



# **Getting Your Staff Fully Funded**

## **The Best Member Care Strategy**

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# 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!



Support Raising Solutions™



CENTER FOR MISSION MOBILIZATION

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SUPPORT RAISING SOLUTIONS

Helping you shape  
**SPIRITUALLY  
 HEALTHY,  
 VISION-DRIVEN,  
 FULLY FUNDED**  
 Great Commission workers

## Determine the Support Raising Health of Your Ministry

### Quiz Time!

- Grab your handout
- Grade yourself on a scale from 0-10 on each of the following questions
- 10 being the highest and the best

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## Determining the Support Raising Health of Your Staff

### Question #1

Do your leaders raise their own personal support and are they fully funded?

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## Determining the Support Raising Health of Your Staff

### Question #2

Do you have a set of strong agreed upon, support raising policies that are strictly enforced from the top to the bottom of the organization?

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## Determining the Support Raising Health of Your Staff

### Question #3

Have your leaders and staff spent extensive time studying the biblical basis for living and ministering off of personal support, and could they explain the theology behind it to someone else?

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## Determining the Support Raising Health of Your Staff

### Question #4

Do all the staff receive full paychecks every month, all of their ministry expenses reimbursed, with a healthy buffer leftover each month?

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## Determining the Support Raising Health of Your Staff

### Question #5

Are your staff marriages and families feeling a financial freedom from being at full support, or rather stress over the lack of finances?

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## Determining the Support Raising Health of Your Staff

### Question #6

Do the staff have a healthy, vision driven attitude about support, money, and spending or is there “poor talk” of what they don’t have or can’t do—because of lack of funds?

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## Determining the Support Raising Health of Your Staff

### Question #7

Are there enough designated personnel in your org who exclusively focus on the championing, modeling, training and coaching of your staff in the area of support raising?

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## Determining the Support Raising Health of Your Staff

### Question #8

Do all of your new staff receive thorough training in how to raise their personal support (Book + Bible Study + Live training + Role Playing)?

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## Determining the Support Raising Health of Your Staff

### Question #9

Do you provide periodic support “check-ups”, “booster shots” or clinics to keep the proper perspective and practice strong and healthy?

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## Determining the Support Raising Health of Your Staff

### Question #10

Have you partnered with other support raising “specialists” to help you stay sharp, updated, and connected to the latest and greatest resources and best practices?

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## Determining the Support Raising Health of Your Staff

### Bonus Question - worth 5 extra points

Are all your staff free from any kind of ongoing credit card balance?

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## Determining the Support Raising Health of Your Staff

### Additional Questions?

What questions would you add to these 10?

## Determining the Support Raising Health of Your Staff

### Grading Your Quiz

80-100: Praise God and thank the Lord for your great team

60-80: Don't be discouraged. It will take time and effort, but making some basic changes and renewed commitments, you can significantly improve and grow your staff's support raising health.

40-60: It might look hopeless, but it's not. The time is now to re-create your support raising DNA. You will need to take some radical steps, but it will be well worth it.

## Identifying and Acknowledging the Problems

### Support Raising

- #1 obstacle for recruits
- 1 of the top 3 reasons for leaving the field

How often do you hear doubts like, “Can I raise support and provide for my family and future, long-term?”

## Identifying and Acknowledging the Problems

### Finances

- #1 cause for stress in marriage
- #1 cause for divorce

How has financial stress affected your family and others in your ministry?

# Identifying and Acknowledging the Problems

What is the goal of member care?

Why would we claim that being fully funded can be one of the best “care” strategies for your staff?

## Financial Stress Test

- Take the Financial Stress Test
- What strain does this put on your staff?
- How would your average missionary fare on the test?

Financial Stress Test						
Take the following test by highlighting or bolding the number that best describes your financial habits. If married, compare your answers with your spouse.						
	Yes, or Frequently			No, or Never		
A. Mind occupied with finances: "Where's the money coming from?"	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 0
B. Skip giving commitments or give less than pledged	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 0
C. Difficulty paying credit card balances in full each month	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 0
D. Receive past-due notices on bills several times a year	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 0
E. Forego saving most months	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 0
F. Charge items because "I'm short" in cash or checking account	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 0
G. Net worth decreasing annually	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 0
H. Housing payment exceeds 35% of gross monthly income	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 0
I. Invade savings to meet current expenses	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 0
J. Feel resentment toward creditors, government, headquarters	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 0
K. Compare yourself materially with other missionaries, donors,	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 0
L. Use spending as emotional therapy (self-esteem)	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 0
M. Ignore or exceed budget limits on clothing	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 0
N. Wonder when you'll start saving for kids' college or retirement	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 0
O. "Emergency Only" savings less than two months' living expenses	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 0
P. Less than 200 on mailing list	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 0
Q. Current credit card balance is greater than \$500	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 0
R. Borrowed to buy current car	<input type="checkbox"/> 5	<input type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> 0
<b>Total from each column:</b>						
<b>Grand Total:</b>						
0-18 Excellent    19-36 Good    37-54 Danger    55-90 Financial Bondage						

## Perspective is Everything

### Flooding the nations with

- Spiritually Healthy
- Vision-Driven
- Fully Funded

### Great Commission Workers

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## Profile of a “God-Asker”

### Spiritually Healthy (Big God)

- Looks to God as owner and supplier of all things
- Believes they are called of God, worthy of support
- Understands biblical basis for raising support
- Thrives in their relationship with Jesus
- Balances support raising with life and ministry

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## Profile of a “God-Asker”

### Vision Driven (Big Dreams)

- Honors God by the magnitude of their requests
- Pursues their greatest passion
- Views role as strategic, touching the world for Christ
- Uses money as a tool to advance the Kingdom
- Embraces a wartime lifestyle

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Simple Lifestyle	Wartime Lifestyle
Budget pulls their train	Vision pulls their train
Constantly asks, “How much does it cost?”	Constantly asks, “What is God’s will?”
Driving force: Meeting their needs	Driving force: Expanding God’s Kingdom
How LITTLE can I spend?	How MUCH to spend to win the battle
Budget as <u>low</u> as possible so they don’t have to raise as much support	Budget as <u>much</u> as possible to maximize fruitfulness of family and ministry
Values money over time	Values time over money
Their small vision attracts small dollars	Their big vision attracts big dollars
View support raising as necessary evil	View support raising as opportunity
Man-centered	God-centered
Conclusion: God’s resources are <u>limited</u>	Conclusion: God’s resources are <u>unlimited</u>

## Profile of a “God-Asker”

### Fully Funded (Big Investments)

- Appreciates supporters as true ministry partners
- Grasps the power of “the ask”
- Commits to maximizing fruitfulness of family and ministry
- Perseveres in growing quantity and quality of team
- Sets the pace for new and veteran staff

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### Role of Member Care in Staff’s Financial and Support Raising Health

- Is being fully funded an area that Member Care should care about?
- Who’s job is it to track the MPD and financial health of your staff?
- What authority do they have with field leadership?
- What policies should you have that protect people for the good of the staff and the ministry?

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## Role of Member Care in Staff's Financial and Support Raising Health

- **Effectiveness** – Eradicate poor talk and budget driven mindsets and replace it with vision-driven and effectiveness
- **Hold the line!** – Ensure no one launches to the field below 100% and underfunded staff take time off to get back to 100%. *Tithe 10% to your supporters.*
- **Transparency** – If you're asking about their Sabbath rests, workload, marriage, and spiritual life, you should also be asking about their financial health since it's the #1 issue

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## The Four Cornerstones of a Healthy Support Raising Organization

**Assess your ministry's approach in these 4  
cornerstones"**

- Culture
- Infrastructure
- Training
- Coaching

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# The Four Cornerstones of a Healthy Support Raising Organization

## Shape CULTURE

Create a healthy support raising DNA founded on Biblical convictions, vision-driven budgeting, and a belief that full-funding is expected and achievable.

## Build STRUCTURE

Construct a framework of essential policies, principles, practices, and personnel to effectively organize and guide your staff to consistently thrive in their support raising.

## Elevate TRAINING

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.

## Multiply COACHING

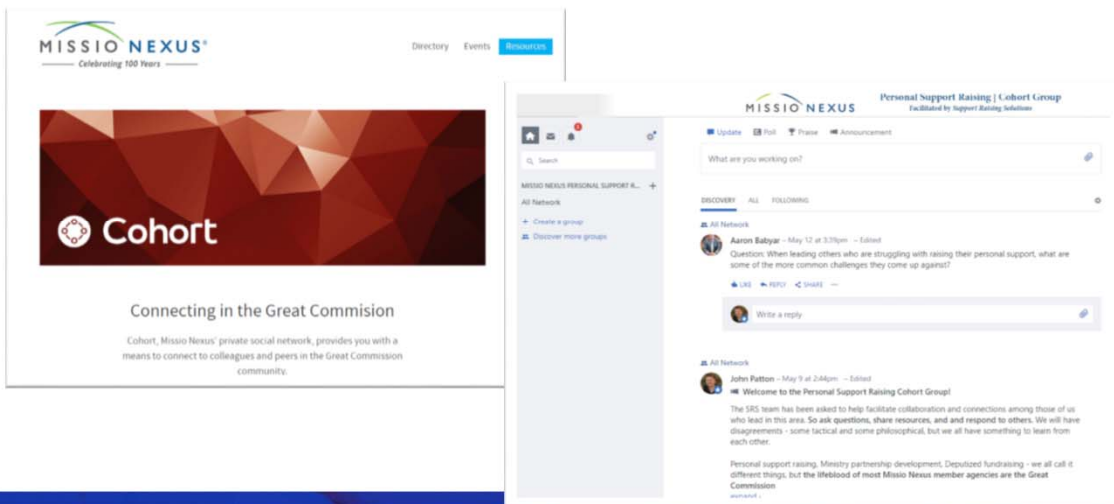
Develop a proficient cadre of knowledgeable and caring support raising mentors at every level of your organization to get your staff fully funded—and stay there!

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## MissioNexus Online Collaboration



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