

# **iReflect – Interactive Training Session**

## **Ministers' Renewal 2010**

**Question:** How should I prepare for and handle staff conflict?

**Answers:**

Keep the big picture in mind  
Spend time with your staff outside the office  
Talk about how to handle conflict before it happens  
Maintain balance and flexibility  
Communicate clear expectations from the pastor  
Pastoral approachability  
Open communication – Matthew 18 principle  
Staff loyalty  
Lead and staff pastors maintain a teachable spirit  
Marriage counseling  
Develop a relationship with staff  
Use Clifton strength finder and other personality inventories  
Pray together and Play together

**Question:** What questions should all leadership teams be asking themselves?

**Answers:**

How does our church culture need to change to minister to our broader cultural context?  
Where is the activity of God?  
What is a win from this past Sunday? Wednesday?  
What is missing?  
How does each staff member fit into the overall?  
What resources do we have that we aren't using?  
Who cares, and why do they care?  
What is our vision? Core values?  
Why are we doing this/about to do this?  
If we did not exist in our community, who would miss us?  
Where are you with God and family?

**Question:** What questions should we be asking ourselves about our ministry right now?

**Answers:**

What should we stop doing?  
What bothers us about our church?  
What bothers us about our community?  
What bothers us about our world?  
How can we do things better?  
To whom do we need to be talking?  
What's next?