

Six Guaranteed Ways to Torpedo Your MPD Culture

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Mobilize
More
Support Raising
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Failing to model healthy MPD habits.

The first way to torpedo your MPD culture.

1. Do as I say, not as I do.
 - a. Not _____ support.
 - b. Making _____.
 - c. Saying you'll raise support but failing to _____.
 - d. Being _____ of training and resources.
 - e. Not making _____ a part of the work week.
2. Turn to your table and discuss one way you can improve in modeling healthy MPD habits for your team.
3. What's your plan to change this?

Poor talk.

The second way to torpedo your MPD culture.

1. Poor talk:
 - a. Let's start with a competition for the worst poor talk story:
 - i. Share some of the most awful stories of poor talk you have heard as a missionary.
 - b. What is the net result of an MPD's leaders poor talk on his MPD culture?
 - i. List some ideas on your whiteboard at your table.
2. Review your MPD expectations for these areas and evaluate if they are clear. Here are MPD areas that need clear expectations:
 - a. What does it mean to be fully funded?
 - b. What does a 40 hour MPD work week look like? How many calls and meetings?
 - c. What is the expectation for healthy communication to partners?
 - d. On the field how much time weekly is to be dedicated to MPD?
 - e. What does underfunded mean? What are the processes and systems in place when someone is underfunded?

Failing to set clear expectations.

The third way to torpedo your MPD culture.

1. A story of poor expectations:
 - a. Middle school students, rocks and poor expectations.
2. A failure to set expectations is a failure of _____, thus making it _____ to achieve.
3. Review your MPD expectations for these areas and evaluate if they are clear. Here are MPD areas that need clear expectations:
 - a. What does it mean to be fully funded?
 - b. What does a 40 hour MPD work week look like? How many calls and meetings?
 - c. What is the expectation for healthy communication to partners?

- d. On the field how much time weekly is to be dedicated to MPD?
- e. What does underfunded mean? What are the processes and systems in place when someone is underfunded?

Not providing accountability

The fourth way to torpedo your MPD culture.

1. Seven ways accountability shows you care about your staff's health and success in MPD.
 - a. They will perform better under _____ . (see the Hawthorne effect)
 - b. They get _____ feedback helping them improve.
 - c. It forces you to _____ on commitments.
 - d. It creates _____ deadlines for _____ things.
 - e. It keeps staff grounded in _____.
 - f. It gives you access to learn from others _____.
 - g. It prevents little problems from turning into _____ .

Making exceptions

The fifth way to torpedo your MPD culture.

1. Scenario #1 Discuss at your table how this scenario affects MPD culture. Group A is required to raise full funds and admin fees, group B is required to raise full funds and no admin fees, group C only has to raise 50% and no admin fees or benefits, Group D is salaried. New staff are required, veterans are excused from the requirements.
2. Scenario #2 Discuss at your table how this scenario affects MPD culture. Missionary A is needed urgently for a position on the field so they are released before full funding is reached. Missionary B is told their position is too valuable to go unfilled so they should raise whatever they can and the mission will cover the rest. Missionary C has a ministry account that has a negative balance over \$20k for more than double the stated policy time frame and is doing ministry and receiving pay.
3. Share with us the impact you discuss exceptions can have on a healthy MPD culture.
 - a. Can create _____.
 - b. Can create an unintentional _____ structure.
 - c. Can _____ your most loyal staff.
 - d. Can cause _____ for policies and structure.
 - e. Causes unhealthy practices to be _____ and _____.
 - f. Can lead to more _____.
4. How do you decide to make an exception and when?

Looking for the quick fix

The sixth way to torpedo your MPD culture.

5. What would a fad diet look like in MPD?

6. What does it take for MPD to be healthy?

A healthy MPD culture fix has these characteristics:

- Biblically based with best practices
- Clear specific goals for success
- Focuses on long term success
- Emphasizes training
- Coaches for success
- Prioritizes maintenance