

# Personnel Committee Case Study

## The PGLC Personnel Committee Meeting

*Utilizing Chapter 7 of Church Administration, discuss the PGLC case study, assessing issues such as hiring practices, supervision, gender relations, conflict of interest etc.*

The Personnel Committee of Pretty Good Lutheran Church (PGLC) was meeting on Tuesday evening in the fireside room. They had been alerted by the president of the congregation that the office secretary had resigned on Friday, stating “she couldn’t take it anymore.”

Fred Folksy-Fellow was the first to speak after the chair convened the meeting and announced the secretary’s resignation: “Well, let’s just put a note in the bulletin and see who in the congregation might need a little extra work. It’s only 25 hours a week or so, right? Not exactly a full-time job, but probably one of our little old ladies will be interested. I understand our new pastor’s pretty good with a computer so it’s not like she’ll have to take shorthand or anything like that.”

Nancy Niceness wondered aloud, “Do we really know what the job is like? I think I could maybe do it as long as my kids can come by after school and hang out in the church gym.”

Connie Commonsense weighed in next, “Well Peggy, I’m sure you’d be great. But isn’t there something in our personnel policies saying we have to advertise a position and consider fairly all who might apply?”

Bill Bigheart followed Connie: “Yah, there’s all that legal stuff. But you know, we’re a church and can pretty much do what we want. It’s not like we’re a big business or anything like those mega-churches that have all those policies and act like the government bureaucrats in Washington.”

“So what exactly is the secretary’s job?” queried Jenny Genuine who thought a neighbor of hers might qualify. “My friend John could be interested, but I’d like to be able to tell him what he’d be doing. He has lots of experience as an administrator.”

Fred chimed in again, “Oh, you know those big churches have fancy ‘job descriptions’ and do those annual ‘performance reviews’ and act all high and mighty. Here at Pretty Good, we’re all just family you know. We’ll hire somebody we like. I’m sure the pastor will train her, or maybe she’ll train him!”

Jenny again, “Fred, didn’t you hear me say my neighbor’s name is John? He’s a he/him, not a she/her.”

Fred retorted, “Hey Jens-my-dear, we’re talkin’ about a secretary here. Ain’t no guy can or should do that work. Gotta be sweet and cute and laugh when I tell her my little jokes—you know the kind I can’t tell when the pastor’s around . . .”