



Topic: Support Raising and the CEO: Modeling, Leading, Serving

Guest Speaker: Steve Shadrach

January 29, 2019 1:00 pm CT



## Aaron J. Babyar

Moderator

SRS Training Director

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# Questions

During the presentation, please submit your questions for the upcoming Q&A time.



Prayer



# Steve Shadrach

Guest Speaker

Founder  
Support Raising Solutions





# Support Raising and the CEO: Modeling, Leading, Serving

## Overview-

**What we do (or don't!) model to our staff can make or break our organization—and us as effective leaders. And as it relates to the critical areas of getting all our staff fully funded, what is our role as CEO?**

## Support Raising and the CEO: Modeling, Leading, Serving

Dr. Ted Esler, President of Missio Nexus surveyed CEO's of member organizations in 2018. He asked "What is your greatest pain point?" Here were the answers:



Here is the actual item count:

Funding and Development	16
Board and Staff Issues	8
Communication Strategies	5
Personal Growth	5
Recruitment and Hiring	4
Lack of Focus and Purpose	4
Overextended	3
Health	2
Limited Influence	1

# Top Obstacles Missionaries Face

1. **36% Raising financial support**
2. 24% Being far away from family and friends
3. 18% Long process/time before launching
4. 18% Need to learn another language
5. 14% For child(ren) or future children

2015 MissionNext Survey of 299 missionaries. 46 agencies, 85% Americans, 53% Male, 77% long termers.

# Fear of Fundraising

This was #1 concern for all three generations

35% Millennials

53% Gen Xers

38% Boomers

2015 MissionNext Survey of 299 missionaries. 46 agencies, 85% Americans, 53% Male, 77% long termers.

# The Elephant In The Room

THE greatest felt need  
EVERY one of your  
staff has?

How they can *get* to full  
support, and how to *stay*  
at full support!



# Executives and Team Leaders

- In Denial?
- Tyranny of the Urgent?
- Wrong Priorities?
- No Member Care?
- Fear of Failure?
- No Credibility?



# Our Goal

To flood the nations with spiritually healthy, vision-driven,  
fully funded Great Commission workers



# Profile of a “God Asker”

## 1. Spiritually Healthy (Big God)

- Looks to God as the owner and supplier of all things
- Believes they are called of God, worthy of support
- Understands biblical basis for raising support
- Thrives in their relationship with Jesus
- Balances support raising with life and ministry

# Profile of a “God Asker”

## 2. Vision-Driven (Big Dreams)

- Honors God by the magnitude of their requests
- Pursues their greatest passion
- Views roles as strategic, touching world for Christ
- Uses money as a tool to advance the Kingdom
- Embraces a wartime lifestyle

Simple Lifestyle	Wartime Lifestyle
Budget pulls their train	Vision pulls their train
Constantly asks, "How much does it cost?"	Constantly asks, "What is God's will?"
Driving force: Meeting their needs	Driving force: Expanding God's kingdom
Priority on saving money	Priority on saving souls
Goal: How LITTLE can I spend?	Goal: How MUCH do I need to spend to win the battle?
Setting of support raising budget as <u>low</u> as possible so they don't have to raise much support	Setting of support raising budget as <u>much</u> as possible to maximize fruitfulness of family and ministry
Values money over time	Values time over money
Their small vision attracts small dollars	Their big vision attracts big dollars
Supporters feel sorry for the Christian worker	Supporters admire and want to emulate the Christian worker
They feel limited in their family and ministry by <u>lack</u> of funds	They feel freedom in their family and ministry by <u>abundant</u> funds
View of support raising: necessary evil	View of support raising: incredible opportunity
Man-centered	God-centered
Conclusion: God's resources are <u>limited</u>	Conclusion: God's resources are <u>unlimited</u>

# Profile of a “God Asker”

## 3. Fully Funded (Big Investments)

- Appreciates supporters as true ministry partners
- Grasps the power of “the ask”
- Commits to maximizing fruitfulness of family and ministry
- Perseveres in growing quantity and quality of team
- Sets the pace for new and veteran staff

# Leadership Principle #1

“We Must Practice What We Preach!”

<b>Luke 8 (v.1-3)</b>	<b>Luke 9 (v.1-3)</b>	<b>Luke 10 (v.1-6)</b>
<b><u>Jesus</u> lives/ministers on support</b>	The <b><u>12</u></b> live/minister on support	The <b><u>70</u></b> live/minister on support
1 <sup>st</sup> generation	2 <sup>nd</sup> generation	3 <sup>rd</sup> generation
Jesus <b><u>models</u></b>	Jesus <b><u>mentors</u></b>	Jesus <b><u>multiplies</u></b>
His <b><u>launching</u></b>	His <b><u>leading</u></b>	His <b><u>legacy</u></b>

# Qualities of a True Leader

- Has followers
- Models to others
- Owns the whole
- Takes full responsibility
- Perseveres to the end

# The Ascent (or Descent?!) of a Leader:

- 1st base—personal support
- 2nd base—project support
- 3rd base—organizational support

# The Four Cornerstones of a Healthy Support Raising Organization

## **Shape CULTURE**

Create a healthy support raising DNA founded on Biblical convictions, vision-driven budgeting, and a belief that full-funding is expected and achievable.

## **Build STRUCTURE**

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 cadre of knowledgeable and caring support raising mentors at every level of your organization to get your staff fully funded—and stay there!



# Shape Culture

The sum total of ways of living built up by a group of human beings and transmitted from one generation to another.

## Synonyms:

Practice	Beliefs
Perception	Habits
Environment	Mindset
Ideology	Values
Breeding	Conduct



DNA carries the genetic instructions used in the growth, development, functioning and reproduction of all living organisms.



# Changing DNA of your Org

From the Top Down  
(Executives and Team Leaders)



**Healthy Support Raising Culture**



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

# Structure

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

## Synonyms:

Design

Plan

Devise

Order

Formation

System

Network

Scaffolding



*The Advantage: Why Organizational Health  
Trumps Everything* by Patrick Lencioni

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.”

# Elevate Training

To develop or form the habits, thoughts, or behavior of a person by discipline and instruction.

## Synonyms:

Design

Formation

Plan

System

Devise

Network

Order

Scaffolding



# Support Raising Training

Make it Essential

Make it Biblical

Make it Practical

Make it Reproducible

Make it Comprehensive



# Multiply Coaching

To give ongoing instruction or advice to improve and succeed in a goal or pursuit

## Synonyms:

Nurture

Refine

Mentor

Counsel

Monitor

Guide

Compel

Influence

Steer

Sharp





# Support Raising Coaching

Make sure it is:

- Organized
- Excellent
- Ongoing
- Strong



Q & A



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