XP-Seminar

The New XP Workshop

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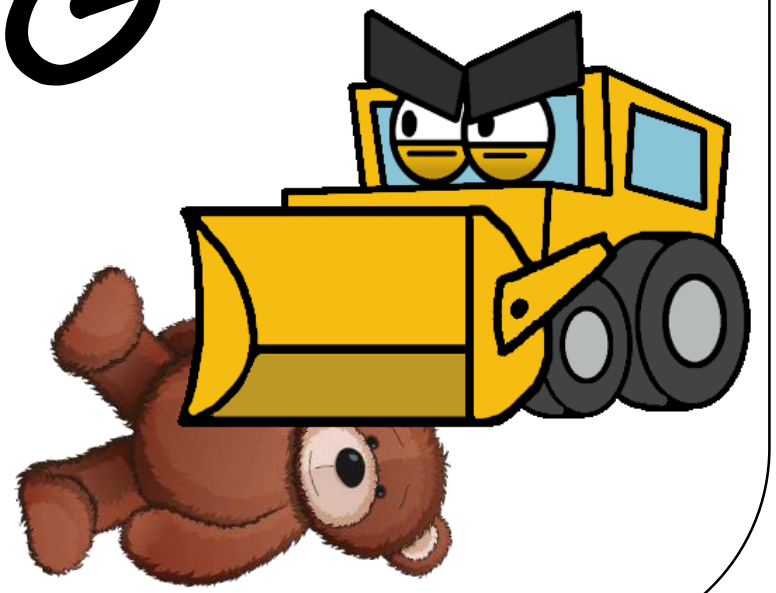
Workshop

A little information al

Hi, my name is

CRAIG



Background

- Graduate of the University of Montana – Business degree
- Married for 38 years, three kids & two grand kids
- 33 years of marketplace experience
- Committed my life to Christ in 1992
- Founding member and past elder of Hope Community Church
- Founding executive of Compelled Ministries
- Past board member of the Unity Foundation a market place ministry

About Grace Church

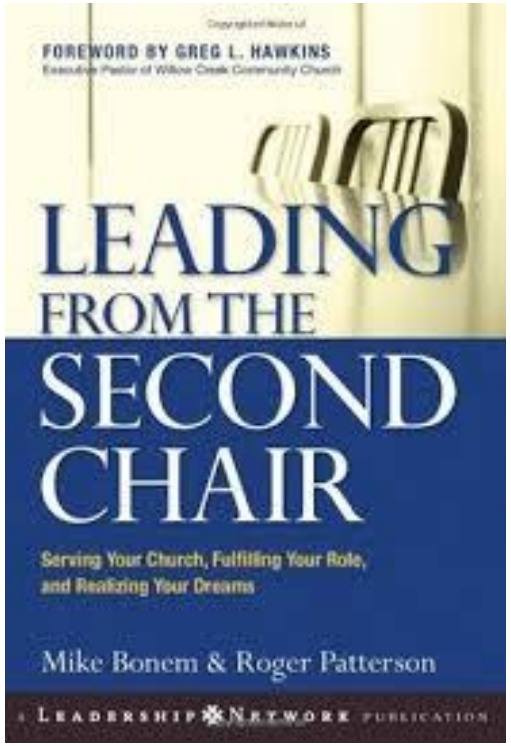
- Located in Eden Prairie, MN
- Founded in 1948
- Grace Church Today
  - Main campus 350,000 square feet
  - 4,200 seat auditorium, 400 seat chapel
  - One multisite campus
  - Online streaming of Sunday services
  - Average attendance 5,000 plus per week
  - Facility rented for a variety of community events
- Senior Pastor called in 2008
- Strong culture of missional support
- Staff
  - 70 Full-time, 42 Part-time
- Operating budget of $13.2

grace church

So Now What? The XP Journey…

In addition to XPastor Equip Coach Lead another great resource is…

"Leading from the Second Chair" by Mike Bonem

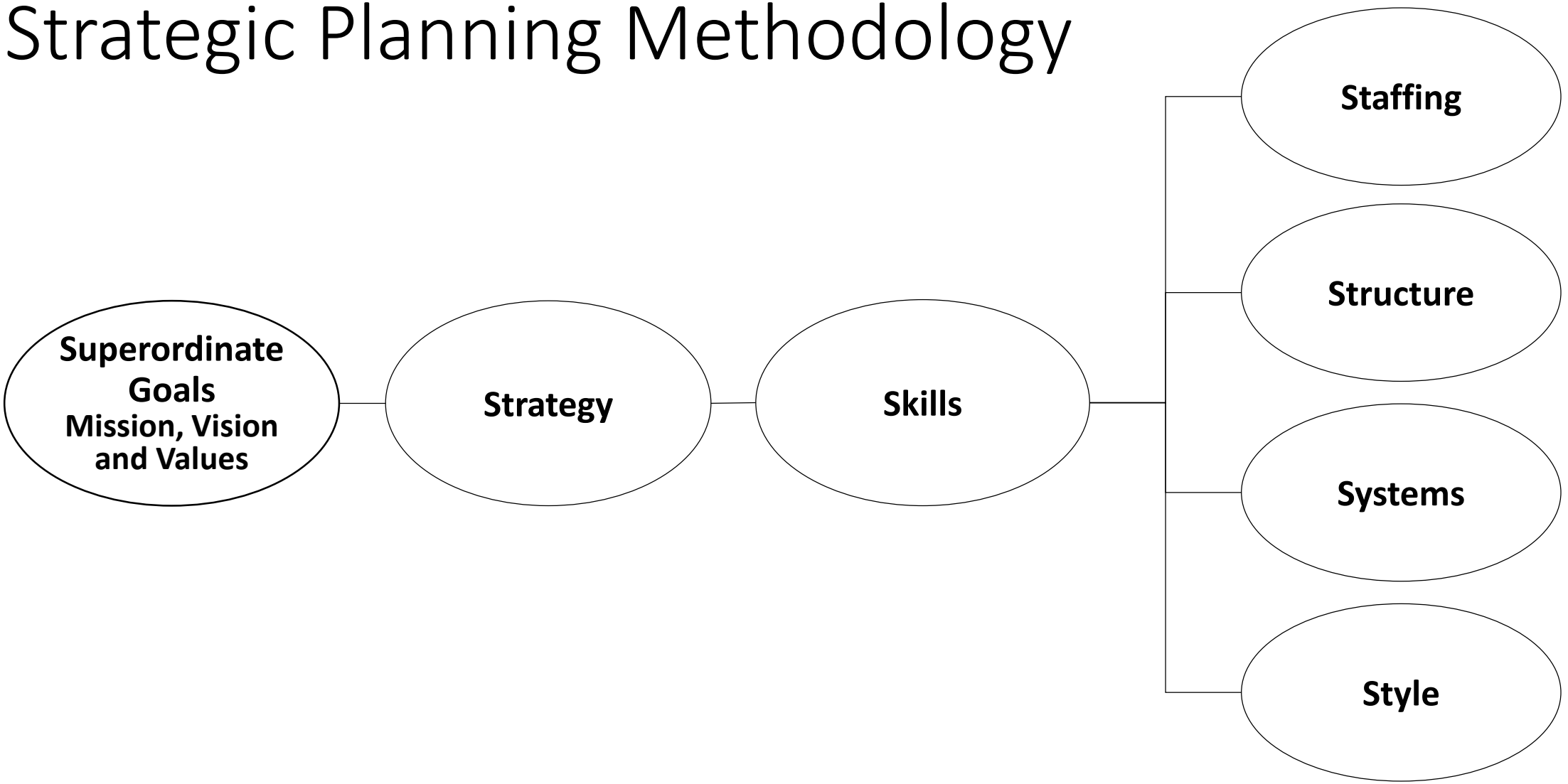


Three Kinds of Executive Pastors

- Type 1—Overseer of Operations
  - XP may come from the business world and thrives on structure and organization.
- Type 2—The Ministry Strategist
  - Seminary type needs to know how to plan, strategize and mobilize staff.
  - Business type needs to know how to work with pastors—which is a unique group of people to work with. They are like herding cats!
- Type 3—The Second-in-Command
  - Knowing how to work with pastors, congregation and business elements of the church is necessary.

From David Fletcher|Essentials, Job Descriptions, Key Articles, XP-SP Relationship

Strategic Planning Methodology



In the Beginning…

- Senior Pastor
- Staff
- Direct reports
- Board members and members of board committees
- Key volunteers and lay leaders
- Congregation
- Community leaders

Examine the Foundation

- Financial systems
  - Previous audit reports
  - Budgets
  - Contracts
  - Previous income statements and balance sheet
- Technology
  - Network security
  - Licensing agreements/contracts
  - Risk assessment reports

Examine the Foundation

- Human systems
  - Performance management systems
  - Background checks
  - Hiring process
  - Pending litigations
  - Contract management
- Facilities
  - Maintenance
  - Public safety (security and ems)
  - Licenses & rental agreements

Communications

- Organizational structure and leadership
  - Distributed to centralized
  - Establish “brand standards”
- Communication Strategy
  - Established metrics
- Scheduling
  - From no calendar to 24 month view of key initiatives
- Implemented a “One Thing” messaging strategy for Sunday morning

Ministry Audit

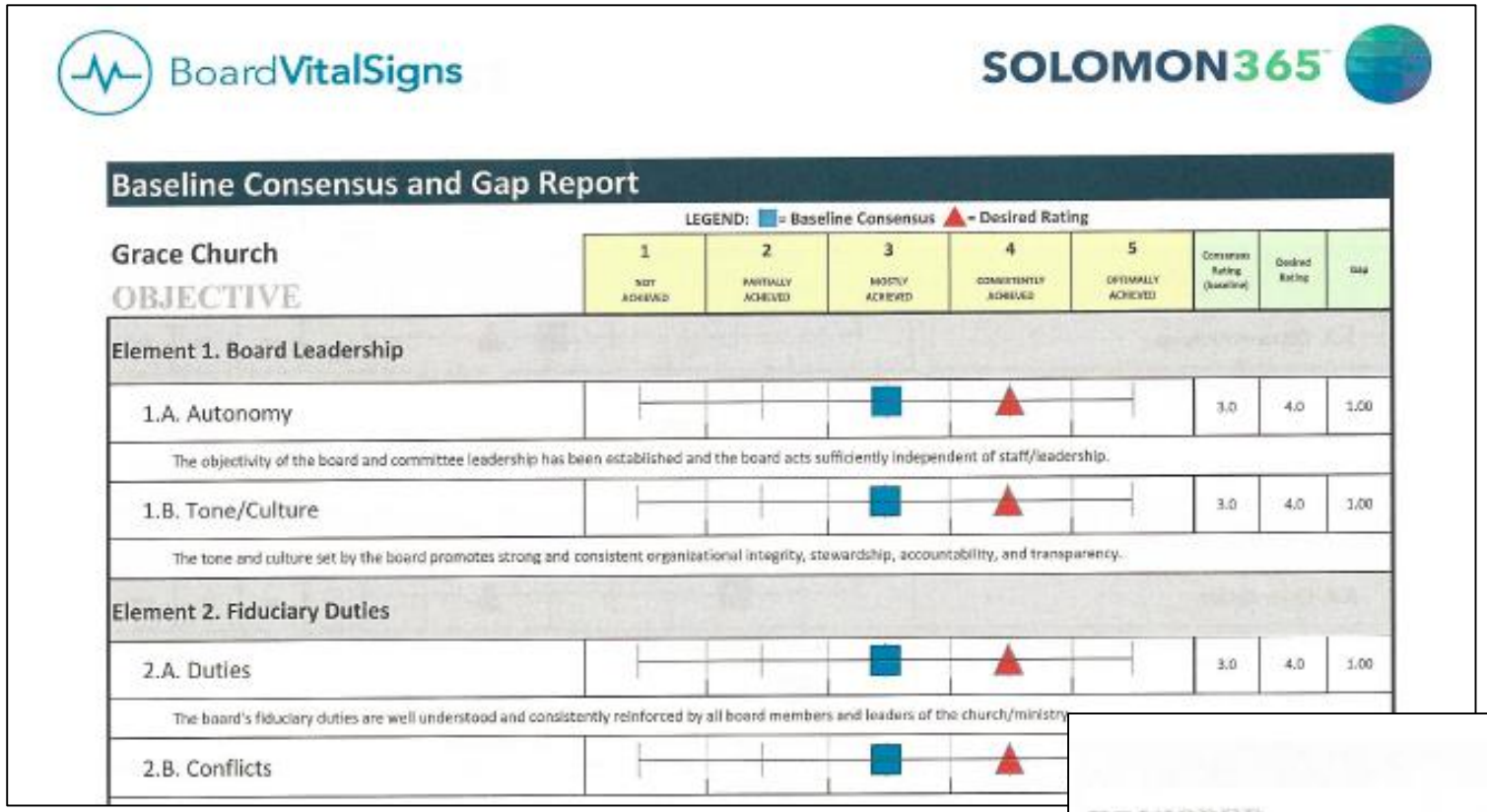
- Programs are easy to start, hard to end!
- Evaluation of all existing ministry programs
  - Purpose
  - Fit and alignment with Mission
  - Resources required (people, space and money)
  - Fruit
- Clean up
  - From 176 programs to less than 125
  - Reduced clutter and simplified messaging

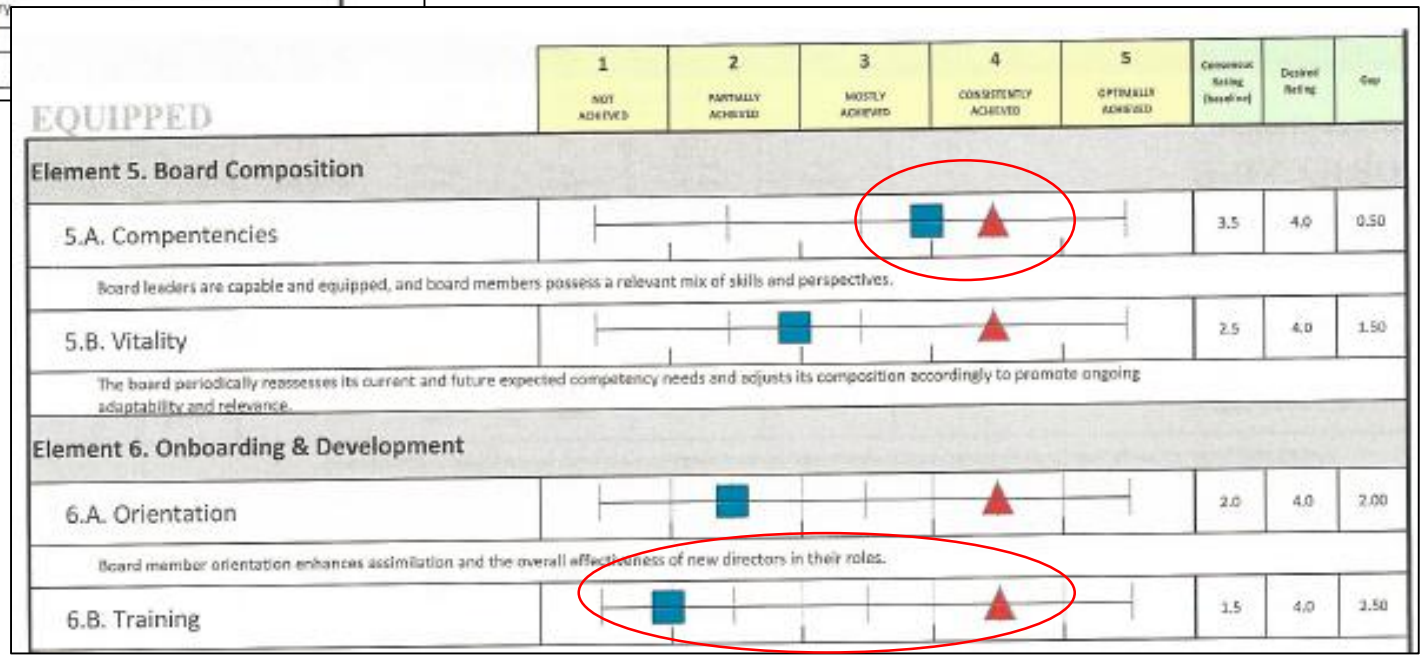
Governance

- Board of Elders
  - Understand the governing structure
  - Learn how decisions are made
  - Know the Bylaws and committee charters
  - Stay aligned with your Senior Pastor!
- Senior Leadership Team
  - Launched XPLT
  - Transitioned XPLT to cross functional project based teams

Key Initiatives

- Governance – examination of structure, purpose and scope





Assessment of 20 key elements

Diagnostic & prescriptive

Internally lead with use of automated tools & support

Assessments periodically redone to measure progress

https://www.solomon365.com

One year in…key initiatives

- Governance – examination of structure, purpose and scope
- Empower Mission by supporting efforts to develop Vision and Strategies
- Key staff changes based on strategy and gaps in skills
- Adjustments to organization structure
- Implement zero based budgeting process
- Initiated donor development project

Discussion Time

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