

LEADING SMART

horizons  
STEWARDSHIP



How LeadingSmart +  
Horizons Stewardship  
Can Help Your  
Ministry Thrive

Creating impact requires deliberate planning, thoughtful actions, and intentional decision-making. That's why you need a recipe to achieve your ministry impact plan.

Horizons Stewardship is proud to partner with LeadSmart to combine generosity and discipleship with leadership strategies to enhance your effectiveness and increase your impact.

LeadingSmart is ready to assist you in these areas: **Staff Development, Crisis Management, Board Training, Culture Making, and Succession Planning**. Take a deeper dive into how each one can help you thrive in any ministry environment.

## Staff Development

*Key Benefit: Match your team structure to your ministry outcomes.*

LeadingSmart can help you elevate the effectiveness of your team through:

- **Leadership Strategy:** Bring an intentional focus to enhance your ministry's leadership skills and strategies. This involves identifying areas for improvement, implementing development programs, and fostering a culture of effective leadership.
- **Leadership Development:** Collaborate closely with the leader, or the leadership team, to understand their vision, goals, and challenges. Provide guidance and support in implementing leadership initiatives and strategies.
- **Assess Ministry Structure:** Evaluate the current structure to ensure it aligns with its goals and objectives. Identify any gaps or areas needing improvement and recommend restructuring or realignment.
- **Right People, Right Seats:** Conduct assessments to determine if team members are in roles that best utilize their skills and abilities. Make recommendations for reallocation or adjustments to ensure optimal performance and productivity.
- **Compensation and Benefits:** Analyze the compensation and benefits packages offered to employees for individual positions. Ensure that they are competitive, fair, and aligned with industry standards.
- **Budgeting:** Consider the impact of compensation and benefits on the organization's budget. Balance the need for attracting and retaining talent with the financial resources available.
- **Staffing Strategy:** Work with the leader, or the leadership team, to identify the specific skills, qualifications, and characteristics required for future hires. Assist in the recruitment and selection process to find the best fit for the organization.
- **Improve Development and Performance Systems:** Take a holistic approach to development and performance systems. Develop strategies and frameworks that consider long-term growth and success, aligning individual goals with organizational objectives.

## Crisis Management

*Key Benefit: Navigate any crisis with confidence.*

LeadingSmart can help you be resilient in the face of a crisis through:

- **Minimize Damage:** A crisis management plan aims to minimize the negative impact of a crisis. It includes strategies to contain and manage the situation, preventing it from escalating further and causing more harm. By taking immediate and appropriate actions, ministries can limit the damage caused by the crisis.
- **Protect Reputation:** Crises can significantly impact a ministry's reputation. A well-executed crisis management plan helps preserve the reputation of churches and nonprofits. It ensures that they communicate transparently, address concerns proactively, and take responsibility for their actions, which builds trust and credibility among stakeholders.
- **Stakeholder Communication:** During a crisis, effective communication with stakeholders is crucial. A crisis management plan provides guidelines for communication strategies, ensuring consistent and accurate messaging. It helps ministries maintain open lines of communication with members, staff, donors, community partners, and the public, reassuring them and keeping them informed.
- **Resource Allocation:** In times of crisis, personnel, finances, and facilities become essential. A crisis management plan helps churches and nonprofits allocate these resources effectively. It outlines roles and responsibilities, identifies key contacts, and establishes resource mobilization and utilization protocols.
- **Staff Support:** Crises can be emotionally and psychologically challenging for staff members. A crisis management plan includes provisions for staff support and well-being. It outlines strategies for managing stress, providing counseling services, or implementing team member assistance programs to ensure the welfare of those involved.
- **Learning and Improvement:** After a crisis, evaluating the response and outcomes is crucial for future preparedness. A crisis management plan allows churches and nonprofits to conduct post-crisis reviews, identify strengths and areas for improvement, and refine their crisis management strategies. This continuous learning process enhances their ability to handle future crises effectively.

## Board Health

*Key Benefit: Help your board know how to help you and your ministry succeed.*

LeadingSmart can help improve your board's engagement through:

- **Member Selection:** Select board members who align with your ministry's mission, share your values, and possess relevant skills and expertise. Look for individuals who are committed, dedicated, and willing to contribute actively.
- **Relational Dynamics:** Navigate the relational disconnect naturally occurring in any meaningful relationship. Identify sources and bring clarity where needed.
- **Roles and Expectations:** Establish clear roles and responsibilities for board members and staff attending board meetings regularly. Define their specific duties, decision-making authority, and expectations regarding attendance, participation, and fundraising efforts.
- **Communication:** Foster open and transparent communication with your board members. Keep them informed about ministry updates, challenges, and opportunities. Provide regular reports and seek their input and feedback on important matters.
- **Empowerment:** Tap into the diverse skills and experiences of your board members. Seek their advice and guidance on strategic planning, financial management, program development, and other relevant areas. Utilize their networks and connections to expand your ministry's reach.
- **Training and Development:** Offer training opportunities and resources to enhance the knowledge and capabilities of your board members. This can include workshops, seminars, webinars, and mentorship programs focusing on governance, leadership, fundraising, and nonprofit management.
- **Culture of Accountability:** Establish accountability mechanisms within the board structure. Implement regular performance evaluations for board members to assess their effectiveness and identify areas for growth. Encourage board members to fulfill their commitments and meet their responsibilities.
- **Appreciation:** Acknowledge the valuable contributions of your board members. Publicly recognize their efforts, express gratitude, and celebrate milestones and achievements together. This fosters a sense of pride, loyalty, and continued dedication.
- **Continuous Improvement:** Regularly assess the effectiveness of your board's performance and governance practices. Adapt and refine your board processes as needed to align with emerging best practices and meet the evolving needs of your ministry.

## Culture Making

*Key Benefit: Align, develop, and retain your team for maximum impact.*

LeadingSmart can help you build a strong culture to help you achieve:

- **Unity and Cohesion:** A strong culture helps foster a sense of unity and cohesion among team members. It establishes shared values, beliefs, and goals, creating a common purpose that unites everyone. This unity promotes collaboration and a sense of belonging.
- **Clear Identity and Vision:** A strong culture clarifies the ministry's identity and vision. It reinforces the mission and values, ensuring all members understand and align with them. This clarity helps guide decision-making, goal-setting, and overall direction.
- **Commitment and Engagement:** A strong culture cultivates a deep commitment and engagement among members. Individuals identifying with and believing in the ministry's culture are more likely to be dedicated, motivated, and actively involved in its activities and initiatives.
- **Positive Atmosphere and Morale:** A strong culture contributes to a positive and uplifting atmosphere within the ministry. It promotes mutual respect, support, and encouragement, fostering community and camaraderie. This positive environment boosts morale and enhances overall satisfaction among team members.
- **Effective Communication:** A strong culture facilitates effective communication within the ministry. Shared values and norms create a common language and understanding, making communication more efficient and meaningful. This leads to improved coordination, cooperation, and information flow.
- **Accountability and Integrity:** A strong culture promotes accountability and integrity within the ministry. It sets high ethical standards and expectations for behavior, encouraging members to act with honesty, transparency, and responsibility. This creates a culture of trust and credibility.
- **Growth and Adaptability:** A strong culture enables ministries to adapt and grow in a changing landscape. It encourages innovation, continuous learning, and a willingness to embrace new ideas and approaches. This adaptability helps ministries stay relevant and respond effectively to evolving needs and challenges.
- **Attraction and Retention of Talent:** A strong culture acts as a magnet, attracting like-minded individuals who resonate with the ministry's values and purpose. It increases the likelihood of attracting new members and volunteers who want to be part of a vibrant and meaningful community. Furthermore, a strong culture enhances member retention by creating a fulfilling and rewarding experience.
- **Impact and Influence:** A strong culture strengthens the ministry's ability to make a positive impact and influence the lives of others. It shapes the ministry's actions, outreach efforts, and programs in line with its core values and mission. This focused approach amplifies the ministry's effectiveness and influence within its community.



## Succession Planning

*Key Benefit: Successful leadership transitions are essential for continuity and sustainability.*

LeadingSmart can help increase your successful rate of succession planning through:

- **Continuity of Vision and Mission:** Effective leadership transitions allow ministries to maintain continuity in their vision and mission. When new leaders seamlessly take over, they can carry forward the ministry's goals, values, and strategic direction without significant disruptions.
- **Stability and Confidence:** A successful leadership transition instills stability and confidence within the ministry and its stakeholders. It reassures team members, volunteers, donors, and community members that the ministry is well-prepared for the future and can navigate changes effectively.
- **Smooth Operational Transition:** A well-executed leadership transition ensures a smooth transfer of responsibilities and operational continuity. It minimizes disruptions in day-to-day operations, decision-making processes, and ongoing projects, allowing the ministry to stay on track and maintain momentum.
- **Retention and Engagement:** Leadership transitions executed with care can positively impact team member and volunteer retention. When existing team members witness a smooth transition, they are more likely to feel secure and committed to the ministry, increasing their engagement and willingness to contribute.
- **Enhanced Trust and Credibility:** A well-managed leadership transition enhances the ministry's trust and credibility among stakeholders. It demonstrates a commitment to sound governance, strategic planning, and responsible leadership practices, bolstering the ministry's reputation in the community.
- **Learning and Growth:** Leadership transitions provide opportunities for ministry learning and growth. Reflection on past successes and challenges during the transition can lead to valuable insights that inform future strategies, improve processes, and enhance overall ministry effectiveness.
- **Succession Preparedness:** Successfully navigating leadership transitions prepares the ministry for future changes. By establishing a continuous leadership development and transition readiness culture, the ministry becomes more resilient and adaptable, ensuring its long-term sustainability.

Ready for a Conversation? Let's talk! [Contact us](#) to learn more.