

The Great Resignation

... and What To Do About It

Is a Covid related resignation a carnal, selfish, unspiritual reason for resigning? To be near family?

I think of missionaries who leave all and feel carnal or selfish about that as well.

May 2021

In May, William said:

We're calling 2021 'The Great Covid Churn.'

September 2021

That has expanded into The Great Resignation. This affects churches of all sizes.

***This affects churches of all
sizes and ethnicities***

Why?

I would like to resign in February just so I could put more into my 403(b) and to give the church enough time to find a replacement for me.

I run the risk though that they may just say, “adios.” I don't think they would but they could.

We've sold our house, my wife has moved to our retirement location, so some are already seeing the hints.

Exhaustion

Burnout

Uncertainty

Churches are seeing an enormous increase in turnover

Hundreds of pastors are retiring years before they planned.

Your Plan

How far out should a resignation be made to the SP, staff & church? I have been here 10+ years and an XP.

I'm super involved in many ministry areas. Our senior pastor has been here 20+ years and is capable of handling things.

***Get a game plan to deal with
The Great Resignation.***

**Focus on Retaining
Your Top Talent
First**

***Get a handle on the
temperature of the current
culture.***

The good, bad & ugly.

***Remind your team
of the “why.”***

***Evaluate your pay & benefits
—even if you can't make a
change now, let people know
you're taking steps***

Start Recruiting

Speed wins.

Candidates have multiple options right now, so don't doddle.

***Recruit candidates with the
"why" at your church.***

Tell your story.

Engage outside help.

Engage the whole church in the recruiting process, search firm, other church networks.

***Special work is required on
Family Ministries.***

***They're crazy hard to fill right
now ...***