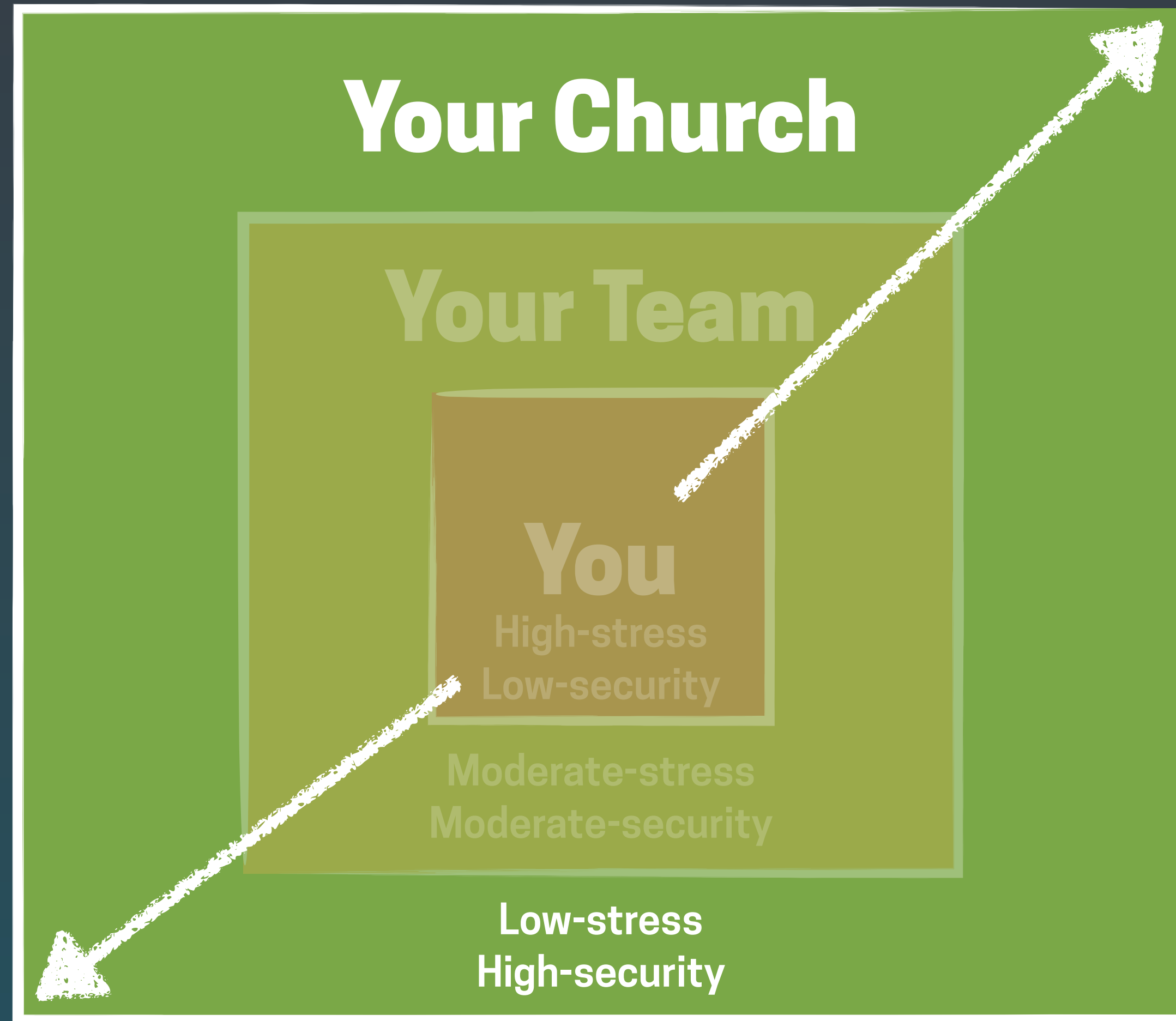


GREEN ZONE

Things that could cause you to be in the green zone:

- Clear consistent communication at all levels of the why (vision) and the how (strategy).
- Proactive development of new organizational systems and processes to handle current needs and future growth.

SCOPE OF CARE



GREEN ZONE

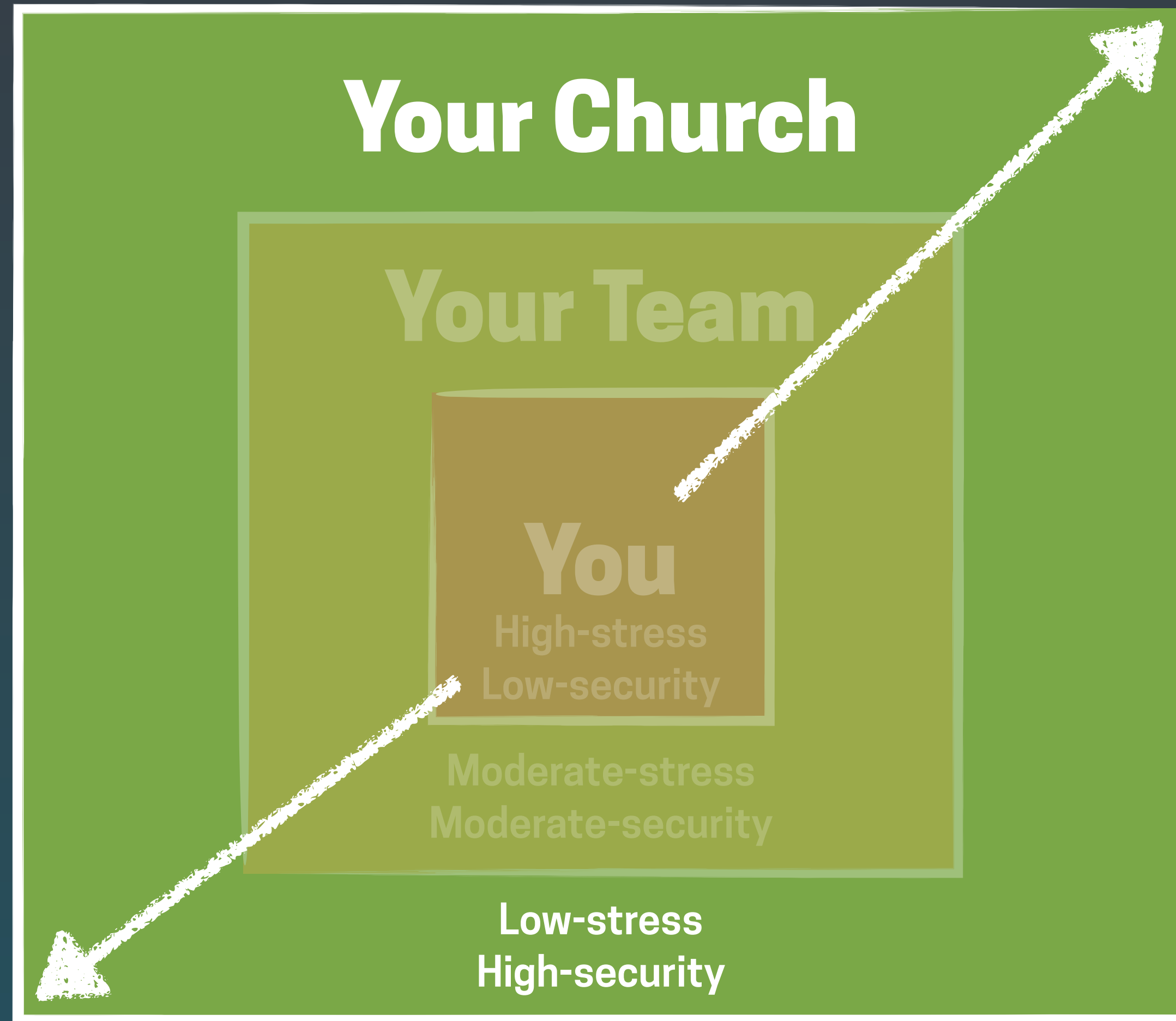
Things that could cause you to be in the green zone:

- Goals are aligned where if one team wins, several teams win.
- Intentional planning, scheduling, and resourcing for any initiative or event takes place.

1. Church attenders are not having to choose your event or another to attend.

2. Church-wide promotional and budget resources are aligned with the event or initiative's needs.

SCOPE OF CARE

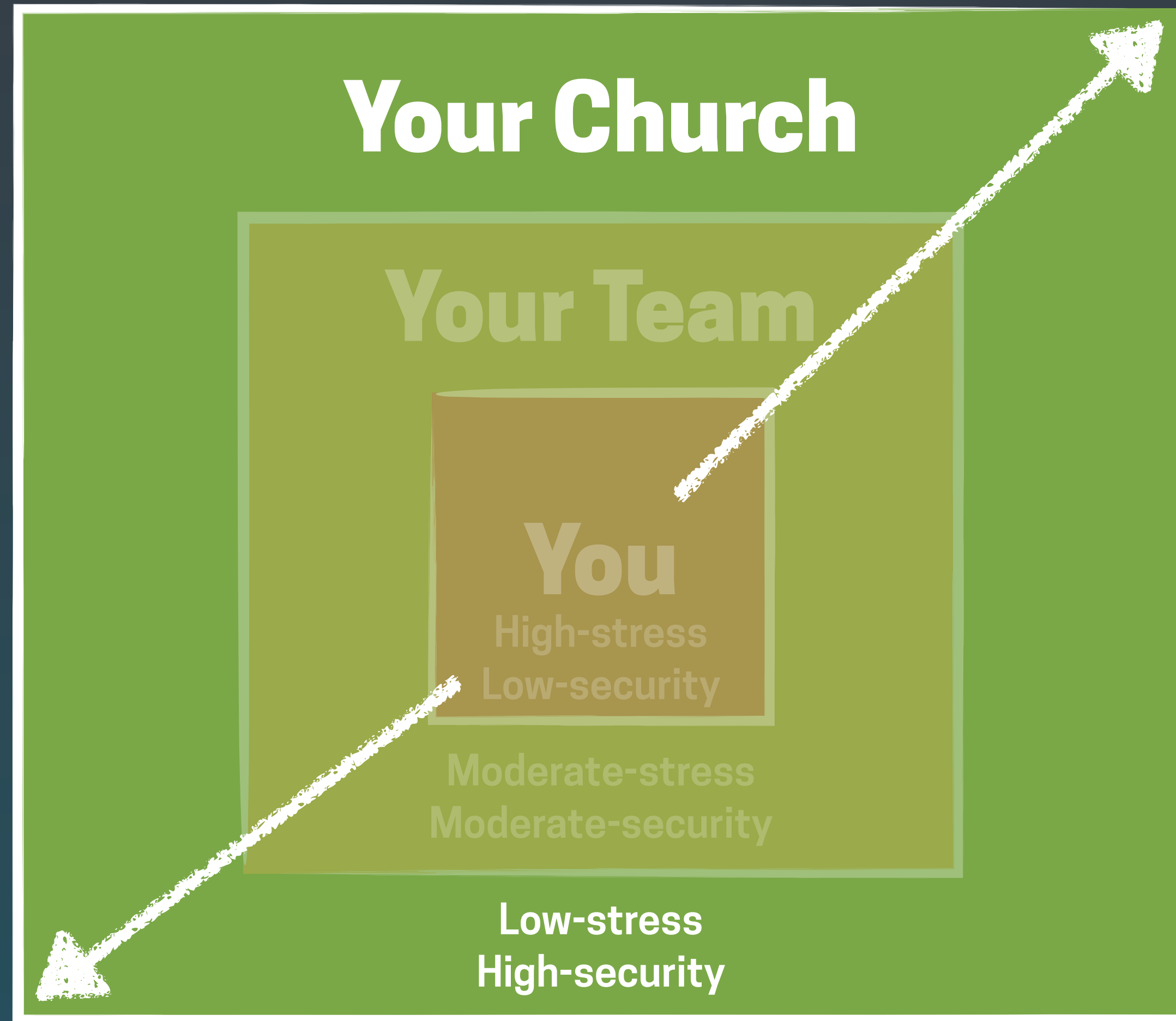


GREEN ZONE

Ways to get into/stay in green zone:

- Compliment other departments at least five times more than you critique.
- Continually saturate your circle of influence with church-wide vision and strategy.

SCOPE OF CARE



GREEN ZONE

Ways to get into/stay in green zone:

- Continually align your team to fit within the goals and strategy of the strategic plan.
- Seek out ways for you/your department to work together with other departments church-wide.

WHICH ZONE ARE YOU IN?