

Interim Ministry Resources

Chapter 7 Personnel

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Resources

1) Evaluate

BeyondPay Performance Evaluations Webinar - YouTube

The Performance Evaluations & Effective Coaching Webinar gives insights into how performance management strategies have changed and how HR is leading that change. New strategies should be used to effectively coach employees on an on-going basis, rather than a once a year performance review. View the webinar to get ideas about how to change your performance management strategies.

<https://www.youtube.com/watch?v=SpxEC1gDVnk>

[Images for BeyondPay Performance Evaluations Webinar - YouTube](#)

Called to account: The importance of pastoral evaluations.

Of the three historic professions—law, medicine, and ministry—ministry is the only one that functions without a regulatory body overseeing its practitioners.

<http://www.christiancentury.org/article/2015-07/called-account>

[Images for Called to account: The importance of pastoral evaluations.](#)

Effective Phrases for Performance Appraisals: A Guide to Successful Evaluations [James E., Jr. Neal]

For over a quarter of a century, this classic and time-proven guide has assisted managers in effectively appraising employee performance. The more than three thousand professionally written phrases clearly describe over sixty critical rating factors. Now in its eleventh edition, the guide has been continuously revised to meet changing employment conditions. Over one million copies have been sold. This widely acclaimed handbook is a practical and valuable aid to making the completion of performance appraisals fast, easy and accurate.

Now in its ninth edition, the guide has been continuously revised to meet changing employment conditions. This widely acclaimed handbook is a practical and valuable aid to making the completion of performance appraisals fast, easy and accurate.

http://books.google.com/books/about/Effective_Phrases_for_Performance_Apprai.html?id=WpPgAAAAMAAJ

<http://www.amazon.com/Effective-Phrases-Performance-Appraisals-Evaluations/dp/1882423127>

https://www.goodreads.com/book/show/1249055.Effective_Phrases_For_Performance_Appraisals

<https://www.ohrd.wisc.edu/msdresources/effective-phrases.pdf>

<https://www.barnesandnoble.com/w/effective-phrases-for-performance-appraisals-james-e-neal-jr/1102586765>

http://www.barnesandnoble.com/s/%22James%20E.%20Neal%22?Ntk=P_key_Contributor_List&Ntx=mode%20matchall

<http://www.nealpublications.com/>

https://www.amazon.com/s?ie=UTF8&page=1&rh=n%3A283155%2Cp_27%3AJames%20E.%5Cc%20Jr.%20Neal

<http://managemypractice.com/tag/james-e-neal/>

http://www.goodreads.com/author/show/1122942.James_E_Neal_Jr

[Images for james e jr neal author performance appraisals](#)

[Images for Effective Phrases for Performance Appraisals: A Guide to Successful Evaluations \[James E., Jr. Neal\]](#)

Evaluating Ministry in Congregations | UUA.org

Presenters: Rev. Sue Phillips

Ministers, DREs, and employees of congregations deserve to know what is expected of them, what resources are available to them, and how their performance will be judged and appreciated. This workshop explores mission-centered models of staff evaluation in the context of a congregation's shared ministry.

- [Slides \(PDF, 19 pages\)](#)

- [Handouts \(PDF, 6 pages\)](#)

<http://www.uua.org/careers/administrators/office/staffing/ga/184833.shtml>

[Images for Evaluating Ministry in Congregations](#)

Evaluating Ministry: Principles and Processes for Clergy and Congregations [Jill M. Hudson]

Grounding evaluation in the theological and organizational context of mission (everyone a minister), Hudson describes case studies of four successful evaluation models that include the whole church. She suggests how "whole church" reviews might result in stronger pastoral ministry and new directions for mission. An important resource that will help clergy and laity explore mutual ministry, judicatory executives strengthen congregations, and new pastors get through their first congregational evaluation.

<http://www.amazon.com/Evaluating-Ministry-Principles-Processes-Congregations/dp/1566990548>

<https://www.christianbook.com/evaluating-ministry-principles-processes-clergy-congregations/jill-hudson/9781566990547/pd/990547>

<http://www.faithandleadership.com/features/articles/measuring-ministry>

[http://www.lpts.edu/news/2010/05/25/a-ministry-of-bridge-building-for-the-church-%E2%80%93jill-hudson-\(mdiv-%E2%80%99976\)](http://www.lpts.edu/news/2010/05/25/a-ministry-of-bridge-building-for-the-church-%E2%80%93jill-hudson-(mdiv-%E2%80%99976))

http://disciples.org/wp-content/uploads/2015/04/Pastoral_Relations_Committee_guide.pdf

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<https://www.amazon.com/Jill-M.-Hudson/e/B001K8HJG4>

http://www.goodreads.com/author/show/1155666.Jill_M_Hudson

[Images for Jill M. Hudson, author evaluating ministry](#)

[Images for Evaluating Ministry: Principles and Processes for Clergy and Congregations \[Jill M. Hudson\]](#)

[PDF] Evaluation Essentials for Congregational Leaders - Christian Reformed Church in N.A.

Many voices, messages, and perspectives come into play in evaluating pastors and/or church staff. And there may well be no "right" answers. But there are helpful practices born of thoughtful deliberation. This training tool is intended to help church leaders have a fruitful conversation about evaluation in their local setting—and to strengthen the local church by blessing its staff with timely, effective feedback.

https://www.crcna.org/sites/default/files/Evaluation_Essentials.pdf

Images for Evaluation Essentials for Congregational Leaders

<http://ministryformation.com.au/resources/train?catid=246&id=246:evaluation-essentials-for-congregational-leaders>

<http://yourbookchoice.com/downloads/evaluation-essentials-from-a-to-z.pdf>

<https://network.crcna.org/church-admin-finance/tool-evaluating-ministry-programs>

Images for evaluating ministry programs

<http://www.christiancentury.org/article/2015-07/evaluation-essentials> Evaluation essentials | The Christian Century

Evaluation - Wikipedia

Evaluation is a systematic determination of a subject's merit, worth and significance, using criteria governed by a set of standards.

<https://en.wikipedia.org/wiki/Evaluation>

Images for evaluation

Ministry Resource Guides Index - LifeandLeadership.com

Evaluation

Personnel, Minister Evaluation

<http://www.lifeandleadership.com/ministry-resource-guide-index/>

Images for Personnel, Minister Evaluation

113 best Performance & Evaluation images on Pinterest

<https://www.pinterest.com/missaegis/performance-evaluation/>

Images for Performance & Evaluation Pinterest

<https://www.pinterest.com/caryjoshi/performance-evaluation/>

<https://www.pinterest.com/j3nnif3rg/evaluations/>

<https://www.pinterest.com/PUtraining/performance-appraisals/>

<https://www.pinterest.com/annacarismam/employee-evaluation-form/>

[PDF] PASTORAL EVALUATION TOOL for CONGREGATIONS

<http://flgadistrict.org/wp-content/uploads/pdf/evaluationtool.pdf>

Images for PASTORAL EVALUATION TOOL for CONGREGATIONS

Synod Resource Center

Staff **Evaluations** - Synod Resource Center

<https://synodresourcecenter.org/> Administration Personnel Staff Evaluations

http://synodresourcecenter.org/admin/personnel/staff_evaluations/

Images for staff evaluations

10 Mistakes Churches Make in Evaluating Pastors - Rainer on Leadership

Pastors and church staff are often evaluated poorly. This often stems from a lack of clarity as to what the job actually entails. So today we walk through a [post from Chuck Lawless](#) on mistakes churches often make when evaluating pastors and staff.

<https://thomrainer.com/2017/09/10-mistakes-churches-make-evaluating-pastors-rainer-leadership-364/>

Images for 10 Mistakes Churches Make in Evaluating Pastors - Rainer on Leadership

<http://chucklawless.com/2017/07/10-mistakes-churches-make-in-evaluating-pastors/>

<https://thomrainer.com/2018/06/staff-reviews-rainer-leadership-438/>

User Friendly Evaluation: Improving the Work of Pastors, Programs, and Laity [C. Jeff Woods].

Each congregation must evaluate itself in light of its own mix of gifts, backgrounds, talents, and opportunities. Presenting the best of evaluation theory past and present, Woods shows clergy and lay leaders how to engage in mutual evaluation—not judgment-of-ministry, mission, and community as a shared responsibility. The goal is building up the congregation. A special chapter provides commentary from church evaluation experts Roy Oswald (Alban), Paul Light (ABUSA denominational staff), and Jill Hudson (PCUSA judicatory executive) on dilemmas congregations face in evaluation.

<http://www.amazon.de/User-Friendly-Evaluation-Improving-Programs/dp/1566991544>

http://www.goodreads.com/book/show/2194726.User_Friendly_Evaluation

<https://www.barnesandnoble.com/w/user-friendly-evaluation-c-jeff-woods/1123957905>

http://books.google.com/books/about/User_friendly_evaluation.html?id=80czaemKQyAC

User Friendly Evaluation: Improving the Work of Pastors, Programs, and Laity

<https://www.amazon.com/Charles-Jeffrey-Woods/e/B001K8IXS2>

http://www.goodreads.com/author/show/230489.C_Jeff_Woods

Images for C. Jeff Woods, author friendly evaluation

Images for User Friendly Evaluation: Improving the Work of Pastors, Programs, and Laity [C. Jeff Woods]

When Better Isn't Enough: Evaluation Tools for the 21st-Century by Jill M. Hudson (Author)

Many sociologists and a growing number of church scholars have noted that we live in a time of transition—from the modern era to the postmodern. Whenever a shift of this magnitude occurs, it leaves all of life, including the church, in flux. We instinctively strive to stabilize the situation by re-establishing what has worked in the past. Increasingly, however, congregations are finding that the same old things done harder or better don't seem to make a difference.

Author Jill Hudson argues, "We must identify new criteria for success, and perhaps even for faithfulness, and hold ourselves accountable to them." Approaching the postmodern era as a tremendous opportunity, Hudson identifies 12 characteristics by which we can measure effective ministry for the early 21st century.

Based on those 12 criteria, Hudson has created evaluation tools, "an early measuring stick," to help congregations evaluate their work in this new era. Not everything of the past is ineffective and best discarded, she says, nor will everything we try in the future be successful. But by faithfully listening for God's guidance and carefully evaluating progress using Hudson's tools, looking at the ministry of the whole people of God as well as that of the professional staff, congregations can improve their ministry, help members and staff grow in effectiveness, deepen a sense of partnership, and add new richness to the dialogue about the congregation's future.

<http://www.amazon.com/When-Better-Isn't-Enough-21st-Century/dp/1566992893>

<https://www.goodreads.com/book/show/2621714-when-better-isn-t-enough>

<https://rowman.com/ISBN/9781566992893/When-Better-Isn't-Enough-Evaluation-Tools-for-the-21st-Century-Church>

<https://books.google.com/books?isbn=1566996953>

https://books.google.com/books/about/When_Better_Isn_t_Enough.html?id=xqb2AAAACAAJ

[When Better Isn't Enough: Evaluation Tools for the 21st Century](https://alban.org/archive/making-pastoral-evaluation-worthwhile/)

<https://alban.org/archive/a-ministry-of-encouragement/>

<https://www.faithandleadership.com/multimedia/jill-hudson-preparing-for-the-challenges-tomorrow>

<https://www.uua.org/sites/live-new.uua.org/files/spga2011.pdf>

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[http://www.lpts.edu/news/2010/05/25/a-ministry-of-bridge-building-for-the-church-%E2%80%93jill-hudson-\(mdiv-%E2%80%99976\)](http://www.lpts.edu/news/2010/05/25/a-ministry-of-bridge-building-for-the-church-%E2%80%93jill-hudson-(mdiv-%E2%80%99976))

<http://oga.pcusa.org/section/mid-council-ministries/ministers/ministry-development-and-support/>

<http://www.faithandleadership.com/features/articles/measuring-ministry>

<https://www.thriftbooks.com/a/jill-m-hudson/328748>

<https://www.amazon.com/Jill-M.-Hudson/e/B001K8HJG4>

https://www.goodreads.com/author/show/1155666.Jill_M_Hudson

[Images for Jill M. Hudson \(Author\)](#)

[Images for When Better Isn't Enough: Evaluation Tools for the 21st-Century by Jill M. Hudson \(Author\)](#)

2) Financial Leadership

Financial Leadership in Tough Economic Times | UUA.org

The presenters began by defining primary roles of the leader. Chief among these, they said, is regulating anxiety—your own and your congregation's.

<http://www.uua.org/finance/fundraising/presentations/144289.shtml>

[Images for Financial Leadership in Tough Economic Times | UUA.org](#)

24 best Financial Leadership images on Pinterest

<https://www.pinterest.com/nataliemarie923/financial-leadership/>

[Images for financial leadership Pinterest](#)

3) Geese

A Lesson from Geese - YouTube

a video made for a talk by Tom with some lessons from geese...

music from seagull orchestra

<https://www.youtube.com/watch?v=-xINoemDoU0>

[Images for Lesson from Geese - YouTube](#)

<https://www.youtube.com/watch?v=Hj86IE2tpP0> Lessons of the Geese and Team Work - YouTube

[Images for Lessons of the Geese and Team Work](#)

<https://www.youtube.com/watch?v=Hj86IE2tpP0> The Flight of Geese - YouTube

[Images for Flight of Geese](#)

<https://www.youtube.com/watch?v=AOBthOPuw2U> RUN The Power of Team - YouTube

<https://www.youtube.com/watch?v=hazitrzhPk> Lessons of the Geese - YouTube

<https://www.youtube.com/watch?v=ulbC3-ksZeU> Why Do Birds Fly in Groups - YouTube

[Images for Birds Fly in Groups](#)

<https://www.youtube.com/watch?v=BUr2yIDB154> What Can We Learn from Geese? - YouTube

[Images for What Can We Learn from Geese?](#)

5 Things Geese Can Teach Us about Teamwork | Len Wilson

Wildlife scientists have conducted extensive studies to determine why geese and other migratory birds always fly in a distinctive v-formation. They found some fascinating results:

<http://lenwilson.us/5-thing-geese-can-teach-us-about-teamwork/>
[Images for 5 Things Geese Can Teach Us about Teamwork | Len Wilson](#)
<https://www.amazon.com/Lead-Like-Butler-Principles-Values-Based/dp/1426749147>
[Images for Lead-Like-Butler-Principles-Values-Based](#)

V formation - Wikipedia

The V formation possibly improves the efficiency of flying birds, particularly over long [migratory](#) routes.^[1] All the birds except the first fly in the [upwash](#) from one of the [wingtip vortices](#) of the bird ahead. The upwash assists each bird in supporting its own weight in flight, in the same way a [glider](#) can climb or maintain height indefinitely in rising air. According to a 1970 paper, in a V formation of 25 members, each bird can achieve a reduction of [induced drag](#) and as a result increase their range by 71%.^[2] The birds flying at the tips and at the front are rotated in a timely cyclical fashion to spread flight [fatigue](#) equally among the flock members. [Canada geese](#) are a common example demonstrating the V formation.



https://en.wikipedia.org/wiki/V_formation
[Images for v formation geese](#)

4) Head of Staff

Head of Staff - Job Description - FPCSiouxFalls.org

Purpose: The Pastor and Head of Staff serves as the administrative, spiritual and visionary leader for the congregation, and between the congregation and the local and statewide community.

<http://www.fpcsiouxfalls.org/03-2014%20Position%20Description%20-%20Sr%20Pastor%20Head%20of%20Staff.pdf>

[Images for pastor as head of staff](#)

[Images for visionary leader for congregation](#)

<http://upcaustin.org/wp-content/uploads/2013/03/2012-Pastor-Head-of-Staff-Job-Description-.pdf>

<https://pres-outlook.org/2018/09/pastor-head-of-staff/>

<http://www.fpchurch.org/our-staff/pastorhead-of-staff/>

<http://fairmontchurch.org/rev-brian-maguire/> Pastor/Head of Staff - Fairmont Presbyterian Church

Preventing Staff Infection — A Senior Pastor's View

One of the most important decisions senior pastors make is who to bring onto their leadership team. A pastor who impulsively chooses his staff walks on dangerous ground. The larger the congregation the more important it is to build a staff that complements and supports the [senior pastor's biblical priorities](#).

http://enrichmentjournal.ag.org/200503/200503_082_infection_sr.cfm

[Images for senior pastor's biblical priorities](#)

The Senior Minister as Chief of Staff (PDF)

It's common for people to ask why it is that the senior minister should be chief of staff, barring some compelling reason for organizing the staff otherwise. Beyond being the most common model in a multi-staff congregation, designating the senior minister (or co-ministers) as chief of staff is grounded in the minister's breadth of oversight and privilege of call.

<http://www.uua.org/documents/ionassonstefan/chiefstaff.pdf>

[Images for Church Senior Minister as Chief of Staff](#)

5) Human Resources

Human Resources - Evangelical Lutheran Church in America

Welcome to the Human Resources resource page. This resource page provides you a visual way to explore and download the many types of resources we have available.

<https://www.elca.org/Resources/Human-Resources>

[Images for Human Resources - Evangelical Lutheran Church in America](#)

Human Resources (HR) Definition - Investopedia

Human resources or HR is the company department charged with finding, screening, recruiting, and training job applicants, and administering employee-benefit programs. As companies reorganize to gain a competitive edge, HR plays a key role in helping companies deal with a fast-changing environment and the greater demand for quality employees.

<https://www.investopedia.com/terms/h/humanresources.asp>

[Images for Human Resources \(HR\) Definition](#)

Human resources - Wikipedia

Human resources describes the people who make up the workforce of an organization, business sector, or economy.

https://en.wikipedia.org/wiki/Human_resources

[Images for Human resources](#)

6) Influence

Influence: Science and Practice (5th Edition) by Robert B. Cialdini (Author)

Influence: Science and Practice is an examination of the psychology of compliance (i.e. uncovering which factors cause a person to say “yes” to another’s request).

Written in a narrative style combined with scholarly research, Cialdini combines evidence from experimental work with the techniques and strategies he gathered while working as a salesperson, fundraiser, advertiser, and in other positions inside organizations that commonly use compliance tactics to get us to say “yes.” Widely used in classes, as well as sold to people operating successfully in the business world, the eagerly awaited revision of *Influence* reminds the reader of the power of persuasion. Cialdini organizes compliance techniques into six categories based on psychological principles that direct human behavior: reciprocity, consistency, social proof, liking, authority, and scarcity.



<http://www.amazon.com/Influence-Science-Practice-5th-Edition/dp/0205609996>

<http://www.goodreads.com/book/show/28815.Influence>

<https://www.barnesandnoble.com/w/influence-robert-b-cialdini/1100356501>

<http://books.google.com/books/about/Influence.html?id=NRkxsDq8CgAC>

http://en.wikipedia.org/wiki/Influence:_Science_and_Practice

<http://moz.com/blog/an-illustrated-guide-to-the-science-of-persuasion-influence>

http://www.influenceatwork.com/wp-content/uploads/2012/02/Influence_SP.pdf

<https://www.influenceatwork.com/>

https://en.wikipedia.org/wiki/Robert_Cialdini

<http://freshfiction.com/author.php?id=19913>

<http://www.robertcialdinibf.com/>

<https://www.pinterest.com/explore/robert-cialdini/>

<http://www.barnesandnoble.com/w/influence-robert-b-cialdini/1100356501>

<https://www.amazon.com/Robert-B.-Cialdini/e/B000AP9KKG>

http://www.goodreads.com/author/show/160932.Robert_B_Cialdini

[Images for Robert B. Cialdini \(Author\)](#)

[Images for Influence: Science and Practice \(5th Edition\) by Robert B. Cialdini \(Author\)](#)

Influence - Simple English Wikipedia

Social influence means someone affecting the emotions, opinions, or behaviours of others.^[1] It can be either planned for a purpose, or be an unplanned result of other events.

<https://simple.wikipedia.org/wiki/Influence>

[Images for influence](#)

Influencer: The New Science of Leading Change, Second Edition by Joseph Grenny, Kerry Patterson, David Maxfield, Ron McMillan, Al Switzler.

An INFLUENCER leads change.

An INFLUENCER replaces bad behaviors with powerful new skills.

An INFLUENCER makes things happen.

This is what it takes to be an INFLUENCER.

Whether you’re a CEO, a parent, or merely a person who wants to make a difference, you probably wish you had more influence with the people in your life. But most of us stop trying to make change happen because we believe it is too difficult, if not impossible. We learn to cope rather than learning to influence.

From the bestselling authors who taught the world how to have *Crucial Conversations* comes the new edition of *Influencer*, a thought-provoking book that combines the remarkable insights of behavioral scientists and business leaders with the astonishing stories of high-powered influencers from all walks of life. You’ll be taught each and every step of the influence process—including robust strategies for making change inevitable in your personal life, your business, and your world. You’ll learn how to:

Identify high-leverage behaviors that lead to rapid and profound change

Apply strategies for changing both thoughts and actions

Marshal six sources of influence to make change inevitable

Influencer takes you on a fascinating journey from San Francisco to Thailand to South Africa, where you’ll see how seemingly “insignificant” people are making incredibly significant improvements in solving problems others would think impossible. You’ll learn how savvy folks make change not only achievable and sustainable, but inevitable. You’ll discover breakthrough ways of changing

the key behaviors that lead to greater safety, productivity, quality, and customer service.

No matter who you are or what you do, you'll never learn a more valuable or important set of principles and skills. Once you tap into the power of influence, you can reach out and help others work smarter, grow faster, live, look, and feel better--and even save lives. The sky is the limit . . . for an *Influencer*.

<http://www.amazon.com/Influencer-Science-Leading-Change-Edition/dp/0071808868>

<http://www.goodreads.com/book/show/914211.Influencer>

<https://www.barnesandnoble.com/w/influencer-joseph-grenny/1125545018>

<https://www.mheducation.com/highered/product/influencer-new-science-leading-change-second-edition-paperback-grenny-patterson/0071808868.html>

http://books.google.com/books/about/Influencer_The_New_Science_of_Leading_Ch.html?id=kE8_I06XBAQC

<https://www.amazon.com/Kerry-Patterson/e/B001H6IU6C>

https://www.goodreads.com/author/show/9373.Kerry_Patterson

[Images for Kerry Patterson \(Author\)](#)

<https://www.amazon.com/Joseph-Grenny/e/B00BC00FQ2>

https://www.goodreads.com/author/show/9370.Joseph_Grenny

[Images for Joseph Grenny \(Author\)](#)

<https://www.amazon.com/Ron-McMillan/e/B00CBKR7HQ>

https://www.goodreads.com/author/show/9371.Ron_McMillan

[Images for Ron McMillan \(Author\)](#)

<https://www.amazon.com/Al-Switzler/e/B00CBL08G>

https://www.goodreads.com/author/show/9372.Al_Switzler

[Images for Al Switzler \(Author\)](#)

[Joseph Grenny Kerry Patterson David Maxfield Ron McMillan Al Switzler - Pinterest](#)

<https://www.amazon.com/David-Maxfield/e/B00CBKQU9W>

https://www.goodreads.com/author/show/467538.David_Maxfield

[Images for David Maxfield \(Author\)](#)

[Images for Influencer by Joseph Grenny, Kerry Patterson, David Maxfield, Ron McMillan, Al Switzler.](#)

Influencer: The Power to Change Anything, First Edition: The Power to Change Anything by Kerry Patterson (Author), Joseph Grenny (Author), David Maxfield (Author), Ron McMillan (Author), Al Switzler (Author)

The truth is, we all need to be better influencers. Hardly a day passes that we don't try to influence others to do something different. We do our best to motivate employees to demonstrate more concern for profitability. We struggle to enable our teams to complete projects on time and on budget. In summary, we continually work on ways to exert our influence, but we regularly fall short.

An Influencer motivates and enables others to change.

This acclaimed leadership book combines the skills used by hundreds of successful change agents with five decades of the best social science research. It delivers a proven model for changing entrenched behaviors across teams and organizations.

As you read this book you'll learn how to identify a handful of high-leverage behaviors that lead to rapid and profound change, use vicarious experience to change thoughts and actions, and marshal multiple sources of influence to make change inevitable.

Influencer gives you powerful strategies to create rapid, dramatic, and permanent change in others – whether that's your team or entire organization.

<https://www.vitalsmarts.com/influencer/>

<http://www.amazon.com/Influencer-Power-Change-Anything-Edition-ebook/dp/B000UJZJQSM>

<http://www.barnesandnoble.com/w/influencer-kerry-patterson/1100551115?type=Audiobook>

<http://www.goodreads.com/book/show/914211.Influencer>

www.youtube.com/watch?v=l4g_xxquWzI Influencer: The Power to Change Anything – YouTube

[Images for Influencer: The Power to Change Anything – YouTube](#)

<https://www.youtube.com/watch?v=lpvskOJZiVE> Influencer | Joseph Grenny – YouTube

<https://www.youtube.com/watch?v=1N4XrWEpSrE> How to be an influencer | Joseph Grenny | WOBI – YouTube

<https://www.youtube.com/watch?v=JHHIPNKKuXM> Joseph Grenny | Mastering the Skill of Influence - YouTube

<https://www.youtube.com/watch?v=6T9TYz5UxI0> Change Behavior- Change the World: Joseph Grenny at TEDxBYU – YouTube

<https://www.youtube.com/watch?v=uc3ARpccRwQ> Mastering the Art of Crucial Conversations | Joseph Grenny – YouTube

<https://www.youtube.com/watch?v=AOiRkKCPBAY> Crucial Confrontations | Joseph Grenny – YouTube

<https://www.youtube.com/watch?v=FXBJe68kXkA> Joseph Grenny: Crucial Conversations for Leader Success - YouTube

<http://gulyani.com/book-review-notes-on-influencer-the-power-to-change-anything-by-kerry-patterson-joseph-grenny-david-maxfield-ron-mcmillan-al-switzler/>

<http://anagilemind.net/2015/03/04/review-of-influencer-the-power-to-change-anything/>

[Images for Influencer: The Power to Change Anything, First Edition: The Power to Change Anything by Kerry Patterson \(Author\), Joseph Grenny \(Author\), David Maxfield \(Author\), Ron McMillan \(Author\), Al Switzler \(Author\)](#)

Maximum Influence: The 12 Universal Laws of Power Persuasion [Kurt W. Mortensen, Robert G. Allen]

Salespeople, consultants, managers, executives, entrepreneurs...Influence is a crucial tool for absolutely anyone seeking success and prosperity. But how can everyday people actually become more influential? *Maximum Influence* unlocks the secrets of the master influencers. Now in an all-new edition, the book combines scientific research with real-world studies, presenting the most authoritative and effective arsenal of persuasion techniques ever. Author and renowned expert Kurt Mortensen reveals the 12 Laws of Persuasion, explaining why each law works, how to use it, and what to avoid. You will learn about the law of dissonance,

the law of contrast, the law of expectation-and nine other proven principles that consciously and unconsciously propel people to act. You will also discover how to: read anyone instantly; get people to trust you instinctively; change minds easily; and convince anyone to give you almost anything. With new case studies and cutting-edge influencing techniques, this is the ultimate guide to the art and science of getting exactly what you want-when you want.

<http://www.amazon.com/Maximum-Influence-Universal-Power-Persuasion/dp/0814432093>

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<https://www.linkedin.com/in/kurt-mortensen-02671132>

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[Images for Kurt W. Mortensen, Robert G. Allen](#)

[Images for Maximum Influence: The 12 Universal Laws of Power Persuasion \[Kurt W. Mortensen, Robert G. Allen\]](#)

Persuasion IQ: The 10 Skills You Need to Get Exactly What You Want [Kurt W. Mortensen]

Everything we want in life comes as a direct result of persuasion. Regardless of our job titles, careers, dreams, or goals, our ability to **influence** others is the key to success. Whether we're selling a product, presenting an idea, asking for a raise, or influencing someone to be a better person, persuasion is the magic ingredient. Yet despite the fact that much has changed in recent years regarding how people are persuaded - having become more discerning due to an onslaught of countless persuasive messages through e-mail, TV, and other media every day - many of us continue to use outdated techniques for convincing others...or worse yet, have no technique at all. Kurt Mortensen, through his Persuasion Institute, has sought out and studied the world's top persuaders, and with his specially formulated *Persuasion I.Q* assessment - the most comprehensive persuasion resource available today - he lets readers in on the essential habits, traits, and skills necessary to cultivate their natural persuasive abilities.

<http://www.amazon.com/Persuasion-IQ-Skills-Need-Exactly/dp/0814409938>

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<https://www.youtube.com/watch?v=GbcqaVjFevq> Kurt W Mortenson IQ The 10 Skills You Need to Get Exactly What You Want

Audiobook - YouTube

<http://www.persuasioninstitute.com/>

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<http://www.persuasioniq.com/>

<http://persuasiontools.com/>

[Images for Persuasion IQ: The 10 Skills You Need to Get Exactly What You Want \[Kurt W. Mortensen\]](#)

The Laws of Charisma: How to Captivate, Inspire, and Influence for Maximum Success [Kurt W. Mortensen]

Some people have the ability to enter a room and draw instant attention, effortlessly exuding charm, radiating energy and a commanding presence. That enviable quality is called charisma! And those who have it are better able to influence what gets done and ultimately achieve what they want. To some extent, it's innate - but with a few simple principles anyone can develop a more charismatic and compelling presence. Filled with practical, powerful tools, exercises, and assessments, *The Laws of Charisma* explores the vital skills and traits anyone can use to earn trust, generate interest, and motivate others. Focusing on the four core elements of charisma, this book shows readers how to: radiate confidence, passion, power, and optimism; combine purpose, creativity, competence, and focus to inspire commitment; influence others by improving communication skills; and persuade and empower anyone by creating instant rapport. Charisma is the key that will unlock the door to improved relationships, greater income, and enhanced success in every area of life. *The Laws of Charisma* is all anyone needs to bring out the charismatic person within.



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http://books.google.com/books/about/The_Laws_of_Charisma.html?id=IFITSMYdMIAC
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[Images for The Laws of Charisma: How to Captivate, Inspire, and Influence for Maximum Success \[Kurt W. Mortensen\]](https://www.pinterest.com/pin/1102801615/)

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Images for power of influence pinterest

Power Questions: Build Relationships, Win New Business, and Influence Others [Andrew Sobel, Jerold Panas]

Unlock the power of great questions. What do you think most engages a prospective client or makes a lasting impression on someone you've just met? The popular belief is that we win business by being clever and quick on our feet, and that our brilliance — saying just the right thing — is what attracts others. But as Power Questions compellingly demonstrates, knowing the right question to ask is actually far more important than having a ready answer. Power Questions can immediately help you win more business, deepen your relationships, and connect with people more rapidly than you ever thought possible. It shows you how to use thought-provoking questions to engage prospects and uncover their most pressing issues. It gives you the tools to get inside the heart and mind of anyone you meet. In thirty-five inspiring chapters, you'll meet a fascinating group of men and women. Through these riveting, real-life stories, you'll learn exactly how each power question was used and the impact it had. You'll discover how you can transform your daily conversations — and even someone's life — through powerful questions that anyone can master. You'll learn how Steve Jobs asked a single motivating question that led to breakthrough results in developing the Macintosh personal computer. You'll see how an unasked question cost a major company a huge project bid.

Other powerful examples include:

- The question that stopped an angry executive in his tracks
 - The sales question CEOs expect you to ask, versus the questions they want you to ask
 - The question that can radically refocus any meeting
 - A simple question that helped restore a marriage
 - The penetrating question that can transform the life of a friend or colleague
- Put these questions to use and you will connect more deeply with your clients, drive quickly to the heart of problems, and unlock your professional and personal influence in unexpected and delightful ways.

<http://www.amazon.com/Power-Questions-Relationships-Business-Influence/dp/1491514302>
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Images for Andrew Sobel, author
<https://www.linkedin.com/in/andrew-sobel-60767>
<https://www.publishersweekly.com/pw/authorpage/andrew-sobel.html>
<http://www.jeroldpanas.com/pages/books.html>

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Images for [jerold panas, author](#)

Images for [Power Questions: Build Relationships, Win New Business, and Influence Others \[Andrew Sobel, Jerold Panas\]](#)

The Power of Influence in the Workplace - YouTube

A shift is occurring in the way we view leadership today. If you want to get things done, you need influence, not authority. This means that IT Professionals, Project Managers, Business Analysts, business-line Managers and individual contributors must focus on demonstrating personal leadership. Getting results through others by building relationships and using influence skills rather than relying on positional power is key.

It is essential to get things done through a greater number of people, both inside and outside the organization. Today's workplace consists of flatter management structures, matrix organizations, cross-functional project teams, outsourcing and virtual teams.

Join Jocelyn Bérard as he shares a practical framework and corresponding skills developed from client experience and recent research on the most effective practices related to influence in the workplace.

<https://www.youtube.com/watch?v=zkrzi8BZmA>

Images for [Power of Influence in the Workplace - YouTube](#)

<https://www.youtube.com/watch?v=8JLDFJekGSU> The Power of Influence in the Workplace - YouTube

<https://www.youtube.com/watch?v=VCsIDEqcQBc> You Have the Power to Influence - YouTube

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Images for [Leadership: Power of Influence - YouTube](#)

<https://www.youtube.com/watch?v=A3sTrfvMdo4> Leading With Influence The 6 Power Bases - YouTube

<https://www.youtube.com/watch?v=5SkB-K5QP4c> Power, Politics and Etiquette - YouTube

<https://www.youtube.com/watch?v=DZkRF7hQd3I> HOW TO LEAD AND INFLUENCE PEOPLE - YouTube

The Science of Influence: How to Get Anyone to Say "Yes" in 8 Minutes or Less! [Kevin Hogan]

This revised second edition by a leading expert of influence continues to teach a proven system of persuasion. Synthesizing the latest research in the field of influence with real-world tested experiences, it presents simple secrets that help readers turn a "no" into a "yes." Every secret in this book has been rigorously tested, validated, and found reliable.

Learn dozens of all-new techniques and strategies for influencing others including how to reduce resistance to rubble

Make people feel instantly comfortable in your presence

Decode body language, build credibility, and be persistent without being a pain

Expert author Kevin Hogan turns the enigmatic art of influence and persuasion into a science anyone can master

The amazing secret of *The Science of Influence* is its simplicity. After you read this book you will immediately understand why people say "no" to you and learn how to turn that "no" into a "yes" from that moment on.

<http://www.amazon.com/The-Science-Influence-Anyone-Minutes/dp/0470634189>

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<https://www.barnesandnoble.com/w/the-science-of-influence-kevin-hogan/1111758407>

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[9 Best Kevin Hogan Books images - Pinterest](#)

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7) Interim Ministry

Congregational Handbook for Pastoral Transitions

Section III – Self-Study

A Review of **Staffing** Needs and Resources III-9

It is often the case that when a pastor resigns, staff members submit undated letters of resignation as well. The smaller the congregation, the more appropriate this is. A pastor should be allowed then to work with the people who are in place for a few months to decide if the working relationship is such that he/she can accept the resignation(s) or simply tear them up and rewrite new contracts for staff members.

This process of requesting staff resignations is sometimes difficult because our tendency is to want to “take care of” the people we have come to know on the church staff. Certainly, compassion for staff members is important and that will be reflected in their compensation, bonuses, and severance packages if their resignations are accepted. Always keep in mind that our congregation has a purpose: a vision and a mission to make disciples for God’s kingdom.

As you begin to look for a new pastor, it is time to look at the total staffing picture as well. Staffing is a function of the vision of the congregation. And as a function of vision, staffing should always be focused on the future. A rule of thumb is to staff for the next step of your future. What is your next step? What functions will need to be carried out to reach your vision? Who is gifted in those arenas? Are there volunteers in the congregation who see this as their ministry? Is paid staff the best alternative? Should the staff position be full time or part time? Are their people available for full time or part time?

Congregations sometimes seem hesitant to evaluate staff members, but careful and regular evaluation is a benefit both to the employee and to the mission of the congregation. Volunteers might also be given opportunity for evaluation as well. Keep in mind that evaluations are not a measure of the person so much as they are a measure of whether that person is right for that particular task or job. Your interim pastor will help you find resources for staff evaluations, for writing job descriptions, and for developing a policy for regular evaluations in the congregation.

As you look at the tasks ahead to carry out your mission, you will need to discern whether volunteers will be as effective as paid staff and whether the task requires full time or part time work. If the task requires part time staffing now, how it will increase as the ministry grows. Continually evaluate your ministry and the increases in work that employees and/volunteers take on. Look at the market to establish fair wages and benefits. Annually review employee compensation and compare it to cost of living increases, market parity, and value to the congregation. Treat employees fairly.

You are in the process right now of evaluating your pastoral needs. How should those needs be balanced with other staff positions in your congregation? Remember that Associates in Ministry are also rostered by the ELCA. They are trained in a variety of specialties from Youth and Family Ministry to Education to Music to Administration. It’s possible that an Associate in Ministry might fill some of your ministry needs as you grow into your future.

Some congregations have staff positions in these areas: Director of Music, Office Administrator, Director of Christian Education, Volunteer Coordinator, Hospitality Coordinator, Visitation Coordinator, Director of Family Ministry, Youth and Family Minister, Director of Outreach and Social Ministry.

Clearly each one of these comes with a job description that helps the specific congregation carry out its mission. And each of the congregations has developed its mission based on how it understands the vision that God has for them. Once you are clear about your values, vision, mission, and appropriate staff, then look at the resources that are available.

Congregations with vision are willing to support their mission. How is the willingness to give to the mission of your congregation? Are people eager to make the mission happen? Are they clear and confident about the vision? What steps do you as leaders need to make to help people embrace the vision and mission of the congregation? How will you know that the members have accepted/embraced the vision?

<http://www.lutheransnw.org/files/leadership/TransitionHandbook.pdf>

[Images for Ministry Staffing Needs and Resources](#)

Healthy Pastoral Transitions Equal Healthy Churches for the Future

During 7 years as sectional presbyter overseeing Assemblies of God churches in the Greater Akron section, I have witnessed the distinct, positive differences these **interim** pastoral coaches have made in transitional congregations:

- serving as a healing agent of congregational pain when the previous pastor left due to a moral failure;
- providing budgetary wisdom for a transition church in financial trouble;
- serving as a mediator in congregational conflict;
- serving as a buffer between a long-term, founding pastor and a new pastor;
- providing administrative guidance to a church board through the pastoral search process and even praying over the new pastor;
- providing leadership and direction for a church staff during the transition period; and
- pastoral ministry and care during the transition, such as hospital visitation, Communion, water baptisms, baby dedications, and funeral services.⁵

These interim pastors have been God-given agents of restoration and growth.

http://enrichmentjournal.ag.org/200702/200702_090_healthytrans.cfm

Interim Ministry Associate

Interim Ministry Association Serving the ELCA. The Newsletter. Winter 2008.

Page 7

<http://www.elca.org/Growing-In-Faith/Ministry/Interim-Ministry-Association/Newsletter.aspx>

Please contact info@nalip.net Use IMA in the "Subject line.

[Images for Interim Ministry Associate](#)

Interim Ministry: Positive Change in Times of Transition (Author) Justin W. Tull

Encourage the Staff

Staff Issues

http://www.amazon.com/Interim-Ministry-Positive-Transition-ebook/dp/B00A61YPE0#reader_B00A61YPE0

<http://jtull.ipage.com/interimministry.html>

<http://justintull.com/>

<https://www.linkedin.com/in/justintull>

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[Images for Justin W. Tull \(Author\)](#)

[Images for Interim Ministry: Positive Change in Times of Transition \(Author\) Justin W. Tull Encourage the Staff Staff Issues](#)

Temporary Shepherds: A Congregational Handbook for Interim Ministry [Roger S. Nicholson]

Chapter 12. Ethical Dimensions of the Interim Time. "Staff Relationships."

Page 136

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<http://www.barnesandnoble.com/w/temporary-shepherds-roger-s-nicholson/1120884280>

[Images for Ministry Staff Relationships](#)

8) Long-term Pastorates

Beating the Odds: Successfully Following a Long-Term Pastor - Alban Institute

Ultimately, the most critical player in every transition is the new pastor. If she or he deploys wisdom, skill, character, and love, the likelihood is great that the transition will eventually succeed despite obstacles placed by the predecessor or the congregation. Far better, though, for all three to cooperate for the sake of God's work.

<https://alban.org/archive/beating-the-odds-successfully-following-a-long-term-pastor/>

[Images for Beating the Odds: Successfully Following a Long-Term Pastor - Alban Institute](#)

<https://alban.org/archive/the-sacred-responsibility-supporting-the-pastor-we-have-called-to-serve-us/>

[Images for alban/the-sacred-responsibility-supporting-the-pastor-we-have-called-to-serve-us](#)

<https://alban.org/archive/staying-put-a-look-at-the-first-10-years-of-ministry/>

Finishing Strong/Ending Well: Leaving Congregational Ministry at the Top of Your Game by Roy M. Oswald

Church-growth statistics show that in growing churches the pastor has been there an average of 12 years. High clergy turnover diminishes momentum. It takes 5 to 7 years to get to know people, build trust, and get the building blocks in place so significant growth can take place. These important things cannot take place in a short-term ministry.

http://enrichmentjournal.ag.org/200702/200702_066_finishstrong.cfm

<https://www.amazon.com/Roy-M.-Oswald/e/B001K8KQ1O>

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https://www.goodreads.com/author/list/152452.Roy_M_Oswald

[Images for Roy M. Oswald, author](#)

[Images for Finishing Strong/Ending Well: Leaving Congregational Ministry at the Top of Your Game by Roy M. Oswald](#)

New Visions for the Long Pastorate (AI 73) [Roy M. Oswald, Gail Hinand]

Based on a simple but solid research model, Oswald and his companions hammered out straightforward principles of what makes for the successful long pastorate. Applicable to any denomination, their perceptive advice can enhance the ministry of any pastor who wants to stay longer than five to seven years...and enjoy the fruit that only a long ministry can produce.

<http://www.amazon.com/New-Visions-Long-Pastorate-AI/dp/9990411565>

<http://www.ccn.org/resources/longpastorates.htm>

<https://www.topretirements.com/blog/adventurous-retirement-2/retirement-planners-par-excellence-exhaustive-search-lands-the-hinands-at-the-perfect-non-profit-ccrc.html/>

Connecting the Dots: Ministering to Your Congregation Through Its Organizational System

Page 279

[Images for New Visions for the Long Pastorate \[Roy M. Oswald, Gail Hinand\]](#)

Finishing the Race: Inspiring Examples of Longevity in Ministry

In an age when the norm for pastors is climbing the ladder, looking for greener pastures at another church and being fired, these men illustrate the beauty of a pastor investing his entire career in one congregation.

<http://www.sbclife.net/Articles/2008/02/sla10>

[Images for Finishing the Race: Inspiring Examples of Longevity in Ministry](#)

In It for the Long Haul: Building Effective Long-Term Pastorates [Glenn E. Ludwig]

When pastors and congregations come together in ministry, they generally do so with the hope that the relationship will be long-lasting and dynamic. The reality, however, is that long-term pastorates are an increasingly rare phenomenon in congregations. While there are many reasons that most pastors can only sustain their ministries in a parish for a relatively limited number of years, Glenn Ludwig argues that this does not have to be the case if both pastors and congregations take deliberate steps toward an enduring friendship.

<http://www.amazon.com/Long-Haul-Effective-Long-Term-Pastorates/dp/1566992699>

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[In It for the Long Haul: Building Effective Long-Term Pastorates](#)

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http://www.goodreads.com/author/show/83494.Glenn_E_Ludwig

[Images for Glenn E. Ludwig, author](#)

[Images for In It for the Long Haul: Building Effective Long-Term Pastorates \[Glenn E. Ludwig\]](#)

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[Images for alban institute publication](#)

Recovering the Long-Term Pastorate

Marks of the Long-Term Pastorate

What things, then, mark the long-term pastorate? More importantly, what transformations happen when pastors stay in a congregation for a decade or longer, often in the same position?

http://www.ministryhealth.net/mh_articles/264_long_term_pastorate.html

[Images for Recovering the Long-Term Pastorate](#)

Ten Traits of Pastors Who Have Healthy Long-term Tenure – ThomRainer.com

I approached this issue by looking at over 30 pastors whose tenure exceeded ten years. And from my perspective, their tenures have been healthy and loving. Here are the ten traits of those pastors:

<http://thomrainer.com/2014/09/ten-traits-pastors-healthy-long-term-tenure/>

[Images for Ten Traits of Pastors Who Have Healthy Long-term Tenure – ThomRainer.com](#)

<http://thomrainer.com/2017/04/seven-habits-long-tenured-pastors/>

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<http://www.churchleaders.com/pastors/pastor-how-to/176672-thom-rainer-you-want-a-long-tenure-as-pastor-thom-rainer-has-10-traits>

<http://thomrainer.com/2016/06/challenges-following-long-term-pastor-rainer-leadership-235/>

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http://thomrainer.com/2011/11/the_lifecycle_of_pastors/

<http://thomrainer.com/2017/10/five-unintended-consequences-short-pastoral-tenure/>

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<http://www.lifeway.com/pastors/2014/08/20/8-traits-of-effective-church-leaders/>

<http://www.smallchurchconnections.com/the-importance-of-unpacking-your-suitcase/>

<http://www.rsmam.org/regional-synod-news-july-20-2015/>

<http://www.sermoncentral.com/pastors-preaching-articles/thom-rainer-6-reasons-why-longer-tenured-pastors-are-better-2337.asp?action=addcomment&ParentCommentID=76025>

<http://www.patheos.com/blogs/jesuscreed/2013/10/30/thom-rainers-5-stages-of-pastoral-ministry/>

[Images for thom rainer \(author\)](#)

The advantages of a long pastorate - YouTube

An interview with Graham Cooke, who has been pastor of Kennet Valley Free Church for 17 years. John Stevens asks Graham about the advantages of pastoring the same church for a long period. He also asks why the church trains assistant pastors.

<https://www.youtube.com/watch?v=bdiGWvicWpg>

Images for advantages of a long pastorate - YouTube

[http://www.kvfc.org.uk/html/leadership_team_more.php?ldr=GCK&ldn=Graham%20Cooke%20\(Pastor\)](http://www.kvfc.org.uk/html/leadership_team_more.php?ldr=GCK&ldn=Graham%20Cooke%20(Pastor))

Images for Graham Cooke, pastor of Kennet Valley Free Church

The Hide of a Rhinoceros: Making the Case for the Long-Term Pastorate by Richard L. Dresselhaus

How does a pastor stay in one place for decades? There are countless ways, approaches, and techniques, many of which are helpful and good, but it boils down to this: grow a thick skin.

http://enrichmentjournal.ag.org/200702/200702_036_hiderhino.cfm

[file:///C:/Users/Owner/Downloads/EJ_2002_02_Spring%20\(4\).pdf](file:///C:/Users/Owner/Downloads/EJ_2002_02_Spring%20(4).pdf)

Page 10

file:///C:/Users/Owner/Downloads/EJ_2011_01_Winter.pdf

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<https://www.amazon.com/Richard-L.-Dresselhaus/e/B001KIZT7A>

http://www.goodreads.com/author/show/889607.Richard_L_Dresselhaus

Images for Making the Case for the Long-Term Pastorate by Richard L. Dresselhaus

Want Your Church to Grow? One Surprising Secret - Church Leaders

Several years ago, a study by the largest Protestant denomination in the country found a startling relationship between the length of time pastors had been in their churches and the growth or decline of those churches.

Their finding?

Approximately three-fourths of their growing churches were being led by pastors who had been in their church more than four years, while two-thirds of their declining churches were being led by pastors who had been in their church less than four years.

Their conclusion (with which I agree): *Long-term pastorates do not guarantee that a church will grow. But short-term pastorates essentially guarantee that a church will not grow.*

<http://www.churchleaders.com/pastors/pastor-articles/173674-charles-arn-church-to-grow-one-surprising-secret.html>

Images for Want Your Church to Grow? One Surprising Secret - Church Leaders - Long-term pastorates

<http://wesleyconnectonline.com/pastoral-longevity-and-church-growth-charles-arn/>

Images for pastoral-longevity-and-church-growth-charles-arn

9) Loyalty

Conagher: A Novel - Google Books Result

I've covered a lot of country in my time, but *when I take a man's money I ride for the brand.*

<https://books.google.com/books?isbn=0307768414> Chapter 6

<https://www.amazon.com/Trail-Memories-Quotations-Louis-LAmour-ebook/dp/B004CFAWFM>

Images for Trail-Memories-Quotations-Louis-LAmour

Definition of Leadership Includes Loyalty - YouTube

Of the many leadership characteristics leading to successful leadership strategy development, loyalty is perhaps the most important. Most important because it happens in secret, the way you and your people behave when no one is looking.

Do they take the company's side in a discussion, do they look for ways to help, do they demonstrate pride in the organization when nobody will know one way or the other? The loyal leader demonstrates tenacious determination and resolve, never wavering in spite of obstacles. The loyal leader is calm and composed in the face of turmoil and uncertainty because they have faith in the rightness of their mission.

<https://www.youtube.com/watch?v=G9CXmSEICao>

Images for Definition of Leadership Includes Loyalty - YouTube

<https://www.youtube.com/watch?v=Ms6f5Spwbq4> Workplace Loyalty Is A Two-Way Street – YouTube

Images for Workplace Loyalty - YouTube

<https://www.youtube.com/watch?v=mXM07Qp7naM> Big Think: Loyalty-Encouraging Leadership - YouTube

Images for Loyalty-Encouraging Leadership

<https://www.youtube.com/watch?v=eanODM5iKOo> Problem 10: Duty of Loyalty - YouTube

5 Soft Skills Employers Want in their New Hires

2. **Loyalty:** When you get a job, you want to keep it. Just like you hope your employer will keep you on, employers want you to be loyal and committed to a long-term working relationship with them. They consider you an investment and they're willing to spend time and money training you as long as you're committed to your job and the company.

<http://www.porterchester.com/news-events/6-soft-skills-employers-want-new-hires/>

Images for 5 Soft Skills Employers Want in their New Hires 2. Loyalty

How do you keep your staff happy, productive, and loyal - Ventureburn

Don't fret, looking at what drives people (money included), can help you create a work environment — your company culture — that fosters a productive, happy and, most importantly, loyal staff.

<http://ventureburn.com/2013/08/how-do-you-keep-your-staff-happy-productive-and-loyal/>

<http://www.recruiter.co.uk/features/keeping-your-staff-happy-and-loyal/>
<https://www.strategies.com/blog/five-critical-elements-to-create-employee-loyalty-2/>
<http://wheniwork.com/10-steps-to-increasing-employee-loyalty/>
<https://www.business.com/articles/how-to-keep-your-employees-happy-engaged-productive-and-loyal/>

How to Boost Employee Loyalty - Harvard Business Review

According to a just-released report on employee loyalty from Walker Information, 36% of U.S. workers say they plan to leave their current organization within the next two years, a spike of five percentage points from 2005. And almost a quarter more feel trapped in their jobs.

<https://hbr.org/2007/09/how-to-boost-employee-loyalty>
<https://hbr.org/2001/07/lead-for-loyalty>
<https://hbr.org/2017/01/research-are-clients-loyal-to-your-firm-or-the-people-in-it>
<https://hbswk.hbs.edu/item/rethinking-company-loyalty>
<https://hbr.org/2017/03/why-do-employees-stay-a-clear-career-path-and-good-pay-for-starters>
<https://www.amazon.com/Harvard-Business-Increasing-Customer-Paperback/dp/1422162524>
<http://www.techrepublic.com/blog/10-things/10-ways-to-gain-and-keep-the-loyalty-of-your-staff/#>
<http://www.marketingprofs.com/opinions/2012/23527/three-tips-for-keeping-your-best-employees-loyal>

How to Have Loyalty in The Workplace - Soft Traits & Hard Results – 7NNs - YouTube

Loyalty is one of the 7 Non-Negotiables found in Fishbowl CEO David K. Williams' book, *The 7 Non-Negotiables of Winning: Tying Soft Traits to Hard Results*, published by Wiley. Loyalty may not be something that people talk about much, but it is an essential part of building long-term relationships and demonstrating goodwill.

<https://www.youtube.com/watch?v=guVuadsxzqA>
<https://www.amazon.com/Non-Negotiables-Winning-Tying-Traits-Results/dp/1118571649>
<http://www.forbes.com/sites/davidkwilliams/2013/05/22/they-will-change-your-life-the-7-non-negotiables-of-winning/#431fd93a2102>

How to spot employees' true game-changing character traits for creating a winning culture
Contrary to most conventional management wisdom, *The 7 Non-Negotiables of Winning* looks beyond employee skills and background and to identify the true game-changing character traits for creating a winning culture. Based on the author's methodology for what abilities drive decisions and actions within his own company, *The 7 Non-Negotiables of Winning* details how respect, belief, **loyalty**, commitment, trust, courage, and gratitude play an integral part to multiple key business outcomes. Provides illuminating stories and skill-building exercises to increase individual and group strength in each of the traits. Author David Williams is CEO of Fishbowl provider of Fishbowl Inventory, the leading inventory management and asset tracking solutions for SMBs serving businesses globally,
When these seven core traits become the standard within any company, employees become inspired to flourish and companies sail over business hurdles to achieve record growth.

<http://www.wiley.com/WileyCDA/WileyTitle/productCd-1118571649.html>
<http://www.goodreads.com/book/show/16250204-the-7-non-negotiables-of-winning>
<https://www.amazon.com/Non-Negotiables-Winning-Tying-Traits-Results-ebook/dp/B00DDQTKJU>
<https://www.barnesandnoble.com/w/the-7-non-negotiables-of-winning-david-k-williams/1115281224>
<http://www.7nns.com/>
<https://www.amazon.com/David-K.-Williams/e/B00CTXBU14>
https://www.goodreads.com/author/show/278200.David_K_Williams
Images for by David K. Williams (Author)

The 7 Non-Negotiables of Winning: Tying Soft Traits to Hard Results by David K. Williams

Loyalty Quotes - BrainyQuote

<https://www.brainyquote.com/topics/loyalty>
<http://www.wiseoldsayings.com/loyalty-quotes/>
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<http://www.quoteambition.com/loyalty-quotes-sayings/>
http://www.notable-quotes.com/l/loyalty_quotes.html
<https://brightdrops.com/loyalty-quotes>
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<https://www.quotetab.com/quotes/about-loyalty#mvvyVM8l8eCGvkR3X.97>

Loyalty - Wikipedia

Loyalty, in general use, is a [devotion](#) and [faithfulness](#) to a nation, cause, philosophy, [country](#), group, or [person](#).^[1] [Philosophers](#) disagree on what can be an object of loyalty, as some argue that loyalty is strictly interpersonal and only another human [being](#) can be the object of loyalty. The definition of loyalty in [law](#) and [political science](#) is the fidelity of an individual to a [nation](#), either one's nation of birth, or one's declared home nation by [oath](#) ([naturalization](#)).

<https://en.wikipedia.org/wiki/Loyalty>
[Images for loyalty](#)

Methods for Building Employee Loyalty - Entrepreneur

Loyalty is largely inspired by flexibility and individual attention. These four techniques can help you offer that to every employee:

<http://www.entrepreneur.com/blog/225432>
[Images for Methods for Building Employee Loyalty - Entrepreneur](#)

Quotes About Workplace Loyalty | Encouraging quotes | Pinterest

<https://www.pinterest.com/pin/332562753712635679/>
[Images for Workplace Loyalty Pinterest](#)
<https://www.pinterest.com/lucasselect/employee-loyalty/>
<https://www.pinterest.com/sym1khan/loyalty-quotes/>

The New Reality Of Employee Loyalty - Forbes

More and more, employees define loyalty as it pertains to the job at hand. They are hired to perform specific tasks and will learn and do them the very best they can. Once they feel they have mastered this role, they will seek out a new opportunity in order to have more responsibility and/or higher wages.

<https://www.forbes.com/sites/forbeshumanresourcescouncil/2017/12/28/the-new-reality-of-employee-loyalty/#60f18284cf35>
[Images for New Reality Of Employee Loyalty - Forbes](#)
<https://www.forbes.com/sites/jmaureenhenderson/2017/11/26/nba-stars-bus-drivers-and-the-death-of-workplace-loyalty/#553018fddeb>
<https://www.forbes.com/sites/work-in-progress/2010/11/01/balancing-workplace-loyalty-and-all-that-stress/#19222889320a>
<https://www.forbes.com/sites/sap/2017/05/07/3-ways-to-keep-workplace-loyalty-from-becoming-extinct/#5f8076496934>
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<https://www.forbes.com/sites/knowledgewharton/2012/05/10/182012/#60f410292b92> Declining Employee Loyalty: A Casualty of the New Workplace - Forbes
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<https://www.forbes.com/sites/lizryan/2016/05/04/five-ways-your-loyalty-to-your-job-can-hurt-you/#6d05826a6548>
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What Does the Bible Say About Loyalty? - OpenBible.info

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[Images for Bible and Loyalty](#)
<https://biblereasons.com/loyalty/>
<https://bible.knowing-jesus.com/topics/Loyalty>
<https://www.kingjamesbibleonline.org/Bible-Verses-About-Loyalty/>
<http://www.bibleinfo.com/en/topics/loyalty>
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<http://www.swapmeetdave.com/Bible/Loyalty.htm>
<https://www.bibleinoneyear.org/bioy/commentary/2564> Pursue Loyalty | bibleinoneyear.org
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[Images for Loyalty, Love and Faithfulness](#)
<http://topverses.com/about/loyalty>
<http://www.characterjournal.com/bible-stories-related-to-loyalty/>
[Images for bible stories on loyalty](#)

10) Manage

A Crash Course for the First-Time Manager or Supervisor | Fred Pryor Seminars

Effectively communicate, delegate, and manage priorities to achieve management success with this first-time manager training course

Make your move into your new supervisor position smoother and more successful. Attend this one-day class and gain all the skills and insights you need to lead with confidence and conviction, including:

How to start producing results right away

Ways to avoid the problems that sabotage many new supervisors

How to get the unvarnished truth about a new employee's position and performance

What it takes to get productivity from people who aren't used to you being "the boss"

How to size up *your* supervisor — so you can give better support and get more backing in return

How to increase your visibility and earn the respect your position deserves

<https://www.pryor.com/training-seminars/crash-course-first-time-manager-supervisor/>

[Images for A Crash Course for the First-Time Manager or Supervisor | Fred Pryor Seminars](#)

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<https://www.pryor.com/training-webinars/how-to-avoid-the-most-common-mistakes-new-managers-make>

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<https://www.pryor.com/training-seminars/how-to-manage-remote-employees/>

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<http://www.amazon.com/Coaching-Skills-Managers-Supervisors-Seminars/dp/1933328673>

<http://kawconsulting.com/Coaching%20Skills%20for%20Managers%20&%20Supervisors%20Sample.pdf>

Faith-Based Management: Leading Organizations That Are Based on More than Just a Mission by Peter C. Brinckerhoff (Author)

The First and Only Complete Guide to Successfully Managing Faith-Based Organizations *Faith-Based Management*

Written by a leading international expert on faith-based management, this book describes proven management strategies and techniques developed at some of the world's most successful places of worship and faith-based service organizations. It also supplies you with a complete action plan for quickly implementing them in your organization. Peter Brinckerhoff begins by exploring the unique challenges faced by managers of faith-based organizations. He then identifies the seven key characteristics of a successful faith-based organization and provides you with clear, easy-to-follow guidelines on how to:

- * Assess and examine your organization's strengths and weaknesses
- * Clearly define **staff** roles and responsibilities
- * Delegate, evaluate, discipline, and motivate paid staff
- * Find, train, motivate, and hold on to top-notch volunteers
- * Generate budgets and financial reports and implement financial controls
- * Improve your leadership skills
- * Conduct sophisticated, cost-effective marketing campaigns that work
- * Create strategic, business, and marketing plans

<http://www.amazon.com/Faith-Based-Management-Leading-Organizations-Mission/dp/0471315443>

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<https://www.amazon.com/Peter-C.-Brinckerhoff/e/B000APBBLC>

http://www.goodreads.com/author/show/124807.Peter_C_Brinckerhoff

[Images for Peter C. Brinckerhoff \(Author\)](#)

[Images for Faith-Based Management: Leading Organizations That Are Based on More than Just a Mission by Peter C. Brinckerhoff](#)

manage - Wiktionary

Verb[[edit](#)]

manage (*third-person singular simple present* **manages**, *present participle* **managing**, *simple past and past participle* **managed**)

1. (*transitive*) To direct or be in charge of.
2. (*transitive*) To handle or control (a situation, job).

<https://en.wiktionary.org/wiki/manage>

[Images for manage](#)

Management Essentials for Christian Ministries [Michael Anthony, James R. Estep]

For a ministry to function at its peak effectiveness, it must function at its peak efficiency. The better an organization is run—whether it is a church, a denominational body, or a parachurch organization—the more it can bless those whom it seeks to minister.

Management Essentials for Christian Ministries is a thorough examination of management principles for Christian ministries including churches, denominations, and parachurch organizations. Contributors represent a diverse denominational cross section. Contributors include Dennis Williams, Gary Bredfelt, Gordon Coulter, Michael J. Anthony, James Estep, Jr., Jane Carr, Mark Henze, Mark Simpson, Michelle Anthony, Richard Leyda, and Tony Buchanaan.

Drawing on "voices of experience" from across a diverse denominational cross-section, this useful study of management principles should be required reading not only for church leaders but for administrators of Christian schools, camps, and parachurch ministries. Contributors apply sound management principles to all aspects of ministry and provide a theological foundation for godly leadership.

<http://www.amazon.com/Management-Essentials-Christian-Ministries-Michael/dp/0805431233>

https://www.goodreads.com/book/show/1253775.Management_Essentials_for_Christian_Ministries

<https://www.christianbook.com/management-essentials-for-christian-ministries/michael-anthony/9780805431230/pd/431233>

<https://www.logos.com/product/16046/management-essentials-for-christian-ministries>

<http://www.lifeandleadership.com/book-summaries/anthony-and-estep-management-essentials-for-christian-minist.html>

<https://books.google.com/books?isbn=1433670054>

https://books.google.com/books/about/Management_Essentials_for_Christian_Ministries.html?id=9ZF_D_rkJQgC

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http://www.goodreads.com/author/show/39190.Michael_J_Anthony

http://www.goodreads.com/author/show/4224045.James_Estep_Jr

[Images for Michael Anthony, James R. Estep](#)

[Images for Management Essentials for Christian Ministries \[Michael Anthony, James R. Estep\]](#)

Management tutorial: What is management? | lynda.com - YouTube

In this tutorial, explore business management: the use of key skills and practices designed to help an organization reach its highest potential. Watch more at <http://www.lynda.com/Business-Business...>

This tutorial is a single movie from Management Fundamentals by lynda.com author Britt Andreatta. The complete course is 2 hours and 9 minutes and explores the management fundamentals you need to become a manager your employees admire and respect and one your boss can rely on.

Introduction

1. Understanding Management

2. Managing Performance

3. Managing People

4. Managing the Business

Conclusion

<https://www.youtube.com/watch?v=9EBILBenBfw>

[Images for Management tutorial: What is management? | lynda.com - YouTube](#)

https://www.youtube.com/watch?v=lu9fMY_d3HQ AiM Intelligent Workplace Management - YouTube

<https://www.youtube.com/watch?v=yLzVcUD6aco> 4 ways Integrated Workplace Management Systems make building smarter

https://www.youtube.com/watch?v=Vsayg_S4pJg Office Space: Cubicle and Workplace Management - YouTube

<https://www.youtube.com/watch?v=IGuhamT0BDg> Agile Workplace Management Solution - YouTube

[Images for Workplace Management](#)

<https://www.youtube.com/watch?v=F-XcodhVH3o> Why Workforce Management? - YouTube

[Images for Workforce Management](#)

<https://www.youtube.com/watch?v=7-hz6xcHI9s> Managing the Future Workforce: The 6 Steps to Building a Remarkable Workplace

[Images for Managing the Future Workforce](#)

Managing the Church Office: An Ever-Changing Challenge

It is a high calling to be a pastor and a leader, but it is also imperative that pastors become effective office managers.

http://enrichmentjournal.ag.org/200304/052_off.cfm

[Images for Managing the Church Office: An Ever-Changing Challenge](#)

<https://blog.cloversites.com/church-office-management>

Mastering Church Management [Leith Anderson, Don Cousins, Arthur DeKruyter]

The *Mastering Ministry Series* covers the various challenges of a ministry encounters and teaches how to deal with them—one subject at a time. *Mastering Ministry* is a perfect "survival guide" for today's pastor addressing relevant topics such as worship, preaching, controversies, evangelism, church management, pastoral care, fundraising and personal growth.

<http://www.amazon.com/Mastering-Church-Management-Leith-Anderson/dp/0880703385>

<https://www.logos.com/product/1622/mastering-church-management>

https://www.goodreads.com/author/list/102043.Leith_Anderson

https://www.goodreads.com/author/show/143393.Don_Cousins

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http://articles.chicagotribune.com/2011-01-25/features/ct-met-dekruyter-obit-20110125_1_dekruyter-oak-brook-senior-pastor

<https://calvin.edu/offices-services/provost/endowed-chairs/DeKruyterChair.html>

[Images for Leith Anderson, Don Cousins, Arthur DeKruyter](#)

[Images for Mastering Church Management \[Leith Anderson, Don Cousins, Arthur DeKruyter\]](#)

Mini-MBA for Pastors and Church Leaders: Leading and Managing in a Complex Environment

Today's pastor is expected to assume myriad leadership responsibilities not anticipated during seminary. In addition to preaching and teaching, pastors are expected to oversee complex budgeting processes, manage personnel, maintain facilities, form strategic and long-range plans for growth and development and promote the church through traditional markets and social networks. By the end of this week, you will have developed critical management skills and nurtured significant professional relationships with other pastors and church leaders. This interactive course will provide opportunities to practice new skills that will increase your capacity and confidence to lead your congregation in the 21st century.

Join with other highly motivated leaders in discovering the essentials of: Finance and accounting, Communications and marketing (including the use of social networks), **Human resource management**, Organizational assessment and strategic planning, Personal leadership, Cultivation of innovation and creativity in organizational life.

The Mini-MBA from Luther Seminary and Augsburg College makes the best insights of an MBA program relevant to congregational life with a theological sensitivity you won't find anywhere else.

https://www.luthersem.edu/lifelong_learning/kairos/courses.aspx

[Images for Mini-MBA for Pastors and Church Leaders: Leading and Managing in a Complex Environment from Luther Seminary](#)

https://www.luthersem.edu/elerts/article.aspx?article_id=633&elert_id=72 Mini-MBA combines MBA program with theological sensitivity

https://www.luthersem.edu/elerts/article.aspx?article_id=758&elert_id=86 Sign up now for June mini-MBA program!

<http://metrolutheran.org/2011/04/the-business-aspect-of-the-church/>

[Images for metrolutheran/the-business-aspect-of-the-church](#)

NACFM – Empowering. Serving.

Thanks for visiting the web site for the National Association of Church Facilities Managers. NACFM is a non-profit organization established in 1995 to promote networking and educational advancement opportunities for Facilities Management Professionals. NACFM provides an informational resource for church and religious facility management professionals by discussion groups, forums, panels, lectures, seminars, or similar programs or activities (such as this web site) designed to fulfill the purposes of the organization.

<http://nacfm.com/>

[Images for National Association of Church Facilities Managers - Empowering. Serving.](#)

Radical Management: Power Politics and the Pursuit of Trust by Samuel A. Culbert (Author)

When newspapers across the country reported Capital Cities Communications' stunningly successful bid for ABC, *The New York Times* asked a senior official at another of Capital Cities' recent acquisitions, Institutional Investor, if it was true that Capital Cities left management in place when it took over a firm. "I was a little skeptical when the company was bought," he conceded. "But they create a sense of trust. It's a wonderful motivational device."

This concept of trust as a key to organizational effectiveness lies at the heart of *Radical Management*, Samuel A. Culbert and John J. McDonough's challenging new book. For years, the authors point out, business has been enslaved to a "rational" model of management that asks only that executives meet narrow organizational goals, regardless of the needs and views of those they work with. But while this bottom-line mentality can produce satisfactory results on the balance sheet, in the workplace its effects are often disastrous -- breeding misunderstandings, hidden resentments, infighting, and even costly power struggles.

Arguing that what many executives understand about the complex political forces at work in an organization "wouldn't fill the proverbial thimble," Culbert and McDonough propose a *radical* model of management: one that gives managers the insight they need into organizational politics to allow them to improve communication and share power. Generously illustrated with revealing case vignettes drawn from their extensive consulting experience, the authors' framework shows accomplished and prospective managers alike how to recognize and respect the inevitably differing talents, perspectives, and expectations that associates bring to their jobs. It reveals the enormously *subjective* influences at work in any organization and why they must be openly acknowledged and accommodated if managers are to promote cooperation and assure productivity.

Radical Management decodes and demystifies the vast majority of organizational conflicts in which executives at all levels so often become embroiled. Adding a human dimension missing from the "rational" model's hard-nosed, coldly analytic approach to management, Culbert and McDonough demonstrate how to foster the trust that generates teamwork, cements support for corporate plans, and -- yes -- boosts profits as well. Above all, they prove that trusting relationships in business make for more than good office morale: They're nothing less than "the most efficient management tool ever invented."

<http://www.amazon.com/Radical-Management-Samuel-A-Culbert/dp/1416576436>

<https://www.goodreads.com/book/show/4312778-radical-management>

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[Radical Management: Power Politics and the Pursuit of Trust](#)

<http://www.straighttalkatwork.com/author.html>

<https://books.google.com/books?isbn=0195357027>

<http://www.huffingtonpost.com/author/samuel-culbert>

<https://www.pmph-usa.com/users/samuelsculbert>

<https://www.bkconnection.com/experts/samuelsculbert>

<https://www.amazon.com/Samuel-A.-Culbert/e/B001IXMKY2>

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[Images for Samuel A. Culbert \(Author\)](#)

[Images for Radical Management: Power Politics and the Pursuit of Trust by Samuel A. Culbert \(Author\)](#)

[301 best Church Management Tips images on Pinterest](#)

<https://www.pinterest.com/patriciaotich/church-management-tips/>

[Images for Church Management Pinterest](#)

<https://www.pinterest.com/smartchurchmanagement/church-management/>

<https://www.pinterest.com/reggie0962/church-management/>

<https://www.pinterest.com/truehire/church-management/>

11) Mediate

[What Is Mediation And How Does It Fit Into The Workplace?](#)

Mediation provides a structured setting in which the parties meet with a neutral third party to accomplish what they have been unable to accomplish on their own: hear and understand each other; become clearer on what their interests and goals are; problem solve and build agreements.

<https://www.mediate.com/articles/hicksT5.cfm>

[Images for What Is Mediation And How Does It Fit Into The Workplace?](#)

<https://www.mediate.com/articles/krivis18.cfm> Can We Call a Truce? Ten Tips for Negotiating Workplace Conflicts

[Images for Can We Call a Truce? Ten Tips for Negotiating Workplace Conflicts](#)

['Workplace Mediation' - An Explanation - YouTube](#)

This is a small section taken from the PMR Ltd new Video or DVD in 'Workplace Mediation - Rebuilding Working Relationships' which can be purchased from web site: www.workplacemediation.co.uk

Nora Doherty, a leading workplace mediation consultant, explains what workplace mediation is, its six step structure and principles, and how to use in organizations

PMR are UK Mediation & Conflict Skills Training & Consultancy experts

You can purchase the whole video direct from our web page on: www.workplacemediation.co.uk

<https://www.youtube.com/watch?v=yp9xtAUSmoo>

[Images for 'Workplace Mediation' - An Explanation - YouTube](#)

<https://www.youtube.com/watch?v=9Oji5dxQemQ> Sample Mediation - YouTube

<https://www.youtube.com/watch?v=VJVn7GqkYO0> The TCM Group Workplace Mediation - YouTube

<https://www.youtube.com/watch?v=LO3OMVWN8lk> Mediation in action: role-playing workplace dispute resolution | Acas - YouTube

[Images for workplace dispute resolution - YouTube](#)

<http://m.zonavideo.info/view?v=iOpz2bbItac> Video Mediation Training Videomp4 Mp4 3gp Webm

[Images for Mediation Training](#)

12) Meta Conversations

[About the art of meta-conversations, metacommunication – Dr. Mueck](#)

Meta-conversations mainly deal with the way people communicate with each other, so to say with their relation. Besides it is mostly about finding out if the other understood exactly what one intended to communicate to him or her by means of language and behavior. Therefore, meta-conversations reduce misunderstandings and improve “conversational culture”. They are an excellent instrument to make and maintain good relations.

http://www.dr-mueck.de/HM_Kommunikation/meta-conversation-meta-Communication-Bettina-Umminger.htm

[Images for About the art of meta-conversations, metacommunication – Dr. Mueck](#)

<https://www.youtube.com/watch?v=AurTPxLnK3Y> Meta Conversation – YouTube

[Images for Meta Conversation - YouTube](#)

<https://www.youtube.com/watch?v=rIrM3zx8Dio> Meta-communication – YouTube

[Images for Meta-communication – YouTube](#)

<http://www.interchangecounseling.com/blog/the-art-of-meta-conversation/>

<https://psychcentral.com/lib/meta-communication-what-i-said-isnt-what-i-meant/>

[Conversation gets a bit rocky? Switch to a 'meta'-conversation](#)

'Meta' from Greek is a prefix which means 'about' or 'beyond'. So, when the going starts to get tough in a conversation or discussion it's time to switch to talking instead about how you are talking to each other.

Here's how you might move from a conversation that's getting difficult to a meta-conversation:

<http://www.consensusmediation.ie/conversation-gets-a-bit-rocky-switch-to-a-meta-conversation/>

[Images for switch to a 'meta'-conversation](#)

<http://blog.brinkofchaos.com/2010/12/thoughts/meta-conversations/>

[Extraordinary Relationships - Vimeo](#)

This short video provides more background information on the **concept of meta-conversations**, and the specific type of meta-conversations called an agreement. Don developed it to accompany the handout titled, Extraordinary Relationships, which many of his audiences receive as a take-away at his keynote programs.

<http://vimeo.com/63516884>

[Images for Extraordinary Relationships](#)
[Images for concept of meta-conversations](#)

Meta-communication - Wikipedia

Meta-communication - /kəˌmjuːnəˈkeɪʃən/ (Etymology: Gk, meta + L, communicare, to inform), or metacommunication, is a secondary communication (including indirect cues) about how a piece of information is meant to be interpreted. It is based on idea that the same message accompanied by different meta-communication can mean something entirely different, including its opposite, as in irony.^[1]

<https://en.wikipedia.org/wiki/Meta-communication>

[Images for Meta-communication](#)

<https://en.wikipedia.org/wiki/Meta-discussion>

[Images for Meta-discussion](#)

Metaconversations | enhancing relationships and managing conflict

Meta-Culture is a dispute resolution center whose heart beats like an artist's studio or a crazy scientist's laboratory. Through our daily practice, we explore the mysteries of critical thinking, communication, conflict and the negotiation of complex differences.

Meta-Conversations, the blog, will try and capture some of what we have learned. We will be candid, reflective and irreverent.

<http://www.meta-culture.in/metaconversations/>

[Images for Metaconversations | enhancing relationships and managing](#)

Meta-Talk: The Guide to Hidden Meanings in Conversations [Gerard I. Nierenberg, Henry H. Calero].

Examining how subconscious meanings and motivations distort our dialogue and cause misunderstandings, the authors explain how our everyday conversation reveals at the same time much more and much less than we ever intended. This innovative book recounts recent research on sub-verbal communication conducted by psychologists and general semanticists, showing how different human relationships lend vital, unspoken meaning to what people say. Includes sections on levels of talk, listening skills, rhetoric, business and social situations, much more.

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<http://www.amazon.com/Meta-Talk-Guide-Hidden-Meanings-Conversations/dp/0346123585>

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http://www.goodreads.com/author/show/342617.Gerard_I_Nierenberg

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[Images for Gerard I. Nierenberg, Henry H. Calero images](#)

[Images for Meta-Talk: The Guide to Hidden Meanings in Conversations \[Gerard I. Nierenberg, Henry H. Calero\].](#)

[Gerard I. Nierenberg and Henry H. Calero, Meta-talk: Guide to Hidden Meanings on Conversations - Pinterest](#)

13) Morale

Employee Morale | Work quotes, Leadership quote, Work on Pinterest

How to enhance employee morale and factors affecting it.

<https://www.pinterest.com/pin/181903272435868520/>

[Images for Employee Morale on Pinterest](#)

<https://www.pinterest.com/explore/employee-morale/>

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<https://www.pinterest.com/explore/team-morale/>

[Images for team-morale](#)

How To Boost Workplace Morale At Your Business - Forbes

Employees resembling zombies? Low workplace morale could mean poor employee engagement and staggering business profits.

Here are six ways to give your company a boost.

<https://www.forbes.com/sites/mikekappel/2017/05/31/how-to-boost-workplace-morale-at-your-business/#56a81dd0a7b7>

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<https://www.forbes.com/sites/forbescoachescouncil/2017/07/05/14-employee-well-being-initiatives-that-will-boost-engagement-and-productivity/#12fb6ccd67bc>

How to Improve Employee Morale: 14 Steps (with Pictures) - wikiHow

Studies have shown that employee morale is directly tied to productivity – the more stressed and dissatisfied employees are the more productivity will plunge. On the contrary, happy employees mean more gets done in a healthy, fruitful work environment. So, what are the best ways to boost employee morale?

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How You Can Boost Employee Morale in Your Workplace - The Balance

Simple Ideas for Improving Employee Morale in Your Workplace

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<https://medium.com/texas-mcombs/empowering-questions-may-boost-employee-morale-2b91311d72bc>
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<http://www.entrepreneur.com/article/220000#> Seven Ways to Boost Employee Morale - Entrepreneur
<https://www.youtube.com/watch?v=A5-9BQtDZOU> Boost Employee Morale, Build Teams with Fun Rituals - YouTube
<https://www.youtube.com/watch?v=hEKH-7MnmFg> How to boost employee morale with an effective EVP strategy - YouTube
<https://www.youtube.com/watch?v=zJdatYvDgKc> Seven Ways to Boost Employee Morale - YouTube
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Morale Quotes (41 quotes) - Goodreads

<http://www.goodreads.com/quotes/tag/morale>

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<https://thesuccesselite.com/36-motivational-quotes-to-boost-employee-morale/>

<https://www.thebalancecareers.com/quotes-about-experience-1918436> Make an Impact on Employee Morale With These Quotes

<https://medium.com/@hbrpatel54/five-motivational-quotes-to-boost-your-morale-93886943b198>

<https://www.azquotes.com/quotes/topics/morale.html>

<https://www.tinypulse.com/blog/sk-funny-quotes-about-work> 9 Inspirational Quotes to Improve Morale at Work - TINYpulse

<http://moraleboost.org/quotes/inspirational-quotes/>

<https://blog.awardsnetwork.com/top-5-motivational-quotes-to-inspire> Top 5 Motivational Quotes To Boost Morale

Morale - Wikipedia

Morale, also known as esprit de corps (French pronunciation: [ɛsˈpʁi də kɔʁ]), is the capacity of a group's members to maintain belief in an institution or goal, particularly in the face of opposition or hardship. Morale is often referenced by authority figures as a generic **value judgment** of the **willpower**, **obedience**, and **self-discipline** of a group tasked with performing **duties** assigned by a **superior**. According to **Alexander H. Leighton**, "morale is the capacity of a group of people to pull together persistently and consistently in pursuit of a common purpose".^[1] Morale is important in the military, because it improves **unit cohesion**. Without good morale, a force will be more likely to give up or surrender. Morale is usually assessed at a collective, rather than an individual level. In wartime, civilian morale is also important. Esprit de corps is considered to be an important part of a fighting unit.

<https://en.wikipedia.org/wiki/Morale>

[Images for morale](#)

Techniques for Building Morale in the Workplace | Chron.com

Maintaining high employee morale is an important task for managers. Knowing what motivates employees and boost morale can help you keep a positive work environment.

<http://smallbusiness.chron.com/techniques-building-morale-workplace-21305.html>

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https://www.youtube.com/watch?v=Wy84p_y1LiQ How to quickly raise workplace morale (563) - YouTube

<https://www.youtube.com/watch?v=mDfiiwJ1UK8> 7 Ways to Ruin Employee Motivation and Morale - YouTube

<https://www.youtube.com/watch?v=EfO9Os5D1NA> How to Keep Employee Morale Up - YouTube

https://www.ted.com/talks/dan_ariely_what_makes_us_feel_good_about_our_work Dan Ariely: What makes us feel good about our work? | TED Talk

[Images for Building Morale in the Workplace](#)

What Does the Bible Say About Morale? - OpenBible.info

<http://www.openbible.info/topics/morale>

Images for Bible and Morale

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14) Motivate

Best 25+ Workplace motivation ideas on Pinterest

<https://www.pinterest.com/explore/workplace-motivation/>

Images for workplace motivation Pinterest

<https://www.pinterest.com/explore/employee-motivation/>

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Employee motivation - Wikipedia

Employee motivation, i.e. methods for [motivating employees](#), is an intrinsic and internal drive to put forth the necessary effort and action towards work-related activities. It has been broadly defined as the "psychological forces that determine the direction of a person's behavior in an organisation, a person's level of [effort](#) and a person's level of [persistence](#)".^[1] Also, "Motivation can be thought of as the willingness to expend energy to achieve a goal or a reward. Motivation at work has been defined as 'the sum of the processes that influence the arousal, direction, and maintenance of behaviors relevant to work settings'".^[2] Motivated employees are essential to the success of an organization as motivated employees are generally more productive at the work place.^[3]

https://en.wikipedia.org/wiki/Employee_motivation

Images for Employee motivation

How to Motivate Your Employees: 10 Steps (with Pictures) - wikiHow

Motivating your employees doesn't have to be a challenge anymore. It's simple. If you want to motivate your employees, you have to make them feel excited to come to work every day, and to spend time with you and each other. So how do you do it? Just follow these easy steps.

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Motivating Employees Should Be One of a Leader's Top Priorities - Forbes

Motivation is what keeps the wheels of civilization turning. When we're properly motivated, there's almost nothing we can't do.

When we need to visit distant celestial bodies to learn more about our place in the cosmos, for example, we motivate ourselves to build new technologies to reach them.

<https://www.forbes.com/sites/williamcraig/2017/06/20/motivating-employees-should-be-one-of-a-leaders-top-priorities/#73cce76e1d7d>

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Images for great leaders motivate

Motivation and Coaching | Sports Coaching Brain

So, what is the coach's role when it comes to motivation?

Simply, the coach's role is to create the environment and to provide the opportunity for the athlete to express their motivation in all that they do.

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Motivation & Productivity in the Workplace | Chron.com

Most employees need motivation to feel good about their jobs and perform optimally. Some employees are money motivated while others find recognition and rewards personally motivating. Motivation levels within the workplace have a direct impact on employee productivity.

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<https://www.youtube.com/watch?v=O2T7hDNnIcI> Motivation in The Workplace - How to Motivate Your Employees? – Ebest Products

Motivation - Wikipedia

Motivation is the reason for people's actions, desires, and needs. Motivation is also one's direction to behavior, or what causes a person to want to repeat a behavior. A motive is what prompts the person to act in a certain way, or at least develop an inclination for specific behavior.

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<https://godtv.com/top-10-motivational-bible-verses-work/>

Work Motivation: History, Theory, Research, and Practice by Gary P. Latham (Author)

This book provides a unique behavioral science framework for motivating employees in organizational settings. Drawing upon his experiences as a staff psychologist and consultant, Gary Latham writes in a “mentor voice” that is highly personal and rich in examples. The book includes anecdotes about the major thought leaders in the field of motivation, together with behind-the-scenes accounts of research and the researchers. It offers a chronological review of the field, and a taxonomy for the study and practice of motivation. Controversies of theoretical and practical significance such as the importance of money, the relationship between job satisfaction and job performance, and the distinction between intrinsic and extrinsic motivation are discussed.

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15) Musicians

[PDF] How does a congregation find and hire-call a musician(s)? – ELCA Resource Repository

The search process for a musician(s) will vary according to what the congregation is seeking: One full-time musician, a combination of part-time and full-time musicians, one or more part-time musicians. The variety of titles the Lutheran church has assigned to musicians serving the church expresses this diversity: director of music, minister of music, organist, choirmaster, choir director, song leader, and cantor. Principles for Worship, a resource published by the ELCA in 2002, notes that, "Whatever the title, leading the people's song is a distinct and necessary ministry within the worshipping assembly. Whether professional or volunteer, full-time or part-time, paid or unpaid, leadership of the assembly's music is a vocation" (Background M-10B). This essay will outline the process needed to identify who holds that vocation in your congregation.

http://download.elca.org/ELCA%20Resource%20Repository/How_does_a_congregation_find_and_hire-call_a_musician.pdf
[Images for How does a congregation find and hire-call a musician\(s\)? – ELCA Resource Repository](#)

How to Become a Church Music Minister: 9 Steps (with Pictures)

Church music ministry offers people with musical talent and interest in religion an interesting and fulfilling occupation. In today's world, sacred music encompasses far more than pipe organ and choirs, with musical styles ranging from Bach to Rock.

<https://www.wikihow.com/Become-a-Church-Music-Minister>

[Images for How to Become a Church Music Minister](#)

<https://playtoworshipim.wordpress.com/> Becoming A Church Musician | When you know you are called, but you feel unqualified: This blog is here to help you

<https://grace4all.com/improve-preparation-and-organization/> How to Improve Your Church Music Ministry

<http://www.selahpub.com/SelahPDF/25Ways.pdf> [PDF] 25 Ways to Become a Better Church Musician - Selah Publishing Co.

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16) Mutual Ministry

[DOC] Model Constitution for Congregations 2019 - ELCA Resource Repository

C13.04. Mutual Ministry Committee(s) (in the absence of a mutual ministry committee, the duties shall be fulfilled by the executive committee) shall be appointed jointly by the president and the rostered minister. Term of office shall be two years, with three members to be appointed each successive year.

<https://www.elca.org/constitution> 2019 Model Constitution for Congregations

<https://download.elca.org> > ELCA Resource Repository > Model Constitution

<http://www.elca.org/Resources/Office-of-the-Secretary>

[Images for Model Constitution for Congregations 2019 - ELCA Resource Repository Chapter](#)

[PDF] Mutual Ministry Committee Guidelines - Northern Illinois Synod

The Mutual Ministry Committee is an important congregational leadership activity that affirms and strengthens the mission of the congregation and the ministry of the various rostered leaders (Pastor, Diaconal Ministers and Associates in Ministry) in the ELCA congregations by:

- Listening and clarifying
- Sharing and communicating
- Reviewing and reflecting

<http://nisisynod.org/wp-content/uploads/2015/05/mutualministrycommitteeguidelines.pdf>

[Images for Mutual Ministry Committee Guidelines](#)

<https://www.yumpu.com/en/document/view/35355762/mutual-ministry-guidelines-central-states-synod>

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http://images.acswebnetworks.com/1/498/mutualministry_elca_2002.pdf

[PDF] Mutual Ministry Handbook

The term “mutual ministry” recognizes that the Church’s ministry is the mutual concern of both the laity and the pastor. It encourages us to move away from a primary focus on the ministry of ordained clergy alone and includes all the people of God in the mutual work of ministry. There is one ministry in Christ and all baptized people participate in it according to the gifts given to them and the specific ministries entrusted to them.

<http://www.sdsynod.org/wp-content/uploads/2011/01/Mutual-Ministry-Handbook.pdf>

Page 2

Images for Mutual Ministry Handbook

http://nepasynod.org/wp-content/uploads/2014/05/mutual_ministry_handbook.pdf

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<http://www.wisynod.org/for-congregations.html> Mutual Ministry

Mutual Ministry Review - The Episcopal Diocese of Northern California

Every Congregation in the Diocese of Northern California is expected and encouraged to conduct an Annual Ministry Review as outlined in all clergy [Letters of Agreement](#):

The Rector and Vestry agree to an annual discussion and mutual review of the total ministry of the congregation. It is suggested they engage a third party to facilitate the Mutual Ministry Review (MMR). The results of this review will be reported in writing to the Bishop/Ecclesiastical Authority. The purpose of this review is to:

1. Provide the Clergy and Vestry with the opportunity to assess how well they are fulfilling their responsibilities to each other and to the ministries they share;
2. Evaluate goals set at the previous mutual ministry review;
3. Establish goals for the work of the congregation for the coming year;
4. Isolate areas of conflict or disappointment that have not been resolved and may be adversely affecting mutual ministry; and
5. Clarify expectations of all parties so that future conflicts may be diminished or avoided.

<http://www.norcalepiscopal.org/mutualministryreview>

Images for Mutual Ministry Reviews - Diocese

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<http://www.ecfvp.org/tools/31/living-into-our-ministries>

http://www.ecfvp.org/files/uploads/Living_into_Our_Ministries2.pdf The Mutual Ministry Cycle: A Resource Guide

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<http://loosecanon.georgiaepiscopal.org/?p=402> How to Conduct a Mutual Ministry Review « The Loose Canon

https://dioceseofnewark.org/sites/default/files/resources/mutual_ministry_review_and_performance_reviews_overview_2011.pdf

<https://myemail.constantcontact.com/Diocesan-Digest--July-20--2017.html?soid=1126501510617&aid=VSz2Zo3BrmU> Annual Mutual Ministry Review: Why Do We Need It?

<https://www.dioceserg.org/ForCongregationsClergy/policies-manuals-forms>

[Mutual Ministry Overview](#)

Mutual Ministry Valuation - Clergy Leadership Institute

Mutual Ministry Valuations (MMV) provide an opportunity for the entire ministry community to come together and discover what is valuable about their mutual ministry. While many congregations have used a process known as Mutual Ministry Review the MMV process is distinct in that using appreciative processes we seek to discover and build on the things that give value to a congregation’s ministry. In the valuing process we do not seek to discover what has not happened nor who was to blame for something not happening because it is impossible to build a future on what hasn’t happened. In the valuing of a congregation’s ministry we find the seeds of future ministries and the resources required to accomplish them.

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Images for Mutual Ministry Valuation - Clergy Leadership Institute

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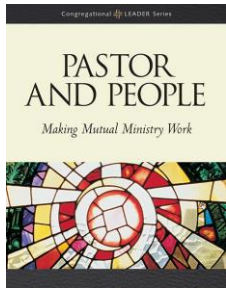
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<http://www.appreciativeway.com/training/mmv-prog.cfm>

Images for Appreciative Mutual Ministry

Pastor and People: Making Mutual Ministry Work (Congregational Leader) [Richard J. Brueschoff]

The relationship between the pastor and the people is integral to a congregation’s life and ministry. This timely resource offers key insights on tending to various aspects of this relationship, including reflections on the ministry of clergy and laity, the role of a pastor, ministry review, performance evaluation, and much more. Suitable for pastors, congregational leaders and councils, call committees, and anyone involved in church ministry.



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<http://store.augsburgfortress.org/store/product/6811/Pastor-and-People-Making-Mutual-Ministry-Work>
<https://www.selectlearning.org/store/all/making-mutual-ministry-work>
<http://www.barnesandnoble.com/w/pastor-and-people-richard-j-bruesehoff/1100072994>
https://books.google.com/books/about/Pastor_and_People.html?id=MUgWBvIZefMC
http://www.goodreads.com/author/show/5207190.Richard_J_Bruesehoff
<https://www.linkedin.com/pub/richard-bruesehoff/7/288/585>
Images for Pastor and People: Making Mutual Ministry Work (Congregational Leader) [Richard J. Bruesehoff]
<https://www.augsburgfortress.org/store/category/286319/Congregational-LEADER-Series>
<https://www.augsburgfortress.org/store/category/286442/Leadership>
<https://www.thriftbooks.com/series/congregational-leader-series/82455/>
<https://www.goodreads.com/series/148656-congregational-leader-series>
Images for congregational leader augsburg fortress

What Does the Bible Say About Mutual Accountability? - OpenBible.info

https://www.openbible.info/topics/mutual_accountability
Images for bible and mutual accountability
https://www.openbible.info/topics/mutual_and_understanding
Images for Bible About Mutual and Understanding
https://www.openbible.info/topics/mutual_respect
Images for bible and mutual respect
https://www.openbible.info/topics/mutual_trust
Images for bible and mutual trust
<https://biblehub.com/topical/m/mutual.htm>
<https://bible.knowing-jesus.com/words/Mutual>

17) Organist/Pianist

Getting to Know... a church organist - Times Bulletin

Gloria Wendel turned a life-long love of music into serving as the church organist at First United Methodist Church in Van Wert for the past 55 years.

<http://timesbulletin.com/Content/News/News/Article/Getting-to-Know-a-church-organist/2/4/199919>
Images for Getting to Know... a church organist

Organist/Pianist

First Lutheran, Amery, WI. We have a beautiful 10-rank pipe organ with a new electric console. Services are held at 9:00 Sunday mornings, and 7:00pm on Wednesdays during Lent. Will occasionally accompany the choir and play piano for blended services. Pay rate and time off are very negotiable. Visit <http://flcamery.org/> to learn more about our church family! Please email resume and references to flchurchamery@yahoo.com or mail to PO box 153, Amery, WI 54001

Worship Organist

Faith Lutheran in Cameron is seeking an organist. Currently needed for 1 Sunday service each week, two Sunday services available after April as well as mid-week special services. Ability to keyboard for our contemporary services would be helpful. Wage negotiable. Please contact the church office at 715-458-2788 or stop by at 201 South 4th Street Cameron.

Worship and Choir Accompanist

Lakeside Community Lutheran Church in Webster, WI is seeking an experienced organist and/or pianist (or dual experienced individual) to play for Sunday morning service. We are also looking to hire an accompanist for the church choir. Both positions are part-time. For more information, contact Pastor Bill Schroeder at 715-566-1682 or email to pastorbill60@gmail.com

[PDF] View February 24, 2016 issue. - Northwest Synod of Wisconsin

http://www.nwswi.org/webfiles/fnitools/documents/elclipse_2.24.16.pdf
info@nwswi.org
Images for Worship Organist

Organist - Wikipedia

Classical and church organists

The majority of organists, amateur and professional, are principally involved in [church music](#), playing in churches and cathedrals. The [pipe organ](#) still plays a large part in the leading of traditional [western Christian](#) worship, with roles including the accompaniment of [hymns](#), choral [anthems](#) and other parts of the worship. The degree to which the organ is involved varies depending on the church and denomination. It also may depend on the standard of the organist. In more provincial settings, organists may be more accurately described as pianists obliged to play the organ for worship services; nevertheless, some churches are fortunate to have trained organists capable of more elaborate "voluntaries" (the solo music before, during and after the service) and [improvisation](#). As most churches can afford to employ only one musician, the organist is usually also responsible for directing and rehearsing the [choir\(s\)](#). In the twentieth-century, many pipe organs were replaced by pipe-less [electronic and digital organs](#), often as a low-cost alternative to rebuilding older pipe organs.

<https://en.wikipedia.org/wiki/Organist>

[Images for church organist](#)

30 best Church Organist images on Pinterest

<https://www.pinterest.com/asgingram/church-organist/>

[Images for Church Organist Pinterest](#)

<https://www.pinterest.com/presbyorganist/church-organist/>

<https://www.pinterest.com/missjenny53/organists/>

18) Organizational Health

how is organizational health measured?

Organizational Health is defined as an organization's ability to function effectively, to cope adequately, to change appropriately, and to grow from within.

<https://www.organizationalhealth.com/publications/OHFinal.pdf>

[Images for how is organizational health measured?](#)

How Organizational Health Keeps Your Company Resilient Amid Change

Organizational health means exactly what it sounds like: the health or wellbeing of an organization. [Mckinsey & Co.](#) defines healthy organizations as those that are "high functioning and highly successful over long periods of time." High functioning companies are internally aligned. The departments are all in sync with one another and work symbiotically to support their combined efforts.

They execute their objectives decisively and effectively based on research and data. Most importantly, high functioning companies are agile and resilient, allowing them to succeed long-term, even as they ride through waves of change.

<https://blog.walkme.com/organizational-health/>

[Images for How Organizational Health Keeps Your Company Resilient Amid Change](#)

Organizational culture - Wikipedia

Healthy

Organizations should strive for what is considered a "healthy" organizational culture in order to increase productivity, growth, efficiency and reduce counterproductive behavior and turnover of employees. A variety of characteristics describe a healthy culture, including:

- Acceptance and appreciation for diversity
- Regard for fair treatment of each employee as well as respect for each employee's contribution to the company
- Employee pride and enthusiasm for the organization and the work performed
- Equal opportunity for each employee to realize their full potential within the company
- Strong communication with all employees regarding policies and company issues
- Strong company leaders with a strong sense of direction and purpose
- Ability to compete in industry innovation and customer service, as well as price
- Lower than average turnover rates (perpetuated by a healthy culture)
- Investment in learning, training, and employee knowledge

Additionally, performance oriented cultures have been shown to possess statistically better financial growth. Such cultures possess high employee involvement, strong internal communications and an acceptance and encouragement of a healthy level of risk-taking in order to achieve innovation. Additionally, organizational cultures that explicitly emphasize factors related to the demands placed on them by industry technology and growth will be better performers in their industries.

According to Kotter and Heskett (1992),^[10] organizations with adaptive cultures perform much better than organizations with unadaptive cultures. An adaptive culture translates into organizational success; it is characterized by managers paying close attention to all of their constituencies, especially customers, initiating change when needed, and taking risks. An unadaptive culture can significantly reduce a firm's effectiveness, disabling the firm from pursuing all its competitive/operational options.

Healthy companies are able to deal with employees' concerns about the well-being of the organization internally, before the employees would even feel they needed to raise the issues externally. It is for this reason that [whistleblowing](#), particularly when it results in serious damage to a company's reputation, is considered to be often a sign of a chronically dysfunctional corporate culture.^[36] Another relevant concept is the notion of "cultural functionality". Specifically, some organizations have "functional" cultures while others have "dysfunctional" cultures.^[37] A "functional" culture is a positive culture that contributes to an organization's

performance and success. A "dysfunctional" culture is one that hampers or negatively affects an organization's performance and success.

https://en.wikipedia.org/wiki/Organizational_culture 3.2Healthy
https://en.wikipedia.org/wiki/Organizational_culture#Healthy

Organizational Health: An Integrated Approach to Building Optimum Performance by Naomi Stanford (Author)

While the management world has been focused on solving problems, it should be working to maintain effectiveness and organizational health, says Naomi Stanford. She believes organizational health -- an organization's ability to function effectively and change appropriately -- can be sustained if managers take preventative action to maintain effectiveness rather than waiting for problems to arise and dealing with them as things to go wrong.

Organizational Health takes an informed look at the critical and interdependent elements of an organization that must be maintained in a healthy state for managers to meet their business goals. Topics covered include: the understanding and assessment of organizational health; control methods such as corporate governance, ethics and compliance; maintenance and development including organizational design and change management; sustainability including carbon footprint and business ecosystems; the indicators of health and dysfunction.

Each chapter includes input, reflective questions, case studies and an exercise for readers to work with in their organization so they can learn by doing. One of the first to apply these ideas at an organizational level, this book explains that maintaining an organization's health is an ongoing process with no secret formula -- just paying attention and planning.



<https://www.amazon.com/Organizational-Health-Integrated-Approach-Performance/dp/0749466022>
<https://www.barnesandnoble.com/w/organizational-health-naomi-stanford/111427579?type=eBook>
<http://books.rediff.com/book/organizational-health--an-integrated-approach-to-building-optimum-performance/9780749466022>
<https://www.leadershpnw.com/leadershop/9780749466022.html>
<https://books.google.com/books?isbn=0749466030>
https://books.google.com/books/about/Organizational_Health.html?id=fKrJoXrlzn0C
<http://www.nbbj.com/news/2012/12/3/naomi-stanford-publishes-new-book-organizational-health/>
<https://www.waterstones.com/book/organizational-health/naomi-stanford/9780749466022>
<https://gkfjbooks-us.firebaseio.com/03-kristofer-ziemmann-1/9780749466022-organizational-health-an-integrated-approach-to-.pdf>
<https://www.koganpage.com/author/naomi-stanford#>
<https://www.amazon.com/Naomi-Stanford/e/B001JOYS7C>
https://www.goodreads.com/author/show/276291.Naomi_Stanford

Images for Naomi Stanford (Author)

Images for Organizational Health: An Integrated Approach to Building Optimum Performance by Naomi Stanford (Author)

The Advantage: Why Organizational Health Trumps Everything Else in Business MP3 CD – Audiobook, MP3 Audio, Unabridged by Patrick Lencioni (Author, Reader)

"Organizational health will one day surpass all other disciplines in business as the greatest opportunity for improvement and competitive advantage."

This is the promise of *The Advantage*, Patrick Lencioni's bold manifesto about the most unexploited opportunity in modern business. In his immensely readable and accessible style, Lencioni makes the case that there is no better way to achieve profound improvement in an organization than by attacking the root causes of dysfunction, politics, and confusion.

While too many leaders are still limiting their search for advantage to conventional and largely exhausted areas like marketing, strategy, and technology, Lencioni demonstrates that there is an untapped gold mine sitting right beneath them. Instead of trying to become smarter, he asserts that leaders and organizations need to shift their focus to becoming healthier, allowing them to tap into the more-than-sufficient intelligence and expertise they already have.

The author of numerous bestselling business fables including *The Five Dysfunctions of a Team* and *Death by Meeting*, Lencioni here draws upon his twenty years of writing, field research, and executive consulting to some of the world's leading organizations. He combines real-world stories and anecdotes with practical, actionable advice to create a work that is at once a great read and an invaluable, hands-on tool. The result is, without a doubt, Lencioni's most comprehensive, significant, and essential work to date.



<http://www.amazon.com/The-Advantage-Organizational-Everything-Business/dp/1491510803>
<http://www.goodreads.com/book/show/12975375-the-advantage>
<http://www.wiley.com/WileyCDA/WileyTitle/productCd-0470941529.html>
<https://www.youtube.com/watch?v=p8JxBfhKyJM> The Advantage – Patrick Lencioni - YouTube
<https://www.youtube.com/watch?v=PdPYUJaLvzs> Pat Lencioni on Organizational Health - YouTube
Images for Pat Lencioni on Organizational Health - YouTube
https://www.youtube.com/watch?v=TIDC5h1hj_0 Patrick Lencioni - Organizational Health Expert – YouTube
<https://www.youtube.com/watch?v=TclQ2saV5k> The Advantage: Why Organizational Health Trumps Everything Else in Business

<https://www.tablegroup.com/pat/>
<https://www.tablegroup.com/books>
<https://www.pinterest.com/suegilroyt/patrick-lencioni/>
https://en.wikipedia.org/wiki/Patrick_Lencioni
http://premierespeakers.com/patrick_lencioni/bio
<http://www.tablegroup.com/advantagemodel/org-health/>
https://www.tablegroup.com/topics-and-resources/organizational-health/##tab_survey/
<https://www.youtube.com/watch?v=31fOTwc7MUA> The Four Disciplines of a Healthy Organization - YouTube
<http://www.amazon.com/Patrick-M.-Lencioni/e/B001ILFMB2>
http://www.goodreads.com/author/show/11503.Patrick_Lencioni
Images for Patrick Lencioni (Author, Reader)
Images for The Advantage: Why Organizational Health Trumps Everything Else in Business MP3 CD – Audiobook, MP3 Audio, Unabridged by Patrick Lencioni (Author, Reader)

The Four Obsessions of an Extraordinary Executive: A Leadership Fable [Patrick Lencioni]

In this stunning follow-up to his best-selling book, *The Five Temptations of a CEO*, Patrick Lencioni offers up another leadership fable that's every bit as compelling and illuminating as its predecessor. This time, Lencioni's focus is on a leader's crucial role in building a healthy organization - an often overlooked but essential element of business life that is the linchpin of sustained success. Readers are treated to a story of corporate intrigue as the frustrated head of one consulting firm faces a leadership challenge so great that it threatens to topple his company, his career, and everything he holds true about leadership itself. In the story's telling, Lencioni helps his readers understand the disarming simplicity and power of creating **organizational health** and reveals four key disciplines that they can follow to achieve it.

<http://www.amazon.com/Four-Obsessions-Extraordinary-Executive-Leadership/dp/0787954039>
https://www.goodreads.com/book/show/49172.The_Four_Obsessions_of_an_Extraordinary_Executive
<https://www.wiley.com/en-us/The+Four+Obsessions+of+an+Extraordinary+Executive%3A+A+Leadership+Fable-p-9780787954031>
<https://epdf.pub/the-four-obsessions-of-an-extraordinary-executive-a-leadership-fable.html>
<https://www.waterstones.com/book/the-four-obsessions-of-an-extraordinary-executive/patrick-m-lencioni/9780787954031>
https://books.google.com/books/about/The_Four_Obsessions_of_an_Extraordinary.html?id=8cuij017g3gC
<http://www.sans.edu/research/book-reviews/article/fourobsessions>
<https://leadwithyourlife.com/the-four-obsessions-of-an-extraordinary-executive/>
<https://vialogue.wordpress.com/2010/05/28/the-four-obsessions-of-an-extraordinary-executive-notes-review/>
<https://www.tablegroup.com/books/obsessions>
http://www.theleadersplace.com/wp-content/uploads/2012/03/4Obsessions_Final1.pdf
<http://www.youtube.com/watch?v=AuwuHknZ4-Y> Book Summary: The Four Obsessions of An Extraordinary Executive - YouTube
Images for Four Obsessions of An Extraordinary Executive - YouTube
<http://blog.amtec-resources.com/2009/06/02/the-four-obsessions-of-an-extraordinary-executive/>
Images for The Four Obsessions of an Extraordinary Executive: A Leadership Fable [Patrick Lencioni]

The 204 best images about Organizational Health & Well Being - Pinterest

<https://www.pinterest.co.uk/denarosko/organizational-health-well-being/>
Images for Organizational Health pinterest
<https://www.pinterest.com/iamjcvallejo/organizational-health/>
<https://www.pinterest.com/adelantecc/organizational-culture-health/>

What is organizational health? | Management Innovation eXchange

So, how can we focus instead on longer term organizational health? For me, health is the capacity of the organization to compete not only today, but tomorrow.

www.managementexchange.com/blog/what-organizational-health
Images for What is organizational health? | Management Innovation eXchange
<https://www.managementexchange.com/blog/creating-high-trust-organization>
<https://www.managementexchange.com/hack/organizations-living-systems-crafting-new-story-life-center-its-plot>
<https://www.managementexchange.com/story/getting-started-innovation-highly-structured-organization>
<https://www.managementexchange.com/story/upgrading-core-organizational-operating-system>
<https://www.managementexchange.com/hack/let-chaos-reign-self-sufficient-organization>
<https://www.managementexchange.com/hack/organisation-wisdom>
<https://www.managementexchange.com/story/growing-people> Growing People: The Heart of the Organizational Transformation

Why You Need An Organizational Health Strategy - 15Five

Below are a couple of articles that not only invite you to focus on organizational health, they also claim that it's the most important element for business leaders to focus on.

<https://www.15five.com/blog/need-organizational-health-strategy/>
Images for Why You Need An Organizational Health Strategy - 15Five

19) Organize

Best 25+ Work office organization ideas on Pinterest

<https://www.pinterest.com/explore/work-office-organization/>
Images for work office organization Pinterest
<https://www.pinterest.com/explore/small-office-organization/>
<https://www.pinterest.com/cassics/home-office-office-organization/>
<https://www.pinterest.com/explore/home-office-organization/>
<https://www.pinterest.com/explore/office-organization-tips/>
<https://www.pinterest.com/tquintana13/diy-office-organize/>

Getting Organized at Work: 24 Lessons to Set Goals, Establish Priorities, and Manage Your Time by Kenneth Zeigler (Author)

Getting Organized at Work shows busy professionals how to get two more hours of productivity out of each day. It provides 24 lessons to master working on the right task at the right time and to put an end to procrastination.

<https://www.amazon.com/Getting-Organized-Work-McGraw-Hill-Professional/dp/0071457798>
<https://www.goodreads.com/book/show/8138235-organizing-for-success>
<https://www.barnesandnoble.com/w/getting-organized-at-work-kenneth-zeigler/1008583559>
<https://www.bookdepository.com/Getting-Organised-at-Work-24-Lessons-Set-Goals-Establish-Priorities-Manage-Your-Time-UK-Ed-Kenneth-Zeigler/9780077119119>
<https://www.pinterest.com/campdirector63/organize-me/>
<https://www.leadershipnow.com/leadershipshop/9780071591386.html>
https://books.google.com/books/about/Getting_Organized_at_Work_24_Lessons_for.html?id=acPPD6ICxcC
<https://www.thriftbooks.com/a/kenneth-zeigler/327676/>
<https://www.amazon.com/Kenneth-Zeigler/e/B0011O9NOA>
https://www.goodreads.com/author/show/334465.Kenneth_Zeigler
Images for Kenneth Zeigler (Author)
Images for Getting Organized at Work: 24 Lessons to Set Goals, Establish Priorities, and Manage Your Time by Kenneth Zeigler

How to Get Organized at Work - The ONE Thing

Follow the tips below to help get yourself in the right mindset so organization becomes second nature at the office.

<http://www.the1thing.com/blog/applying-the-one-thing/how-to-get-organized-at-work/>
Images for How to Get Organized at Work - The ONE Thing
<http://www.bustle.com/articles/119835-how-to-stay-organized-at-work-with-6-helpful-tips>
<https://www.entrepreneur.com/article/242359> 10 Simple Productivity Tips for Organizing Your Work Life - Entrepreneur
<http://money.howstuffworks.com/business/starting-a-job/5-tips-for-getting-organized-at-work.htm>
Images for Getting Organized at Work
<http://www.monster.com/career-advice/article/get-organized-at-work>
Images for organized at work
<https://www.themuse.com/advice/organize-your-work-life-your-stepbystep-plan>
<https://www.thebalance.com/organize-everything-in-your-work-life-2276035>
<https://www.monster.ca/career-advice/article/benefits-of-keeping-organized-at-work>
<https://www.bustle.com/articles/119835-how-to-stay-organized-at-work-with-6-helpful-tips>
<https://www.monster.com/career-advice/article/get-organized-at-work>
<https://money.howstuffworks.com/business/starting-a-job/5-tips-for-getting-organized-at-work.htm>
<https://www.ziprecruiter.com/blog/5-tips-to-be-productive-and-organized-at-work/>
<https://smallbiztrends.com/2017/03/get-organized-at-work.html>
<http://www.eanncc.com/employees/eight-tips-to-help-you-get-organized-at-work/>
<https://walrathrecruiting.com/blog/importance-organized-work/>
<https://www.brazen.com/blog/archive/on-the-job/5-simple-ways-to-get-organized-at-work/>
<https://www.youtube.com/watch?v=RbWETcH9d9o> How to get organized at work and be more productive - YouTube
<https://www.youtube.com/watch?v=qWXoVMVIFw> Learn How to be Organized at Work with The Top 7 Tips to Being Organized at Work - YouTube
<https://www.youtube.com/watch?v=Nh-m25jVLm0> How to Get Organized at Work - YouTube
Images for How to Get Organized at Work - YouTube

How to Organize Your Life & Get Rid of Clutter by AB Jackson (Author)

Being organized is not a personality trait. It's a skill anybody can learn.

Learn to clear your home and office of the messy buildups that cramp your mind and crimp your productivity. You'll get good advice and great tips on ways to de-clutter everything at work and at home, from your desktop to your hard drive, from your front hall closet to your filing drawers.

<http://www.amazon.com/Organize-Your-Life-Get-Clutter/dp/1559775661>
http://www.goodreads.com/author/show/137307.Ab_Jackson
<https://www.pinterest.com/lifegetsorg/books-weve-featured-in-getting-organized-magazine/>
<https://www.linkedin.com/in/ab-jackson-1aa36460>
Images for How to Organize Your Life & Get Rid of Clutter by AB Jackson (Author)

How to Organize Your Office: 9 Steps (with Pictures) - wikiHow

Organizing your office is about maximizing your efficiency. By having everything in its own place, you'll know where to find whatever you need at a moment's notice, giving you the potential to become a more productive employee and serve both your coworkers and your customers in the best way possible. The task of organizing an office can seem daunting, but it doesn't have to be.

<https://www.wikihow.com/Organize-Your-Office>

Images for Organize Your Office

<https://www.inc.com/neil-patel/how-to-organize-your-office-for-maximum-productivity.html>

<http://www.cio.com/article/2380631/it-strategy/8-tips-to-organize-your-office--and-yourself--for-better-productivity.html>

<https://www.thebalance.com/organize-and-improve-office-design-2948510>

<https://www.hgtv.com/design/decorating/clean-and-organize/10-steps-to-an-organized-home-office>

<https://www.lifehack.org/articles/productivity/21-tips-to-organize-your-office-and-get-more-done.html>

<https://www.hgtv.com/design/decorating/clean-and-organize/organizing-an-office-space>

<http://money.cnn.com/2015/01/30/pf/jobs/desk-organized-tips/index.html>

<https://home.howstuffworks.com/10-ways-to-organize-home-office.htm>

<https://www.cio.com/article/2380631/it-strategy/8-tips-to-organize-your-office--and-yourself--for-better-productivity.html>

https://www.youtube.com/watch?v=o5_GIULF06U How to Organize: The Office - YouTube

Images for How to Organize: The Office - YouTube

<https://www.youtube.com/watch?v=EAo-QFJBWTU> How to Master Office Organization - YouTube

<https://www.youtube.com/watch?v=Hj-6OzAk-YU> Small Office Organization - YouTube

<https://www.youtube.com/watch?v=4JTedxnasGs> 6 Clever DIY Office Organization Ideas - YouTube

<https://www.youtube.com/watch?v=X12xAHuJDkg> How to Organize an Office! Organization and Minimalist Ideas! - YouTube

<https://www.youtube.com/watch?v=duMO4KotCgM> Receipt Organizer for Home Office Organization - YouTube

<https://www.youtube.com/watch?v=w5lGjW-DbZw> Home Office Organization & Tour - YouTube

<https://www.youtube.com/watch?v=iqeBY8Hi0Kk> Home Office Organization & Summer Refresh - YouTube

<https://www.youtube.com/watch?v=1KOxF-ty6DU> Home Office Organization Ideas - YouTube

<https://www.youtube.com/watch?v=D8e58FMt6Ew> Small Home Office Tour & Organization - YouTube

<https://www.youtube.com/watch?v=uuanPAxZK6w> How to Organize A Home Office - 10 Tips - Keeping Style In Your Life

Organize Quotes - BrainyQuote

<https://www.brainyquote.com/topics/organize>

Images for organize quotes

<https://www.goodreads.com/quotes/tag/organizing>

<https://www.goodreads.com/quotes/tag/organize>

<http://goodlifeorganizing.net/32-inspirational-organizing-quotes/>

<http://www.wiseoldsayings.com/organizing-quotes/>

<https://www.azquotes.com/quotes/topics/organize.html>

<https://organisemyhouse.com/top-12-organising-quotes/>

<http://www.famousquotes123.com/order-quotes.html>

Organizing (management) - Wikipedia

Organizing is a systematic process of structuring, integrating, coordinating task goals, and activities to resources in order to attain objectives.

[https://en.wikipedia.org/wiki/Organizing_\(management\)](https://en.wikipedia.org/wiki/Organizing_(management))

<https://en.wikipedia.org/wiki/Organization>

<https://en.wiktionary.org/wiki/organise>

Images for Organizing (management)

What Does the Bible Say About Being Organized? - OpenBible.info

https://www.openbible.info/topics/being_organized

Images for Bible and Being Organized

<https://bible.knowing-jesus.com/topics/Being-Organized>

<https://www.kingjamesbibleonline.org/Bible-Verses-About-Being-Organized/>

<https://theorganizedwife.wordpress.com/2012/05/09/biblical-reasons-to-be-organized/>

https://biblehub.com/topical/b/being_organized.htm

<http://www.shirleydemerchant.com/getting-organized-verse-by-verse/>

<https://www.primobibleverses.com/topic/Being+Organized>

http://www.a1organizing.com/how_28.html See How to Organize your life based on the Bible!

20) Parish Administrator

Openings in Osseo

Osseo Evangelical Lutheran Church in Osseo is looking for a full-time **Parish Administrator** and a part-time Accounts Manager. [View details.](#)

PARISH ADMINISTRATOR:

Osseo Evangelical Lutheran Church in Osseo, Wisconsin, is seeking a full-time Parish Administrator.

The Parish Administrator will oversee all administrative functions within the church in an efficient manner so that the pastor is free to minister to the members of the congregation.

Qualifications –

- 5 years business/administrative experience
- Ability to maintain confidentiality
- Knowledge of accounting principles and practices
- Computer literacy
- Self-motivated, excellent organizational skills with the ability to prioritize and be flexible
- Must be able to work in a team environment

This position will require flexibility to include some evening and weekend hours to meet the needs of the congregation.

Please apply with a resume and cover letter via email by Friday, October 3rd to Stacy Smith at smithgirl@tcc.coop.

<http://origin.library.constantcontact.com/download/get/file/1101126434512-2326/Ads.pdf>

[Images for Osseo Evangelical Lutheran Church Parish Administrator](#)

Sample Job Descriptions: Parish Administrator – Episcopal Church Vital Practices for leading congregations

Looking to update your parish administrator's job description? Take a look at these examples, provided courtesy of the [Consortium of Endowed Parishes](#) and [Calvary Church, Memphis](#).

<http://www.ecfvp.org/tools/sample-job-descriptions-parish-administrator/>

http://www.ecfvp.org/files/uploads/Parish_administrator_Job_Descriptions2.pdf

[Images for Job Descriptions: Parish Administrator](#)

<http://www.stpaulsbrookline.org/news-a-events/670-parish-administrator-job-description.html>

http://storage.cloversites.com/standrewsbytheseaeiscopalchurch/documents/Parish%20Administrator%20Job%20Description%202012_2.pdf

<http://www.stmarksmilwaukee.org/wp-content/uploads/2014/02/Parish-Administrator-Job-Description.pdf>

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<http://diolc.org/job-posting/parish-administrator-church-of-the-resurrection-rochester-mn/>

<https://careertrend.com/list-6331158-duties-responsibilities-church-administrator.html>

[Images for duties responsibilities church administrator](#)

21) Personality

Personality Style at Work: The Secret to Working with (Almost) Anyone [Kate Ward]

"*Personality Style at Work* provides you with the insight and tools to understand your style and to adapt it to others' preferences. Implement the concepts in this book to ensure that you will be a better communicator, team member, and leader."



<http://www.amazon.com/Personality-Style-Work-Secret-Working/dp/0071791604>

<https://www.goodreads.com/book/show/18928821-personality-style-at-work>

<https://www.barnesandnoble.com/w/personality-style-at-work-kate-ward/1114832157>

https://books.google.com/books/about/Personality_Style_at_Work.html?id=QO1_3jRARI8C

<http://www.personalitystyleatwork.com/>

<http://www.hrdqstore.com/personality-style-at-work-hr-books.html>

http://www.summary.com/book-reviews/_/Personality-Style-At-Work/

<https://vimeo.com/70351389> Personality Style at Work: The Secret to Working with (Almost) Anyone

<https://www.youtube.com/watch?v=1hnD0Xhbafc> HRDQ Webinar: Personality Style at Work - Working with (Almost) Anyone

<http://www.abn.org.au/contributors/kate-ward/>

<http://www.salary.com/what-s-your-personality-style/>

<http://www.goodreads.com/book/show/13368807-personality-style-at-work>

<http://www.businessinsider.com/kate-wards-the-secret-to-working-with-almost-anyone-2012-5>

<http://mhebooklibrary.com/doi/book/10.1036/9780071791618>

<https://www.facebook.com/personalitystyleatwork/>

<http://insidehrdq.com/tag/kate-ward/>

<http://www.amazon.com/Kate-Ward/e/B001KCFZ3E>

http://www.goodreads.com/author/show/213092.Kate_Ward

[Images for Kate Ward, author personality style](#)

[Images for Personality Style at Work: The Secret to Working with \(Almost\) Anyone \[Kate Ward\]](#)

Personality - Wikipedia

Personality is defined as the set of habitual behaviors, cognitions and emotional patterns that evolve from biological and environmental factors. While there is no generally agreed upon definition of personality, most theories focus on [motivation](#) and [psychological](#) interactions with one's environment.^[2] Trait-based personality theories, such as those defined

by [Raymond Cattell](#), define personality as the traits that predict a person's behavior. On the other hand, more behaviorally-based approaches define personality through learning and [habits](#). Nevertheless, most theories view personality as relatively stable.^[1]

<https://en.wikipedia.org/wiki/Personality>

[Images for personality](#)

https://en.wikipedia.org/wiki/Personality_test

[Images for Personality Test](#)

[What Does the Bible Say About Personality? - OpenBible.info](#)

<https://www.openbible.info/topics/personality>

[Images for bible and personality](#)

<https://debpotts.com/2015/07/16/the-bible-and-personality/>

<https://www.biblesprout.com/articles/bible/personality/>

<https://www.kingjamesbibleonline.org/Bible-Verses-About-Personality/>

<https://www.biblestudytools.com/dictionary/person-personality/>

<https://www.bibletools.org/index.cfm/fuseaction/Topical.show/RTD/CGG/ID/4784/Timothys-Personality.htm>

<https://www.ucq.org/tags/biblical-personalities>

<https://transforminggrace.wordpress.com/2008/04/23/8-biblical-personality-types/>

[Images for biblical personality types](#)

<https://www.amazon.com/Bible-Personalities-Treasury-Insights-Personal/dp/0801065267>

[Images for Bible-Personalities-Treasury-Insights-Personal](#)

[\[PDF\] Why Understanding Personality in the Workplace is Important](#)

Employee personality always trumps talent and skills. If you can find candidates with the right attitude, even if their skills aren't impressive, you can polish such diamonds in the rough. Personality transforms abilities into achievements.

http://www.archprofile.com/corporate/pdf/big_5_personality_workplace.pdf

[Images for Understanding Personality in the Workplace](#)

<https://atmanco.com/blog/psychometrics/5-reasons-why-personality-at-work-is-more-important-than-you-think/>

<https://www.linkedin.com/pulse/importance-understanding-personality-type-workplace-lauren-copeland>

<https://www.typefinder.com/blog/why-personality-matters-workplace>

<http://www.foxbusiness.com/personal-finance/2011/03/07/personality-matters/>

<http://mwnation.com/why-managers-should-understand-personality-types/>

<http://smallbusiness.chron.com/role-personality-workplace-10471.html>

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<http://smallbusiness.chron.com/personality-affects-work-behavior-45940.html>

<http://smallbusiness.chron.com/importance-different-personalities-workplace-10733.html>

[Images for personalities workplace](#)

<https://preludecharacteranalysis.com/blog/why-is-it-important-to-understand-personality>

<https://pbwebd.com/understanding-personality-workplace/>

<http://vensureinc.com/2016/07/24/understanding-personality-in-the-workplace/>

www.virtualhr.co.ke/importance-of-personality-testing/

www.managetrainlearn.com/article/wisdom-of-the-ancients/

<http://www.myclientspot.com/blog/the-importance-of-understanding-personalities-for-project-managers/>

<https://onlinelibrary.wiley.com/doi/pdf/10.1002/lia.1260> Why leaders need to understand personality - Wiley Online Library

<https://www.cornerstoneondemand.com/rework/why-everyone-should-understand-his-own-and-his-coworkers-personality>

<https://www.forbes.com/sites/hannylerner/2013/03/05/understand-peoples-personalities-and-become-successful/#6f8809ba6701>

<https://www.forbes.com/sites/cherylsnappconner/2013/09/01/how-psychology-can-make-you-a-better-boss/#35e7a2016cd5>

<http://theglasshammer.com/2015/07/16/better-leadership-managing-and-leading-different-personalities-in-the-workplace/>

<https://www.psychologicalscience.org/news/minds-business/which-personality-traits-are-most-important-to-employers.html>

[Images for personality traits important to employers](#)

<https://www.fundera.com/blog/different-personalities-in-the-workplace>

<https://thenextweb.com/insider/2015/06/27/6-personalities-in-every-office-and-how-to-manage-them/>

<http://www.personalityresearch.org/papers/neubert.html>

<http://study.com/academy/lesson/the-big-five-personality-traits-workplace-behavior.html>

[Images for personality traits workplace behavior](#)

<http://www.fastcompany.com/3039261/the-science-of-personality-in-the-workplace>

<http://herbusiness.com/blog/managing-stress-workplace-understanding-personality-type-triggers/>

<http://www.instantoffices.com/blog/business-growth/become-better-manager-understanding-work-personality-types/>

<http://climb.pcc.edu/blog/using-personality-assessments-in-the-workplace>

[Images for personality assessments in the workplace](#)

<https://tech.co/personality-workplace-important-5-tests-measure-2015-07>

<http://open.lib.umn.edu/principlesmanagement/chapter/2-3-personality-and-values-3/>

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<https://www.success.com/article/how-to-understand-peoples-personality-types>

<https://lifehacker.com/how-to-read-your-coworkers-personalities-for-better-col-1700511598>

<https://www.youtube.com/watch?v=GBPOhcayHbQ> The Importance of Understanding Personality Types in the Workplace

<https://www.youtube.com/watch?v=eaMJzkyuOA> Leadership tutorial: Understanding personality types at work - YouTube

<https://www.youtube.com/watch?v=YNlahXXAmcM> What is the role of personality in the workplace? - YouTube
<https://www.youtube.com/watch?v=r24HNu57tLE> Personality Tests; what they are, personality traits, and analyzing your personality
https://www.ted.com/talks/brian_little_who_are_you_really_the_puzzle_of_personality/up-next Brian Little: Who are you, really? The puzzle of personality | TED Talk

22) Personnel

Church Personnel Policies and Procedures | eHow

Church personnel, especially paid staff, hold a position of trust in the community and must operate with integrity. Church [policy](#) manuals outline general rules for them to follow. Although policy manuals differ in details from church to church, even within a denomination, most personnel policies are very similar.

http://www.ehow.com/list_6770730_church-personnel-policies-procedures.html

Images for church personnel policies and procedures

<http://mpbclife.com/wp-content/uploads/MPBC-Personnel-Policy-Manual-Employment-Handbook-20161.pdf>

http://www.westwoodbaptist.com/files/employee_handbook_policy_4040.pdf

<https://static1.squarespace.com/static/57570a41a3360cd6b793794e/t/594abcdcc534a51027f4a250/1498070236953/PersonnelPoliciesandProceduresManual.pdf>

<http://www.fairview-baptist.org/downloads/personnel-policy.pdf>

https://www.uua.org/sites/live-new.uua.org/files/documents/.../policy_manual.doc [DOC]A Personnel Policy Manual for Religious Organizations – Unitarian Universalist Association

Images for Personnel Policy Manual for Religious Organizations

<https://www.pcusa.org/resource/guidelines-session-personnel-committee/>

<http://www.cometotrinity.com/portal/filebrowser/download/115> [PDF]Employee Handbook - Trinity Lutheran Church Rhinelander

www.fultonpresbyterian.org/sites/default/files/FPC%20Personnel%20Manual.pdf

<http://legacyumc.org/wp-content/uploads/2015/07/Personnel-Policy-Manual.pdf>

www.kingsvillebaptist.org/clientimages/22303/finalversionpersmanual.pdf

www.centervillebaptistchurch.org/files/Handbooks/personnel_manual.pdf

<http://upcaustin.org/wp-content/uploads/2013/03/A-Table-of-Contents-to-Personnel-Policy.pdf>

<http://uccfiles.com/pdf/Common-Personnel-Policies.pdf>

www.ucc.org/about-us_human-resources_employee-relations

www.gabc.org/wp-content/uploads/Personnel.pdf

[PDF]ELCA Personnel Policies - ELCA Resource Repository

1.4. Important Notice About The Personnel Policies of the Churchwide. Organization.

These policies have been approved by the ELCA Church Council, the board of directors of the churchwide organization. Included here are significant policies, practices, and procedures followed by the churchwide organization with regard to the organization's employees.

https://download.elca.org/ELCA%20Resource%20Repository/Personnel_Policies.PDF

Page 6

Images for ELCA Personnel Policies - ELCA Resource Repository

How to Maximize Personnel Committee Effectiveness – The Parish Paper

How to Use this Resource

Page 2

Study-Discussion Session #1

I. Why Does Our Congregation Need a Personnel Committee?

Page 3

II. How Is the Personnel Committee Organized?

Page 4

III. How Can Our Committee Behave Proactively, Not Just Reactively?

Page 5

IV. How Do We Relate to the Senior Pastor?

Page 7

V. How Do We Relate to Associate Pastors and Lay Staff?

Page 8

Study-Discussion Session #2

I. Maintain an Up-to-Date Personnel Manual

Page 10

II. Create Job Descriptions for Each Clergy person and Staff Member

Page 10

III. Promote a Healthy Staff Environment

Page 12

IV. Provide Effective Staff Supervision and Coaching

Page 13

V. Team with the Senior Pastor in Setting Priorities

Page 17

Study-Discussion Session #3

I. The Value and Design of Weekly Staff Meetings

Page 19

II. How to Create a Staff Covenant

Page 21

III. Classic Transition Issues during the Six Stages of Clergy Tenure

Page 21

IV. Classic Conflict Issues in Twelve Congregational Sizes

Page 22

V. Prevention and Management of Normal and Abnormal Conflict

Page 24

Study-Discussion Session #4

I. How Much Staff Is Enough for Our Size Congregation?

Page 25

II. How Much Should We Spend on Salaries?

Page 29

III. How Do We Obtain Quality Staff?

Page 30

IV. How Do We Prepare for a New Pastor?

Page 33

[PDF]Ch. Effectiveness Nuggets--Volume 21--How to Maximize Personnel Committee Effectiveness - The Parish Paper

<http://www.theparishpaper.com/files/resources/Church%20Effectiveness%20Nuggets-%20Volume%2021.pdf>
<https://www.theparishpaper.com/free-resources> Church Effective Nugget, Volume 21: How to Maximize Personnel Committee Effectiveness
Images for How to Maximize Personnel Committee Effectiveness – The Parish Paper
<http://www.wcucc.org/resource-center/church-management/parish-paper/>
<http://www.wcucc.org/resource-center/church-management/parish-paper/>
<http://www.hcucc.org/the-parish-paper>
<https://www.theparishpaper.com/back-issue-index> Back Issue Index | The Parish Paper

[PDF] Personnel Guidelines for Congregations - Synod of the Pacific

The guidelines in this booklet are offered as help to sessions as they work in fulfilling the Book of Order responsibilities and Employer responsibilities both federally and within their state.

<http://www.synodpacific.org/home/synod2/Personnel%20Svc/Personnel%20Guidelines%20for%20Congregations%202012.pdf>
Images for Personnel Guidelines for Congregations
http://www.pghpresbytery.org/forms/pdfs/com/session_personnel_committee_guidelines.pdf
<https://www.macucc.org/files/files/documents/leadershipdevelopment/2017+compensation+guidelines+final+for+website.pdf>

Synod Resource Center - Administration

www.synodresourcecenter.org/admin/ **Personnel**
<http://synodresourcecenter.org/admin/personnel/handbooks/>
Images for Administration Personnel-Handbooks

The Alban Personnel Handbook for Congregations [Erwin Berry]

Today's congregational leaders increasingly serve as human resource managers for ordained and non-ordained persons. This new handbook provides practical and proven strategies for managing church staff and addresses the particular ethical issues that faith communities need to consider in order to serve as effective stewards of those whom they employ. Invaluable features include guidelines and forms for conducting hiring interviews and performance evaluations; providing benefits; dealing with disciplinary and discrimination issues; and developing personnel policies. A CD-ROM of all personnel forms is included.

<https://www.uua.org/careers/administrators/reading>
<http://www.amazon.com/The-Alban-Personnel-Handbook-Congregations/dp/1566992141>
<https://rowman.com/ISBN/9781566992145/The-Alban-Personnel-Handbook-for-Congregations>
<https://www.bookdepository.com/Alban-Personnel-Handbook-for-Congregations-Erwin-Berry/9781566992145>
<http://www.alibris.com/The-Alban-Personnel-Handbook-for-Congregations-Erwin-Berry/book/9781225>
<https://alban.org/archive/policies-performance-and-personnel/>
http://books.google.com/books?id=J-wFAAAACAAJ&source=gbs_book_similarbooks
<http://www.lifeandleadership.com/book-summaries/berry-alban-personnel-handbook-for-congregations.html>
<https://alban.org/archive/policies-performance-and-personnel/>
<https://books.google.com/books?isbn=1566996953>
<http://www.sdsynod.org/wp-content/uploads/2011/01/Mutual-Ministry-Handbook.pdf>
https://www.goodreads.com/author/show/4208782.Erwin_Berry

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Images for Erwin Berry, author personnel handbook
<https://thecrg.org/resources/the-alban-personnel-handbook-for-congregations>
http://www.presbyteryov.org/resource_center/alban-personnel-handbook-for-congregations/
<https://www.commonword.ca/ResourceView/2/13858>
<http://www.ecfvp.org/vestrypapers/real-basics-for-vestries/managing-staff-7-things-to-consider/>
Images for The Alban Personnel Handbook for Congregations [Erwin Berry]
<https://alban.org/archive/ask-alban-the-personnel-committee/>
<https://alban.org/archive/ask-alban-is-it-wise-to-hire-members/>
<https://alban.org/archive/ask-alban-making-pastoral-evaluation-worthwhile/>
<https://alban.org/archive/a-discerners-guide-to-congregational-governance/>
<https://alban.org/archive/policies-performance-and-personnel/>
<https://alban.org/archive/reflections-on-the-study-of-clergy-burnout/>
<https://alban.org/archive/forced-clergy-transitions/>
<https://alban.org/archive/cleaning-up-bad-communication-habits/>
<https://alban.org/archive/alternative-pastoral-models/>
<https://alban.org/archive/leading-into-the-promised-land-lessons-learned-from-resilient-congregations/>
<https://place.asburyseminary.edu/cgi/viewcontent.cgi?article=1350&context=ecommonsatsdissertations>

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23) Productive

Best 25+ Productivity ideas on Pinterest

<https://www.pinterest.com/explore/productivity/>
Images for productivity Pinterest
https://www.pinterest.com/neen_james/super-productivity/
<https://www.pinterest.com/danae/productivity/>
<https://www.pinterest.com/hearthandmade/productivity-tips/>

<https://www.pinterest.com/pageflutter/simple-productivity/>
[Images for pinterest/simple-productivity](https://www.pinterest.com/xosarahmorgan/be-productive/)
<https://www.pinterest.com/xosarahmorgan/be-productive/>
<https://www.pinterest.com/explore/productivity-quotes/>
<https://www.pinterest.com/explore/productive-day/>
<https://www.pinterest.com/swissmiss9911/have-a-productive-day/>
[Images for pinterest/have-a-productive-day/](https://www.pinterest.com/swissmiss9911/have-a-productive-day/)

5 Essential Tools for Every Productive Pastor - Pastors.com

As pastors, there's always a lot on our plate. We change hats and capes constantly. I've found that being skilled and gifted is not enough, it's also about finding ways for your gifts to have the greatest impact.

<http://pastors.com/7-productive-tools/>
[Images for 5 Essential Tools for Every Productive Pastor - Pastors.com](http://pastors.com/7-productive-tools/)

How to Be a More Productive Pastor - Church Leaders

Productivity isn't a work hack or a way to shave a few hours off your work week. It's much more than that. It's a stewardship issue. You have a limited amount of time and it's our responsibility to make the most of it. We're called to redeem our time, not waste it.

<https://churchleaders.com/pastors/pastor-how-to/308982-how-to-be-a-more-productive-pastor-church-fuel.html>
[Images for How to Be a More Productive Pastor - Church Leaders](https://churchleaders.com/pastors/pastor-how-to/308982-how-to-be-a-more-productive-pastor-church-fuel.html)
<https://ministrytodaymag.com/leadership/personal-character/22989-15-tips-to-help-pastors-be-more-productive>
<https://www.namb.net/send-network-blog/10-tips-to-becoming-a-more-productive-pastor/>
<https://revchadbrooks.com/podcast-productive-pastor/>
<https://www.seedbed.com/5-ways-productive-pastor/>

Podcast: The Productive Pastor - Chad Brooks

The Productive Pastor is an honest and helpful look at the struggle and joy of time management and productivity for ministry leaders. With a focus on practical tools, methods and tips, The Productive Pastor focuses on living out the called life in a hectic world. In every episode I feature several great blog posts from around the web, a focused conversation on a specific part of productivity and share a tip from the toolbox.

<https://revchadbrooks.com/podcast-productive-pastor/>
[Images for Productive Pastor](https://revchadbrooks.com/podcast-productive-pastor/)

Setting Priorities and Being Productive in Ministry - Crosswalk.com

The pastor should take all his God-given resources and turn a spiritual profit for the kingdom and glory of God. Those resources include the Word of God; the Holy Spirit's power; prayer; and his and others' time, money, facilities, equipment, talents and spiritual gifts. God wants men of integrity and industry who will carry out their tasks with energy, enthusiasm and endurance. He wants them to be trustworthy and faithful. To meet all those qualifications, a pastor must set priorities and be productive. Begin to evaluate your faithful stewardship by asking the following questions:

<http://www.crosswalk.com/church/pastors-or-leadership/setting-priorities-and-being-productive-in-ministry-11559178.html>
[Images for Setting Priorities and Being Productive in Ministry - Crosswalk.com](http://www.crosswalk.com/church/pastors-or-leadership/setting-priorities-and-being-productive-in-ministry-11559178.html)

Six Questions That Lead To More Productive Ministry

So, if you're feeling overwhelmed, tired, or just frustrated, let me ask you a few questions to help you determine if anything needs to change, shift or drop.

<https://www.breezechms.com/blog/six-questions-that-lead-to-more-productive-ministry>
[Images for Six Questions That Lead To More Productive Ministry](https://www.breezechms.com/blog/six-questions-that-lead-to-more-productive-ministry)
<http://productiveministry.org/>
<https://shows.pippa.io/productive-ministry>
<https://www.facebook.com/productiveministry.org/>
<https://www.stitcher.com/podcast/productive-ministry>
<https://ministrytodaymag.com/leadership/administration/26203-5-simple-questions-for-a-highly-productive-ministry-day>
<https://www.vanderbloemen.com/blog/how-to-increase-productivity-on-your-ministry-team>
<https://orangeblogs.org/orangeleaders/2019/02/06/manage-day-productive-ministry/>

Ten Tips to Becoming a More Productive Pastor – ThomRainer.com

How can a pastor remain productive with such demands?

<http://thomrainer.com/2014/06/ten-tips-becoming-productive-pastor/>
[Images for Ten Tips to Becoming a More Productive Pastor – ThomRainer.com images](http://thomrainer.com/2014/06/ten-tips-becoming-productive-pastor/)
<https://thomrainer.com/2016/11/seven-core-productivity-apps-pastors-church-leaders/>
<http://www.lifeway.com/pastors/2014/07/10/what-effective-pastors-do-with-their-time/>

Welcome Pastor! Building a Productive Pastor-Congregation Partnership in 40 Days by Fred Oaks (Author)

Getting a new pastor off to a good start is critical to the over one hundred thousand churches facing changes in leadership each year. This forty-day congregation-wide study provides the foundation for a successful ministry partnership. Welcome, Pastor! is the first book to offer a clear, simple process for building a successful partnership between a new pastor and a congregation. Its combination of devotional readings and dialogue is easy and pleasurable to read without being simplistic or trite.



<https://www.amazon.com/Welcome-Building-Productive-Pastor-Congregation-Partnership/dp/1932902503>
<https://www.goodreads.com/book/show/7460304-welcome-pastor>
<https://www.christianbook.com/welcome-pastor-fred-oaks/9781932902501/pd/902503>
<https://books.google.com/books?isbn=1932902503>
https://books.google.com/books/about/Welcome_Pastor.html?id=Lo4yCMU6ZhkC
<https://archive.org/details/welcomepastorbui00oaks>
<http://store.csspub.com/prod-1932902503.htm>
<http://www.mitchellsbooks.com/item/fred-oaks/welcome-pastor-building-a-productive-pastor-congregation/38372.html>
<https://www.amazon.com/Fred-Oaks/e/B001JORYIC>
https://www.goodreads.com/author/show/3231480.Fred_Oaks
[Images for Fred Oaks \(Author\)](#)
[Images for Welcome Pastor! Building a Productive Pastor-Congregation Partnership in 40 Days by Fred Oaks \(Author\)](#)

What Does the Bible Say About Productive? - OpenBible.info

<https://www.openbible.info/topics/productive>
[Images for Bible and Productive](#)
<https://unlockingthebible.org/2015/04/how-to-be-productive-according-to-the-bible/>
[Images for how-to-be-productive-according-to-the-bible](#)
<https://bible.org/seriespage/mark-3-powerful-and-productive-private-life>
<https://bible.knowing-jesus.com/words/Productive>
<https://www.kevinhalloran.net/how-to-be-productive-according-to-the-bible/>
<https://p2c.com/students/articles/true-productivity-biblical-principles-for-a-productive-life/>
<https://plainbibleteaching.com/2017/10/04/being-a-productive-christian/>
<https://saddleback.com/connect/Articles/MAP/2018/6/5/THE-SECRETS-OF-A-PRODUCTIVE-LIFE>

24) Productivity

15 Productivity Tips for Pastors - Pro Preacher

Productivity matters for pastors. You will never be able to do everything, but the Bible encourages us to be wise and make the most of our time.

<http://pastors.com/15-productivity-tips-pastors/>
[Images for productivity-tips-pastors](#)
<https://www.listennotes.com/podcasts/pro-preacher/15-productivity-tips-for-7r04yMdmLx/>
<http://pastors.com/productivity-tips/>
<https://update.gci.org/2016/08/productivity-tips-for-pastors/>
<https://prochurchtools.com/pcp194/> 5 Productivity Pro Tips for Pastors with Casey Crease
<https://www.youtube.com/watch?v=lqDN4hUEsWU> 7 Productivity Tips for Pastors – YouTube
<https://www.propreacher.com/7-pastor-productivity-tips/>
<https://www.xpastor.org/strategy/leadership/seven-productivity-tips-every-pastor-should-master/>

15 Ways to Increase Productivity at Work | Inc.com

Every minute of your life is gold. Are you treating it that way?

<https://www.inc.com/john-rampton/15-ways-to-increase-productivity-at-work.html>
[Images for increase-productivity-at-work](#)
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<https://www.forbes.com/sites/ashleystahl/2018/06/28/5-ways-to-increase-your-productivity-at-work/#33b46c752138>
[Images for forbes/increase-your-productivity-at-work](#)
<https://www.thriveyard.com/39-ways-to-increase-your-productivity-at-work/>
<https://www.thebalancesmb.com/top-ways-to-increase-productivity-2948669>
<https://www.developgoodhabits.com/how-to-be-productive-work/> How to Be More Productive at Work (9 Strategies to Increase Productivity)
<https://businessstown.com/8-ways-increase-productivity-workplace/>
<https://www.15five.com/blog/4-scientific-proven-methods-increase-productivity/>
<https://www.timedoctor.com/blog/workplace-productivity/> How to Increase Productivity in a Workplace - Time Doctor
<https://www.themuse.com/advice/5-surprising-ways-to-increase-your-productivity-in-the-next-5-minutes>
<https://www.rd.com/advice/work-career/how-to-increase-productivity/>
<https://www.tinypulse.com/blog/10-ways-technology-can-increase-workplace-productivity>
[Images for increase-workplace-productivity](#)

How to increase productivity in the workplace - YouTube

Watch our video to gain some insight from industry experts and leaders on 'How to increase productivity in the workplace'.

<https://www.youtube.com/watch?v=LLOMPXgVCaU>

[Images for How to increase productivity in the workplace - YouTube](#)

9 HACKS THAT WILL SERIOUSLY BOOST YOUR PRODUCTIVITY AT WORK – CAREY NIEUWHOF

Advancements in technology have made every leader more accessible at the same time they've made us more productive. For most leaders, increases in accessibility have now outpaced all gains in productivity. And that's a problem.

<https://careynieuwhof.com/9-hacks-that-will-seriously-boost-your-productivity-at-work/>

[Images for BOOST YOUR PRODUCTIVITY AT WORK – CAREY NIEUWHOF](#)

<https://careynieuwhof.com/episode242/> CNLP 242: FRANK BEALER ON HOW TO SERIOUSLY BOOST YOUR PRODUCTIVITY DURING HIGH DEMAND SEASONS

<https://careynieuwhof.com/7-secrets-to-becoming-far-more-productive-with-your-time/>

<https://careynieuwhof.com/9-little-productivity-hacks-that-deliver-way-more-than-you-think/>

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<https://careynieuwhof.com/no-more-email-a-productivity-experiment-thats-paying-off/>

<https://careynieuwhof.com/3-false-productivity-goals-that-trap-most-leaders/>

<https://careynieuwhof.com/tag/productivity/>

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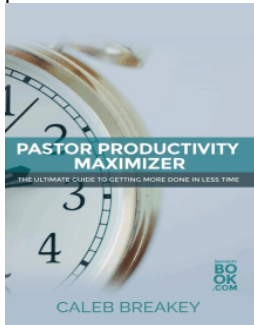
[Images for carey nieuwhof \(author\)](#)

Pastor Productivity Maximizer: The Ultimate Guide To Getting More Done in Less Time (Pastoral Leadership and Church Administration Made Easy: Pastoral Resources for Busy Pastors) by Caleb Breakey (Author)

Want to maximize your pastoral leadership and church administration? In Pastor Productivity Maximizer, discover why most pastors struggle to stay productive, what needs to change about your current office atmosphere, and how to implement 35 of our favorite productivity tips to help you make the most of your time. In Pastor Productivity Maximizer, you'll learn tactics and strategies to:

- Eliminate distractions
- Find your motivational spark
- Set up your perfect work environment

Ready to make yourself a more productive pastor? By making just a few changes to your office and the way you organize your day, you will save time, minimize stress, and lead a rich, fulfilling pastoral ministry. Your family and congregation will reap the benefits too! Add this little book to your pastoral resources and watch as your church leadership and church management skills skyrocket in efficiency and effectiveness.



<https://www.amazon.com/Pastor-Productivity-Maximizer-Leadership-Administration/dp/0692361138>

<https://www.goodreads.com/book/show/25143973-pastor-productivity-maximizer>

<http://sermontobook.spiceink.com/docs/Pastor-Productivity-Maximizer.pdf>

<https://freechristianebooks.co.uk/product/sermon-crunch-write-a-powerful-sermon-in-half-the-time-pastoral-leadership-and-church-administration-made-easy-pastoral-resources-for-busy-pastors-book-1-kindle-edition-caleb-breakey-sermontobookcom>

7 Tips For Writing Powerful Sermons In Half The Time

<http://sermontobook.spiceink.com/docs/Pastor-Productivity-Maximizer.pdf>

https://www.thriftbooks.com/w/pastor-productivity-maximizer-the-ultimate-guide-to-getting-more-done-in-less-time_caleb-breakey_cale-sermon-to-book/13917217/#isbn=0692361138

<https://www.thriftbooks.com/a/caleb-breakey/657633/>

<https://www.facebook.com/SermonToBook/about>

<https://www.amazon.com/Caleb-Breakey/e/B00C2J0CVE>

https://www.goodreads.com/author/show/7127824.Caleb_Breakey

[Images for Caleb Breakey \(Author\)](#)

[Images for Pastor Productivity Maximizer: The Ultimate Guide To Getting More Done in Less Time \(Pastoral Leadership and Church Administration Made Easy: Pastoral Resources for Busy Pastors\) by Caleb Breakey \(Author\)](#)

<https://www.amazon.com/Pastoral-Leadership-Church-Administration-Made/dp/B087JMT5DT>

[Images for Pastoral Leadership and Church Administration Made Easy: Pastoral Resources for Busy Pastors](#)

16 daily tasks to increase an interim pastor's productivity | Turnaround Pastor

We have a lot to accomplish and little time to do it. Our client churches want us to cram three to five years of change management, leadership, culture development and plan execution into a 12 to 18 month slot on the calendar. Productivity is the order of the day. Planning increases the likelihood that we'll get most of it done – that we'll be more productive.

In my time as an interim pastor I've refined my daily task list. I don't hit them all every day, but at least I have a target. Here it is:

<http://www.transitionministriesgroup.com/16-daily-tasks-to-increase-an-interim-pastors-productivity/>

[Images for 16 daily tasks to increase an interim pastor's productivity | Turnaround Pastor. Planning increases the likelihood that we'll get most of it done – that we'll be more productive.](#)

<https://revchadbrooks.com/podcast-productive-pastor/>

[Images for productive pastor](#)

<http://blog.highperformancelifestyle.net/productivity-quotes/>

<https://www.christianitytoday.com/pastors/2016/february-web-exclusives/top-10-productivity-tools-for-pastors.html>

[Images for productivity tools for pastors](#)

<https://ministryadvice.com/pastor-productivity-tips/>

<https://www.propreacher.com/productivity-tips-pastors/>

<https://www.xpastor.org/strategy/leadership/seven-productivity-tips-every-pastor-should-master/>

[Images for productivity tips for pastors](#)

<https://www.redeemingproductivity.com/>

<https://www.lifeway.com/pastors/2017/08/30/7-productive-habits/>

[Images for productive habits for pastors](#)

<https://www.vanderbloemen.com/blog/5-productivity-hacks-for-busy-pastors>

[Images for productivity hacks for pastors](#)

What Does the Bible Say About Productivity? - OpenBible.info

<https://www.openbible.info/topics/productivity>

[Images for bible and productivity](#)

<https://bible.knowing-jesus.com/words/Productivity>

<https://www.bibletools.org/index.cfm/fuseaction/Topical.show/RTD/cgg/ID/13571/Productivity.htm>

<https://biblereasons.com/christian-productivity/>

<https://dougbelshaw.com/blog/2010/04/26/7-things-the-bible-taught-me-about-productivity/>

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<https://www.desiringgod.org/articles/four-productivity-lies>

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<https://www.lifeofasteward.com/productivity-defined-by-jesus/>

<https://tifwe.org/a-biblical-view-of-productivity/>

<https://hubpages.com/religion-philosophy/Great-Bible-Verses-on-Productivity>

<https://www.livingfreeindeed.com/2017/06/27/what-the-proverbs-31-woman-teaches-us-about-productivity/>

<https://wbmason.files.wordpress.com/2011/08/biblical-productivity-mahaney.pdf>

<https://www.southbaychurchlii.org/life-purpose-hope-blog/10-surprising-productivity-hacks-from-the-bible>

[Images for surprising-productivity-hacks-from-the-bible](#)

<https://freedomspout.com/productivity/>

<https://findanswers4life.wordpress.com/2015/03/04/productivity/>

<https://www.csmedia1.com/spiritlake.crosswinds.tv/8-work-matters-to-god-what-is-biblical-productivity-sermon-handout.pdf>

<https://www.christ2culture.com/resources/Sermons/Work-Matters-To-God/8---Work-Matters-To-God---What-Is-Biblical-Productivity---Manuscript.pdf>

<https://www.biblicalleadership.com/blogs/busting-12-myths-about-productivity/>

<http://www.brandonweb.com/sermons/sermonpages/proverbs12.htm> Choose Productivity

<https://izzabelle.co/blog/christian-productivity-bible-printable>

<https://jacobgerber.org/fruitfulness-biblical-theology-productivity/>

<https://www.crosswalk.com/church/pastors-or-leadership/10-ways-to-maximize-your-productivity-in-god-s-kingdom.html>

[Images for ways-to-maximize-your-productivity-in-god's-kingdom](#)

<https://www.desiringgod.org/interviews/ten-principles-for-personal-productivity>

<https://www.crosswalk.com/church/pastors-or-leadership/10-ways-to-maximize-your-productivity-in-god-s-kingdom.html>

[Images for ways-to-maximize-your-productivity-in-god's-kingdom](#)

25) Publications

Communications & Publications Specialist

Full-time administrative assistant position available in June with Excellent Benefits. (No weekends) Job responsibilities include:

Creating & producing publications, updating website, office support and phones. Previous experience with InDesign or PageMaker & MS Office Suite needed. The successful candidate would be a reliable self-starter with great verbal and written skills, detail oriented and a team player. Please submit resume & letter of inquiry by May 1: Director of Business Bethany Lutheran Church 35

W Messenger St Rice Lake, WI 54868 bethany@chibardun.net

<http://files.ctctcdn.com/0def306001/ccabe7b5-e361-4ec7-bb5c-1fc7673a6587.pdf>

[Images for Church Communications & Publications Specialist](#)

Publications Specialist, Severna Park United Methodist Church

Job Description:

Publications Specialist

You are: a creative, skilled, team player that loves to write, design and tell faith stories in artistically compelling ways (both print and digital media).

We are: a vibrant, grace-filled, mission-minded, multi-generational congregation in Severna Park, MD looking to step up our whole communications portfolio, everything from newsletters to website to social media.

If that's YOU and you are intrigued by US, then we really should talk. Email us a cover letter, resume (including publications software you have experience with) and several portfolio pieces which demonstrate your personal design aesthetic and abilities to:

Nicole@severnaparkumc.org

<http://www.churchstaffing.com/job/177857/>

[Images for Church Publications Specialist](#)

26) Recognition

Employee Recognition Appreciation Award Ideas

Sincere thanks never grow old. Ongoing, meaningful rewards and recognition provide an effective, low cost way of raising morale and encouraging higher levels of performance. Here are 86 ideas to help you embed employee recognition into your everyday work. (Adapted from the University of Michigan)

<http://www.washington.edu/admin/hr/roles/mgr/ee-recognition/award-ideas.html>

[Images for Employee Recognition Appreciation Award Ideas](#)

<http://www.terryberry.com/get-started/employee-award-options.aspx>

<http://www.peoplemetrics.com/blog/25-staff-appreciation-and-recognition-ideas-that-wont-break-the-bank/>

www.snacknation.com/blog/employee-recognition-ideas/

<https://blog.capterra.com/40-employee-recognition-ideas-for-your-praiseworthy-staff/>

<https://fitsmallbusiness.com/employee-recognition-ideas/>

<http://www.signupgenius.com/business/employee-recognition-and-appreciation-award-ideas.cfm>

<https://getbambu.com/blog/employee-recognition-ideas/>

Employee recognition in today's workplace - YouTube

Razor Suleman speaks on the different perceptions employers and employees have on what drives engagement, and why recognition is vital in today's workplace. Also, in this webisode, learn what recognition programs are currently in demand.

<https://www.youtube.com/watch?v=Kyr4gonPAPQ>

[Images for Employee recognition in today's workplace - YouTube](#)

<https://www.youtube.com/watch?v=DKHawg3a8gQ> Creative Ways to Give Employee Recognition - YouTube

<https://www.youtube.com/watch?v=xY4PZIp51gc> The Ripple Effect of Employee Recognition - YouTube

<https://www.youtube.com/watch?v=iu0csFttsN0> Recognizing Employees Effectively - YouTube

<https://www.youtube.com/watch?v=XccyUJoCfKE> Employee Recognition Done Awesome - YouTube

<https://www.youtube.com/watch?v=7ZLZmSMXkLA> Employee Recognition Fail - YouTube

https://www.youtube.com/watch?v=4VTGrLu0_O4 The Business Case for Employee Recognition Programs - YouTube

<https://www.youtube.com/watch?v=5xJnqY-nJQU> Why Is Employee Recognition In the Workplace So Important? - YouTube

<https://www.youtube.com/watch?v=e-p381Q6Jas> SHRM- Globoforce: Influencing Workplace Culture Through Employee Recognition and Other Efforts - YouTube

5 Ways Leaders Rock Employee Recognition - Forbes

You rock. You're so special. Nice job putting your toys away. On and on it goes: reflexive praise for doing the right thing and, in many cases, the not-so-right thing. We're becoming a culture in which people expect to be rewarded for drawing breath and taking up space, which makes the job of an HR pro or business leader tasked with employee retention a difficult one indeed. If many of your employees expect routine and social praise and "badges", how can you recognize extraordinary achievement? When should recognition and reward be linked?

<http://www.forbes.com/sites/meghanbiro/2013/01/13/5-ways-leaders-rock-employee-recognition/>

[Images for Employee Recognition - Forbes](#)

<https://www.forbes.com/sites/williamcraig/2017/07/17/3-reasons-why-employee-recognition-will-always-matter/#687435b163c9>

<https://www.forbes.com/sites/danschawbel/2016/05/23/david-novak-why-recognition-matters-in-the-workplace/#15e489827bb4>

<https://www.forbes.com/sites/forbescommunicationscouncil/2018/02/28/recognition-in-the-workplace-its-not-what-you-think-it-is/#24f4e7073da5>

<https://www.forbes.com/sites/joshbersin/2012/06/13/new-research-unlocks-the-secret-of-employee-recognition/#29d5354d5276>

<https://www.forbes.com/sites/theyec/2017/02/02/seven-ways-to-build-a-culture-of-employee-recognition/#7587c71aaab3>

[Images for build-a-culture-of-employee-recognition](#)

<https://www.forbes.com/sites/forbesbusinessdevelopmentcouncil/2018/01/05/six-employee-recognition-strategies-to-celebrate-each-team-members-wins/#6085e6c4224b>

Top 25+ best Employee recognition ideas on Pinterest

<https://www.pinterest.com/explore/employee-recognition/>

[Images for employee recognition Pinterest](#)

<https://www.pinterest.com/explore/staff-appreciation-gifts/>

<https://www.pinterest.com/explore/employee-appreciation/>
<https://www.pinterest.com/joyincreation/staff-appreciation/>

What Does the Bible Say About Recognition? - OpenBible.info

<https://www.openbible.info/topics/recognition>
Images for bible and recognition

<https://www.kingjamesbibleonline.org/Bible-Verses-About-Recognition/>
<https://biblehub.com/topical/r/recognition.htm>

27) Relationships

Developing Positive Relationships at Work (HRDQ Skills Development) by Kate Ward

It's no secret that the aim of every organization is to hire the best talent. But when it comes to success in the workplace, Ivy League degrees and decades of professional experience are of no use if individuals fail to develop and maintain healthy relationships. In other words, when the people in your organization can't work together and "play nice," business is bound to suffer. If you want to create balance in your life and make meaningful improvements to your professional career, develop your people skills with the aid of *Developing Positive Relationships at Work*. This e-book takes a holistic approach to help you to develop the skills you need to interact with others, including building rapport, establishing trust, setting boundaries, and learning to overcome interpersonal conflict.

<http://www.amazon.com/Developing-Positive-Relationships-Skills-Development-ebook/dp/B00818HCPO>

<http://www.goodreads.com/book/show/21328664-developing-positive-relationships-at-work>

<http://insidehrdq.com/tag/communication-style-inventory/page/3/>

<http://insidehrdq.com/tag/kate-ward/>

<http://www.amazon.com/Kate-Ward/e/B001KCFZ3E>

http://www.goodreads.com/author/show/14755207.Kate_Ward

Images for Kate Ward, author positive relationships

Images for Developing Positive Relationships at Work (HRDQ Skills Development) by Kate Ward images

<http://www.hrdqstore.com/>

Images for HRDQ Skills Development

How to Improve Your Relationships at Work - Forbes

Positive relationships with our coworkers can contribute to making the ... comfortable with the dynamics of communication in the workplace.

<http://www.forbes.com/sites/womensmedia/2014/12/01/how-to-improve-your-relationships-at-work/#3340dd1e2b98>

Images for How to Improve Your Relationships at Work - Forbes

<https://www.forbes.com/sites/forbescoachescouncil/2018/01/02/how-to-strive-for-power-balanced-relationships-at-work/#1285a1f0189c>

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<https://www.forbes.com/sites/worldeconomicforum/2016/03/16/this-is-why-relationships-matter-at-work/#4498cb8a7f33>

<https://www.forbes.com/sites/alicegwalton/2016/10/13/why-work-relationships-affect-our-mental-and-physical-health-so-strongly/#29d6a5052075>

<https://www.forbes.com/sites/womensmedia/2014/12/01/how-to-improve-your-relationships-at-work/#56587b2e47a2>

<https://www.forbes.com/sites/victorlipman/2017/07/01/the-most-important-work-relationship-to-work-on/#5746f6893412>

<https://www.forbes.com/sites/jomiller/2018/03/04/you-wont-make-friends-with-everyone-at-work-earn-their-trust-instead/#3bd749675d65>

<https://www.forbes.com/sites/danschawbel/2017/11/01/10-workplace-trends-youll-see-in-2018/#28b7aa8f4bf2>

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Images for workplace relationships

<https://www.forbes.com/sites/sarahlandrum/2017/12/08/the-importance-of-working-for-a-boss-that-supports-you/#693187486a50>

<https://www.forbes.com/sites/peggydrexler/2014/04/07/the-truth-about-office-romance/#3dbe42a66735>

<https://www.forbes.com/sites/work-in-progress/2011/09/26/building-authentic-relationships-in-the-workplace/#2869f37f1095>

<https://www.forbes.com/sites/erikaandersen/2017/04/10/6-signs-you-dont-have-the-office-relationships-you-need/#11db01375bf7>

<https://www.forbes.com/sites/jacobmorgan/2015/06/22/make-no-mistake-youre-in-a-relationship-with-the-company-you-work-for/#5d0b749a2cf3>

<https://www.forbes.com/sites/bhaliqill/2017/11/17/empathy-is-crucial-to-any-personal-or-professional-relationship-heres-how-to-cultivate-it/#46ad342a7961>

<https://www.forbes.com/sites/martinzwillig/2011/10/16/try-these-ten-startup-work-relationship-strategies/#731d8dea4f6e>

<https://www.forbes.com/sites/forbescoachescouncil/2017/04/28/12-ways-managers-can-establish-a-trusting-relationship-with-employees/#afdd568c2976>

<https://www.forbes.com/sites/forbescoachescouncil/2016/06/15/10-ways-to-manage-your-relationship-with-your-boss/#272e238f2f75>

<https://www.forbes.com/sites/forbeshumanresourcescouncil/2017/09/05/six-ways-to-develop-long-term-relationships-through-mentoring/#7d4e85752b78>

<https://www.forbes.com/sites/work-in-progress/2011/06/18/how-to-start-a-mentorship-relationship/#1a8ed1f34a27>

3 Ways to Develop Positive Work Relationships - wikiHow

Work relationships are important for building a career and finding satisfaction in your job. To learn how to develop positive work relationships, you must be willing to listen to co-workers, communicate openly, and respect yourself and your co-workers.

<https://www.wikihow.com/Develop-Positive-Work-Relationships>

Images for Develop Positive Work Relationships

<https://www.workitdaily.com/workplace-relationships/>

Images for Build Positive Workplace Relationships

<https://www.entrepreneur.com/article/284834> How to Build a Positive Relationship With Your Boss and Colleagues

<https://www.youtube.com/watch?v=7AlZqiVxnMw> Building Positive Working Relationships - YouTube

What Does the Bible Say About Church Relationship? - OpenBible.info

https://www.openbible.info/topics/church_relationship

Images for Bible and Church Relationship

<https://www.desiringgod.org/messages/the-value-of-relationships>

<https://bible.org/seriespage/42-my-relationship-local-church>

<https://www.christianity.com/church/church-life/all-alone-together-the-tragedy-of-superficial-relationships-at-church.html> Church Relationships and Duties Toward Each Other - Let God be True!

Workplace relationships - Wikipedia

Workplace relationships are unique [interpersonal relationships](#) with important implications for the individuals in those relationships, and the organizations in which the relationships exist and develop.^[1]

[Workplace](#) relationships directly affect a worker's ability and drive to succeed. These connections are multifaceted, can exist in and out of the organization, and be both positive and negative. One such detriment lies in the nonexistence of workplace relationships, which can lead to feelings of [loneliness](#) and [social isolation](#).^[1] Workplace relationships are not limited to friendships, but also include [superior-subordinate](#), [romantic](#), and [family](#) relationships.

https://en.wikipedia.org/wiki/Workplace_relationships

Images for Workplace relationships

28) Retreat

4 Elements Of An Effective Church Staff Retreat - Vanderbloemen

Most people spend more time with their coworkers each week than they do with their own families. Team building is essential to the development of a great work environment. Taking time to invest in your relationships with your coworkers is key to the long-lasting growth and health of your church staff. Schedule a church staff retreat into your calendar for intentional team building, vision casting, and problem solving exercises. What are the elements of a great team building event?

<http://vanderbloemen.com/insights/4-elements-of-an-effective-church-staff-retreat>

Images for church staff retreat

<http://www.christianitytoday.com/le/1980/summer/8013100.html> At the Planning Retreat: Discussing First Things First - Christianity Today

<http://www.buildingchurchleaders.com/articles/2012/starbucksnextretreat.html> Starbucks and Your Next Retreat | CT Pastors - Christianity Today

<http://www.churchleaders.com/pastors/pastor-blogs/145852-staff-planning-retreat.html> Staff Planning Retreat - ChurchLeaders

Images for Church Staff Planning Retreat

<https://www.resourceumc.org/en/content/plan-a-retreat-for-your-ministry-staff>

28 best Staff Retreat images on Pinterest

<https://www.pinterest.com/debbiemcbrayer/staff-retreat/>

Images for staff retreat Pinterest

<https://www.pinterest.com/jmbplus53/staff-retreat/>

<https://www.pinterest.com/angbaby83/staff-retreat-ideas/>

Webinar - Building Healthy Teams through Staff Retreats - YouTube

This webinar examined why congregations should consider having a staff retreat. Practical ideas regarding planning and operating the retreat were discussed. Pastor Steve Woodfin and Principal Janet McLoughlin discussed the approach used at Our Shepherd Lutheran in Birmingham.

Key Takeaways: Why should you consider a staff retreat? Why is a spiritual emphasis beneficial to your team? What are some practical considerations in planning retreats? How can you assist reluctant participants in this event? How do you decide on topics or themes?

https://www.youtube.com/watch?v=CS9uA5Nw6_4

Images for Building Healthy Teams through Staff Retreats - YouTube

<https://www.youtube.com/watch?v=RGig58IRAb8> The importance of church staff retreats - YouTube

<https://www.youtube.com/watch?v=WTqJ3-oN1HM> Management tutorial: Planning your team-building retreat | Lynda.com - YouTube

<https://www.youtube.com/watch?v=lw5wGRjXpyI> Planning the Perfect Company Retreat - 352 Noodles & Doodles Episode 3

<https://www.youtube.com/watch?v=M63Z8bkRtcc> Corporate Retreat - SNL - YouTube

<https://www.youtube.com/watch?v=zkwICGk0Mcs> 2nd Annual Camp Yachad Staff Retreat - YouTube

<https://www.youtube.com/watch?v=Yq06J9wukfY> [HWN Family] Staff Retreat 2017 to Krabi! - YouTube
<https://www.youtube.com/watch?v=5FAqyalwmm0> 2017 Summer Staff Intro | Deer Run Camps & Retreats Nashville TN (615) 794-2918 (deerrun.camp) - YouTube

What Does the Bible Say About Retreats? - OpenBible.info

<https://www.openbible.info/topics/retreats>

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<http://bestillretreat.com/who-we-are/retreat-in-the-bible/?view=mobile>

Why My Recent Leadership Retreat Was the Best Ever – ThomRainer.com

While the retreat is fresh on my mind, I thought I would share with you why these particular sessions were so good.

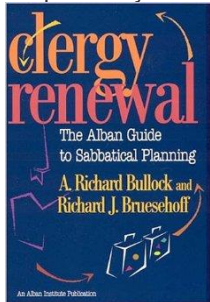
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Images for Why My Recent Leadership Retreat Was the Best Ever – ThomRainer.com

29) Sabbatical

Clergy Renewal: The Alban Guide to Sabbatical Planning [Richard Bullock, Richard Bruesehoff]

Planned time away from the parish for study, rest, and spiritual renewal can be beneficial-and often necessary-for any pastor, as well as for the congregation. In this thoroughly revised and expanded edition of Alban's popular Sabbatical Planning for Clergy and Congregations, Bullock and Bruesehoff provide the definitive guide to putting together refreshing pastoral sabbaticals that can help keep ministry vital and growing for the long term.



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<http://www.blackhawkpresbytery.org/clientimages/48665/com/proposed%20sabbatical%20leave%20policy%20oct%202014.pdf>

<http://www.spselca.org/documents/SPSDocuments/Sabbatical%20Going%20on%20Sabbatical%20Together%20Handout.pdf>

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Images for Richard Bruesehoff, author sabbatical planning
Images for Clergy Renewal: The Alban Guide to Sabbatical Planning [Richard Bullock, Richard Bruesehoff]

Five Reasons Your Pastor Should Take a Sabbatical - ThomRainer

I have the opportunity to work with lay leaders and pastors. I have a pretty good view of both perspectives. And I am convinced that more lay leaders need to insist their pastors take regular breaks even beyond vacations.

<http://thomrainer.com/2014/02/five-reasons-your-pastor-should-take-a-sabbatical/>
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Images for thom rainer (author)

Journeying Toward Renewal: A Spiritual Companion for Pastoral Sabbaticals by Melissa Bane Sevier

Sabbatical leaves are becoming an increasingly common part of pastoral life, as both pastors and congregations recognize the renewed vitality that these times away can bring to their common ministry. Yet many pastors are still wary of seeking the opportunity for renewal leave, often due to a fear of the unknown—potential negative effects, an unexpected transformation of their call, anxiety of finding out they are not indispensable, or simply the uncertainty that comes with “letting go.”

Melissa Bane Sevier has used her own sabbatical leave time to create a spiritually nourishing resource that helps to shepherd pastors through the unknowns of renewal leave. Drawing on her own journal entries and her own and others’ experiences of sabbatical, *Journeying toward Renewal* is a deeply personal guide that demonstrates powerful insight into the joys and stresses of pastoral ministry. Sevier provides not only engaging reflections on the experience of being on sabbatical, but also includes numerous thought-provoking exercises, activities, ideas, and other resources to help readers get the most out of their renewal leave. *Foreword by William F. Brosend, Associate Director of the Louisville Institute.*



<http://www.amazon.com/Melissa-Sevier-Journeying-Toward-Renewal/dp/B00RWTF91C>
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<https://melissabanesevier.wordpress.com/>
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<https://twitter.com/melissasevier>
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<http://www.lifeandleadership.com/book-summaries/sevier-journeying-toward-renewal.html>
Images for Melissa Bane Sevier, author pastoral sabbaticals
Images for Journeying Toward Renewal: A Spiritual Companion for Pastoral Sabbaticals by Melissa Bane Sevier

Northwest Synod of Wisconsin | 2018 Salary Standards

APPENDIX G—MODEL **SABBATICAL**/RENEWAL LEAVE AGREEMENT

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Images for MODEL SABBATICAL/RENEWAL LEAVE AGREEMENT

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<http://www.swtsynod.org/sabbatical>

<http://www.swtsynod.org/article399590.htm>

The Southwestern Texas Synod Office: Home: Sabbatical Resources

<http://www.alleghenysynod.org/pastoral-church-resources> Sabbatical Resources

<http://nwmnsynod.org/resources/sabbatical-guidelines/>

<http://mpls-synod.org/pastors-deacons/sabbaticals/>

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<http://nisynod.org/resources/sabbaticals/sample-policy/>

[PDF] Reflections and Resources for the Journey: On Sabbath, Sabbatical and Listening in the Sacred Space – Kairos and Associates

Drawing on the wisdom of the Kairos community, we asked Genelle Netland, Senior Pastor of Calvary Lutheran in Bemidji, and David Schreiber, Lead Pastor of Resurrection Lutheran in Indianapolis, to share what they've discovered about the transformative value of sabbatical. Their insights offer glimpses into holy time where we can seek vision, shape ministry, refresh vocation and strengthen relationships.

<http://www.kairosandassociates.com/sites/default/files/files/pdf/7-7-sabbath-sabbatical-and-listening-sacred-space.pdf>

Images for On Sabbath, Sabbatical and Listening in the Sacred Space – Kairos and Associates

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Renewal time: planning your sabbatical - Ministry Magazine

A sabbatical typically includes time for travel, rest, prayer, and the broadening of one's sense of God's work in the world—a time to pause, step back, and behold God and creation from a new perspective. Nourishing one's soul and discovering a new perspective calls for both a change of pace and a change of location.

<https://www.ministrymagazine.org/archive/2007/05/renewal-time-planning-your-sabbatical.html>

Images for Renewal time: planning your sabbatical - Ministry Magazine

Sabbatical Quotes - BrainyQuote

<https://www.brainyquote.com/topics/sabbatical>

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Sabbatical Resources | Ministry Sabbatical Resources

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Images for resources/leadership/sabbatical

Sabbatical - Wikipedia

A sabbatical (from **Hebrew**: *shabbat* (שַׁבָּת) (i.e., **Sabbath**), in **Latin**: *sabbaticus*, in **Greek**: *sabbatikos* (σαββατικός)) is a rest or break from work.

History

The concept of the sabbatical is based on the Biblical practice of *shmita*, which is related to agriculture. According to **Leviticus 25**, Jews in the **Land of Israel** must take a year-long break from working the fields every seven years. A "sabbatical" has come to mean an extended absence in the career of an individual to fulfill some goal, e.g., writing a book or **travelling** extensively for research.

<https://en.wikipedia.org/wiki/Sabbatical>

Images for sabbatical

D. SABBATICALS/RENEWAL LEAVE (Recommended)

1. Rationale

To encourage the congregational health that comes with longer tenured leaders, congregations should grant a sabbatical leave for rostered leaders after at least every seven years of service, with a minimum length of three months in the seventh year.

2. Funding Sabbaticals

Accumulated funds for a sabbatical for the rostered leader should be reserved in the congregation treasury as funds restricted for that purpose.

Should Every Pastor Get a Sabbatical? - YouTube

Watch two pastors (Rick Phillips and Ryan Kelly) and a businessman (Bob Doll) discuss whether pastors should get sabbaticals.

<https://www.youtube.com/watch?v=n2jgfWsv-HE>

[Images for Pastor Sabbatical - YouTube](#)

<https://www.youtube.com/watch?v=ko6jl7awl7o> Pastor Jamie's Sabbatical Leave - YouTube

<https://www.youtube.com/watch?v=XOVfRF7ynGw> Sabbatical Leave Success Stories: How Sabbaticals Benefit You and RTI

<https://www.youtube.com/watch?v=vo6PoTCJ4J0> Pastor Hanley, what are your reflections from your recent sabbatical?

<https://www.youtube.com/watch?v=fsUB3EZskU4> Sabbatical Video 2014 - YouTube

[Images for Pastor Get a Sabbatical](#)

[PDF] What Difference does a Pastoral Sabbatical Make?: What Pastors and Their Congregations Have to Say

Since the Louisville Institute began granting pastoral sabbatical awards in 1994, many denominations, regional offices, and congregations have adopted policies recommending – and in some cases stipulating – regular sabbaticals for pastoral leaders. Sabbaticals are increasingly included in pastors' employment contracts. For these developments, we rejoice. Yet while such developments are truly encouraging, pastoral sabbaticals have gained little more than a tenuous toehold in the church. We are a long way from regular pastoral sabbaticals being the norm. But we hope that our labors, sharpened by this survey's discoveries, can help move pastors and congregations toward that end.

http://www.resourcingchristianity.org/sites/default/files/transcripts/clergy_sabbatical/SheldonSorge_What_Difference_Sabbatical.pdf

[Images for What Difference does a Pastoral Sabbatical Make?: What Pastors and Their Congregations Have to Say](#)

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What Does the Bible Say About Sabbatical? - OpenBible.info

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What Pastors Should Know Before Their Sabbatical - Pinterest

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[Images for pastors sabbatical Pinterest](#)

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Why You Should Give Your Pastor a Sabbatical (Video, VHS) by Roy M. Oswald: The Alban Institute

Roy Oswald makes the case for clergy sabbaticals as a way of retaining congregational vitality. Oswald does not suggest that this request for renewal leave be based on the notion that a congregation is doing its minister a favor. Rather, he appeals to the long-term self-interest of the congregation. A congregation developing a sound sabbatical policy is similar to a company protecting its primary assets.

This video and accompanying study guide was developed for congregational leaders. It has two parts - the first part gives a general overview of sabbaticals and recommendations for a sabbatical rhythm. Also, contained in part one is the first of six points made in support of renewal leave. This first point deals with longer pastorates - how beneficial they can be to congregations, some of their pitfalls, and how some of these pitfalls can be addressed by a three-month sabbatical every four years. In part two, the remaining five reasons for establishing a sabbatical policy are developed. Several of these deal with the long-term benefits to the congregation.

<https://www.amazon.com/Should-Give-Your-Pastor-Sabbatical/dp/1566992478>

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[Images for Roy M. Oswald, author](#)

[Images for Why You Should Give Your Pastor a Sabbatical \(Video, VHS\) by Roy M. Oswald: The Alban Institute](#)