

Pastor John Commissioned 3 members to hire additional help to alleviate the stress of the 4 Church administrators because of their membership growth of 750 people. Pastor John, choices were Sonia who is an accountant and business owner, Bill who is a Campus Crusade for Christ, and Phil, who is a retired manager for Wal-Mart. The three choices that Pastor John Commission I think was good choices because Sonia knows about how much money needed to allocated to hire three additional employees. Her background as a CPA would definitely be needed to meet the demands. Bill who is a Campus Crusade for Christ, was needed to manage and show his leadership ability to get to word out, he had contact with many people. Phil, who is a retired manager from Wal-Mart, was a good candidate because he possessed managerial skills and longevity. The problem I observed was that a 3-month deadline to hire a 3 employee to perform in specific area was not accomplished to help alleviate the stress off the for existing church employees. As the 3 commissioned employees came together, they only employed 2 new employees. They did not complete the mission. They still had to hire the third person. They encountered a problem and came up with different ideas about hiring a secretary, whether it should be full-time or part-time, and to what that secretary would be hired for.

To resolve this problem, the commissioned 3 should return to the Pastor to discuss their problem with the hire of last employee. They should have Reviewed their objectives and decision-making processes, based on the need for the church in a long-term situation. They lacked or lost their clear-cut objective. They did not demonstrate the leadership ability needed to accomplish their deadline. Also, they were afraid of the consequences and doubted their authority in which was placed upon them. This is called insecurity of position or authority. They also lacked focus and leadership, which would have helped them with their alternatives to select the 3rd goal -oriented employee. Therefore, the challenge and the ability to administer their duties lead them to lose time and not resolving the problem in a timely faction. They should have proposed these problems, by re- evaluating the decision and to be sure they were clearly understood the objectives of Pastor John's instructions, and evaluating them before the time was up. "Growing Pains" is one of the highest problems that most churches face and often lose the battle, when they overly stressed by growth and short-handed of administrative positions. It takes teamwork to hold the greater consensus of success when managing an increasing body of people.

There are five factors when making group decisions. Page 133; In our textbook; 1) *Quality*- how good is a decision is it? 2) *Time* -how long does it take to decide? 3) *Commitment*- will all the committee members really supported? 4) *Attractiveness*- did the process create and in the esprit de corps amongst the committee members? 5) *Learning*- did the committee learn during the process? These five criteria suggest that teamwork- the Synergy of many Minds, the whole greater than the sum of the parts- has seized the corporate world. Therefore, when Christian organizations pushes teamwork, does it buy into secular business concepts, or it might instead of affirming a basic truth? From the very beginning, creation indicates the need for a team. Scripture tells us, 'it is not good for man to be alone.' Genesis 2:18. Even God is three -in- one, Person of the Trinity eternally in relationship and with the others. Partnerships helps us to build an environment of creativity in the human mind in order that wisdom through God gives us new approaches and solutions to constantly changing problems and circumstances. In this case study, the three commissioned members fell short of the goal which have caused them a great deal of frustration and could have cost them a loss of growth potential.

References

Gangel, K. O. (1997). *Team Leadership in Christian Ministry*. Chicago: Moody Publishers.