

# STAFF DEVELOPMENT



## GOAL: THE 5CS

*Our goal is to build healthy Christians who are strong and growing in these areas:*

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### CHRIST

A healthy Christian knows and abides in God.

### COMMUNITY

A healthy Christian is formed and lives in supportive and accountable community.

### CHARACTER

A healthy Christian has integrity.

### CALLING

A healthy Christian has a clear vision of the work God has called them to do.

### COMPETENCIES

A healthy Christian has the necessary gifts, skills, and knowledge to lead people in accomplishing God's purpose.



## METHODOLOGY: RISE

*Staff develop through the following methods:*

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### RELATIONAL

Built in community, leaders build leaders.

### INSTRUCTIONAL

We grow in knowledge and ability through direct teaching and guidance.

### SPIRITUAL

Ultimately, God is the One who builds a healthy Christian.

### EXPERIENTIAL

Learning by doing, we grow through challenges.

## RELATIONAL

*Built in community, leaders build leaders.*

Time outside of work  
Ask about personal life  
Eat meals together  
Have fun together  
Travel together  
Ask about community



## INSTRUCTIONAL

*We grow in knowledge and ability through direct teaching and guidance.*

On-the-job training  
Taking time to debrief/coach after assignments  
Lectures/courses  
Book reading lists  
Seminars  
Professional mentor  
Continuing education  
Teaching by example  
Skills training



## SPIRITUAL

*Ultimately, God is the one who builds a healthy Christian.*

Regular time with God  
Staff devotions  
Staff prayer  
Involvement in local church  
Prayer with manager  
One-on-one discipleship  
SI initiatives  
Opportunities to teach  
Fasting  
Spiritual retreat



## EXPERIENTIAL

*Learning by doing, we grow through challenges.*

Stretch assignments  
Exposure to higher level meetings  
Job rotation  
Performance reviews  
Mentoring others  
Conferences  
Visit to other programs  
Role play

