

For all Pastors, Elders, Deacons, CRE/CLPs and other Servants
2021 – 2022 Classes *Held the 2nd weekend of each month*

Organizational Leadership – The Mechanics of the Faith Community

REV. Jake Medcalf M. Div., Fuller Theological Seminary



Jake Medcalf is the Lead Pastor of First Presbyterian Church of Hayward. Since being installed in 2014, he has led the transition from a declining mainline denominational church to a thriving multi-cultural missional body that has been working to transform the community through social justice and agape love. Since then, the church has built 6 tiny homes as transitional housing for the homeless, formed Firm Foundation Community Housing that is focused on ending involuntary homelessness in the Bay Area, resuscitated a struggling food pantry which now serves over 1,000 people a week, as well as worked tirelessly with Alameda County to host two winter shelters and a resource center for unsheltered neighbors. In addition, FirstPres saved a historical theater from being demolished and hopes to run it as a community-centered theater once it is able to re-open. FirstPres also partners with community organizations like Alameda County Foster Parents' Association, East Bay Orphan Care, SmallTown Society, and more.

When: **Thursday and Friday, March 11 and 12 – 7:00 to 9:00 pm**
Saturday, March 13 – 9:00 to 11:30 am; 1:00 to 3:30 pm

Where: **Zoom Class – Register on the links below:**

Thursday <https://zoom.us/meeting/register/tJ0uc-yuqD8qEtIVJom2mJ0oU182aoZkOnzx>

Friday <https://zoom.us/meeting/register/tJEsf-2prz0tHNyeHPsO38SaQZhkXX6rsPhy>

Saturday <https://zoom.us/meeting/register/tJ0oc-Cppz8uE9P6EaeO2HjXIWRHUIUu1Mf>

Cost: **\$100 for credit** for Commissioned Ruling Elder Candidates
\$40 to audit and open to all

Class Description: There are so many critical pieces to Pastoral Leadership within each of our current contexts. As much as we (Pastors, New Community Leaders and Ministry Leaders) love being with our people, studying theology, preaching, creating liturgy, visiting the sick, teaching classes etc. we also have to lead or help lead the entire faith community organizationally. We have to understand vision/value creation, budgets, funding strategies, calendars, property, finances and financial statements, human resource challenges, plus more, and how they all work together to create healthy mission and ministry in our faith communities and neighborhoods. These topics are all part of our Pastoral Job Description no matter what ministry context we find ourselves in. This class will help us all be more effective at leading the organization that we have been called to steward.

Recommended Reading: *Managing the Non-Profit Organization* – Peter Drucker; and
Strengthening the Soul of Your Leadership – Ruth Haley Barton

Questions: Contact Phil Arzino, CRE/CLP Coordinator, pkarzino@comcast.net, 510-828-5596

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Further information for CRE/CLP Students

This class will provide some tools, resources, and conversations around the following topics:

- How do we create cohesive vision and values within our faith community? How do we create the matrix through which we (as Elders or Leadership Team Members) make decisions and discern the calling of God?
- How do we create a strategic plan, budget, funding plan, and church schedule that all work together to move us toward our vision?
- How do we read and use our financial statements as tools of health and mission? What is the difference between Profit and Loss Statements, Cash Flow statements, and Bank Account Statements? Why are they all important organizationally?
- How do we lead and develop the people within our organization well? How do we practice loving and legal hiring/firing processes?
- How do we use our property (if you have any) for the purpose of accomplishing our vision and values? What is depreciation and why does it matter?

These topics are all part of our Pastoral Job Description as leaders within our differing ministry organizations. This class will help us all be more effective at leading the organization that we have been called to steward.

Required Reading

Managing the Non-Profit Organization - Peter Drucker
Strengthening the Soul of Your Leadership - Ruth Haley Barton

Post-Class Final Assignment

Create a fully functional budget and yearly church schedule for your church/ministry/projected ministry. Your budget/schedule must clearly demonstrate your vision, values, and strategic plan for your church/ministry/projected ministry.