



Topic: Organizational Resurrection: Where to Start When
Your MPD Culture is Broken

Guest Speaker: Jeremy Henderson

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Questions

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



Prayer



Jeremy Henderson

Guest Speaker

VP of Communications
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Organizational Resurrection: Where to Start When Your MPD Culture is Broken





“Culture eats
strategy for
breakfast.”

- Peter Drucker

SYMPTOMS: How do you know if your organization's "MPD Culture" is broken?



- **Exceptions.** "Exceptions" to the rule have become the new organizational norm.
- **Ambivalence.** Organizational leadership is disconnected to the financial struggles of recently on-boarded staff.
- **Capitulation.** Consistent underperformance in this area has become simply acceptable.
- **Discouragement.** Great Commission workers become silently (and sometimes verbally) discouraged, which overflows to others.
- **Disembarkation:** Called and anointed support raisers leave the organization disillusioned and demotivated.



DIAGNOSIS: How do you know if your organization's "MPD Culture" is broken?



- Policies that support the financial health of support raisers are *non-existent*.
- Policies that support the financial health of support raisers are *not clearly stated*.
- Policies that support the financial health of support raisers are *not enforced*.
- Resources that are designated to advance this area of ministry are *not allocated*.
- Biblical paradigms of support raising (asking individuals) are *not globally adopted*.
- Ministry Partnership Development is an area of organizational ministry that is *not championed*.

Where do we start? How do we address this?

1. Start at the “top”—**enlist** *executive leadership*.

- Have a “key conversation” with organizational leaders.
- Get your Executive Team to the SRS Leaders Conference.
- Require Regional Directors and Team Leaders to attend a public or in-house Bootcamp.
- Invite the Board of Directors to the in-house Bootcamp.



Where do we start? How do we address this?

2. Listen to *your team*.

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



Where do we start? How do we address this?

3. Listen to *God*.

- Too often (and although we “know better”), seasons of prayer may be unintentionally neglected.
- The spiritual vitality 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 targeting these issues.



Where do we start? How do we address this?

4. **Take initiative** to lead the *planning process*.

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



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.



Fully-Funded Deployment Initiative

5. Addressing and eliminating “poor talk” in both a public setting and in our private communications (and especially social media). 6.
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.



Where do we start? How do we address this?

5. Courageously act.

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



Lepers Plundered Aramean Camp:

When these lepers came to the outskirts of the camp, they entered one tent and ate and drank, and carried from there silver and gold and clothes, and went and hid *them*; and they returned and entered another tent and carried from there *also*, and went and hid *them*.

Then they said to one another, **“We are not doing right. This day is a day of good news, but we are keeping silent;** if we wait until morning light, punishment will overtake us. Now therefore come, let us go and tell the king’s household.”

2 Kings 7:8 NASB



Q & A



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