



Managing the Congregation


Building Effective Systems to Serve People

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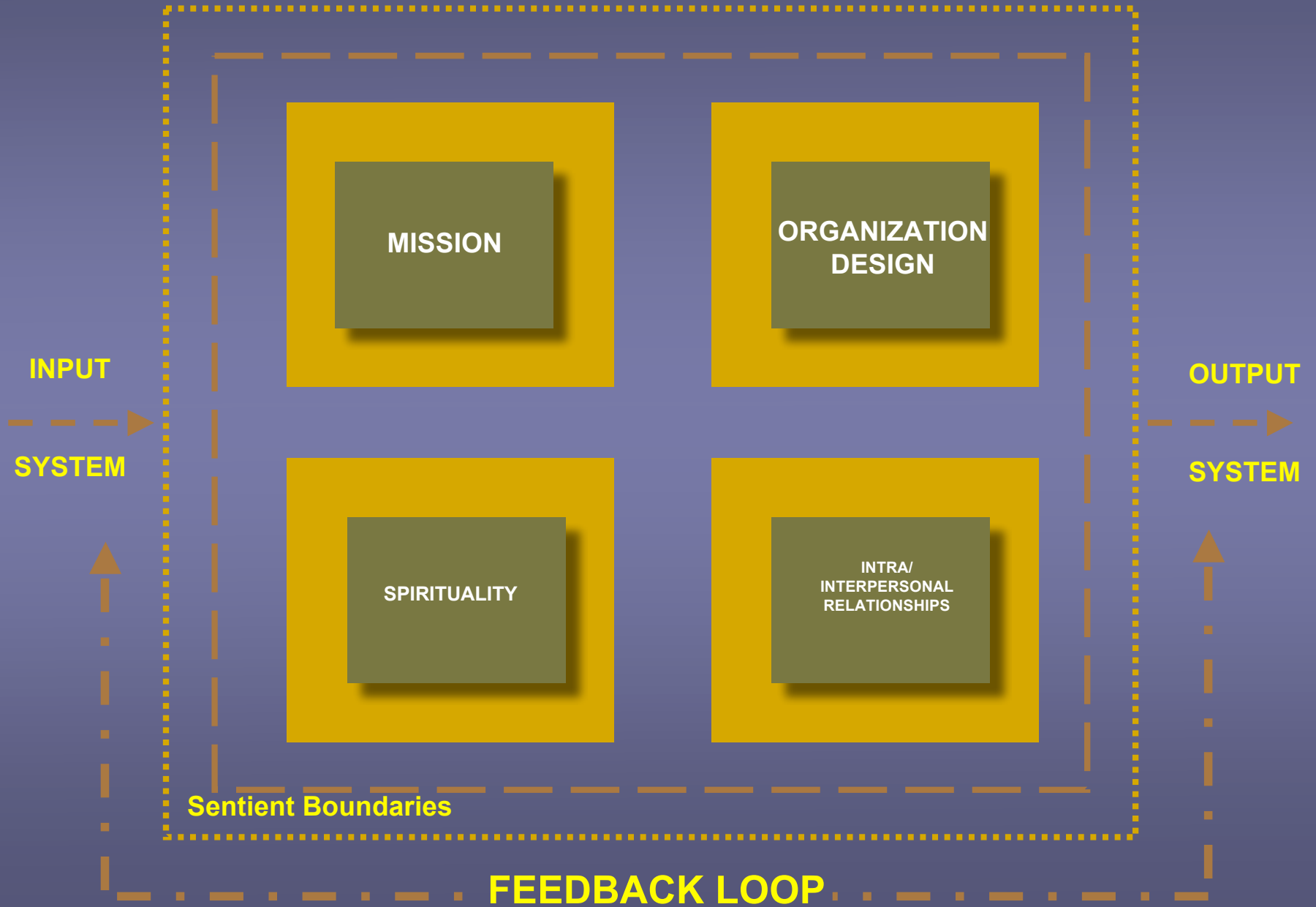
The Essence of Stewardship

- God has called you to serve out of the deep well of God's grace which is continually made available to you.
- Experience is not always the best teacher!
 - Experience + Reflection = Learning
 - Without reflection, one will simply plow ahead, committing the same mistakes over and over.

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- Stewardship has standards and requirements that God and your parishioners trust you to keep.
 - Is ministry any less demanding than other professions?


 - The business of a manager is not to burden, watch over, or dominate a congregation, but to set persons free to grow in their own ministry effectiveness.

Physical Boundaries



Understanding Congregations Through Systems Theory

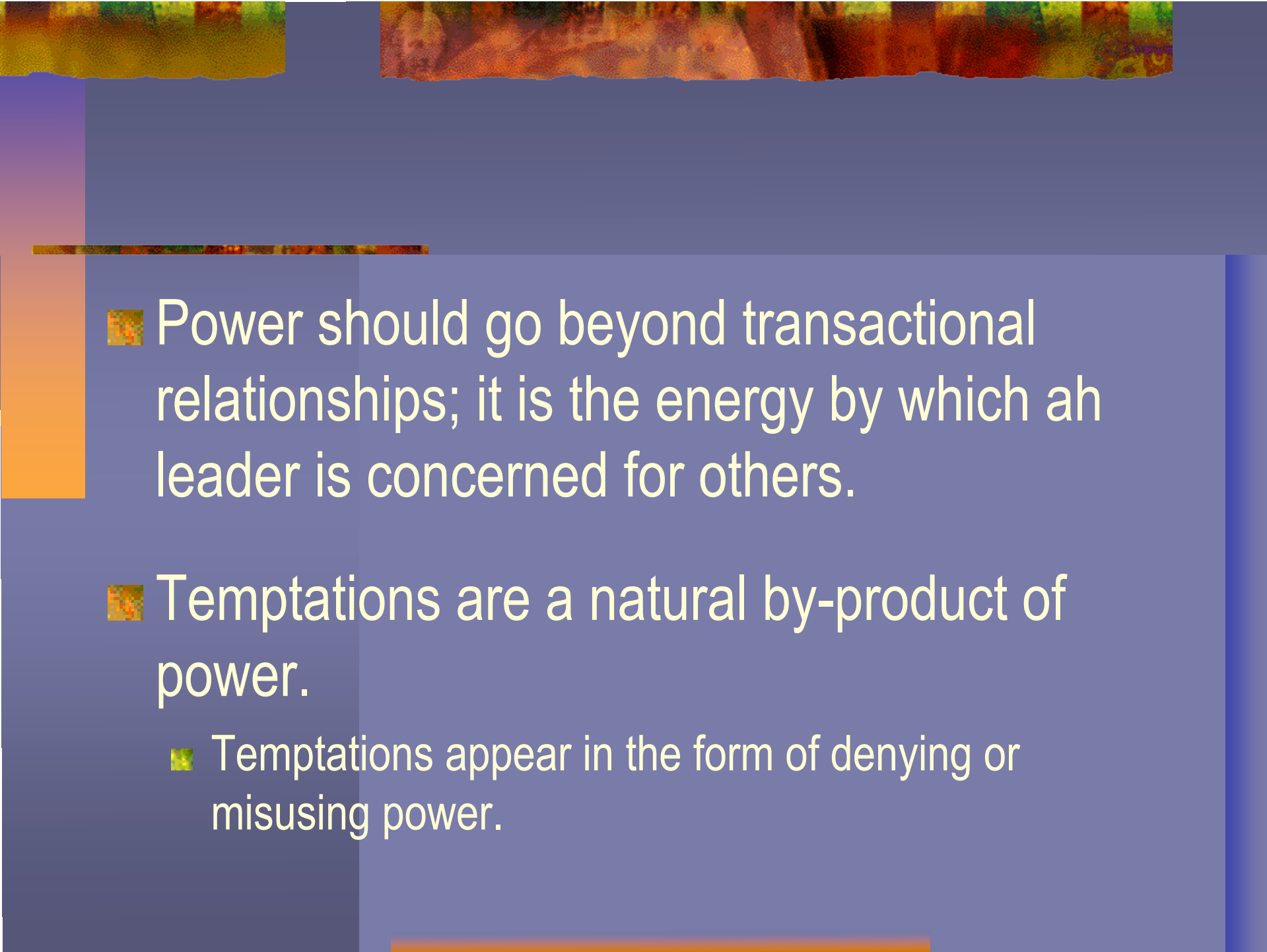
- Problems are usually more complex than simple cause and effect relationships.
- Systems theory views organizational components as being interrelated—both interdependently and interdynamically.
 - Each part depends upon all the others
 - Change in one causes a change in all the others

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- The congregations must be viewed as a total entity; its components are not to be seen in isolation.
 - The congregations' relationship with its environment is of prime importance.
 - It must be open to exchange of relationships and resources through inputs and outputs.
 - Though feedback is sometimes painful, it cannot be denied.



The Essence of Understanding the Use of Power in Ministry and Management

- Power emerges from two different sources
 - God gives you power to reach a goal.
 - Your role in a congregation also gives you considerable power.
- The manager has the option of using four types of power: exploitative, coercive, utility, or principle-centered.

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- Power should go beyond transactional relationships; it is the energy by which a leader is concerned for others.
 - Temptations are a natural by-product of power.
 - Temptations appear in the form of denying or misusing power.