



EMERGING AND ESTABLISHED STEWARDS WEBINAR SERIES



8 June 2023

Human Resources and Technology Officers



Samuel Mujyanama
Rwanda



Paula Mendoza
Guatemala



Adel Azmy
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EMERGING AND ESTABLISHED STEWARDS WEBINAR SERIES

Free 60-minute interactive webinars to strengthen your service

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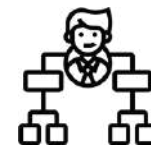


30 March 2023

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OVERVIEW

1. What are the top 3 pressing issues for human resources and technology officers?
2. Why approach pressing issues from a "biblically faithful, globally consistent, and locally contextualized" perspective?
3. How can human resources and technology officers apply tools to address pressing issues?
4. What if you applied this teaching and used these tools?
5. Breakout Discussion for Established Stewards (5+ years experience) and Emerging Stewards (0-5 years experience)
6. Q & A
7. Wrap up

WHAT?

What are the top 3 pressing issues for human resources and technology officers and what does the Bible say about these issues?



Paula Mendoza
Guatemala

PRESSING ISSUE #1

Personal and Spiritual Health and Professional Development

Early Church Example (Acts 6:1-7)

- Growing Pains – potentially divisive situation (v. 1)
- Mission Focus – "ministry of prayer and the word" (v. 2, 4)
- New Staff – "full of the Spirit and wisdom" (v. 3)
- Pleasing Proposal – commissioned diverse new staff (vv. 5-6)
- Rapid Growth – included priests becoming obedient (v. 7)

PRESSING ISSUE #2

Training and Development Strategies for Staff and Volunteers

Moses with Bezalel, Oholiab, and Skilled Workers (Exodus 31:1-5)

- Locate experts – God chose Bezalel, "filled him with the Spirit, wisdom, understanding, knowledge, and all kinds of skills" (vv. 1-5)
- Assign apprentices – God "appointed" Oholiab "to help him" (v. 6)
- Deploy workers – God gave the "ability to all the skilled workers to make everything" He commanded them to make (vv. 6-11)

PRESSING ISSUE #3

Technology and Training Needs for Staff and Volunteers

Lessons from Aaron and the Levites (Numbers 8)

- Instruction – "Set up the lamps" of "hammered gold" (vv. 1-4)
- Consecration – Bring them to the "tent of meeting" (vv. 5-19)
- Supervision – Do work under the supervision of Aaron (vv. 20-22)
- Succession – Levites ages 25-50 do the work and Levites over 50 "assist and keep guard" over the service (vv. 23-26)

WHY?

Why approach pressing issues from a biblically faithful, globally consistent, and locally contextualized perspective?



Adel Azmy

Egypt

BIBLICALLY FAITHFUL (STEWARDS)

If we take a "biblically faithful" approach to these pressing issues we will experience many benefits. Human resources and technology officers will...

1. Look for workers for every role that are Spirit-filled and skilled
2. Celebrate that God gives special technical skills to some people
3. Identify, train, and empower people to work with supervision
4. Connect workers with experts for growth and development
5. Build strong teams that help ensure ministry succession
6. Link mature workers with young laborers for mentoring

GLOBALLY CONSISTENT (STANDARDS)

If we take a "globally consistent" approach to these pressing issues we will experience many benefits. Human resources and technology officers will...

1. Help ministries address growing pains with a missional focus
2. Implement standards for doing interviews and making hires
3. Find workers with technical skills and help them grow
4. Grow workers with training, mentoring, and development
5. Have spiritual consecration and strategic supervision of workers
6. Build strong teams that value rather than abuse workers

LOCALLY CONTEXTUALIZED (SUSTAINABILITY)

If we take a "locally contextualized" approach to these pressing issues we will experience many benefits. Human resources and technology officers will...

1. Avoid mission drift in the face of real challenges in your setting
2. Address HR or technical staff issues in locally pleasing ways
3. Pay fair wages based on the needs of the context
4. Engages workers with experts for apprenticeship and mentoring
5. Include supervision for feedback and training to grow teams
6. Follow standards for succession and sustainability

HOW?

How can human resources and technology officers apply practical tools to address these pressing issues?



Samuel Mujyanama

Rwanda

DIAGNOSTIC TOOL

Do the GTP Diagnostic Tool

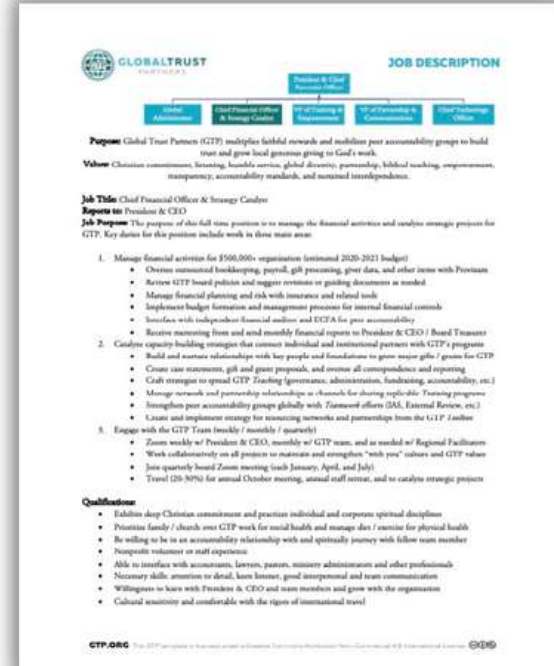
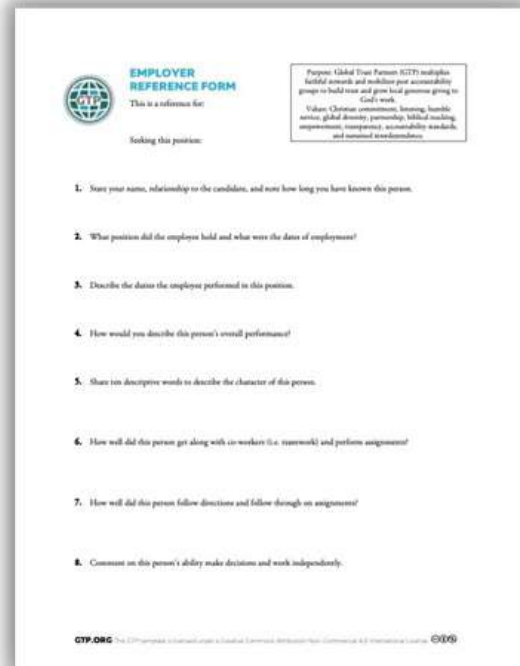
1. Answer 36 questions
2. Get your diagnostic report
3. Download free GTP templates
4. Put your house in order

www.gtp.org/resources/diagnostic-tool

Available in 5 languages:

English, Spanish, French, Czech, and Slovak

FEATURED TEMPLATES



Staff Guide



Employer and
Character
Reference
Forms

Job Description
and Volunteer
Annual
Commitment

Privacy
Policy and
Giver Privacy
Policy

WHAT IF?

**What if you applied
this teaching and
used these tools?**



Jaime Schell

Australia

BREAKOUT DISCUSSION

Established Stewards (5+ years experience)

Share an example that illustrates a point of today's webinar.

Emerging Stewards (0-5 years experience)

Share one biblical insight or practical idea you gained from this webinar.

Q & A



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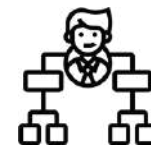


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