SRS | Network™

Topic: Us and Them: Unifying Supported and Salaried Staff

Guest Speaker: Steve Shadrach

November 24, 2020 1:00 pm CT

Aaron J. Babyar

Moderator

SRS Global Training Director

Virtual Bootcamps Continue in 2021

Our team decided to have virtual SRS Bootcamps through February 2021... Changes are reflected on our website. Keep an eye out for the rest of 2021 as well.

Dates:

Dec 8-10

Jan 26-28

Feb 15-17

supportraisingsolutions.org/bootcamp

SRLC NEW DATES!

Happy to announce the new dates for SRLC!

Fac. Updates will still take place on Nov 11 after the conference ends.

Don't forget to register using your promo codes!!!

Super Early Bird registration extended through July 31st 2021!

Prayer

Steve Shadrach

Guest Speaker

Founder
Support Raising Solutions

Us and Them: Unifying Supported and Salaried Staff

Overview-

You have two valuable assets in your organization: those who raise support and those who are salaried. How can you have a unified team instead of an "us/them" division? Instead of a chasm of disunity this is an OPPORTUNITY to build a healthy culture, cast vision, and provide an easy path for staff to step into the support raising world without being overwhelmed. How can you build a team culture that opens doors and removes barriers to salaried staff to understand and even consider raising support?

Questions to Address Today

1. How do you create a healthy culture among ALL the staff—whether they are support raisers or paid by org?

2. Are there staff that you would be wise NOT to require (or even allow?) to raise their support? If so, which ones?

3. What policies do you need to have in place?

4. What modeling do you and leaders need to do?

The Cornerstones of Healthy Ministries:

Four People and Priorities That Make or Break an Organization

Cornerstone:

Every other stone in the wall or building is based and dependent upon their alignment and strength
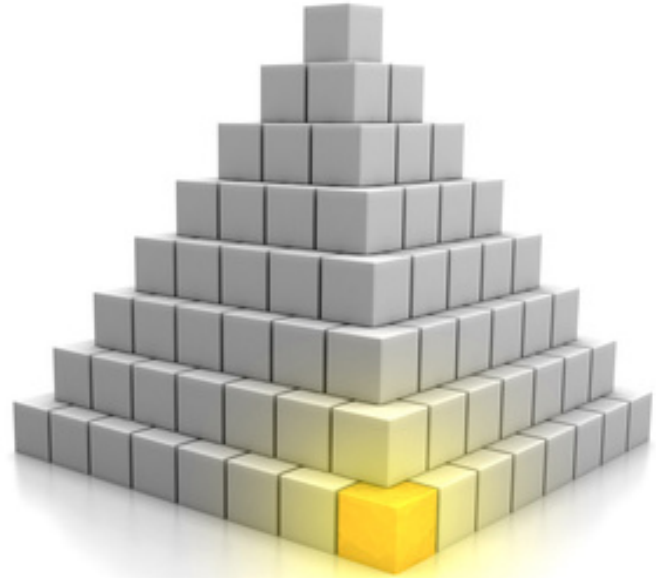
Four Critical Roles

- Executives

- Team Leaders

- Support Trainers

- Support Coaches

Executives and Team Leaders

- In Denial?

- Tyranny of the Urgent?

- Wrong Priorities?

- No Member Care?

- Fear of Failure?

- No Credibility?

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.

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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.

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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
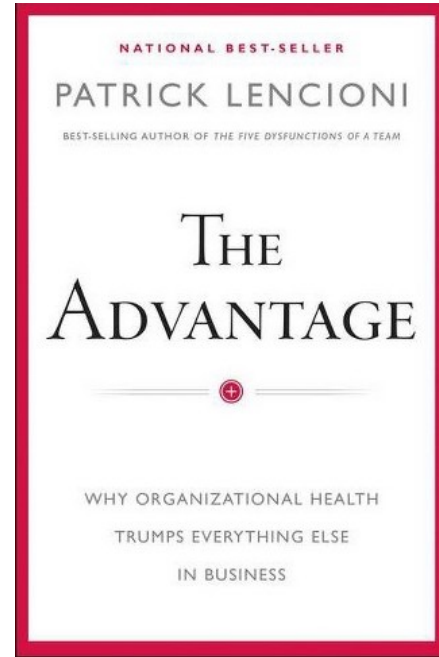(Executives and Team Leaders)

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Healthy Support Raising Culture

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

The Advantage:
Why Organizational Health Trumps Everything
by Patrick Lencioni

Organizational Health: "It is when an organization has *integrity* —i.e. it is whole, consistent, and complete, that is, when its management, operations, strategy, and culture fit together and make sense."

NATIONAL BEST-SELLER

PATRICK LENCIONI

BEST-SELLING AUTHOR OF *THE FIVE DYSFUNCTIONS OF A TEAM*

THE ADVANTAGE

WHY ORGANIZATIONAL HEALTH
TRUMPS EVERYTHING ELSE
IN BUSINESS

Questions to Address Today

1. How do you create a healthy culture among ALL the staff—whether they are support raisers or paid by org?

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Are there staff that you would be wise NOT to require (or even allow?) to raise their support? If so, which ones?

- CFO

- Receipting Personnel

- Director of Development

- Long time administrators that you cannot afford to have missing (because of turnover or out raising support). A receptionist? An exec asst to the President?

From *ViewPoints*, chapter 45

# What policies do you need to have in place?

- I would not pay staff more than the support raising staff are required to raise.

- I would be very careful about putting a paid staffer to oversee staff who raise support.

- I would not have paid staff attempt to coach or hold accountable support raising staff.

- As much as possible, I would try to provide the same "benefits" to paid staff as support raising staff.

- Have everyone go through your support raising training whether they are going to raise support or not, just so they will understand the DNA of the org (and the what, why, and how's of raising support). This may push them over the edge at some point to raise all or part of their support!

The Advantage:
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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."
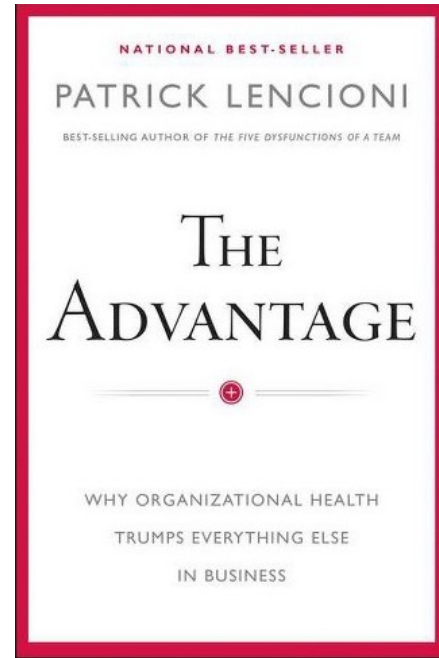
What modeling do you and leaders need to do?

- Treat everyone the same—with honor, respect, affirmation, trust.
- Implement the "Morale by Walking Around" principle.

  The One Minute Manager—
  Catch them doing something good and spend one minute affirming them.

- In all your communication make as little distinction as possible between the two categories of staff.
- If the leaders of the org raise all their own support that will have a profound effect. Other modeling tips—p. 102 in *ViewPoints*.

Reading Suggestions

1. Have everyone read *The God Ask* and do bible studies at the back, regardless of being paid or raising support

2. Take all of your leaders through *Blind Spots*: *Leading Your Team and Ministry to Full Funding*...and possibly *View Points (esp chapters 40-48)*

3. Evaluate the Lencioni book, *The Advantage*, and see if it would be valuable for your exec team to go through

SRS SUPPORT RAISING SOLUTIONS

Our Objective

To flood the nations with

Great Commission workers who are:

spiritually healthy, vision driven, & fully funded