

SURFACE TO SOUL

Live Well | Lead Well | Coach Well

RETREAT | Aligning Staff, Structure & Systems

Thriving congregations learn to anticipate how changes in technology, societal norms, and values will impact their staffing, structures, systems, and communications. Sessions addressed during this retreat will equip church leaders and business administrators to embed new norms and practices that help churches become more agile.

Sessions will be led by Jim LaDoux, who is a partner for Vibrant Faith Ministries and oversees their coaching and consulting services. Through training, coaching, and resourcing, he helps leaders, teams, and churches thrive.

SESSION OVERVIEWS & RETREAT SCHEDULE

1 LEARN TO ANTICIPATE & INQUIRE

- Learning to read ministry landscapes
- Moving from reacting to anticipating
- Naming societal & technology shifts
- Discerning which shifts to address

2 SELECT & SUPERVISE AGILE STAFF

- The essential skills for new leaders
- Directing and delegating work flow
- Creating goals and development plans
- New tools and approaches to supervision

3 ALIGN STAFF & STRUCTURE WITH MISSION

- Big pictures, plans, & personal contributions
- Reviewing job descriptions & project lists
- Assessing your church's structure
- Conducting an alignment audit

4 BUILD BETTER SYSTEMS TO SUPPORT MISSION

- Build better systems for planning
- Build better systems for reporting
- Build better systems for evaluating
- Build better systems for experimenting

5 FOCUS ON SMALL STEPS THAT LEAD TO BIG RESULTS

- The power of sprints (30-day goals)
- Discerning where to start
- Developing a 7/30/90 day mindset
- Resources to support your next steps

THURSDAY

8:00 - 9:00	Check-in/Registration; Continental Breakfast
9:00 - 9:15	Introductions/Devotions
9:15 - 10:30	Session 1: Learn to Anticipate & Inquire
10:30 - 10:45	Break
10:45 - 12:00	Session 2: Select & Supervise Agile Staff
12:00 - 1:00	Lunch
1:00 - 2:30	Session 3: Align Staff & Structure with Mission
2:30 - 2:45	Break:
2:45 - 4:00	Session 4: Build Better Systems
4:00-6:00	Outdoor Activity
6:00-7:00	Dinner
7:00	Free Time

FRIDAY

7:00 - 8:00	Morning Walk/Run
8:00 - 9:00	Breakfast
9:00 - 10:00	NACBA-NCC Session
10:15 - 11:30	Session 5
11:30 - 12:00	Closing Worship & Communion



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