**Stewardship Recordings**

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***Leaders Responding to Unmet Objectives***

There is a wonderful story in 2 Kings 12, which is great for leaders when they need to respond to unmet objectives in their organizations that they lead. The situation in 2 Kings 12 was that the priests had been asked to collect funds from the people to repair the house of the Lord. The story picks up on the king’s response when after 23 years he realizes that the priests hadn’t done what he had asked. So, he calls them all together and says, “why haven’t you done what I asked”. Then he realizes that he needs a change of plan and he says, “take no more money from the people and hand over of what you’ve done, hand over what you have for the repair of the house.” The priests agreed to the new plan. The king did something really interesting, instead of firing all the priests, he set about reorganizing for the project to happen in a different way.

Potentially the king realized that the priests did not have the skill set to do what he had asked them to do in the first place and also that he had not put the right processes and structures into place to achieve the objective.

The previous plan had no safeguard for the hearts of the priests to help prevent them from misusing the funds. So, he set about a new way of collecting the money and he monitored in a different way. Now when the money was collected for the repair of the temple, there was not only the priests present but also the king’s guard who acted as an auditor, clearly making sure that the money was kept safe for the purposes of the project.

Then he also changed the plan on how the repair work would get done. Instead of asking the priests to do the work, he contracted the work out to tradesmen and specialist craftsmen, who had the skill set and the experience to do the work.

The story finishes in verse 15, where it says in the end that the craftsmen and the contracted tradesmen did the work so honestly and so well that an accountant or an auditing of the project in the end was not needed because everything had been done as was asked.

We can learn a lot of lessons from this story but here are some of them. Firstly, monitoring goals is biblical and when they are not achieved, leaders have the responsibility to change the structure and processes to still go about achieving those goals in a different way.

Some of the ways leaders can respond include: changing the terms and conditions of the project, putting new processes in place, new policies and negotiation of a changing direction, making new agreements, using new tactics, changing the funding stream or addressing how the funds are cared for and what kind of third party accountability of the funds are put in place. We can check that there is an auditing of assets and auditing of bank accounts. There are new quotes, estimates, projects plans, contracted services, focused project management and focused diligent effort. All of these are great insights for leaders.