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College Lectures-The Minister as an Executive

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COLLEGE LECTURES

No. 6

"THE MINISTER AS AN EXECUTIVE"

6th

The Minister as an Executive.

As a minister you are at the head of a real business organization *on rather that the Church has large business interests* and its success depends largely upon the efficiency of your management and leadership. If you possess the sagacity and ability to organize all of your departments and head them up with the best leadership you have and then train them departmentally and see that they work smoothly and articulate properly you will have a splendid and useful organization. Then keep the machinery well oiled so it will run nicely and without friction. It will require some executive ability to do all of this and keep it a going and useful concern.

Executive ability may be considered a natural talent, but like any other talent we possess, it may be disciplined and developed

Give the closest attention to this, for your success as a minister will very largely depend upon your ability to properly handle the forces, - the men, women and children - over whom you have assumed leadership.

If you find it difficult to do this, that is, your people do not respond to your attempt to organize them, do not be discouraged. Give a little closer study to your plans. Perhaps they are not just suited to the situation and will have to be altered some.

Get a little better acquainted with your people so you may *better* be able the better to fit your program to them.

All programs are not adapted to all congregations. What may work beautifully in one place, may not go at all in another. Often a pastor makes a mistake by trying to force the adoption of a certain plan that has proven successful in a former congregation he has served. Many coming from the East want to adopt methods which are successfully used there, but quite like the eastern architecture, are not adapted to our western culture and methods and the sense of the beauty and fitness of things. *Cal. Christian Home*

I would emphasize the suggestion that a careful survey of your congregation be made and then think out and prepare a plan that is adapted to it, so far as that is possible. At some places your program must be quite simple.

For example in a ~~smaller~~ congregation you will have to be Director of Religious Education, plan for your music, arrange for your prayer meeting service and social functions. *etc*

You must not handle any more of the detail of your plans or programs than is necessary. You must realize that each member of the church needs and is entitled to the privilege of helping somewhere.

See as far as possible that every member of your congregation has the opportunity of having some personal part in the total task of the church.

One is more interested and happier with something to do in the life of a church than if relegated to only filling a pew occasionally. The less he has to do the less frequent will be his presence in the meetings of the church.

You must have an adequate understanding of the need for and the effective technique of church music, dramatics, finance, benevolence, ushering, socials, publicity, equipment, etc.

You must keep informed as to the most effective methods of church work in its various fields of endeavor. *Modern methods*

Keep in touch with your Official Board and individual officers, and see that ^{it} they function properly. Often this will require tactful urging.

You will have to use rare executive ability in planning and arranging for your Sunday School, young people's organizations and other departments of your church.

While all of these will be headed up with properly selected leaders, you must see that they properly function. That is up to you as the head of your organization, remembering that you are running a real business and very much depends upon its proper management.

Some men are able to run a large business smoothly and seemingly without much effort. This is largely due to the proper

organization of the machinery and the ^{wise} selection of departmental heads and then tactfully seeing that each one keeps up with the ^{and cooperates with every other} demands of his department. That is what you must do. Do not fuss around, stirring everybody up to a nervous frenzy.

When the leadership of any department or ^{of any kind} task is given to any person you must be careful not to trespass or interfere with his work. Some pastors will select a committee and because it may be slow or inefficient in carrying out the task given it, ~~they~~ step in and do the work. This is never wise.

Some are continually interfering with departments

I know often, if any given task is to be done, the pastor must do it, but this interference with leaders or committees is generally resented by them and it at least discourages them and it is not long until they will neglect ^{this assignment} or refuse to function at all.

You must not forget that there are people of capacity in your church who can attend to all these duties if given just a little leading and encouragement. This is your part. Do this so tactfully that they will not consider that you are interfering with their plans.

The church needs leadership and you should select the most likely material you have and carefully develop it so that you can assign these people to certain departments with the as-

urance that the assignment will be properly handled.

In fact the development of each of the members of your congregation in ability and usefulness should be a part of your great task as executive, for after all the measure of weakness or strength of the congregation and even its various departments largely depends upon you. At least you will receive either the blame or the credit.

With all your departmental organizations and various plans you must be careful not to have your church over-organized.

However good a program you may make, it is of no avail unless it is, as we say "put over" properly. John Houser.

You must be careful and prevent any cliques or classes being formed or unconsciously developing.

Handling your youths and girls in teen age

There are so many questions interlocking that I may seem to repeat. Naturally in discussing all phases of the ministers life and work many will be so related that reference at least must be made to others when discussing them.

Shall the pastor have his office in the church or in his own residence? This is a question that has two sides. We might say the parson's door bell is rung frequently enough without forcing all the business callers of the church to annoy the family.

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The business methods of the church have long been subject of criticism. I therefore urge you to so manage the affairs of your congregation that it will be commended for its clean, prompt business methods.

*You must look after your
Church property - Keep it up.*

*Give attention to the beautiful about your
Church building - Shrubs, vines, flowers
& lawn.*

If living in a rented house, the location would usually change. If the parsonage is located adjoining or close to the church the annoyance to the family on account of frequent calls is so much greater than if located in some distant part of the city.

Frequently too, our modern churches are equipped with a business office convenient for callers. Some churches ^{also} have ~~also~~ provided for a pastor's study, where he keeps his library and equipment.

It would be my judgment that the church is the place for the office where the minister may be seen at certain stated hours.

It will be noted that the head or executive of this organization has some job on hand. He must attend to all the duties outlined, planning often for the work of his Official Board and reports to the church, attending to charities, assisting discouraged people, seeing that all church property is properly kept up, leading out in new improvements, advertising his church and its services, looking after ~~the~~ publicity in our church papers of the church activities, seeing that the finance committee is attending to its duties so that money is on hand, keeping an eye on the church treasury and the incidental expenses and in every way knowing what is going on and seeing that every department of the church life functions and the church is a live, going and useful organization.