

# 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?



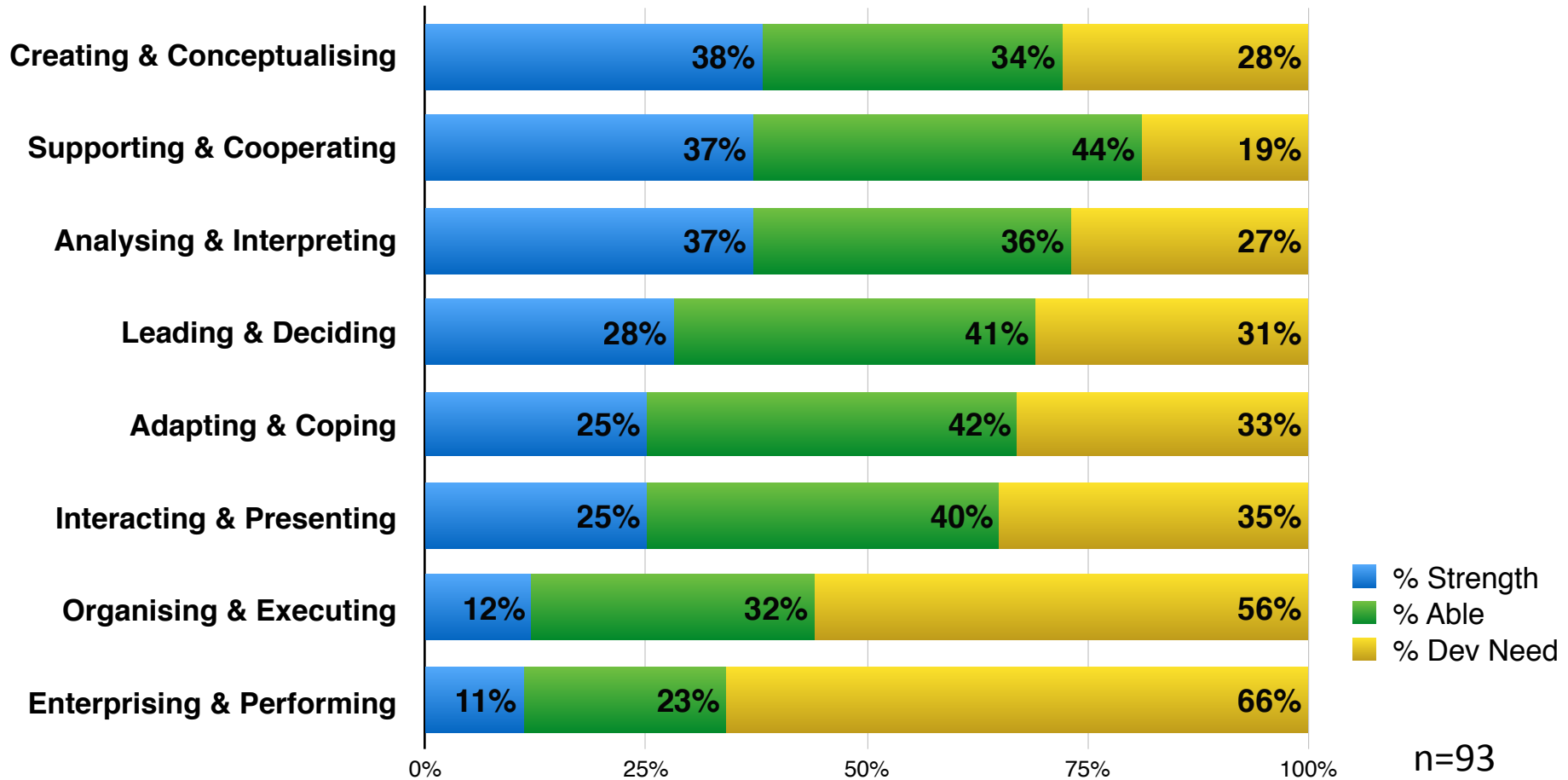
- Anecdotal

# Is there really an issue?

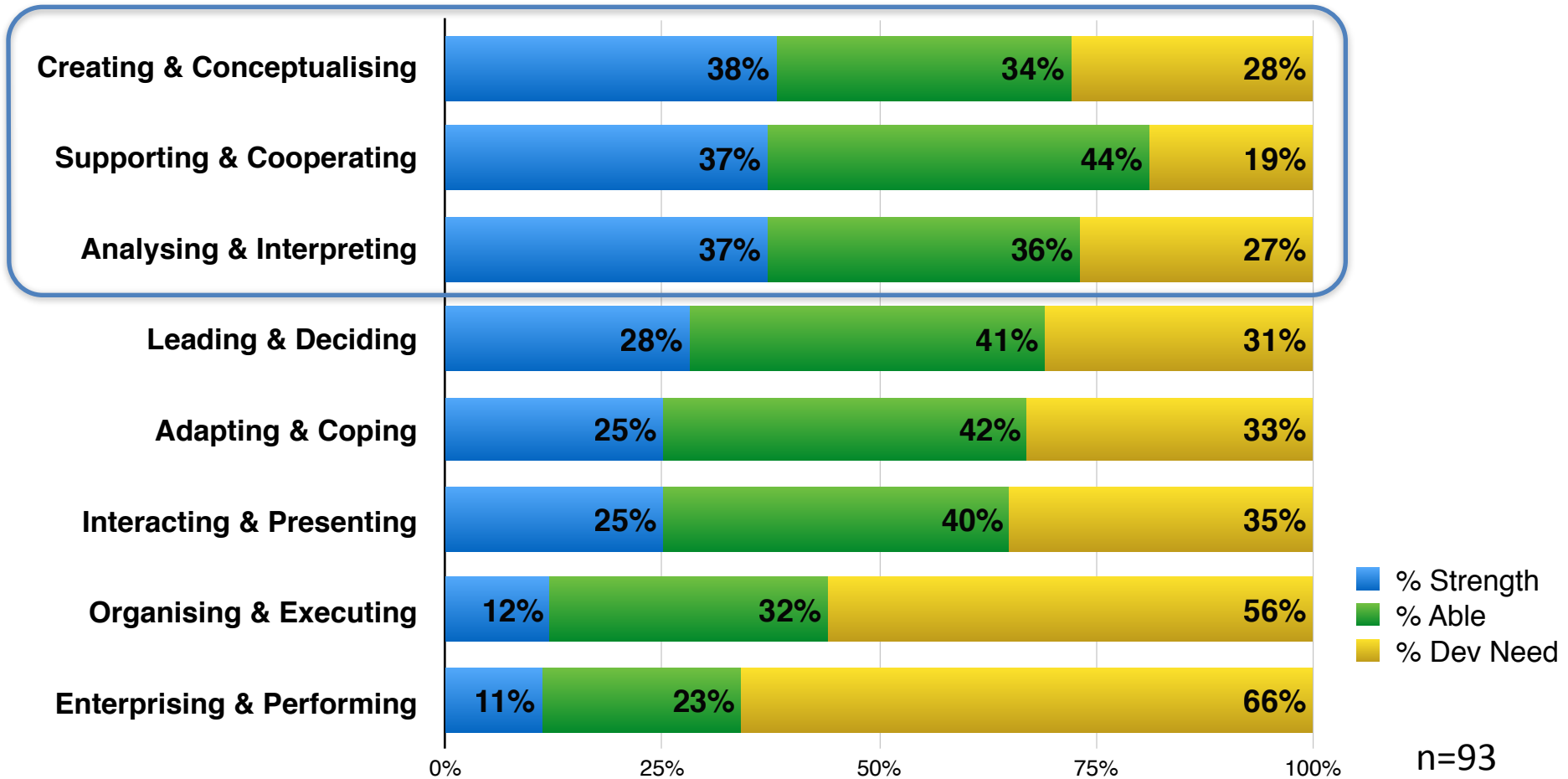


- Anecdotal
- Research

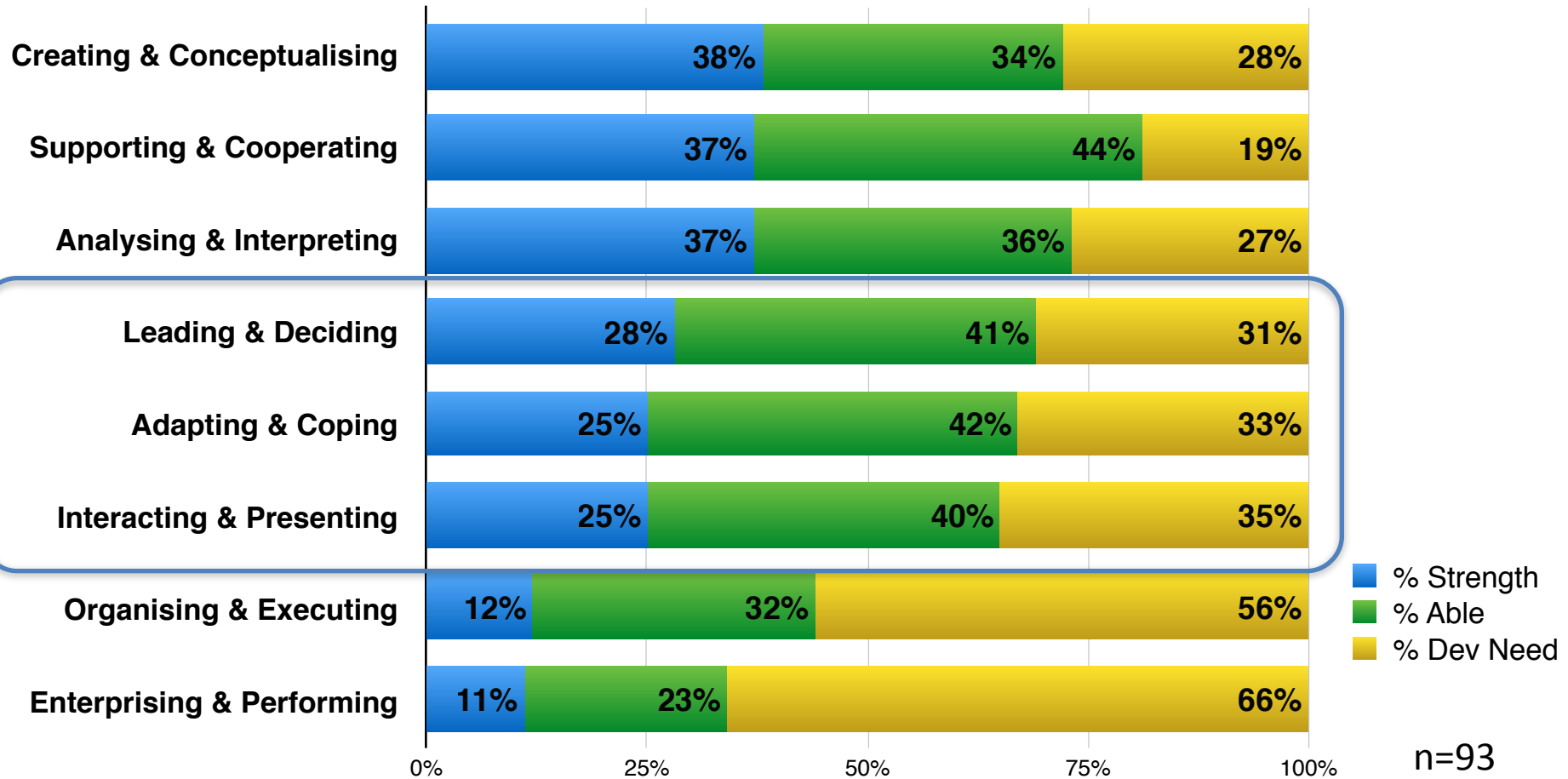
# Sydney Anglicans?



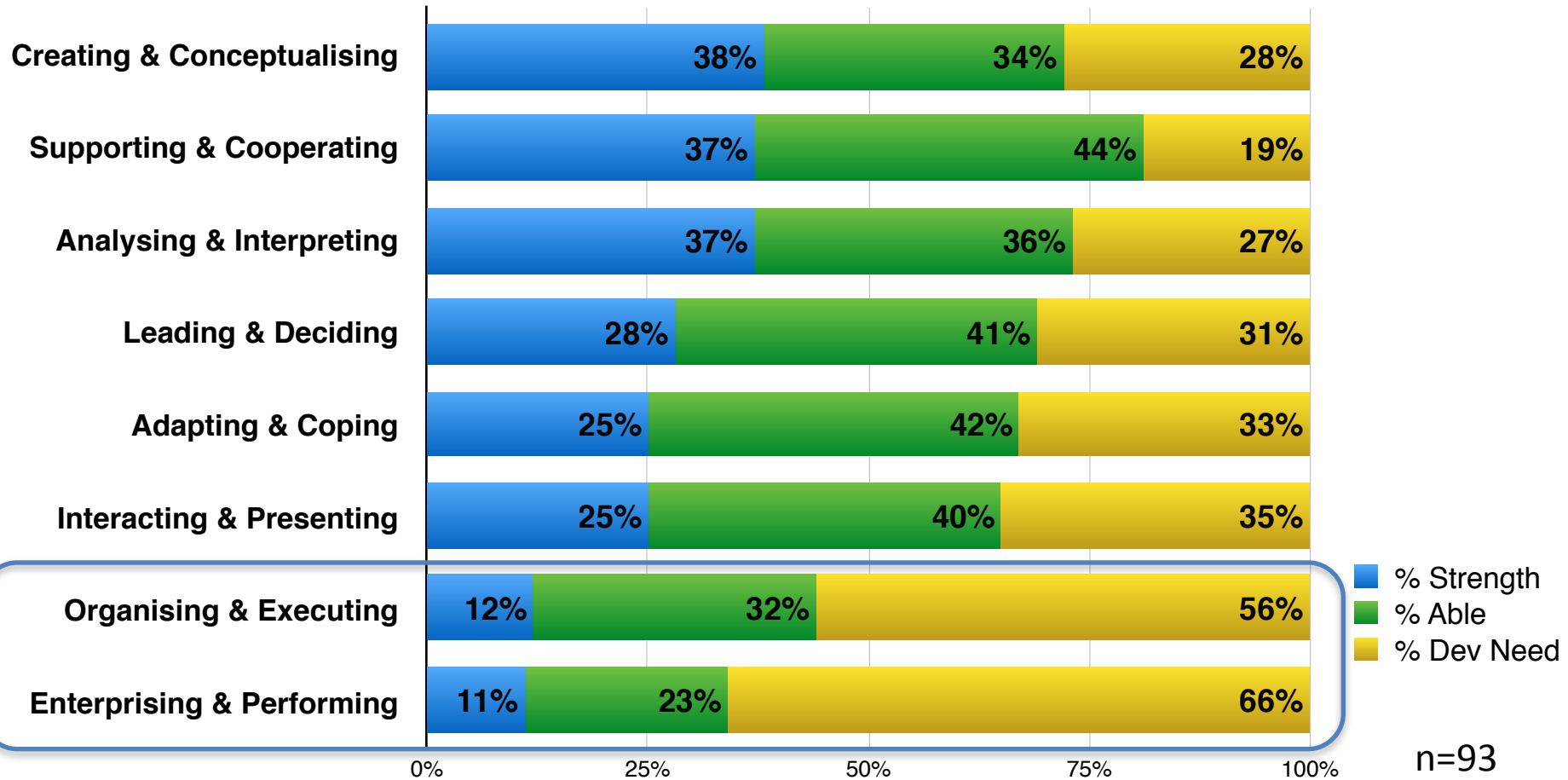
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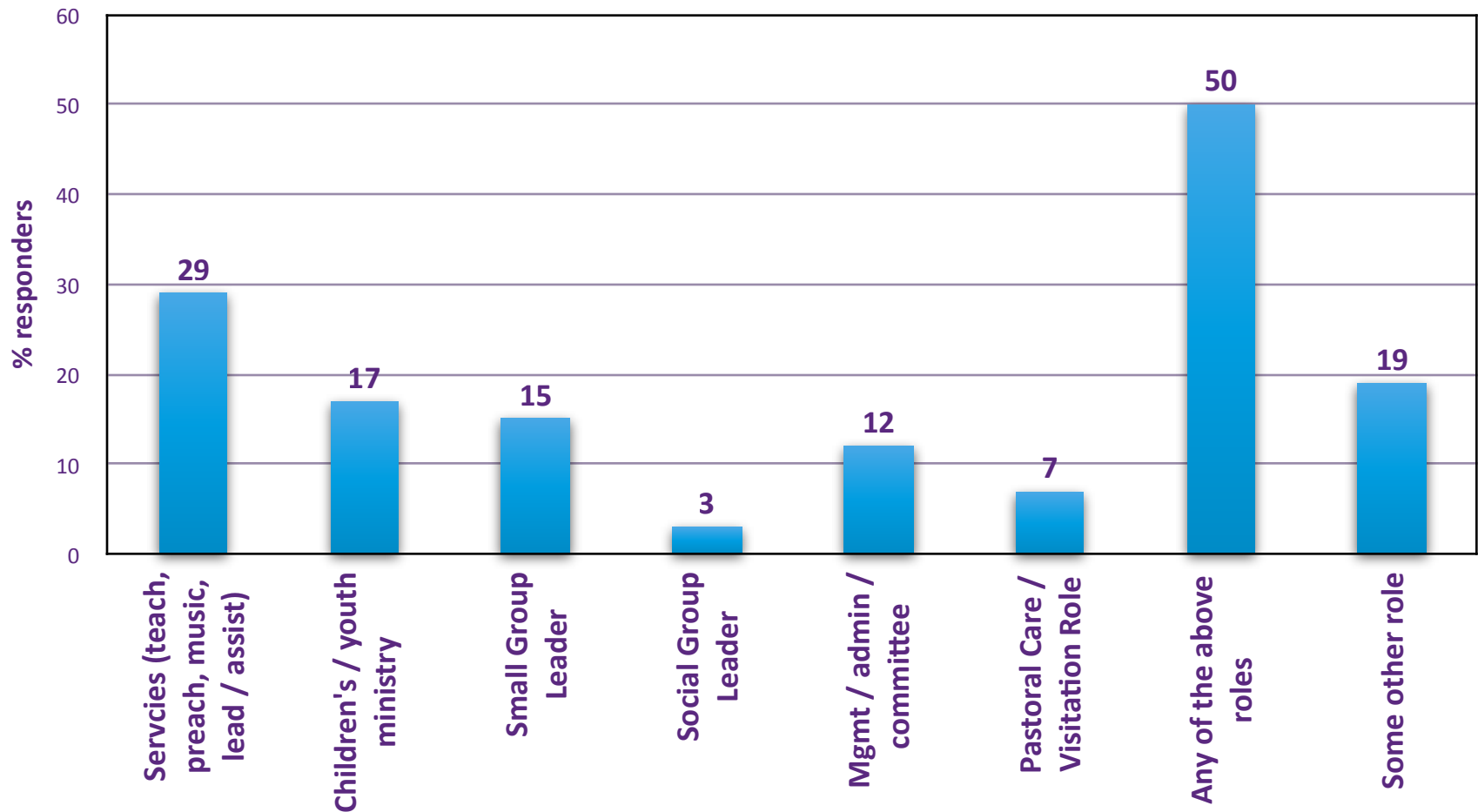
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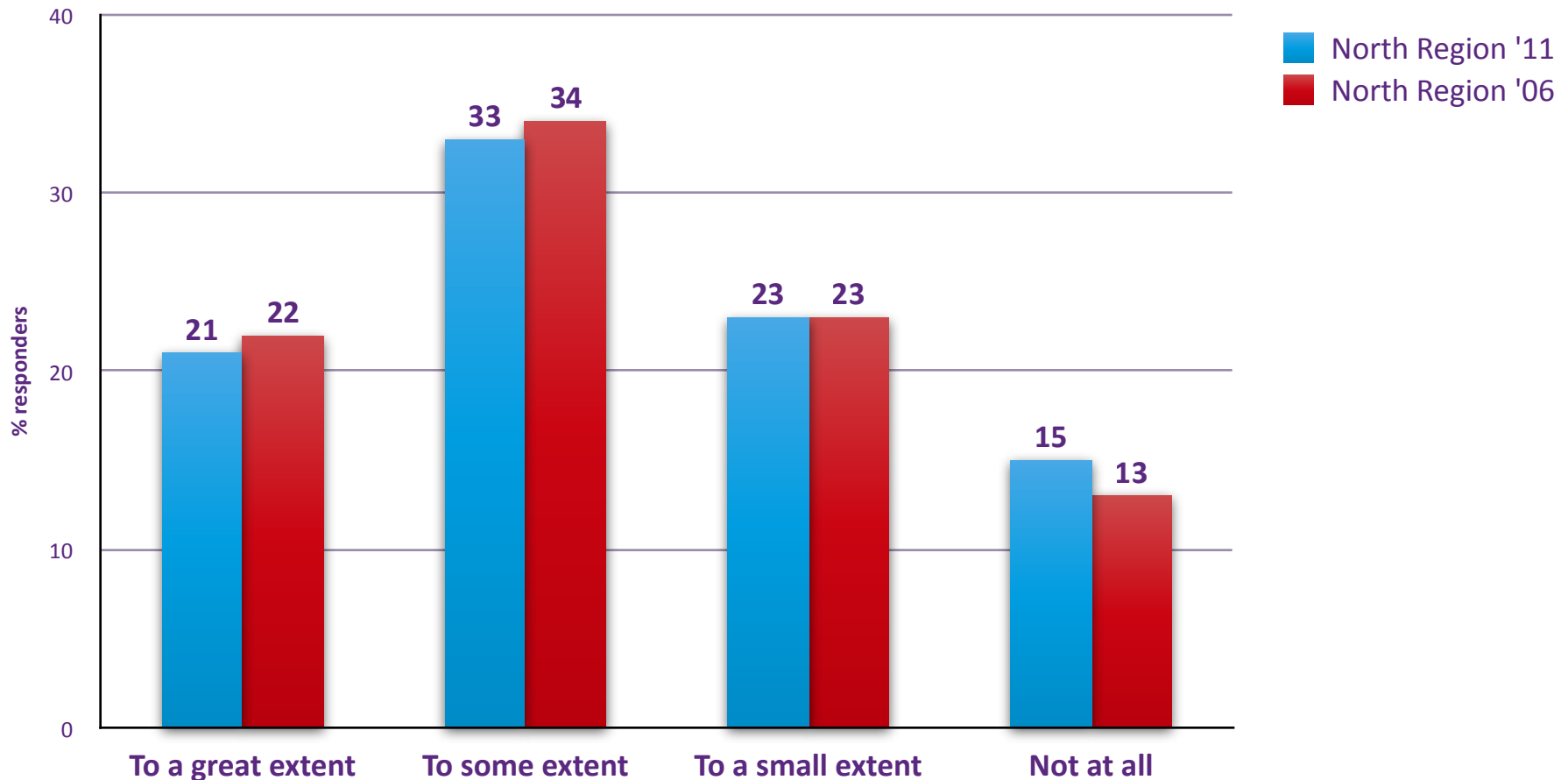
# NCLS - Northern Region '11

## Attenders who perform Leadership & Ministry Roles



# NCLS - Northern Region

## Leaders encourage Attenders to use their gifts



>>Pause<<

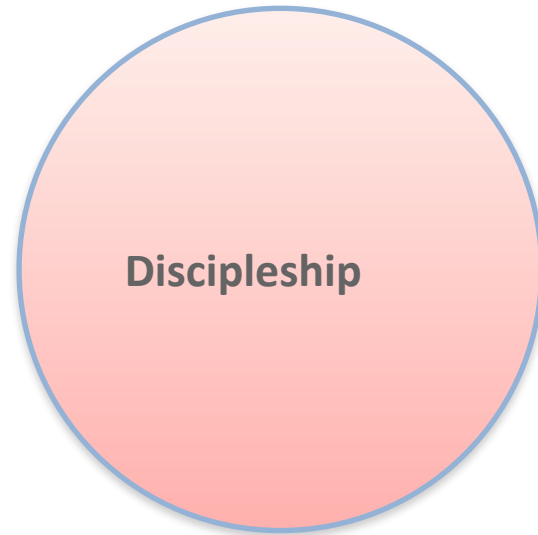


- Who are you accountable to?
- Who are you responsible for?

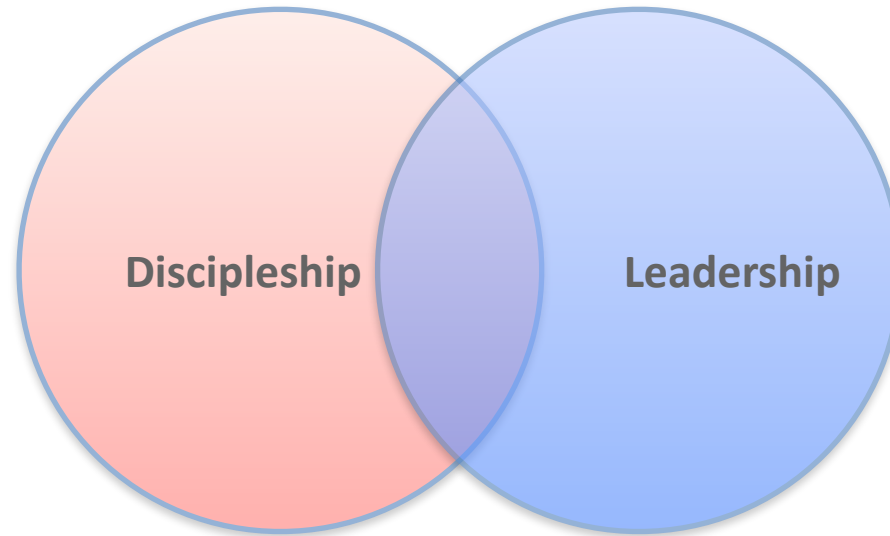
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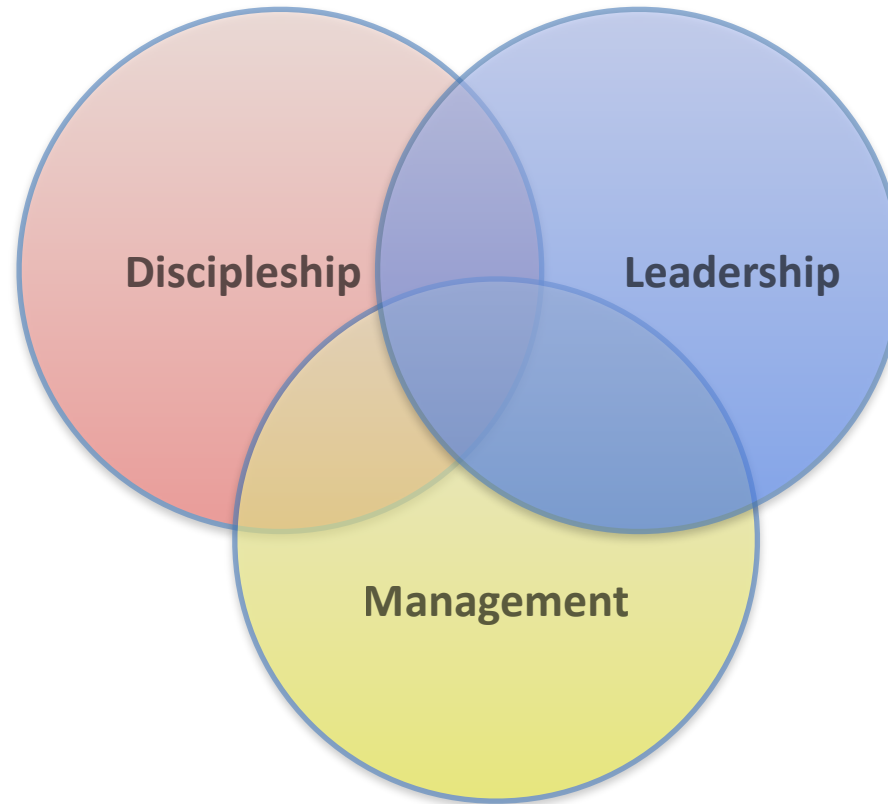
# What can we be doing?



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# What can we be doing?



>>Pause<<



- Who do you disciple?
- Lead?
- Manage?



# What do good people managers do?



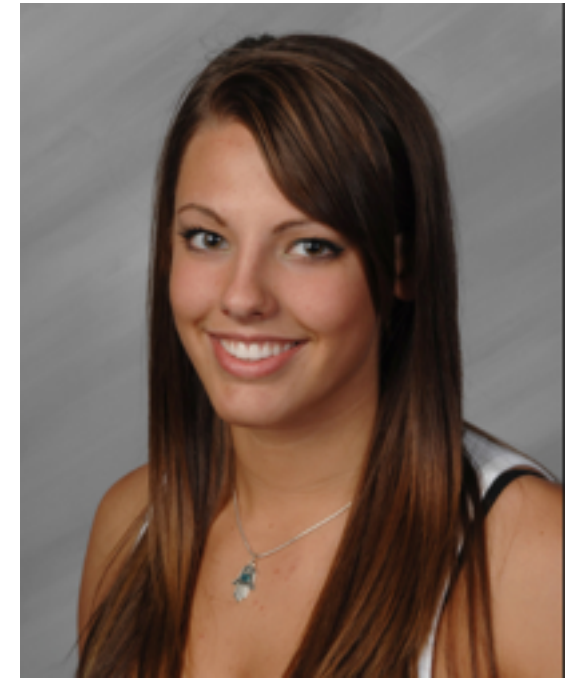
# Meet the staff team at St. Norm's



**Andrew**



**Josh**



**Stella**

# A framework for people management



# A framework for people management



# A framework for people management



## **Recruit**

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

# A framework for people management



## **Engage**

- Induction
- Performance Management
- Teamwork

# A framework for people management



# Josh's MDP

<i>Development Focus</i>	<i>Activities</i>	<i>Dates</i>	<i>Outcomes (measure?)</i>
<b><i>Interacting &amp; Presenting</i></b> <i>(Presenting &amp; communicating information)</i>	<ul style="list-style-type: none"> <li>• Structure sermons early in week &amp; discuss application with Andrew/ congregation members by Friday</li> <li>• Run-through sermon</li> <li>• Ask for feedback from Andrew/ congregation</li> <li>• Lead service at least 2x month</li> <li>• Keep meeting 1:1 with Youth Group and evening small group leaders</li> </ul>	<p>Weekly</p> <p>Weekly</p> <p>Weekly</p> <p>Monthly</p> <p>By June</p>	<p>Improvement in preaching delivery:</p> <ul style="list-style-type: none"> <li>• clearly present big idea of passage and apply to my congregation (track feedback from Rector, congregation)</li> <li>• feel comfortable/ confident when up front (lower anxiety at time of being up front)</li> </ul>



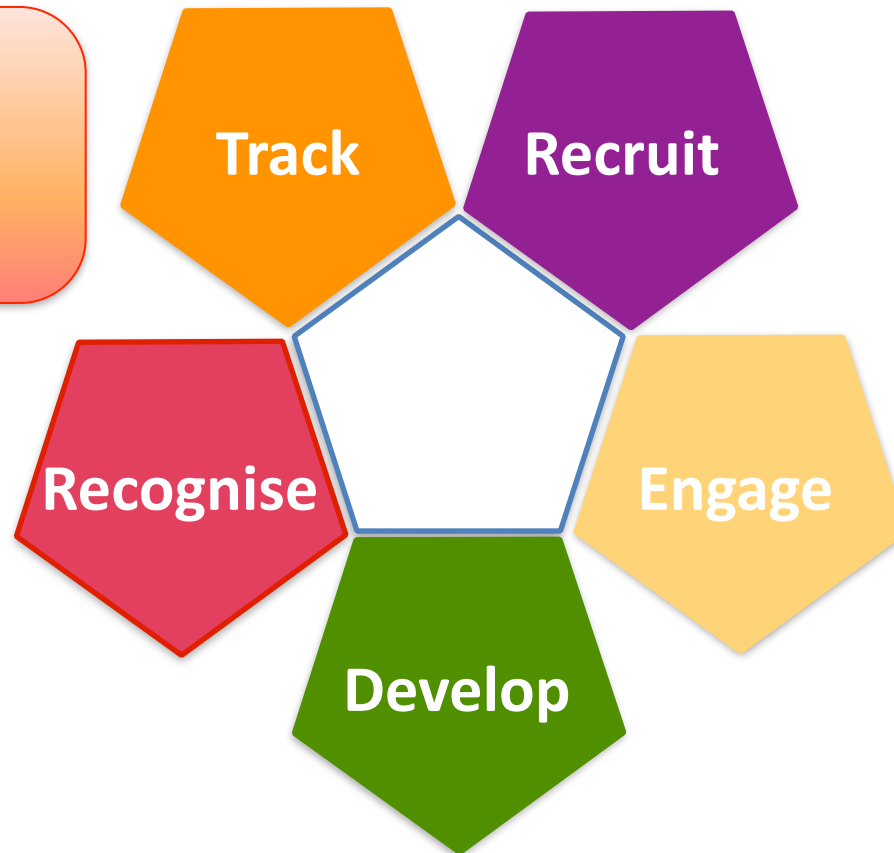
# A framework for people management



# A framework for people management

## Track

- Policies
- Measurement systems



>>Pause<<



- Where might you start?

# Help?



- Your Rector
- A Mentor
- CMD