

THE KEY TO REINFORCING HEALTHY TEAM CULTURE

Staff Meetings / Retreats

- We have monthly All Staff Meetings.
- We have Staff Retreats twice a year: May and December
 - Retreats – Bring in guest speakers, pour into the team with fun activities, have great food, and do team building exercises.
 - It's good to be off-site if possible. As a smaller staff, we all went out of town; rented hotel rooms; etc.
 - December – Look back at the previous year and look forward to the next year with clarity and focus.

Themes to Cover at a Staff Retreat

1. Who are we and what do we do?
 - Example: We make church attractive by delivering the Gospel in a refreshing way, by offering a relationship with God instead of religion, which leads people to higher heights so that living for God is no longer an obligation, it's a desire.
2. How do we accomplish that?
 - Our Dream Team and staff help people take next steps on their spiritual journey.
 - Visions and values leak. Keep saying it over again.
3. What are our values?
 - Our physical identity of being authentic
 - Our emotional identity of being enjoyable
 - Our intellectual identity of being relevant
 - Our social identity of being accepting
 - Our spiritual identity of being powerful

"If you want better outcomes, you need
better systems." - Chris Hodges

Creating a Great System

- Systems create behaviors. Behaviors create habits. Habits produce outcomes.

- Make the “What” and “Why” Crystal Clear
 - This is what we do, and it’s not up for debate.
 - Our Vision: Know God, Find Freedom, Discover Purpose, Make a Difference
 - Know God
 1. What: We do church services every Sunday.
 2. Why: We want people to know God.
 - Find Freedom
 1. What: We do Small Groups every week.
 2. Why: We want people in relationships where they can find freedom.
 - Discover Purpose
 1. What: We have a Growth Track.
 2. Why: We want people to discover their purpose.
 - Make a Difference
 1. What: We have a Dream Team.
 2. Why: We want everyone to make a difference.
- Make the Team Expectations Clear
 - You can go no further in your outcomes and systems until the people closest to you are committed as well.
 - We invite spouses to be a part of staff meetings. We ask our staff to give 100% because it’s not a job, it’s a calling. We want spouses and families to hear what the vision and expectations are.
 - We reward team members that embody our core values and live out our vision expectations.
 - We celebrate the person on stage and give them a gift card.
 - What gets rewarded gets done. What gets recognized gets done.
 - The key to recognition is making it public.

“What gets rewarded, gets done.” - *Chris Hodges*

- To join us at a staff meeting, email info@growleader.com.
- Staff Values:
 - Love God – We spend time with God every day through prayer, worship, reading His word and invite His presence into our daily lives; model a lifestyle of prayer by participating to prayer services.



- Love people – We love/ serve people in every way we can; walk through the crowd on Sundays giving people high-fives; believe everyone is a 10 in some area and look for opportunities to develop their potential.
- Pursue Excellence – We don't wait for permission to take ownership; make things better whether it falls in our job description or not; are infinite learners; go above and beyond; and never stop getting better.
- Choose Joy – We take fun seriously; impact every environment by bringing energy, joy, and life; do this because God has chosen us, we love our church, and are honored to get to do what others do for free.
- Staff Vision:
 - We have an expectation that every team member serves at a Sunday service and worships at a service. We say: "Worship One; Serve One".
 - Typical Question: "Do you require your staff to lead small groups?"
 1. Answer: "We don't require it because this is who we are."

Staff Retreat Essentials

- We are going to say the same thing that we have been saying for 22 years:
 - Who we are; What we do; Our Value; Clear Expectations
 - Report: How we are doing; How we can get better

"What motivates and empowers the "What's" are the "Why's", and the "Why's" all have stories attached to them." - Chris Hodges

RESOURCES

- [Ask PC Your Questions](#)
- [GrowLeader Conference 2023](#)
- [Monthly Mentoring with Pastor Chris](#)
- [Free Church Resources](#)
- [Previous Episodes + Show Notes](#)
- [The Wesleyan Investment Foundation](#)
- [Great American Family Network](#)
- [Compassion International](#)