

MANAGEMENT SKILLS

PASTORS AS MANAGERS

A Biblical job description for Christian pastors can be found in two Greek N.T. words, “poimain” (shepherd; pastor) and “episkopos” (overseer; steward; manager). Pastors are to shepherd their flocks lovingly and manage their congregations effectively. Good management skills, tempered with Christian faith, hope, love and wisdom, will prove helpful. According to Mike Rippey of Strategies, Inc., Chicago, IL, “There is a difference between good and better managers”. After twenty years in the area of organizational and leadership development he offers the following thoughts about better management.

GOOD AND BETTER MANAGERS

1. Good managers have a sense of the past and present. Better managers have a sense of the past, present and a flexible focus on the future.
2. Good managers react to change. Better managers create change.
3. Good managers utilize the expertise of other managers in the organization. Better managers utilize the expertise of everyone in the organization.
4. Good managers identify and solve problems. Better managers create an organization to identify, solve problems and capitalize on opportunities.
5. Good managers do things right. Better managers do the right things right.
6. Good managers keep things from getting worse. Better managers get things to be better.
7. Good managers focus on quantitative goals. Better managers focus on qualitative goals.
8. Good managers manage themselves and others. Better managers manage themselves and lead others.

BETTER MANAGERS ARE LEADERS WHO

Create effective organizations
Do the right things right
Focus on the future
See and feel their organization’s needs
Create change

THE CHARACTERISTICS OF A BETTER MANAGER

1. Has a positive self regard - believes in self and believes in the potential of others.
2. Has emotional wisdom to courteously accept people as they are in terms of the present and not the past.
3. Does not fear failure. (Failure may be the beginning to success)
4. Knows how to learn from the mistakes of others as well as from one’s own mistakes
5. Is not afraid to ask questions.
6. Builds trust by being honest and predictable.
7. Creates visions for the future by targeting dreams with the determination to fulfill them.
8. Shares visions for the future by sharing and testing the visions with others.

STEPS TOWARD SUCCESSFUL MANAGEMENT

VISION (The Dream)
GOAL (The Stated Objective)
STRATEGY (The Plan)
ACTION (Fulfilling the Plan)

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