



Making Wise Tech Decisions for Ministry

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Overview

Leading with Wisdom in Tech Decisions



Three Costly Mistakes Leaders Make

- 1 Over-spending on flashy tools
 - 2 Under-spending on infrastructure
 - 3 Under-paying valuable technical staff
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Two Key Leadership Considerations



Products

Making mission-aligned technology decisions.



People

Building strong tech teams through wise compensation.

Products

Leading with Wisdom in Tech Decisions



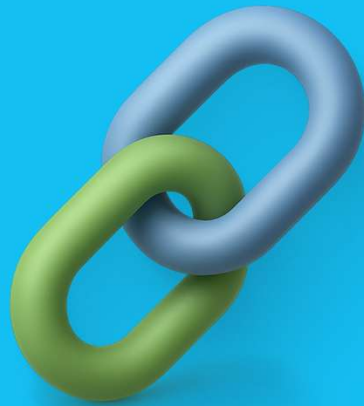
Why This Matters





Why This Matters

Products



Relationship

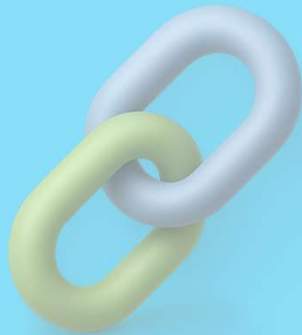


Strategy



Why This Matters

Products



Relationship



Strategy



Why This Matters

Limitations and Opportunities

Products



Limitations

- Prevent scale and flexibility
- Reinforce communication gaps between teams
- Data segmentation reduces personalization
- Lack of visibility reduces accountability



Opportunities

- Grow and extend with you
- Streamline cross-team processes
- Increases data-driven personalization
- Shared tool sets increase accountability



Why This Matters
Additional Risks

Products



Wastes financial
investment



Creates time
inefficiencies



Costs mission
impact



Staff morale



Why This Matters
Biblical Stewardship

Products

**Honor the resources God
has entrusted by making
wise choices.**



Why This Matters
Needed

Products



**Strategic framework for
evaluating products and
services.**



Common Pitfalls

Products



Slick presentations



Common Pitfalls

Products



Slick presentations



"Silver Bullet" promises



Common Pitfalls

Products



Slick presentations



"Silver Bullet" promises



Relational sales tactics



Common Pitfalls

Products



Slick presentations



"Silver Bullet" promises



Relational sales tactics



Lack of follow-up



Products

Strategies for Wise Purchasing Decisions



Strategies for Wise Purchasing Decisions

Define the Problem Clearly

Products



Know Your
Needs



Start With
The Mission



Define
Success



Strategies for Wise Purchasing Decisions
Involve the Right People

Products



Get Multiple
Voices



Strategies for Wise Purchasing Decisions
Involve the Right People

Products



Get Multiple
Voices



Consult The
Community



Strategies for Wise Purchasing Decisions
Involve the Right People

Products



Get Multiple
Voices



Consult The
Community



Form A Small
Selection Team



Strategies for Wise Purchasing Decisions Create an Evaluation Framework

Products



Community
Feedback



Use A Shared
Rubric

1. Fit for ministry need
2. Ease of use
3. Integration with Rock
4. Support & training quality
5. Cost
6. Vendor mission alignment
7. Longevity & stability



Strategies for Wise Purchasing Decisions
Shortlist Wisely

Products

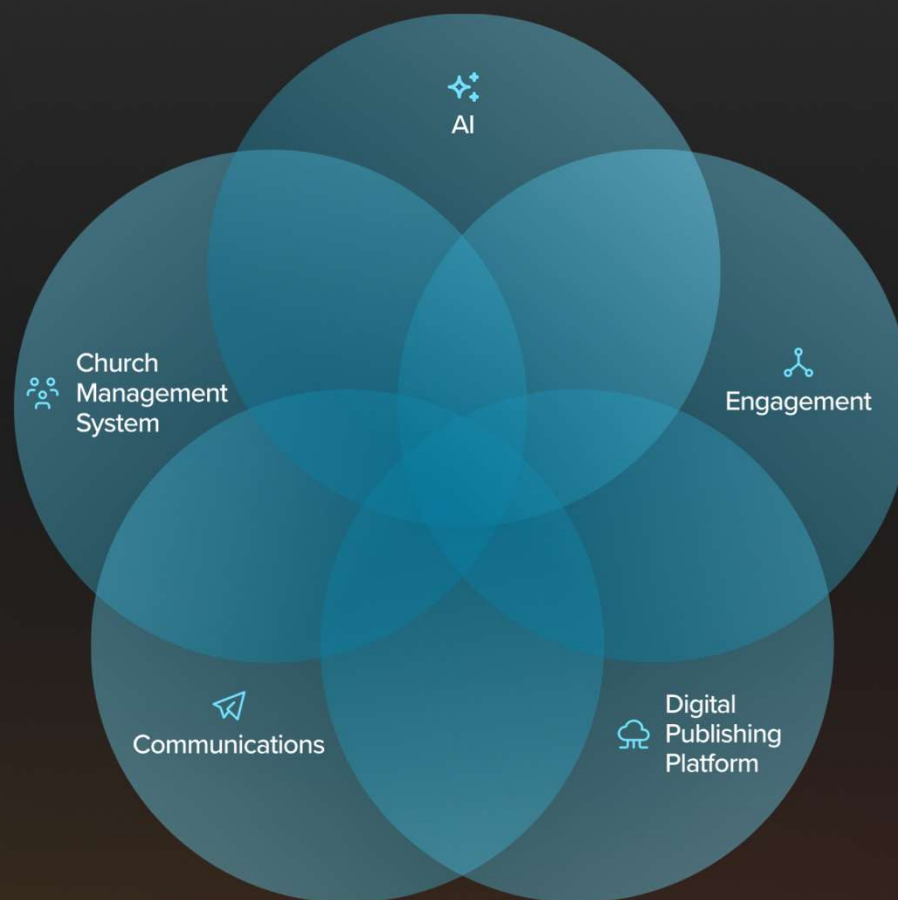
- 1 | Start Broadly**
 - 2 | Narrow Quickly**
 - 3 | Eliminate Solutions**
 - 4 | Don't Waste Time**
-



Time Out

Why Should Your Technical Product Integrate with Rock?

Rock Is More Than Just A Church Management System.





Avoid tools that don't integrate
or that are a one-way data sync
out of Rock



Consider tools that have a robust, well-supported integration that bring data back into Rock.



Best Bet: use a
native Rock tool



Strategies for Wise Purchasing Decisions

Schedule Demos with Purpose

Products



Demo Questions

1. Can you show us a real-world use case that aligns with this ministry?
2. How does your tool integrate with Rock?
3. What does onboarding look like?



Strategies for Wise Purchasing Decisions

Ask for References

Products

1. How did you decide to use this product or service?
2. What would you do differently?
3. Was support helpful?
4. What surprised you after going live?



Reference Questions



Strategies for Wise Purchasing Decisions

Pilot with Boundaries

Products



Do A Pilot



Run A Small-Scale Test



Validate Performance



Strategies for Wise Purchasing Decisions

Review Pricing Transparently

Products



Understand
Total Cost Of
Ownership



Understand All
Layers Of Cost

Base Fees

Required Add-Ons

Training/Support

Future Costs

Watch For "Intro Pricing"



Strategies for Wise Purchasing Decisions
Pray and Seek Counsel

Products



Pray Over The
Decision



Involve Wise
Counsel



Strategies for Wise Purchasing Decisions

Document Everything

Products

Keep a record of your process



Accountability



Future Decisions



Helping Others



Encouraging Tech Discernment in Teams

Products



Equip Your Team With
Simple Evaluation
Frameworks



Train Ministry Leaders
To Ask Better
Questions



Highlight The Power
Of Saying "No"

People

Leading Tech Teams Well



Why Compensation Matters

People



Quiet but Essential



Marketplace vs. Ministry



Career Opportunities



Why Churches Miss This

People

- 1 | Personality Styles**
 - 2 | The Result**
 - 3 | Consequences**
-



Framework for Fair Compensation

People



Salary Ranges



Competition?



Retention



People

Compensation Framework



Compensation Framework

People

Data Analysts



Entry Level

\$50,000 - \$65,000

Average Mid-Level

\$70,000 - \$90,000

Senior or Team Lead

\$95,000 – \$110,000



Compensation Framework

People

Ministry Analysts



Entry Level

\$50,000 - \$65,000

Average Mid-Level

\$70,000 - \$85,000

Senior or Team Lead

\$90,000 – \$105,000



Compensation Framework

People

Technical Solutions Providers



Entry Level

\$55,000 - \$70,000

Average Mid-Level

\$75,000 - \$90,000

Senior or Team Lead

\$95,000 – \$110,000



Compensation Framework

UI/UX Designers

People



Entry Level

\$50,000 - \$65,000

Average Mid-Level

\$70,000 - \$85,000

Senior or Team Lead

\$90,000 – \$105,000



Compensation Framework

People

Web & Mobile Developers



Entry Level

\$55,000 - \$70,000

Average Mid-Level

\$75,000 - \$95,000

Senior or Team Lead

\$100,000 – \$115,000



Compensation Framework

People

Software Developers



Entry Level

\$75,000 - \$95,000

Average Mid-Level

\$100,000 - \$125,000

Senior or Team Lead

\$125,000 – \$155,000



Compensation Framework

People





Takeaway

People



Fair compensation isn't just payroll.
It's **stewardship**  of people who safeguard
your **mission-critical**  **systems.**

Recap



Recap



Lead Tech Decisions
With Wisdom, Not Hype.



Lead People With
Stewardship, Not Bias.

Next Steps



Next Steps




Product Decision
Rubric



Compensation
Framework



These aren't just operational decisions - they are **Kingdom decisions.**  Steward them with **wisdom and prayer** 