SRS | Network™

Topic: Community with Staff at a Distance

Guest Speaker: Jeremy Henderson

July 28, 2020 1:00 pm CT

Aaron J. Babyar

Moderator

SRS Training Director

Virtual SRS Bootcamps through October

Our team decided to have virtual SRS Bootcamps through October.

Dates will be posted on our website soon. Virtual Bootcamp is three shorter days, and all are welcome to register – even international staff!

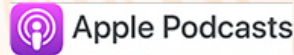supportraisingsolutions.org/bootcamp

SRS Thrive is LIVE

Facilitators – look for a link on your membership dashboard dropdown menu to set up your Thrive Event!

Coming soon: YouTube

supportraisingsolutions.org/podcast

Registration is OPEN!

Check your Member Dashboard in your Network News Archive for your Promo Codes to register with!

SRS Network Members-$50 off!

SRS Facilitators-Registration is included with your annual membership!

Questions

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

Prayer

Jeremy Henderson

Guest Speaker

Executive VP of Mobilization
Go To Nations

Community with Staff
at a Distance

"The believer feels no shame, as though he were still living too much in the flesh, when he yearns for the physical presence of other Christians."

- Dietrich Bonhoeffer
Life Together. London: SCM Press, 1954.

"Your culture is a combination of *what you create* and *what you allow*."

- Craig Groeschel

Pastor of LifeChurch.tv

SYMPTOMS: How do we know if "community" is waning? ?

- Team members are *demotivated*.

SYMPTOMS: How do we know if "community" is waning? ?

- Team members are *demotivated*.
- Team members are *disconnected*.

SYMPTOMS: How do we know if "community" is waning? ?

- Team members are *demotivated*.
- Team members are *disconnected*.
- Team members are *disillusioned*.

SYMPTOMS: How do we know if "community" is waning? ?

- Team members are *demotivated*.
- Team members are *disconnected*.
- Team members are *disillusioned*.
- Leaders are *oblivious*.

SYMPTOMS: How do we know if "community" is waning? ?

- Team members are *demotivated*.
- Team members are *disconnected*.
- Team members are *disillusioned*.
- Leaders are *oblivious*.
- Day-to-day productivity is *stifled*.

What drives community within an organization to begin with?

1. A corporate sense that every staff member is uniquely *valued*.

What drives community within an organization to begin with?

1. A corporate sense that every staff member is uniquely *valued*.
2. An atmosphere where everyone is mutually *respected* – regardless of where they are on the organizational chart.

What drives community within an organization to begin with?

1. A corporate sense that every staff member is uniquely *valued*.
2. An atmosphere where everyone is mutually *respected* – regardless of where they are on the organizational chart.
3. An understanding that every staff member is fundamentally *needed*.

What drives community within an organization to begin with?

1. A corporate sense that every staff member is uniquely *valued*.
2. An atmosphere where everyone is mutually *respected* – regardless of where they are on the organizational chart.
3. An understanding that every staff member is fundamentally *needed*.
4. An environment where everyone feels *heard*.

What drives community within an organization to begin with?

1. A corporate sense that every staff member is uniquely *valued*.
2. An atmosphere where everyone is mutually *respected* – regardless of where they are on the organizational chart.
3. An understanding that every staff member is fundamentally *needed*.
4. An environment where everyone feels *heard*.
5. A team where every member is organically *connected*.

What drives community within an organization to begin with?

6. A place where every staff member is individually *celebrated*.

What drives community within an organization to begin with?

6. A place where every staff member is individually *celebrated*.
7. A relationship where is quality time is spent together *face-to-face.*

What drives community within an organization to begin with?

6. A place where every staff member is individually *celebrated*.
7. A relationship where is quality time is spent together *face-to-face.*
8. An environment where every member is verbally, publicly *affirmed*.

What drives community within an organization to begin with?

6. A place where every staff member is individually *celebrated*.
7. A relationship where is quality time is spent together *face-to-face.*
8. An environment where every member is verbally, publicly *affirmed*.
9. A squad in which every staff member feels completely *accepted*.

What drives community within an organization to begin with?

6. A place where every staff member is individually *celebrated*.
7. A relationship where is quality time is spent together *face-to-face.*
8. An environment where every member is verbally, publicly *affirmed*.
9. A squad in which every staff member feels completely *accepted*.
10. A group for which the focus is on accomplishing something truly *significant* outside of itself.

"The greatness of a community is most accurately measured by the *compassionate actions of its members*."

- Coretta Scott King

ACTION STEPS: Where do we start?

ACTION STEPS: Where do we start?

1. RE-KINDLE our love for strategic and productive meetings.

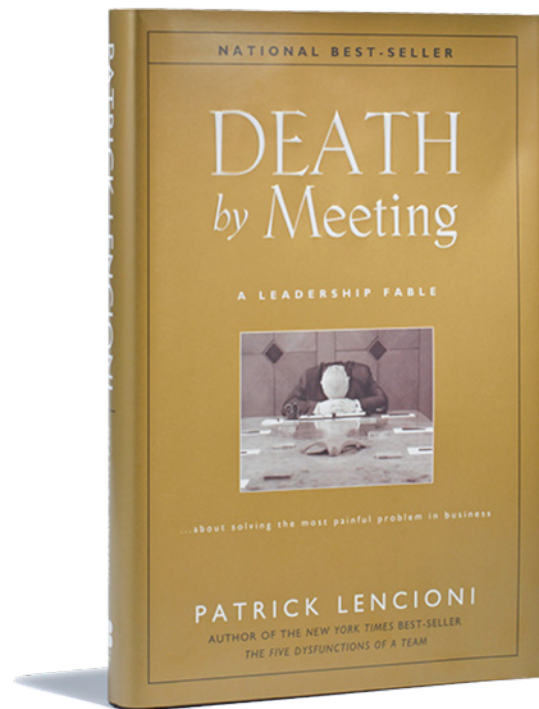# ACTION STEPS: Where do we start?

1. RE-KINDLE our love for strategic and productive meetings.

If we have de-emphasized the importance of meetings in our teams, divisions, or our entire organization, we need to reconsider the importance of regular, effective gatherings.

© DESPAIR.COM

MEETINGS

None of Us is as Dumb as All of Us.

MICHAEL HYATT

NEW YORK TIMES BESTSELLING AUTHOR

NO-FAIL MEETINGS

5 Steps to Orchestrate Productive Meetings (and Avoid all the Rest)

NATIONAL BEST-SELLER

DEATH by Meeting

A LEADERSHIP FABLE

...about solving the most painful problem in business

PATRICK LENCIONI

AUTHOR OF THE NEW YORK TIMES BEST-SELLER
THE FIVE DYSFUNCTIONS OF A TEAM

STRUCTURED MEETING TEMPLATE

MEETING SEGMENT	PERSON RESPONSIBLE	REASON / CONTENT
WELCOME & GREETINGS	Positional Leader	Builds rapport and strengthens team unity.
SETTING EXPECTATION & PRAYER	Positional Leader	Raises faith for accomplishing meeting objectives.
LEADERSHIP TRAINING	Directed/Assigned by Positional Leader	Raises "water table" of organizational effectiveness.
CELEBRATING WINS	Each Meeting Participant	Gives opportunity to share victories and celebrate them within the group.
DISCUSSION POINTS	Positional Leader/Presenters	Gives platform for introducing new initiatives, project updates, and important decision-making.
ADDRESSING CHALLENGES	Meeting Participants (Optional)	Provides for the combined creative strengths of others to help address issues.
REVIEWING ACTION STEPS (& TARGET DATES)	Executive Assistant/Designated	Supplies concrete "marching orders" for meeting participants as directed.
SCHEDULING	Executive Assistant/Designated	Ensures that project, follow-up, and scheduled meetings are accomplished.
SPECIFIC PRAYER	Meeting Participants as Directed	Invites group to seek God's wisdom, understanding, and direction in every decision.

ACTION STEPS: Where do we start?

2. INCREASE the frequency of virtual communications.

ACTION STEPS: Where do we start?

2. INCREASE the frequency of virtual communications.

When working at a distance, it is often greatly beneficial to meet MORE not LESS frequently.

WORLD HEADQUARTERS MEETINGS

	EXECUTIVE OFFICERS	EXECUTIVE COUNCIL	DOMAIN	DIVISION	DEPARTMENT
FREQUENCY	**MONTHLY**	**QUARTERLY**	**MONTHLY**	**MONTHLY**	**WEEKLY**
PURPOSE	Providing spiritual and practical direction to the entire **MINISTRY**, under the leadership of the President.	Providing spiritual and practical direction to the entire **MINISTRY**, under the leadership of Exec. Officers.	Providing spiritual and practical direction to the specific **DOMAIN**, under the leadership of Exec. Officers.	**Casting vision, training**, and Providing spiritual and practical direction to the specific **DIVISION**, under the leadership of Vice President of the division.	Executing direction of programs, projects, and assignments of the **DEPARTMENT**, under the leadership of the Director.
FOCUS	Communication/ Collaboration	Collaboration/ Training	Communication/ Training	Collaboration/ Coordination	Collaboration/ Execution

go to NATIONS

COMMUNICATION. TRAINING. COORDINATION. COLLABORATION. EXECUTION.

ACTION STEPS: Where do we start?

3. TURN ON the video camera.

ACTION STEPS: Where do we start?

3. TURN ON the video camera.

Most experts agree that between 70 and 93% of all communication is non-verbal.

ACTION STEPS: Where do we start?

4. UTILIZE digital technologies to foster organic connection.

ACTION STEPS: Where do we start?

4. UTILIZE digital technologies to foster organic connection.

The key to not to try to <u>force</u> connection, but to <u>support</u> it happening naturally--if staff members don't experience community within your organization, they're going to get it somewhere else.

Have fun with informal SLACK channels …

- #thingstocelebrate

Have fun with informal SLACK channels …

- #thingstocelebrate
- #thingstodebate

Have fun with informal SLACK channels …

- #thingstocelebrate
- #thingstodebate
- #funny

Have fun with informal SLACK channels …

- #thingstocelebrate
- #thingstodebate
- #funny
- #random

Have fun with informal SLACK channels …

- #thingstocelebrate
- #thingstodebate
- #funny
- #random
- #GTNbabies

Have fun with informal SLACK channels ...

- #thingstocelebrate
- #thingstodebate
- #funny
- #random
- #GTNbabies
- #YWAMmemes

Have fun with informal SLACK channels …

- #thingstocelebrate
- #thingstodebate
- #funny
- #random
- #GTNbabies
- #YWAMmemes
- #FCAkittens

Have fun with informal SLACK channels ...

- #thingstocelebrate
- #thingstodebate
- #funny
- #random
- #GTNbabies
- #YWAMmemes
- #FCAkittens
- #newacronyms

"One study found that employees who had an opportunity to chat and socialize with coworkers for just 15 minutes showed a 20% increase in performance."

- Quantum Workplace

ACTION STEPS: Where do we start?

5. WORSHIP together *online*.

ACTION STEPS: Where do we start?

5. WORSHIP together *online*.

"For where two or three are gathered in my name, there am I among them."

Matthew 18:20 ESV

CONCLUSION:

The need for connecting remotely isn't going away anytime soon.

*With just a little **intentionality** and **practice**, we can learn to leverage these tools to create some powerful community, even at a distance!*