Human Resources Team

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HR Practices for the Church

- Clarity & Culture
- Training & Development
- Compensation & Benefits
- Leveraging Technology - the role of AI

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Clarity & Culture

- The Importance of Clarity
- 3 Building Blocks of Culture
  - Conviction
  - Language
  - Behavior

Clarity & Culture

Big Picture

1. Where do we lack clarity right now — roles, expectations, decision-making, communication?
2. What behaviors are shaping our culture more than our policies?
3. Where do we unintentionally tolerate confusion?

Deeper Reflection

4. How do we know when culture is strong? What indicators do we look for?
5. Where does "niceness" blur accountability?
6. If a new hire observed us for 30 days, what would they say our culture actually rewards?

Practical Application

7. What is one area where clearer documentation or communication would immediately improve culture?
8. How do we create clarity without becoming rigid or overly corporate?

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Training & Development

LMS

- Staff Onboarding
  - Does every employee know what is expected? When has this been communicated?
- Vision & Culture Leak
  - When is the last time you have trained staff on cultural expectations?
  - Are you utilizing platforms available to provide ongoing training?

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Training & Development

LMS

- ○ Manager Onboarding & Continual Training
  - ■ Does every Manager know what is expected? When has this been communicated?
  - ■ Look in the mirror first - "I've not led them to…"
  - ■ Trust & Accountability
    - ● The importance of Psychological Safety
- ○ Ongoing Development opportunities
  - ■ Development does not equal promotion but it does impact retention

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Training & Development - ?s to Consider

Assessment Questions

1. Do we train reactively or proactively?
2. Where do we see the biggest skill gaps right now?
3. Are managers equipped to lead, or just promoted because they're strong contributors?

Development Focus

4. What rhythms help development stick (quarterly check-ins, growth plans, mentoring)?
5. How do we identify high-potential staff early?
6. What is our responsibility in career pathing — especially in ministry environments where upward mobility may be limited?

Stretch Question

7. If we invested intentionally in development this year, what measurable outcome would we want to see in 12 months?

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Compensation & Benefits

- Megachurch Compensation Survey
- COLA increases in January
- Performance Based Bonuses upon reviews
- 5, 10, 15 & 20 year Anniversary evaluations of compensation
- Over communicate benefits regularly - All Staff meetings, Annual total compensation reports, training of Managers

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Compensation & Benefits - ?s to Consider

Strategy Questions

1. Is our compensation philosophy clear and documented?
2. Are we leading market, matching market, or lagging intentionally?
3. How do we balance stewardship with competitiveness?

Transparency & Equity

4. How transparent should we be about pay ranges?
5. How do we guard against inequities that grow quietly over time?
6. What benefits matter most to this generation of staff (flexibility, health coverage, PTO, student loan help, etc.)?

Practical

7. If we couldn't increase salaries significantly, what creative benefits could increase retention?

AI in the Church

AI Platforms for Churches ✕

Love this question — because the **business side of the church** is exactly where AI is creating the biggest leverage right now (operations, staffing, finances, communications, data, growth strategy).

Below are the **Top 10 AI platforms churches are using today** — specifically focused on administration, leadership, and organizational efficiency (not sermon prep).

🏆 Top 10 AI Platforms for Church Operations (Business Side)

ChatGPT

AI Questions to Consider

Reality Check

1. Where are we currently underutilizing technology?
2. What HR processes feel manual or inefficient?

AI-Specific

3. What HR tasks could AI assist with today? (job descriptions, policy drafts, training outlines, performance review templates, data analysis)
4. Where should AI NOT be used? (sensitive employee relations, disciplinary tone, pastoral situations)
5. What guardrails should we establish around AI use?

Strategic Thinking

6. Does leveraging AI free us to be more relational — or risk making us less human?
7. What is one HR process we could pilot with AI support this year?

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Open Discussion
Q & A