



# ENSURING THAT YOUR STAFF NEVER LEAVE

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What if our job as employers was not just to **EMPLOY**, but to **EQUIP**?

In an age where the tendency is to stockpile resources and maintain control, we must remember that God's heart is to continually train and send out.

**LEAVING:** The staffer has fulfilled their time with the organization. They have done their job. Their time is up. They pack up, and move on.

**BOTTOM LINE:** Our staff are employees who have been hired ONLY to do their job, or to serve the mission.

"With many such parables he spoke the word to them, as they were able to hear it. He did not speak to them without a parable, but privately to his own disciples he explained everything." **Mark 4:33-34**

**FOUNDATIONAL THOUGHT:** At some level, the staff are a part of the mission.

**FOUNDATIONAL THOUGHT:** We don't want our staff to leave. We want them to be launched.

**PHILOSOPHY:** Who you hire • How you train who you hire • What you expect of who you hire

- 1) TRAIN them well.
  - People know how serious you are about your mission by how serious you are about your training
  - Training is not something you do ONLY when someone starts their job. It is ongoing.....
    1. Setting the mission
    2. Casting the vision
    3. Giving instruction
- 2) Build RELATIONSHIP with them.
  - One on one time.
  - Work hard AND play hard.
  - Special events
- 3) TEACH them everything.
  - "Sometimes you win and sometimes you learn."
  - Let them "cut their teeth" leading.
  - Regular Bible studies or book studies
    1. Spiritual Leadership - J. Oswald Sanders
    2. Good to Great and the Social Sectors - Jim Collins
    3. The Dragonfly Effect - Jennifer Aaker & Andy Smith
  - Help them discover their strengths: [www.strengthsfinder.com](http://www.strengthsfinder.com)
  - Be an example to follow
    1. Pre-marital counseling
    2. Parenting classes
    3. Financial instruction
- 4) Let them increase their "PORTFOLIO" of skills.
  - Once a threshold is hit in regards to salary, it is no longer the biggest motivator.
  - Allow them to do significant work.
  - Include them in decisions that are bigger than their pay grade.
- 5) LAUNCH them.
  - We want to keep great staff, but why not see your organization as the place they work now?
  - Mark 6:7 - "And he called the twelve and began to send them out, two by two..."
  - Help them with their résumé.
  - Believe in them
  - Remind them what they are good at.

**LAUNCHING:** Great experience working with you • Better prepared • Well equipped • Get behind and push!

**BOTTOM LINE:** Our staff are disciples. Work is given for them, to help accomplish God's sanctifying work. They are only with us for a season. Be faithful while you have them, and then help them get to the next place God has for them.

