

Case Study #1

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In case study #1, there is a need to increase staffing due to the growth of the ministry. A decision has to be made within a limited amount of time by a three-team committee created by Pastor John. The committee came to an agreement to hire two staff members as Director of Christian Education and Director of Mission/Evangelism. However, they failed to meet the deadline as proposed to hire a third staff member because of individual differences in opinion of the final position. Sonia a CPA and business owner her recommendation was to hire a floating administrator, Bill is employed with Campus Crusade Christ and his recommendation was to promote the part-time secretary to full time, and Phil was a retired store manager from Wal-Mart and his recommendation was to hire an administrative assistant for Senior Pastor. The team hired two new staff members, “Director of Christian Education and Director of Mission/Evangelism.

In the operation of development in an organization, a team of diversity should be established. Each team member can be a help to one another to reach best solutions. The visionary is the CEO with the mission. However, it takes a quality trustworthy staff to expand the horizon. Your organization is no better than your staff. Pastor John should evaluate the suggestions that each team member recommended. He would know the full capacity of the need for the organization by his vision and mission.

According to “Gangel (1997), an organization vision tells where it will eventually become; and the mission tells the purpose of the organization. According to the author of Visionary Leadership, “There is no more powerful engine driving an organization toward excellence and long-range success than an attractive, worthwhile, and achievable vision of the future, widely shared ” (Gangel, 1997, p 251). The pastor’s vision must be effectively relayed to the hiring committee and must be kept before the staff when hiring, in order to build a staff that

will promote the pastor's vision. Pastor John should share the organization's vision and mission and should relay it effectively with the members. If the pastor does this the leadership can become more effective in staffing the vision and needs of the organization.

Reference

Gangel, K.O. (1997). Team leadership in christian ministry. Chicago: Moody Press.