

Table Conversations What People Want at Work: Part 2

Staff Scenario # 1

You and your team are hiring a spiritual formation pastor to give leadership to “all things spiritual formation” at your church. Your church is doing well but you sense a need for a boost on your staff and you feel the pressure to hire really wisely. You have two strong candidates (Jack and Jill) with similar experience. You like them both. Both are about 35 years old, married and have kids. One is a Baptist and one is a Lutheran. Both would love to come to your church! Jack is a superstar. He is pure A+ - 1% talent, give him the ball and he will get it across the goal line. However, he can be difficult to work with. His ego can rise up and his leadership can get aggressive. Jill is strong steady player you would describe as a B+. She is clearly gifted but not a superstar. She gains yardage each time you give her the ball, but isn't always able to take the ball across the line. In contrast to Jack, everyone loves Jill all the time. People want to be around her and love having her on the team. Jack raises the talent. Jill raises the team.

Who will you choose and why?

Staff Scenario # 2

Your church averages about 3,000 in attendance. You are growing rapidly, from 2,400 last year. You are meeting budget, but just barely, and new monies for hiring staff are very thin. (The new believers need time to mature before they begin to give.) So the needs for staff are high, and the resources are low, which always creates pressure. There are several top-notch volunteer leaders that you would like to hire, some part time and some full time. You will likely only get one, maybe two hires. The church board has tasked you to come up with simple, clear, and specific decision-making criteria to determine why and when a volunteer leadership position should become a paid position.

Helpful notes:

1. You are going for several short bullet points that set guidelines to determine why, when etc. a volunteer position should become a paid position.
2. Your discussion will become more relevant if you use real examples of top volunteer staff you would like to hire.