The Cornerstones of Healthy Ministries:

Four People and Priorities
That Make or Break an Organization
Steve Shadrach

Born/raised in Dallas
Lived in Arkansas 40+ yrs
Married to Carol for 33 yrs
5 children, 4 grandchildren
Loves God, family, friends, & hellions
Passions: Missions, mobilization, college students, raising up workers
On support since 1986 & lovin’ it!
The Cornerstones of Healthy Ministries:

Four People and Priorities That Make or Break an Organization

Four Critical Roles

- Executives
- Team Leaders
- Support Trainers
- Support Coaches
The Elephant In The Room

THE greatest felt need EVERY one of your staff has?

How they can get to full support, and how to stay at full support!

Executives and Team Leaders

• In Denial?
• Tyranny of the Urgent?
• Wrong Priorities?
• No Member Care?
• Fear of Failure?
• No Credibility?
The Advantage: Why Organizational Health Trumps Everything
by Patrick Lencioni

Organizational Health: “It is when an organization has integrity — i.e. it is whole, consistent, and complete, that is, when its management, operations, strategy, and culture fit together and make sense.”

Top Obstacles Missionaries Face

1. 36% Raising financial support
2. 24% Being far away from family and friends
3. 18% Long process/time before launching
4. 18% Need to learn another language
5. 14% For child(ren) or future children

46 agencies, 85% Americans, 53% Male, 77% long termers.
Fear of Fundraising

This was #1 concern for all three generations

35% Millennials
53% Gen Xers
38% Boomers

2015 MissionNext Survey of 299 missionaries. 46 agencies, 85% Americans, 53% Male, 77% long termers

Our Objective:

To flood the nations with Great Commission workers who are: spiritually healthy, vision driven, & fully funded.
The Four Cornerstones of a Healthy Support Raising Organization

<table>
<thead>
<tr>
<th>Shape CULTURE</th>
<th>Build STRUCTURE</th>
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<td>Create a healthy support raising DNA founded on Biblical convictions, vision-driven budgeting, and a belief that full-funding is expected and achievable.</td>
<td>Construct a framework of essential policies, principles, practices, and personnel to effectively organize and guide your staff to consistently thrive in their support raising.</td>
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<th>Multiply COACHING</th>
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<td>Identify the tools, resources, and strengths you need to take your support raising instruction to a new level, sharpening your skills by learning from other experts.</td>
<td>Develop a proficient cadre of knowledgeable and caring support raising mentors at every level of your organization to get your staff fully funded—and stay there!</td>
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Cornerstone: Every other stone in the wall or building is based and dependent upon their alignment and strength.
Shape Culture

The sum total of ways of living built up by a group of human beings and transmitted from one generation to another.

Synonyms:
Practice: Beliefs
Perception: Habits
Environment: Mindset
Ideology: Values
Breeding: Conduct

DNA carries the genetic instructions used in the growth, development, functioning and reproduction of all living organisms.
Changing DNA of your Org

From the Top Down
(Executives and Team Leaders)

Healthy Support Raising Culture

From the Bottom Up
(Trainers, Coaches, Individual Staff)

Build Structure

To organize, arrange, construct, or build a systematic framework

**Synonyms**

- Design
- Plan
- Devise
- Order

- Formation
- System
- Network
- Scaffolding
Structure: Laying Down the Right Tracks

- **Policies**—this explains the WHAT of the ministries’ overall funding model.
- **Principles**—this is explains the WHY behind those policies and funding model.
- **Procedures**—this explains HOW those policies and principles will be implemented to the staff and organization.
- **Personnel**—this explains WHO will do the implementing of the policies and procedures.

The Advantage:

*Why Organizational Health Trumps Everything*

by Patrick Lencioni

Leaders must “establish a few critical, non-bureaucratic systems to reinforce clarity in every process, policy, and program. Every activity should be designed to remind staff what is really most important.”
Elevate Training

To develop or form the habits, thoughts, or behavior of a person by discipline and instruction.

Synonyms

<table>
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<td>Cultivate</td>
<td>Enrich</td>
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<td>Drill</td>
<td>Illuminate</td>
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<td>Teach</td>
<td>Refine</td>
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<td>Develop</td>
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Support Raising Training

- Make it Essential
- Make it Biblical
- Make it Practical
- Make it Reproducible
- Make it Comprehensive
Multiply Coaching

To give ongoing instruction or advice to improve and succeed in a goal or pursuit

Synonyms
- Nurture: Guide
- Refine: Compel
- Mentor: Influence
- Counsel: Steer
- Monitor: Sharp

Support Raising Coaching

Make sure it is:
- Organized
- Excellent
- Ongoing
- Strong
SRS Coaches Playbook
(coming soon to the SRS Network)

Coaching at Every Level

• Personal Accountability Partner
• Team Leaders
• Staff MPD Coaches
• Full-time MPD Coaches
• MPD Director

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Problem and Solution

• Greatest Need: Laborers
• Greatest Obstacle: Funding
Will you be the “Tim Tebow” of your organization?

If not you, WHO? If not now, WHEN?
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MissioNexus Online Collaboration
Register all you trainers, leaders, and coaches today.

Full Sail
Support Raising Leaders Conference

February 6 - 9, 2018
Orlando, FL
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2. Online Training
3. Lead your own Bootcamps

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2. Leaders blog & newsletter
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