

## STAFFING AND THE SCRIPTURES

Read 1 Timothy 3:1-6

This saying is trustworthy: “If anyone aspires to be an overseer, he desires a noble work.” <sup>2</sup> An overseer, therefore, must be above reproach, the husband of one wife, self-controlled, sensible, respectable, hospitable, an able teacher, <sup>3</sup> not addicted to wine, not a bully but gentle, not quarrelsome, not greedy — <sup>4</sup> one who manages his own household competently, having his children under control with all dignity. <sup>5</sup> (If anyone does not know how to manage his own household, how will he take care of God’s church?) <sup>6</sup> He must not be a new convert, or he might become conceited and fall into the condemnation of the Devil.

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There are two things that we want to highlight as we approach the topic of church or ministry staffing.

First, the church is God’s household. 1 Timothy 3 talks about the qualifications for overseers and deacons. It does not start with what we might call competencies, but it’s overwhelming focus is on character.

Personal character makes a difference to one’s personal life as well as the way in which one will manage the household of God. In dealing with staff, we are dealing with God’s household. People matter. The way in which we deal with people matter. Our relationships matter. Their relationships matter. Whereas the secular world may be more performance driven, we have an obligation to think and act in ways that remember we are dealing with God’s church. Grace should abound, as it has when God sent Jesus to die on the cross. And, at the same time, there is a responsibility to use resources well.

The second thing worth noting by way of Biblical foundation is that God has given everyone different gifts.

1 Corinthians 12:4-7

<sup>4</sup> Now there are different gifts, but the same Spirit. <sup>5</sup> There are different ministries, but the same Lord. <sup>6</sup> And there are different activities, but the same God activates each gift in each person. <sup>7</sup> A demonstration of the Spirit is given to each person to produce what is beneficial .....

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There is unity around purpose. There is one Lord. The same God activates each gift in each person. The same Spirit has been given. And, at the same time, there are different gifts - all given by the will of the Spirit. And this is the potential joy of any ministry team - working together for the same ends and reasons, and yet each member of the team having a different part to play.

This is also the joy and challenge of leading any ministry. It is about leading God's household, and helping people use their gifts to serve the Lord Jesus, in a way that is beneficial for all concerned as we seek to make disciple making disciples.

It involves the following that we will cover in this workshop:

- Firstly, working out the most appropriate way for your church or ministry to achieve its goals.
- Secondly, working out what roles are needed and then finding suitable people. These days, in every state and Western country, there is a rigorous legal framework that applies to employment.
- Thirdly, developing staff. It is critical to recognise and help them to effectively serve as disciples and in their role.
- Fourth, caring for God's household as we deal appropriately with issues - and there will be issues.

Many people would say that the area that can bring both the greatest joy and the greatest heartache is the area of staffing. While many of the principles can apply to volunteer lay staff, we will focus on paid staff. This unit seeks to build on the foundation of these biblical principles to maximise the Gospel joy and minimise the sometimes necessary heartache.

Reflection Questions:

What are the implications for the image of the church as God's household when it comes to church staffing?

If God has given different people different gifts, what is the place of a team leader?