

Effective Oversight

Prior to joining the Gateway team, I had been in vocational ministry for 20 years (4 different churches)
I always wanted to be part of an “*accountable culture*” – Gateway was a perfect match (my tribe)

When I joined the Gateway team – Spring 2003

We didn’t even have our own building

We were mtg at a Day Care Center (smelled like diapers)

I was employee #23 & pastor #7

Our average weekend attendance was 1,500 people in five services

When I transitioned OFF the Gateway team – Fall 2017

There were over 600 employees (after downsizing from 850)

Our average weekend attendance was 35,000 people on six campuses (more expansion coming soon)

As I reflect on Gateway’s health & growth ...

One of the keys – offering intentional & effective oversight of all staff

Whether your church is large or small – everyone on your team deserves oversight

There should be clear lines of authority for all – *everyone* reports to *someone*

Another key – making sure each team member fully understands the Church’s Vision

Clear vision helps everyone stay on track – hit the target – & pull in the same direction

God doesn’t want you to play tug of war with the church’s vision

Matthew 12:30 – *He who is not WITH me ... is AGAINST me*

He who does not GATHER with me ... SCATTERS

A third key – having up-to-date & well-managed Job Descriptions (tweak every 6-12 months)

This prevents the natural drift toward other or preferred tasks

This also keeps team members from duplicating someone else's job

This may lead to some fun (awkward & uncomfortable) conversations ...

I know you enjoy doing that task, but we pay someone else to do those things

We need you (we actually pay you) to do your job 😊

Good overseers want to know ...

How can I most effectively empower those who report to me?

How can I help them be successful?

As an overseer, you should be available to serve those you lead (not vice versa)

Matthew 20:28, Mark 10:45 – *Jesus did not come to BE served, but **TO** serve ...*

Oversight is PURPOSEFUL

Make sure you have *regular mtgs* scheduled at the exact same time each week or every other week

You may choose to have *one-on-one mtgs* on weeks 1 & 3 & *staff or team mtgs* on weeks 2 & 4

Encourage each of your direct reports to come “prepared” to each oversight mtg ...

What requires your input or permission?

What do they need to discuss *with* you?

What items need a decision *from* you?

As you prepare for one-on-one oversight mtgs ...

Keep a list of any news that you need to share with your direct reports

Consider the “information” vs. “discussion” approach

Sometimes, you will inform them of a decision that you’ve made

At other times, you will discuss topics with them before a decision is made

Questions you should ask on a regular basis in your one-on-one oversight mtgs ...

What resources do you need *from me* to carry out your assigned tasks?

What authority & permission do you need *from me* in order to complete your work?

What am I doing that frustrates you or prevents you from doing your job?

Ask for an update on each – area of ministry / department / leader – they oversee ...

This will allow them to share both good & bad news related to their areas of oversight

When you hear good news, you can encourage the person they brag on the next time you see them

When you hear bad news, you can offer your suggestions on how to address the problem areas

Oversight is RELATIONAL

The people you oversee should know that you love them & their families

IOW: You should cover more than their work assignments

Do you know the names of the family members of those who report to you?

Do you know the hobbies & interests of those who report to you?

Start each oversight mtg discussing their personal lives ...

On rare occasion, you may not even get to their work

But ... **IF** they know you care about them, you will win their loyalty, love & support

And in response, they will work extremely hard for you

Make sure that each of your direct reports is “completely” healthy ...

This allows them to have the influence they need to serve & oversee others

We can only give away ... *impart to others* ... what is true in our own lives

Ask questions related to these 7 areas ...

Faith, Family, Finances, Freedom + Friendships, Fun & Fitness

Finally, as often as possible, pray *with* & pray *for* those you oversee ...

If someone under your oversight ends up in the ditch

(marriage crisis, divorce, moral failure)

It might be *partly* your fault 😊