

**Steve
Shadrach**

Center for Mission Mobilization

A Final Challenge
to Mobilize More



**Mobilize
More**



Mobilize More

Support Raising
Leaders Conference
2019



**It's Not Just
About the
Money!**

Mobilize:

More prayer

More partners

More praise

**Mobilize
More**

**Support Raising
Leaders Conference
2019**



MARY HO



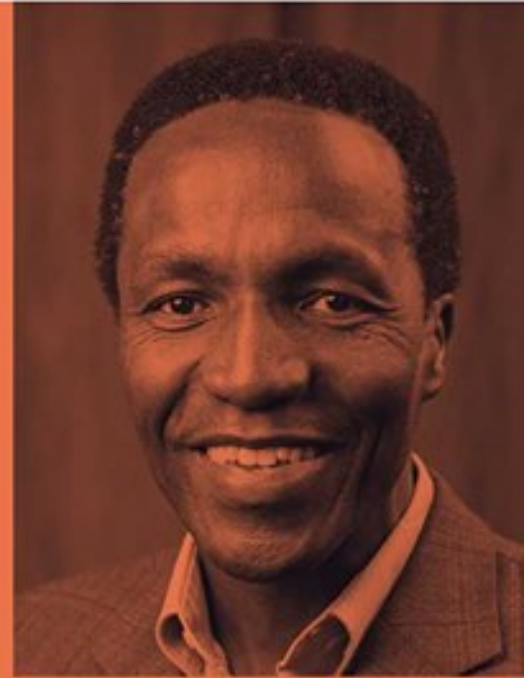
International Executive Director,
All Nations

SAM METCALF



President, Novo (formerly CRM)

MUTUA MAHIAINI

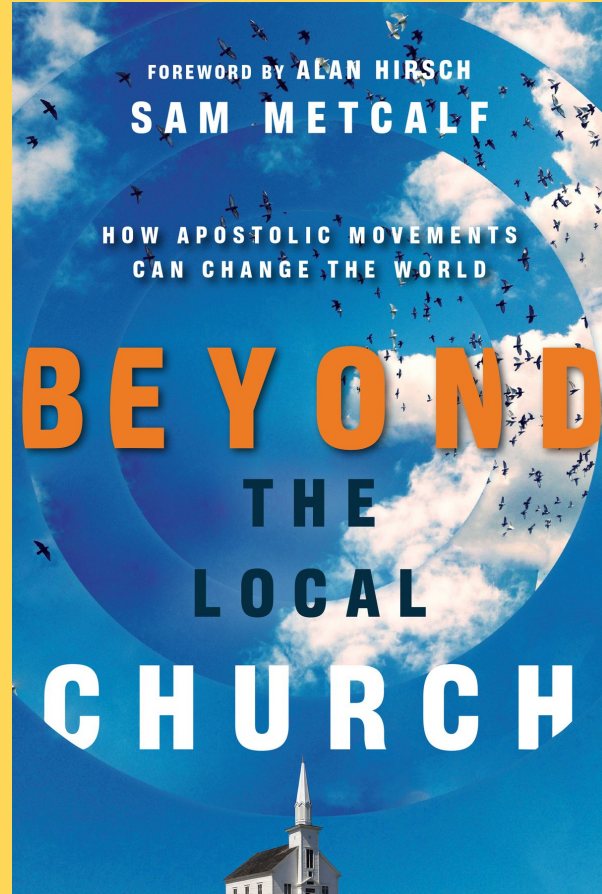


International President,
Navigators

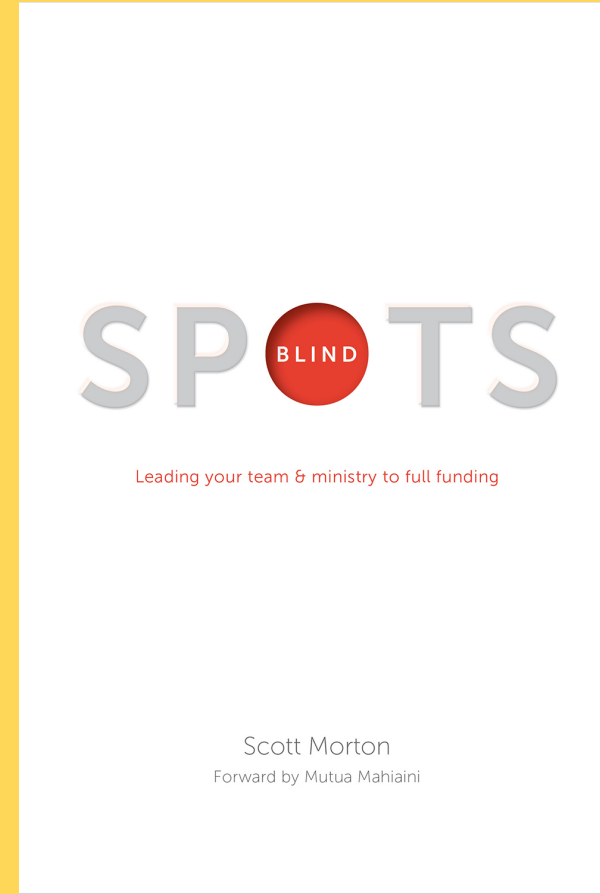
Mobilization from a
Global View

Mobilization from a
Historical View

Mobilization from a
Biblical View



Metcalf



Morton

The Four Catalysts of a Healthy Support Raising Organization

What are the core convictions and competencies of your key players?

- Executives
- Team Leaders
- Support Trainers
- Support Coaches



Assess Your Ministry in these Four Pillars

Shape your culture

Create a healthy support raising DNA in your organization by discovering powerful building blocks that grow a long-term, robust fundraising vitality among your staff.

Build infrastructure

Construct a framework of essential policies, principles, practices, and personnel to effectively organize and guide your staff to consistently thrive in their support raising.

Elevate training

Identify the tools, resources, and strengths you need to take your support raising instruction to a new level, sharpening your skills by learning from other experts.

Multiply coaching

Develop a proficient team of knowledgeable and caring support raising mentors at every level of your organization to help your staff get fully funded—and stay there!

Grade the Current Support Raising Health of Your Ministry

- Culture _____
- Structure _____
- Training _____
- Coaching _____



What specific decision or application could you and your team make in each of these four areas that would make a real difference in the future support raising health of your organization and staff?

Our Objective? Health

Will you commit:

1. To be Change Agents in your organization to create a healthier support raising culture and structure?
2. To provide the most biblical and practical ongoing support training and coaching, producing healthy fully—funded staff



LEADERS

MUST SHAPE CULTURE

**instructions
used in the
growth,
development,
functioning
and reproduction
of all living
organisms**

A Radical Idea to Inject

- **Have each new staffer go on a support appt w/veteran staffer**
- **Have a veteran staffer go on a support appt w/each new staffer**



Changing the Support Raising DNA of your Organization

From the Top Down
(Executives and Team Leaders)



Healthy Support Raising Culture



From the Bottom Up
(Trainers, Coaches, Individual
Staff)

Take the Long Look!

1. Do your research
2. Bring solutions not problems
3. Stay humble
4. Keep modeling
5. Persevere!

The image shows the exterior of a Cabela's store, featuring a rustic wooden facade with a gabled roof supported by log beams. The main logo is a large, yellow, cursive script with a grey shadow effect, set against the wood. Below it, the slogan 'WORLD'S FOREMOST OUTFITTER' is displayed in yellow, block letters with a grey shadow. The entrance area at the bottom is partially visible, showing a dark awning and glass windows.

Cabela's®

WORLD'S FOREMOST OUTFITTER



**Don't wait
around for
others.**

**YOU become
the in-house
expert!**

Old Fashion Face to Face Asking

1. If you are on support, what % of your full budget are you at?

- A. 0-30%
- B. 31%-60%
- C. 61%-80%
- D. 81%-100%
- E. 100%+

2. During your support raising efforts, how many individual appointments did you have where you asked them to come on your team and you did it face to face?

- A. 0
- B. 1-20
- C. 21-50
- D. 51-90
- E. 91-140
- F. 141+

The Correlation Between These Two Stats

Build Structure

To organize, arrange, construct, or build a systematic framework

Synonyms:

Formation

Plan

System

Order

Network

Scaffolding



It takes wisdom to know:

- What should be centralized or decentralized
- What should be done “in house” or “out house”

Structure: Laying Down the Right Tracks

- **Policies:** this explains the WHAT of the ministries' overall funding model.
- **Principles:** this explains the WHY behind those policies and funding model.
- **Procedures:** this explains HOW those policies and principles will be implemented to the staff and organization.
- **Personnel:** this explains WHO will do the implementing of the policies and procedures.

Stay on the tracks

Speak the truth in love

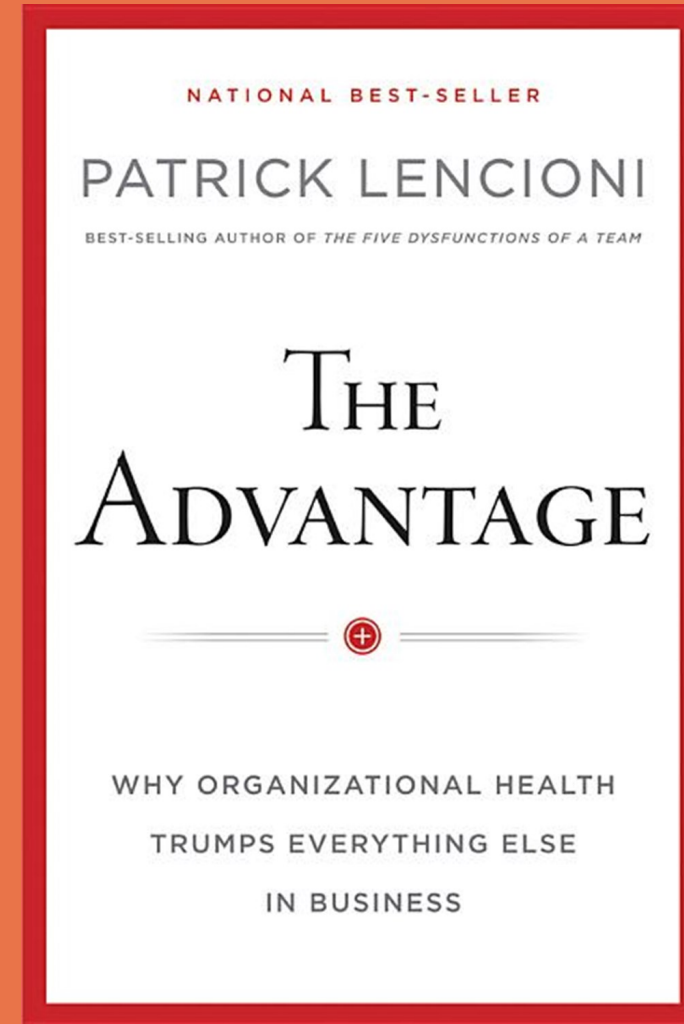
Exceptions kill morale and credibility

Press on until it becomes DNA

The Advantage

Why Organizational Health Trumps Everything

Leaders must “establish a few critical, non-bureaucratic systems to reinforce clarity in every process, policy, and program. Every activity should be designed to remind staff what is really most important.”



Identifying and Acknowledging the Challenges

Support Raising

#1 obstacle for recruits

1 of the top 3 reasons for leaving the field

Finances

#1 cause for stress in marriage

#1 cause for divorce

We care about:

- Marriages
- Families
- Spiritual/Emotional/Physical/
Financial Health
- Longevity
- Focus and Balance

Financial Stress Test

Take the Financial Stress Test

- What strain does this put on your staff?
- How would your average missionary fare on the test?

How Much Should We Raise?

Raise enough to maximize the fruitfulness of your family and your ministry

Financial Stress Test

Take the following test by highlighting or bolding the number that best describes your financial habits. If married, compare your answers with your spouse.

	Yes, or Frequently				No, or Never	
A. Mind occupied with finances: "Where's the money coming from?"	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 0
B. Skip giving commitments or give less than pledged	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 0
C. Difficulty paying credit card balances in full each month	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 0
D. Receive past-due notices on bills several times a year	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 0
E. Forego saving most months	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 0
F. Charge items because "I'm short" in cash or checking account	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 0
G. Net worth decreasing annually	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 0
H. Housing payment exceeds 35% of gross monthly income	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 0
I. Invade savings to meet current expenses	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 0
J. Feel resentment toward creditors, government, headquarters	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 0
K. Compare yourself materially with other missionaries, donors, etc.	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 0
L. Use spending as emotional therapy (self-esteem)	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 0
M. Ignore or exceed budget limits on clothing	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 0
N. Wonder when you'll start saving for kids' college or retirement	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 0
O. "Emergency Only" savings less than two months' living expenses	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 0
P. Less than 200 on mailing list	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 0
Q. Current credit card balance is greater than \$500	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 0
R. Borrowed to buy current car	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 0

Total from each column:

Grand Total:

0-18 Excellent 19-36 Good 37-54 Danger 55-90 Financial Bondage

Identifying and Acknowledging the Challenges

Do you have staff totally focused on member care?

What is the goal of your member care?

Why would we claim that being fully funded can be one of the best “member care” strategies for your staff?

Role of Member Care in Staff's Financial and Support Raising Health

- Is being fully funded an area that Member Care should care about?
- Who's job is it to track the MPD and financial health of your staff?
- What authority do they have with field leadership?
- What policies should you have that protect people for the good of the staff and the ministry?

Role of Member Care in Staff's Financial and Support Raising Health

- **Effectiveness:** Eradicate poor talk and budget driven mindsets and replace it with a vision-driven mentality and budgets to maximize family and ministry fruitfulness.
- **Hold the line!:** Ensure no one launches to the field below 100% and underfunded staff take time off to get back to 100%. Tithe 10% of your time to your supporters.
- **Transparency:** If you're asking about their Sabbath rests, workload, marriage, and spiritual life, you should also be asking about their financial health since it's the #1 issue

Mobilizers: Recruit, Equip, Send

"Everyone who **calls** on the name of the Lord will be saved." How, then, can they call on the one they have not **believed** in? And how can they believe in the one of whom they have not **heard**? And how can they hear without someone **preaching** to them? And how can they preach unless they are **sent**?...

Romans 10:14 – 15

Our Objective?

To Flood the Nations with

Spiritually Healthy,

Vision Driven,

Fully Funded,

Great Commission Workers

Is it yours too?

Bottom Line

At first glance it may seem that all the pioneering has been done. But the marathon is still on and the baton has been passed to us.

– Patti Bergen

Take it and Run!



Mobilize More: Practical Next Steps

- What was the main thing God taught you here at this conference?
- What is one specific application/decision you can make as a result of being here?
- As a result of this conference, is there something you need to STOP doing?
- As a result of this conference, is there something you need to START doing?
- Who in your ministry can you share these action steps with who can hold you accountable for follow through?
- What 1-2 persons did you connect with here that you want to keep talking with?



Revelation 5:9

And they sang
A new song, saying,
“Worthy are You to take the
book and to break its seals;
For You were slain,
And purchased for God
With Your blood men
From every tribe
And tongue
And people and
Nation.”



Revelation 7:9

After these things
I looked, and behold,
A great multitude which
No one could count,
From every nation and
All tribes and peoples, and
Tongues, standing before the
throne and the Lamb,
Clothed in white robes,
And palm branches were
In their hands.



God's purpose on Earth:

To redeem a people from Every people; To rule a kingdom over all Other kingdoms



Our role as "fellow gathers"
To make sure every "purchased one" is present and accounted for around the throne.



From Genesis to Revelation:

We find that God's unfailing purpose in this world is to populate His eternal Kingdom with Worshipers from every nation