



Ministry Pivot: How to Pivot Your Staffing

Description: During this conversation, Russell St. Bernard and Christopher J. Harris discussed church leadership and staffing in this season. The goal of this conversation will be to share experiences and new practices for Churches and leaders around their staffing and administration. Listen to the conversation, download the resources, and discuss it with your team and staff.

Conversation Participant:

- Christopher J. Harris, Executive Pastor at Crossover Church in Tampa and Founder of DiverseChurchJobs.com

Resources/Tools:

- Diverse Church Jobs <https://www.diversechurchjobs.com/>
- Christopher J. Harris Instagram <https://www.instagram.com/cjharrisone/>
- Christopher J. Harris Website <https://christopherjharris.com/>
- Gallup Strength Finder [Click Here](#)

Takeaways:

- Pastor Christopher shared that every church needs to make sure that their staff and teams are healthy. If they aren't healthy, the pressure and push of this season will break them.
- Each staff person has a "sweet" spot where they work best.
- Each staff person should have a clear expectation about their role and how that role impacts the whole organization.
- Pastors and leaders shouldn't rush to hire. Your organization should be ready to receive and support them so that they can succeed.

Final Takeaway:

- While staffing might look different this year, the key to creating clear goals and staff roles is still critical.
- How you prepare for the staff person will directly impact their effectiveness in the organization.

Discussion Questions: (these questions should be answered with your team, if possible)

- How can you work better with your current staff and leaders?
- Have you used a tool like Strength Finders to identify your team's personality traits and how best they work together?
- Is everyone on your team in the correct role, or should there be some changes made?

Podcast Resources

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