

You have just become pastor of Lancaster Community Church. It was a near unanimous vote to call you as their pastor. On your first day in your pastoral study, you begin to discover a number of things:

- 1) On their Church Information Form, they said they have 120 people in worship. When you visited in mid-July, you counted and got 74 people in worship.
- 2) The church owns a 1994 Chevy van that will transport 15 people. It needs significant repairs to keep working.
- 3) There is an Endowment/savings account that contains \$210,542. It looks like the church has been spending from this in order to meet their budget.
- 4) The staff includes an organist who has been there for 15 years. (Her name is Mary.) She wants to schedule a time with you “in order to make sure that you are not going to make any changes to worship.” It also includes a secretary who has only been on the job for two months. (His name is Jose.) When you walked in, he said, “Thank goodness you are here. This place needs direction. I have no idea what to do. And I’m looking forward to working with you, praying with you, and building the Kingdom here.”
- 5) The surrounding neighborhood has a mix of population – it used to be mainly immigrants from southern Europe. Now there is a mix of Hispanic, Korean-American, African-American, and European-American.
- 6) Marjorie also wants an appointment with you. She has a plan to open a preschool. She believes “the children of the neighborhood are the key to keeping this church open.”
- 7) Ralph was waiting in your office when you arrived. He is very worried about the finances and asked you “what’s the plan to make sure we can pay the bills?” He was very anxious, get agitated, and left saying “I’ll be back next week to hear what you have to say.”
- 8) Your Leadership Board meets in two days. It will be your first time with them.

What dynamics do you observe?

What other information would you want?

What would be your next steps?

You are the pastor of the Third Baptist Church. At the first meeting of the nominating committee, the following comments are made:

Sam: It seems to me we can make our job easier by nominating two persons for every vacancy. That way we don't have to ask for additional nominations from the floor.

Judy: How about expediting the election by listing all the qualified people suggested? When we vote, the five people receiving the most votes will be elected.

Helen: I don't know. These suggestions don't sound right to me. Pastor, what is the best way to elect officers? Can we choose our own procedure?

What dynamics do you observe?

What other information would you want?

What would be your next steps?

Developing Leaders
Case Study
August 13, 2016

You are the pastor of First Presbyterian Church. The Clerk of Session gives you a letter from a deacon alleging that an elder male sexual advances toward her after last Sunday night's service. The deacon also wrote that the elder has been calling and harassing her. The clerk asks, "What are we to do?"

What dynamics do you observe?

What other information would you want?

What would be your next steps?