

# Organizational Resurrection:

Where to Start When Your MPD Culture is Broken

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Mobilize  
More  
Support Raising  
Leaders Conference  
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## An Organization is Born

What is it like in the beginning?

What are the results of *organizational drift*?

Peter Drucker, known as the “Founder of Modern Management” said decades ago, “Culture eats strategy for breakfast.”

## Symptoms of a Broken MPD Culture

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

## Diagnosis of a Broken MPD Culture

- Policies that support the financial health of support raisers are \_\_\_\_\_.
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- Resources that are designated to advance this area of ministry are \_\_\_\_\_.
- Biblical paradigms of support raising (asking individuals) are \_\_\_\_\_.
- Ministry Partnership Development is an area of organizational ministry that is \_\_\_\_\_.

## Where do we start?

1. Start at the “top”—enlist \_\_\_\_\_ leadership.

- Have a “\_\_\_\_\_” with organizational leaders.
- Get your Executive Team to the SRS Leaders \_\_\_\_\_.
- \_\_\_\_\_ Regional Directors and Team Leaders to attend a public or in-house Bootcamp.
- Invite the \_\_\_\_\_ to the in-house Bootcamp.

2. Listen to your \_\_\_\_\_.

- The \_\_\_\_\_ of MPD culture affects not just the organization as a whole, but affects the individuals that make up the organization.
- Listening fosters \_\_\_\_\_, and paves the way for buy-in as big changes are made.
- Utilize the SRS Organizational \_\_\_\_\_ tool (supportraisingsolutions.org/audit).

3. Listen to \_\_\_\_\_.

- Too often (and although we “know better”), seasons of prayer may be *unintentionally* \_\_\_\_\_.
- The spiritual \_\_\_\_\_ of the organization both affects and is affected by this area of organizational culture.
- It may be time for an organization-wide emphasis on prayer, specifically \_\_\_\_\_ these issues.

4. Take \_\_\_\_\_ to lead the planning process.

- Oftentimes, the one with the \_\_\_\_\_ (not just the one who identifies the problem) is the real leader in a situation.
- God uses different leaders within an organization to take the helm of new \_\_\_\_\_ at different times.
- Present a “Fully-Funded \_\_\_\_\_ Initiative” plan.

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## Fully-Funded Deployment Initiative



1. Making “*normative*” regular discussions on financial health of our missionaries and staff. This includes changing conversations to include “special gift” instead of “one-time gift”, and including dialogue with spouses in the conversations about financial matters.
2. Speaking with “one voice” as leadership regarding attitudes towards MPD.
3. “Downloading” this crucial element of missionary health to into our veteran field teams as well as national missionaries who are being raised up.
4. Conducting the SRS Audit/Financial Health Survey—we have this tool currently at our disposal.
5. Addressing and eliminating “poor talk” in both a public setting and in our private communications (and especially social media).
6. Requiring key leaders to attend either an in-house or a public SRS Bootcamp (Executive Team/Regional Directors, etc.)
7. Requiring Board Members to receive Support Raising training.
8. Putting an increased demand on the level of funding prior to being activated in one’s assignment.

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5. Courageously \_\_\_\_\_.
    - Culture is the way it is in your organization because \_\_\_\_\_ are the way they are.
    - It takes \_\_\_\_\_ because shifts may “ruffle feathers” and upset the status quo.
    - If the status quo is “dead”, organizational “resurrection” can only happen through *radical, courageous* \_\_\_\_\_ (*obedience*).

## Lepers Plundered Aramean Camp

What can we learn from 2 Kings 7:8?