

**Nyack College**  
**School of Business and Leadership**  
**Organizational Management Program**

**Introduction Exercise**

**History of the Problem**

- Describe organization life before problem

As a pastor, I wanted to create programs to service our congregants and community. But the void in leadership would double my duties and wear me down, and the programs designed would be ineffective because I was spread thin.

- Describe how the problem was introduced

It is a small church with members that are not interested in taking on the responsibility to lead others. If they did, a more subtle behind-the-scenes position would be requested.

- Describe organizational life after the problem

Finding the right volunteer with a fitting leadership style has been a daunting task. However, more programs have been developed, resulting in growth to the church.

- **Setting of the Study**

- Describe the type of industry your organization is in

My organization is in the Faith-Based/ Non-Profit industry

- Describe the physical community in which your organization dwells

The community is urban, located in the inner-city of NY, Harlem, NY to be more precise.

- Describe the consumer your organization targets

Our organization targets all family in a five-block radius from the church

- Describe the organizational structure

The church has a governing board that is presided by the Senior Pastor and six other Board Members that make the financial decision of the church. There is also an Executive Board who together with the pastor plan and chart out the church's direction. A Deacon board who

assists in the spiritual guidance of the congregation. Six ministries to help develop and grow each member in their spiritual journey.

- Describe organization demographics (who? What? Where? When?)

The church has a traditional physical structure with classic features, such as a pulpit and pews. The majority of the members are of Hispanic origins, consisting of Adults, Youth, and children, a large percentage of the adults are women with a handful of men. The ages range from 7 to 96; few have a college education, others have a theological education. The majority of the elderly are widowers; within the younger generation, there are only three matrimones.

### **Significance of Study**

- What do you hope to accomplish or achieve within this study?

I hope to identify leadership styles amongst the volunteers to grow a solid leadership team to affect the ministry and church membership growth.

- What will the study contribute to the organization?

To offer a guide to pastors looking to add value to their leadership team by selecting the correct leadership-styled volunteers for the open positions.

### **Personal Involvement**

- Why is this problem of personal interest to you?

I am reorganizing a small church that only focused on the internal growth of its members and did not have the programs to reach and service the community. The activities created to attract the community were manned by myself alone without support.

- What is your personal involvement in the organization and problem?

I am the Senior Pastor (President) of the organization and am looking to grow the organization.