

MX Ministry Staff - what do we need?

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Date: Monday, July 29, 2024 at 04:18 PM CDT

Guys,

I have been reflecting on the ministry needs at McKnight, and I am considering what our priorities would be if we had to hire new staff from scratch. My aim is to think holistically about our staffing needs, similar to the approach described in the book *Moneyball*. Instead of focusing all our resources on one key position, we should consider what is needed to build a well-rounded team. Often, having a group of fundamentally sound individuals working together is more effective than relying on a single star player without adequate support.

I have reviewed the various ministry areas we frequently discuss and have subjectively ranked them based on current needs and projected stability over the next few years. This initial evaluation is meant to provide a framework for discussing our future hires, ensuring we avoid the risks of overstaffing or overpaying for one position at the expense of others.

Below is my preliminary assessment of our staffing needs, with FTE (full-time equivalent) values indicating the time commitment required for each position. A value of 1 represents a full-time hire, while 0.5 represents a part-time hire (20 hours per week). "Initially" refers to the first year or two, and "Stable" reflects the needs after all positions are filled and established.

Position	Initially (FTE)	Stable (FTE)	Importance (1-5) Initially	Importance (1-5) Stable
Executive Minister	0.50	0.25	4	3
Youth Minister	1.00	0.75	3	3
Children's Minister	0.50	0.50	2	2
Pulpit Minister	0.50	0.25	5	5
Family Minister	0.50	0.40	5	5
Totals	3.00	2.15		

(The above is also attached)

Please note that this is a starting point for a discussions, and the positions and rankings can be adjusted as needed. The goal is to find a balanced approach to our staffing, allowing us to consider hiring a young minister who shows passion for ministry and evangelism, while ensuring we have a supportive team to cover any gaps.

I look forward to discussing this further at our next Shepherds meeting and exploring how we can best meet the ministry needs at McKnight.

---- Bret