Northern Region Conference: 
People Management in our Churches

17th May 2016
Kirsty Bucknell
Agenda

• Is there an issue?
• What can we be doing?
  • High level: church & secular ‘People management’ models
  • Deep dive: Time & structure
Is there really an issue?

- Anecdotal
Is there really an issue?

- Anecdotal
- Research
Sydney Anglicans?

- Creating & Conceptualising: 38% Strength, 34% Able, 28% Dev Need
- Supporting & Cooperating: 37% Strength, 44% Able, 19% Dev Need
- Analysing & Interpreting: 37% Strength, 36% Able, 27% Dev Need
- Leading & Deciding: 28% Strength, 41% Able, 31% Dev Need
- Adapting & Coping: 25% Strength, 42% Able, 33% Dev Need
- Interacting & Presenting: 25% Strength, 40% Able, 35% Dev Need
- Organising & Executing: 12% Strength, 32% Able, 56% Dev Need
- Enterprising & Performing: 11% Strength, 23% Able, 66% Dev Need

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Sydney Anglicans?

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NCLS - Northern Region ‘11

Attenders who perform Leadership & Ministry Roles

- Services (teach, preach, music, lead/assist): 29
- Children’s/youth ministry: 17
- Small Group Leader: 15
- Social Group Leader: 3
- Mgmt/admin/committee: 12
- Pastoral Care/Visitation Role: 7
- Any of the above roles: 50
- Some other role: 19

% responders
Leaders encourage Attenders to use their gifts

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<th>North Region '06</th>
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<td>To a great extent</td>
<td>21</td>
<td>22</td>
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<tr>
<td>To some extent</td>
<td>33</td>
<td>34</td>
</tr>
<tr>
<td>To a small extent</td>
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<td>23</td>
</tr>
<tr>
<td>Not at all</td>
<td>15</td>
<td>13</td>
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NCLS - Northern Region

North Region '11
North Region '06
Who are you accountable to?
Who are you responsible for?
Agenda

• Is there an issue?

• What can we be doing?
  • High level: church & secular ‘People Management’ models
  • Deep dive: Time & structure
What can we be doing?

Discipleship
What can we be doing?
What can we be doing?

Discipleship

Leadership

Management
Who do you disciple?
Lead?
Manage?
What do good people managers do?
Meet the staff team at St. Norm's

Andrew  Josh  Stella
A framework for people management

- Track
- Recruit
- Recognise
- Engage
- Develop
A framework for people management

- Track
- Recruit
- Recognise
- Engage
- Develop
A framework for people management

- **Recruit**
  - Job description
  - Behaviour-based interview
  - Abilities and personality assessment
  - Reference checking

- **Engage**
- **Develop**
- **Recognise**
- **Track**
A framework for people management

- Engage
  - Induction
  - Performance Management
  - Teamwork
- Develop
- Recruit
  - Induction
  - Performance Management
  - Teamwork
- Recognise
- Track
A framework for people management

- Engage
- Develop
- Recognise
- Track
- Recruit

Develop
- Training
- Ministry Planning
- Succession Planning
- Leadership Development
## Josh’s MDP

<table>
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<tr>
<th>Development Focus</th>
<th>Activities</th>
<th>Dates</th>
<th>Outcomes (measure?)</th>
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| **Interacting & Presenting** *(Presenting & communicating information)* | • Structure sermons early in week & discuss application with Andrew/congregation members by Friday  
• Run-through sermon  
• Ask for feedback from Andrew/congregation  
• Lead service at least 2x month  
• Keep meeting 1:1 with Youth Group and evening small group leaders | Weekly    | Improvement in preaching delivery:  
• clearly present big idea of passage and apply to my congregation (track feedback from Rector, congregation)  
• feel comfortable/confident when up front (lower anxiety at time of being up front) |
A framework for people management

- Track
- Recruit
- Recognise
- Develop
- Engage

Recognise
- Reward
- Celebrate
A framework for people management

- **Track**
  - Policies
  - Measurement systems

- **Recruit**
- **Recognise**
- **Engage**
- **Develop**
- **Track**
Where might you start?
Help?

- Your Rector
- A Mentor
- CMD