Linchpin Leadership

Segment 4

Supporting Your Pastors

Discussion Guide

(Note: Pastor, I would highly encourage you to allow someone else on the board to lead the discussion around this segment to make it infinitely more comfortable for you and to allow you to answer questions that might come up during the discussion about how your governing body might support you best.)

**Intro: Before watching Segment 4**

Who is someone you love to cheer for?

Can you think of someone who has been a significant cheerleader in your life? Someone who believed in you and wasn’t afraid to tell you? Someone who perhaps saw more in you than you saw in yourself at first? If so, tell us about that person.

What is the power of those type of person in our lives?

**Watch Segment 4 of Linchpin Leadership**

Linchpin Leaders proactively support their pastors:

**Publically - Privately – Personally**

**Publically**

Many major cities around the country and in fact around the world have trolley or train systems to carry thousands of people each day to their work destinations and then back home. Imagine a scenario where you knew two trains carrying hundreds of people were headed towards each other on the same track and that if no one informed them of the pending doom, many people would be injured, some even killed. It was within your power to notify both trains of the problem. Would you inform them? I hope so!

In the same way, whenever there is change in the life of a congregation there are going to be certain individuals who have difficulty processing that change. Every decision that brings about change brings with it a different segment of folks who may have difficulty with it. As Linchpin Leaders we have a responsibility to help those who are processing change to do so in a healthy manner. This is not just the pastor’s job. In fact, the more we lead in this area, the healthier the church will be.

Discussion Question:

What does it look like for you as a Linchpin Leader to be proactive in helping people process a change the church is presently going through?

Remember, in these conversations, it is often helpful to bring people back to the ultimate vision of the church and in so doing to help them see why the church must continually change if it is going to continue to accomplish its mission of reaching **today’s** generation for Christ.

**Privately**

Many governing bodies underestimate the potential important roles they can play in encouraging their pastor(s).

Discussion Questions:

What are some practical ways the governing body of your church can encourage your pastor(s) in ways that are meaningful to them. (Hint: You might want to ask them for their insight into what is most meaningful to them)

Depending on the number of members on the governing body of your local church, could you divide the week up by the number of members on the governing and commit that each person would specifically pray for the pastor(s) on “their” day?

What would it look like to provide support for the Pastor(s)’ spouse? Could the governing body take it as their responsibility to do something special several times a year for the pastor’s spouse (including assistant pastor’s spouses) to remind them of how grateful the governing body is for the sacrifices the make so their spouse can do ministry effectively?

**Privately**

**Compensation**

Among some governing bodies there appears to be this overtone that being stingy towards the pastor’s compensation is somehow a sign of godliness. In fact, as Chris mentions in this segment, the Bible talks directly to the opposite of that in 1 Timothy 5:17-18. The role of the governing body should be to be as generous as they possibly can.

Often governing bodies desire to pay their pastor(s) generously, they simply have no benchmarks to use to help them know what that would look like. In this segment, Chris uses the example of finding out what a high-school principle or the superintendent of schools makes in a given community (depending on the size of the church) as a good benchmark to use. These figures are public and can be found out by doing a little research. We have also included resources below that provide aides for you in this way.

Understand that a pastor is in a very awkward position as it relates to their salary. A vast majority of those on the governing body of a church who work in the marketplace do not have their salaries discussed in a very open forum; it is usually a private conversation between them and their boss.

It might be wise to find those both inside and outside (if necessary) the congregation who have expertise in the area of human relations to provide leadership on a compensation team. This team would be empowered on a annual basis to review the pastor’s salary based on (among other things):

* Inflation
* Accurate Comparables as found in clergy compensation tools
* What others in similar professions (principles and superintendents) are making in the community
* Job performance based on agreed upon goals discerned together by both the pastor and the governing body

Discussion Questions:

Are we being as generous as we possibly can when it comes to our pastor’(s) salary(ies)?

Do we have a “compensation team” in place who can take the time to adequately compare how our pastor(s) salaries match up to what other professionals in our community are making?

There are tools online and in print to help determine what pastors in our region are being paid, have we tapped into that source as well?

<https://www.mmbb.org/managing-church-finances/compensation/>

<http://store.churchlawtodaystore.com/20cohaforchs.html>

**Sabbatical**

We have included significant information on the www.LinchpinLeadership.org website about Sabbaticals. We encourage you to avail yourself of the resources that are there.

Discussion Questions:

Does our church have a sabbatical policy? If so, what is it?

When was our pastor(s)’ last sabbatical?

How can we begin to put resources away now so that we can help fund sabbaticals when they occur in the natural rhythm of our church instead of trying to scramble to find the money in a short period of time?

Other Resources:

*Crucial Conversations* – Kerry Patterson & Joseph Grenny

*Deep and Wide* – Andy Stanley

Pastor’s Compensation Tools:

<https://www.mmbb.org/managing-church-finances/compensation/>

<http://store.churchlawtodaystore.com/20cohaforchs.html>