



When Moses Meets Aaron

STAFFING AND SUPERVISION
IN LARGE CONGREGATIONS

GIL RENDLE & SUSAN BEAUMONT

When Moses Meets Aaron Staffing And Supervision In Large Congregations

Kevin E. Lawson, Mick Boersma



When Moses Meets Aaron Staffing And Supervision In Large Congregations:

When Moses Meets Aaron Gilbert R. Rendle, Susan Beaumont, Gil Rendle, 2007 With the number of large congregations rising in the U S these congregations are increasingly dependent upon a greater number of staff to meet the needs of their diverse collection of members As leaders of multi staff teams senior clergy must play the dual role of both Moses and Aaron both visionary and detail oriented leader in order for their large congregations to thrive They need to be skilled with the tools of human resource management while at the same time setting a vision and inspiring both staff and congregation Unfortunately until now there have been few resources for senior clergy who lead multi staff teams Working without adequate models and tools senior clergy of large congregations often find themselves with passionate dedicated staff members who are moving in different directions competing over limited resources and attention They end up with questions of how to evaluate the performance of staff and direct their efforts They find themselves using time attention and resources to care for staff rather than using staff as a resource to care for the mission of the congregation Longtime Alban senior consultant Gil Rendle and Alban senior consultant Susan Beaumont have developed *When Moses Meets Aaron* to help clergy responsible for several member staff teams navigate these unknown waters They have taken the best of human resource practices and immersed them in a congregational context providing a comprehensive manual for supervising motivating and coordinating staff teams Rendle and Beaumont give both detailed and big picture guidance on hiring job descriptions supervision performance evaluation staff team design difficult staff behavior and more Their combined experience in consulting and training with staff and leaders of large congregations proves invaluable in this manual for today s leadership demands

When Moses Meets Aaron Susan Beaumont, Gil Rendle, 2007-10-15 With the number of large congregations rising in the U S these congregations are increasingly dependent upon a greater number of staff to meet the needs of their diverse collection of members As leaders of multi staff teams senior clergy must play the dual role of both Moses and Aaron both visionary and detail oriented leader in order for their large congregations to thrive They need to be skilled with the tools of human resource management while at the same time setting a vision and inspiring both staff and congregation Unfortunately until now there have been few resources for senior clergy who lead multi staff teams Working without adequate models and tools senior clergy of large congregations often find themselves with passionate dedicated staff members who are moving in different directions competing over limited resources and attention They end up with questions of how to evaluate the performance of staff and direct their efforts They find themselves using time attention and resources to care for staff rather than using staff as a resource to care for the mission of the congregation Longtime Alban senior consultant Gil Rendle and Alban senior consultant Susan Beaumont have developed *When Moses Meets Aaron* to help clergy responsible for several member staff teams navigate these unknown waters They have taken the best of human resource practices and immersed them in a congregational context providing a comprehensive manual for supervising motivating and

coordinating staff teams Rendle and Beaumont give both detailed and big picture guidance on hiring job descriptions supervision performance evaluation staff team design difficult staff behavior and more Their combined experience in consulting and training with staff and leaders of large congregations proves invaluable in this manual for today's leadership demands

Inside the Large Congregation Susan Beaumont, 2011-10-25 For five years Alban Institute senior consultant Susan Beaumont has been giving voice to the organizational and leadership demands of large congregations Through her work she has identified five basic leadership systems that need to stay in alignment for the large church to function well for its size clergy leadership roles staff team design and function governance and board function acculturation and the role of laity and forming and executing strategy She has also learned that these five systems operate with some important but subtle distinctions in what Beaumont calls the professional church 400-800 in worship attendance the strategic church 800-1,200 and the matrix church 1,200-2,000 Often she has discovered problems in a large congregation are related to the fact that one or more of the five systems is inappropriately structured for the size of the congregation In other words the church isn't acting its size Beaumont is invested in helping large congregations rightsize their leadership systems to better serve their ministry context This book articulates why size matters and how it matters in the world of large congregations It is written for anyone who wants to better understand the leadership and organizational dynamics of the large church anyone seeking to understand the challenges of leading from inside the large congregation

Governance and Ministry Dan Hotchkiss, 2016-01-14 Governance and Ministry has proven to be an indispensable guide for leaders and clergy on how to work together to lead congregations In this second edition veteran congregational consultant and minister Dan Hotchkiss updates the book to reflect today's church and synagogue landscape and shares practical insights based on his work with readers of the first edition Governance and Ministry highlights the importance of reaching the right governance model for a congregation to fulfill its mission to achieve both the outward results and the inward quality of life to which it is called Hotchkiss draws on governance research from business nonprofits and churches as well as deep experience in a variety of denominations and congregations to help readers determine the governance model that best fits their needs The second edition has been streamlined and reorganized to better help readers think through leadership models and the process of change The book features new material on the implications of congregation size the process of governance change policy choices and the lay clergy relationship It also features two appendices with resources often requested by Hotchkiss's consulting clients a style guide for policy makers and a unified example of a board policy book Written with energy and humor and offering plenty of practical examples the second edition of this helpful resource is ideal for anyone involved in church leadership to assist in framing critical questions creating a vision and implementing a plan

Supervising and Supporting Ministry Staff Kevin E. Lawson, Mick Boersma, 2017-06-07 Surveys of pastoral staff repeatedly show that senior or supervising pastors consistently rate their working relationships with their associate staff members higher than do the

associate staff members Satisfaction levels follow similar patterns In many cases supervisors are not aware of or attentive to the concerns of their staff and yet these staff members are critical to the success of the church Supervising and Supporting Ministry Staff is a research based guide to the senior associate staff relationship that is filled with real life stories and practical advice to help readers negotiate their staff relationships successfully The book focuses not only on the business mechanics of the supervisor supervisee relationship but also the full experiences of the associate staff including emotional and spiritual needs This helpful resource addresses congregations of all sizes across denominations and discusses a range or supervisor supervisee relationship types Navigating the Nonsense Douglas J. Bixby, 2016-04-08 Navigating the Nonsense will change the way your church approaches conflict and communication It will unlock the untapped potential that exists in your church It is a book for clergy and lay leaders It is for churches tired of getting a new pastor every four years It is for pastors who are afraid conflict may derail the effectiveness of their ministry It is for pastors who are afraid conflict with a small group of people may lead to an early departure from their pastorate It is for church leaders who want to find ways to protect their pastors from disgruntled members It is for leadership teams and boards that feel their ministries are frozen in place or in a permanent state of decline It is for those who believe the church cannot focus on ministry if it is bound up by so much conflict It is for anyone who is tired of feeling frustrated and wants their church to become more centrally focused on Jesus and his way of doing things **Synergy** Ms. Ann A. Michel, 2017-02-27 The people are the church not just the pastor Yet in many congregations there is a heavy imbalance in the ownership of ministry Clergy and paid staff are seen as God's agents in the world and congregants as occasional participants Sometimes clergy and other leaders perpetuate this imbalance Ann Michel presents a more inclusive collaborative understanding of ministry which affirms the gifts and calling of both clergy and lay servants She uses the concept of synergy as a theological framework undergirding this approach Michel lays out an inclusive and collaborative paradigm of ministry affirming the work of both lay and clergy servants Synergy also provides practical advice on the day to day skills of synergistic or collaborative ministry how to engage others in ministry how to build teams how to manage meetings how to develop others as leaders etc The book helps church workers paid and unpaid understand how their ministry relates to the mission of God and the ministry of the church and provides practical guidance on the interpersonal ministry skills essential to any expression of collaborative ministry Synergy is both a practical and deeply spiritual resource that helps provide a more collaborative way of thinking about ministry shared between clergy and laity Ann has captured the challenges that can present themselves as laity serve in ministry not only from her research but also from her personal experience as a lay person and respected Seminary theologian and she offers practical ways to equip laity to fully live in this call of lay servants and lay staff members As a lay person who has served on a church staff for more than 23 years understanding this synergistic energy articulated so well in Ann's writing has reignited my passion and affirmed my call Debi Williams Nixon Managing Executive Director The United Methodist Church of the Resurrection

Back to Zero Gil Rendle, 2012-02-01 The lifeblood of the United Methodist is passion rather than organizational neatness entrepreneurial freedom rather than denominational restraint and agility rather than staid institutional dependence But if United Methodists want to change and be the church we say we want to be what must we risk and how can we challenge current practices At the heart of becoming a spiritual movement once again is the requirement that we develop a new understanding of connection as Christians and as United Methodists We are currently at a time in which United Methodists are reinventing denominational connectionalism One way of framing the issue is to distinguish between members and disciples or consumers those who wait for the institution to care for their needs and citizens those who are willing to commit themselves to and be held accountable for the whole of the community United Methodism has nurtured generations of leaders and congregations that see themselves as consumers of the resources and attention of the denomination The impulse toward movement is challenging spiritually purposeful leaders and congregations to risk becoming citizens who fully expect to make a difference in the lives of individuals and also in the world through an encounter with Christ Tough Calls Travis Collins, 2008 In Tough Calls Game Winning Principles for Leaders Under Pressure pastor and high school football official Travis Collins offers encouragement and inspiration to Christian leaders Travis selects famous moments from sports officiating history to bring to life key principles of spiritual leadership Written for both men and women this easy to read book mixes stories and quotes from the sports world together with biblical wisdom and input from leadership experts

Governance and Ministry Dan Hotchkiss, 2009-04-15 In Governance and Ministry Dan Hotchkiss offers congregational leaders a roadmap and tools for changing the way boards and clergy work together to lead congregations Hotchkiss demonstrates that the right governance model is the one that best enables a congregation to fulfill its mission to achieve both the outward results and the inward quality of life to which it is called Resources on governance for the nonprofit sector have burgeoned over the past decade and this book translates some of what is most helpful from that world for clergy and lay leaders it also recognizes that in some ways congregations are unique and need governance structures and processes different from those that work in other organizations Leaders must continually balance the conserving function of an institution with the expectation of disruptive change inducting creativity that comes when individuals peek past the temple veil and catch fresh visions of the Holy Governance in congregations is not the science of achieving optimal results through organizational re engineering Governance is an expressive art like preaching The forms of our congregations must reflect the values and perceptions of the sacred at their heart Congregations need skills and methods for negotiating our way of governance and for passing the torch effectively to new leaders **Thriving in the Second Chair** Mike Bonem, 2016-09-20 Second chair leaders play a critical role in churches across the world They serve in paid and unpaid capacities and include laity ordained clergy bivocational licensed local pastors and others who lead significant ministries but who are not the lead or senior pastor Mike Bonem author of Leading from the Second Chair takes that important work to the next level with Thriving

in the Second Chair Here Bonem points readers beyond their external circumstances to the ways they can act and think differently He highlights ten key factors that will help second chair leaders do more than just survive These deep springs will enable them to thrive so that their lives and ministries are fulfilling vital and sustainable The first three springs relate to the single most important professional relationship for any second chair leader their relationship with the first chair The next four look at some of the most common and essential aspects of the second chair s job The final three springs are arguably the deepest and most important They enable second chairs to thrive even if they re struggling with the first seven These three springs offer help for staying spiritually anchored overcoming loneliness and becoming re energized **Bearing Fruit** Tom Berlin,Lovett Hayes Weems,2011 Discover how to assess ministry so that it leads congregations to fruitfulness and effectiveness *Doing the Math of Mission* Gil Rendle,2014-08-14 Over the past ten years the North American mission field has experienced dramatic changes which in turn have required congregations middle judicatories and denominations to adapt Among these adaptations is an expectation for clear goals and quantified progress towards those goals Church leaders who have never needed to measure their goals and progress with metrics may find this change daunting The use of metrics denominational and middle judicatory dashboards and the tracking of congregational trends has become an uncomfortable and misunderstood practice in this search for accountability *Doing the Math of Mission* offers theory models and new tools for using metrics in ministry This book also shows where metrics and accountability fit into the discernment goal setting and strategies of ministry While there are resources for research on congregations tools on congregational studies and books on program evaluation there is a gap when it comes to actual tools and resources for church leaders This book is intended to help fill that gap giving leaders a toolbox they can use in their own setting to clarify their purpose and guide their steps Resource materials that leaders can use in their own setting are available In order to obtain this material please contact resourcematerial@rowman.com *AdMinistry* Thomas F. Tumblin,2017-02-21 Shepherding the church requires up to date knowledge of budgets insurance financial management personnel organization audits and legal liability These responsibilities are complex and ever changing While as pastor you are called to be a faithful steward of the church s resources and an effective planner of its ministries you need facts and skills to get your job done This book will help you organize and weave your way through the often complex business of the church Contents include Definition of Ad Ministry and What It Means to be an Ad Minister A Theological Model for Ad Ministry The Church as an Organization Stewarding People Paid and Unpaid Staff Staffing the Volunteer Organization Stewarding Resources Finances and Budgeting Stewarding Places and Spaces Stewarding Fiduciary Responsibility Legal and Liability Issues Stewarding the Mission of God Strategic Planning to Fulfill God s Call on Your Congregation Includes templates and samples including Church Staff Review forms Staff Growth Plans Offering Tracking Logs Financial Statements Property Inventory Worksheets and Emergency Procedures Worksheets

Growing Church, The , *The Churchman* ,1918 **The Jewish Tribune and Hebrew Standard ,1930 **How to****

Lead When You Don't Know Where You're Going Susan Beaumont, 2019-09-17 How do you lead an organization stuck between an ending and a new beginning when the old way of doing things no longer works but a way forward is not yet clear Beaumont calls such in between times liminal seasons threshold times when the continuity of tradition disintegrates and uncertainty about the future fuels doubt and chaos In a liminal season it simply is not helpful to pretend we understand what needs to happen next But leaders can still lead How to Lead When You Don't Know Where You're Going is a practical book of hope for tired and weary leaders who risk defining this era of ministry in terms of failure or loss It helps leaders stand firm in a disoriented state learning from their mistakes and leading despite the confusion Packed with rich stories and real world examples Beaumont guides the reader through practices that connect the soul of the leader with the soul of the institution

The United States Army and Navy Journal and Gazette of the Regular and Volunteer Forces, 1899 **Moses and Aaron** Thomas Godwin, 1685

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