

Church Leader, I want to start a new tradition this year, and it begins with you.

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Leadership  Network *Advance*



## Starting a New Tradition this Thanksgiving

By Ron Edmondson , CEO

When our two boys were at home we had an annual Thanksgiving tradition where each of us would list our top ten things we were thankful for that year. We took turns reading one of ours at a time until all four of us had shared all ten. We stopped the tradition when our boys moved away from home. I miss those days.

I realize Thanksgiving has past and you're thinking about Christmas, but I'm still in the thankful mood. So, in lieu of that family tradition, I'd like to start one of my own with the Leadership Network family. I'm almost 6 months in as CEO and I've learned a lot. Mostly I've learned I have so much to learn, but this is an incredible ministry. But, these months have made me incredibly thankful for this ministry.

Please allow me to share the top ten things for which I'm thankful for - at Leadership Network - this year.

**1. The trust we've developed in the Church.** After talking to dozens of pastors in the past 5 months, I'm convinced this is our greatest asset as a ministry. I realize the awesome responsibility I have to steward this well.

**2. A rich history.** I love hearing the incredible testimonies from client churches and pastors, of Leadership Network's ability to help the Church innovate, grow and mature, so they can make disciples.

**3. Our developing partnership with Exponential.** Plus the dozens of other conversations with potential relationships with Kingdom-minded organizations, for ways to do ministry together in the future.

**4. Kingdom-minded investors.** From the widow's mite to wealthy business leaders and generous churches, I'm thankful for those who believe in the mission of the Church and of

Leadership Network, and sacrificially fund the ministry.

**5. The Leadership Network staff.** We have a team who adapts well to change. I'm getting to know most of them still, but I'm thankful to be surrounded by people who are willing to embrace the changes we need to make moving forward - as a ministry and in the Church.

**6. A renewed energy around our mission.** I'm sensing it everyday from churches, donors, and board members. The Church is facing so many issues today that pastors aren't always equipped to handle. Seminary simply can't train pastors in all these areas. I'm thankful the ministry of Leadership Network is still viable and well-received.

**7. A growing interest and ministry connections in marketplace ministries.** I think it's a rich future for the church. Recently a successful tech CEO in the Bay Area said at an Exponential event something like this, "Only 3% of the Bay Area will be in church on Sunday morning, but 76% will be at work on Monday morning." We must help churches effectively be on mission on Monday morning.

**8. My wife's growing ministry to Dallas area pastor wives.** It's helping us realize the need to continually invest holistically in church leaders. We are exploring ways to do this directly and through partnerships.

**9. The legacy of our founder, Bob Buford.** I'm thankful Bob wanted his fruit to "grow on other people's trees". I love that this ministry exists simply for the good of others. (I think that's actually Biblical. (Philippians 2:3-5)

**10. Amazing Grace.** I've sure needed His grace during this season. Thankfully, as I always told the churches I pastored, "It's All Grace", and this year, once again, I'm thankful for the grace of our Lord Jesus! Oh how our world needs a heaping portion of His grace!

*"I'm thankful this season for the many good people who have shaped and influenced my life--from Bob Price, who led me to faith as a college Freshman to Bob Buford, whose fruit continues to grow on other people's trees."*

*- Eric Swanson*

*"I'm thankful for the trust Senior Pastors and their Executive Team members put in me. It's a privilege to be able to speak into the lives and ministries".*

*- Brent Dolfo*

*"I'm thankful that I get to work with, invest in, and serve such amazing Next Gen Pastors. They help me grow in my personal and church leadership at the same time as our process grows them!"*

*- Jeff Kossack*

*"I'm thankful that over three decades ago, Bob Buford, Fred Smith Jr, and Gayle Carpenter had the vision to launch Leadership Network. It was God's timing to enable it to*

*help launch many new innovations, organizations and initiatives that have impacted church and kingdom leaders around the world. I was grateful to know all of them and now we stand on their shoulders with the same desire to continue to serve in that way."*

*- Dave Travis*

*"I am thankful for God's presence and call in my life to love, lead and serve my family, my team and the churches He has placed in our path."*

*- Greg Ligon*

*"Thankful to come alongside church leaders who love Jesus so deeply, love their church so purely and are pleading with God to break forth his Kingdom. Thankful that these leaders don't give up when it's difficult or unclear. Thankful to come alongside them and support them in the most critical or weighty seasons of their leadership."*

*- Darren Young*

*"This season is always a reminder of how much God has blessed me with an amazing family, an opportunity to serve an incredible church and the local church and the teams of people I get to serve with each week. I am incredibly blessed!"*

*- Josh Whitehead*

*"I am thankful for the Kingdom purpose God has given my life, serving my family, neighbors, and church leaders around the world!"*

*- Tim Nations*

*"I am thankful most this year for family. As recent empty-nesters, my wife and I are very thankful for four children that are serving and following Jesus even though they are spread all around the world."*

*- Todd Rhoades*

*"I am thankful for the Spirit of God that lives in me and gives me grace and truth. Happy Thanksgiving!"*

*- Diane Reynolds*

*"We are grateful to all of the churches in our network that participated in our 2018 Salary Survey. We are honored that all of you chose to help us produce the compensation reports that guide you in providing fair and generous compensation to your team. Thank you."*

*- Linda Stanley*

Happy Thanksgiving! Please let me know how we may serve you in the new year.

*- Ron*

# Why You Should Consider A Tailored Compensation Report

By Dave Travis, Senior Consultant

Compensation is a key issue for multiple stakeholders in a congregation.

- Staff members desire to be treated fairly.
- Congregations want to retain good team members.
- Board want to insure legal compliance.

In 25 years of working with larger churches I have watched as compensation philosophies and practices have morphed and changed. The biggest descriptor I can give it is a move from amateur to professional.

Today - thanks to our research team we have much more complete data. At the same time churches have grown larger and more complex. Leadership teams have grown, and churches use a variety of full time, part-time and volunteer staff to conduct ministry in their local communities. The ranges have grown significantly to reflect some of those variables.

Most ministers we engage in our live programs feel they are treated fairly in compensation.

Often in some staff roles there are various special circumstances to accommodate life situations of some team members and those sometimes get reflected in compensation adjustments.

**We happen to believe that all churches strongly desire to set generous and fair compensation for their paid staffs.** When that happens the leadership teams helps churches be “generous in all things” which in itself is a witness to their community of God’s faithfulness.

While the proper setting involves many variables, we offer a [Tailored Compensation report](#) to help you do it best.

In the future we expect that governmental agencies may require disclosure of church salaries as an accountability issue. While that will be viewed as an intrusion and violation of church and state principles, it illustrates the need **now** to be constantly reviewing and getting accurate information as to the proper setting of compensation.

Most staff members and board members that I consult with in my private practice are genuinely concerned about doing this task properly. But their universe of doing it as a staff member or board member of a large church is limited to the church they currently serve.

What’s missing is the perspective of looking at these issues across a variety of larger

churches to know what is happening now.

A church could hire a professional compensation expert to do custom work for their church. These will look at many factors to derive appropriate pay scales for staff. They do good work and many even turn to our information to use in giving you a report. The downside is that they tend to be fairly expensive unless the professional is a part of your church and will do it for free.

While our 2018 Salary Tables give you a broad view of compensation of various roles by size, our Tailored Compensation Report will help draw on the 50 churches closest to yours by size, budget and other factors. We even help you adjust the figures by cost of living and region. This is a much more affordable option than hiring an outside expert to work with your church.

### **Why you should do this:**

Boards should consider this option every third year just to make sure that they have proper documentation of due diligence. The IRS guidelines require non-profits and churches to have proper documentation as to how compensation is set.

In the years you don't do a custom or tailored study something like our tables will do just fine to keep you aligned with current norms.

Staff leaders need to do it to retain staff and pay them fairly.

- Good team members are hard to find.
- When the team members are really good, other churches come looking for them and can often tempt them with higher compensation. Why not pay what they are worth and hope to retain?
- Search firms do good work. Perhaps too good! They can help find, place and recruit new team members for your church and with new hires usually comes new expectations on compensation.
- As churches grow quickly, the scales can be thrown out of whack by team members that join from outside the organization or in comparison to long-term team members that have been around a loyal.
- When a mix of team members come from within the church and some from outside the church, the pay ranges start to be mixed in scale and need adjustments to bring fairness and equity.

Compensation is rarely the total picture when it comes to staff satisfaction and contentment with the work. But if it is far out of range, that can be a dissatisfier leading to team members looking elsewhere.

Our new [tailored report service](#) helps you set the proper compensation and provides you with documentation to use that shows how you set compensation for your team.

If I can help you get connected in any way just drop me an email at [dave.travis@leadnet.org](mailto:dave.travis@leadnet.org).



## Things You Want to Know About

*Opportunities and resources for you and your team*

### ***Next Gen Leader Groups***

**By: Jeff Kossack, NextGen Pastors Leader Group Director**

If your inbox is anything like mine, not too many days go by without me getting invited to be part of something that will help me grow as a pastor. The struggle is, how do I know if they will REALLY help me? Will it be worth the investment of my time and resources? Our Next Generation Pastor Leader Groups answer that question with a resounding, “Yes!” for each one of our participants. I sat down with one of the pastors currently going through the program and asked him what the impact on his leadership and on his church has been.

Dan is the Lead Pastor of a growing church in New York City and had this to say:

"Since I started in this process, we've busted through a very tough growth barrier and have grown 25% in average weekend worship attendance. Applying some of the tools we've learned regarding strategy, systems, and clarity of mission, vision and values has been a game changer for us and helped us turn a major corner.

Our giving has exploded by being more intentional in the area of our culture of generosity. In just over a year, we've seen a 200% increase in month-over-month giving! Not because of one thing, but because of a series of steps I've learned throughout this process and by being coached by our mentors in how to apply them. I can't say thank you enough."

Each one of our Leader Groups is filled with 12-15 pastors of similarly-sized churches who are wanting to take their personal leadership and their church to the next level. Not only do we dig into relevant issues like multisite, generosity, leadership development, and staffing, but we take time to contextualize what we've heard — to go back to our churches with a personalized plan designed to grow our Kingdom impact in significant ways.

If you're interested in applying for or finding out more about our 2019 Leader Groups, we'd

love to talk and see how we can partner with you. Email me: [Jeff.kossack@leadnet.org](mailto:Jeff.kossack@leadnet.org)



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