



# When Moses Meets Aaron

STAFFING AND SUPERVISION  
IN LARGE CONGREGATIONS

GIL RENDLE & SUSAN BEAUMONT

# When Moses Meets Aaron Staffing And Supervision In Large Congregations

**Thomas Goodwin**



## **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

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

*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 of 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     **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     **The Jewish Tribune and Hebrew Standard** ,1930     *The Churchman* ,1918     *Masonic Standard* ,1918     **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     Who's Who in Religion 1977-78 Marquis Who's Who, LLC, 1977     **Moses and Aaron** Thomas Godwin, 1685     *Moses and Aaron. Civil and Ecclesiastical Rites, Used by the Ancient Hebrewes; Observed, and at Large Opened, for the Clearing of Many Obscure Texts Thorowout the Whole Scripture, which Texts are Now Added in the End of the Booke. Herein Likewise is Shewed what Customes the Hebrewes Borrowed from Heathen People. And that Many Heathenish Customes, Originally Have Been Unwarrantable Imitations of the Hebrewes* Thomas Goodwin, 1641     **Moses and Aaron** Thomas Goodwin, 1685     *Moses and Aaron* Thomas Goodwin, 1685     **Moses and Aaron** Thomas Godwyn, 1901     Moses and Aaron Thomas Goodwin, 1685     Moses and Aaron ... The fourth Edition. Thomas GODWIN (Rector of Brightwell.), 1634     **Moses and Aaron** Thomas Goodwin, 1625

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