

Pastors and Staffing: Managing God's House

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Although all aspects of the ministry (pastor, evangelist, missionary, teacher, special ministry, and so on) must be managed professionally, honestly, and with integrity, this article deals primarily with the management of the pastoral ministry. Almost all pastors would agree that in order for pastors to manage effectively they must not neglect the following:

- Spend hours in prayer,
- Study, and meditation,
- Seeking God's direction and guidance.

Second to these indispensable and fundamental practices, pastors must manage the ministry to which God has called them with proficiency and aptness by selecting qualified people to help him or her with administrative duties.

What are your first decisions

For pastors to be successful and have a growing church, they need to set up their church offices in a businesslike manner.

Pastors should have an office in the church, and they should have a secretary. The secretary needs to be in tune with the pastor, loyal to the pastor, and concerned about upholding the integrity of the pastor and the church.

Pastors should have regular office hours and should announce those hours to the congregation. They should always try to discipline themselves to spend time in their church offices praying, studying, planning, and administrating the operations of the church.

In addition, pastors need to remind their congregations what days they will be out of the office during the week for family days and that, unless it is an emergency, they will not be handling any church affairs on those days.

Staffing decisions

When a church experiences growth and reaches a certain level of attendance, the church may want to add additional ministerial staff, such as an associate pastor or youth minister. Much prayer and contemplation is advised to make sure this is God's direction before this kind of decision is made.

Many successful pastors in America agree that other than a secretary, the next most valuable person to be added to the church personnel staff is a business administrator with both business and administrative experience.

Pastors can train someone to lead the youth or education departments or to head the music program, but if pastors don't have qualified business administrators they tend to make every

business mistake in the book, costing both the church and the kingdom of God valuable resources.

Most pastors can become good at business management if they study and take the time to learn it—precious time that could be spent in prayer and ministry. God called them to be pastors, not businesspeople.

Pastors need to recognize the gifts and talents of the businesspeople in their congregations and use them to help him or her in the administrative duties, the day-to-day business problems, and routine operating decisions of the church.

In Summary

In order for pastors to effectively manage God's business, they need to recognize that no one should be a one-person administration. God has placed capable helpers in every church who are qualified to help the pastor with the administrative duties of the church. Yet, unless pastors capitalize on these gifts to their churches, many churches will suffer from ineffective and unprofessional management.