

Who Gets To Make That Decision?

By Rev. Kenneth Love

It was a great question in a staff meeting! The worship pastor and the senior pastor were having a discussion about worship styles and worship songs in particular. One suggestion (by the worship pastor) was nixed. So, in the spirit of the moment the worship pastor, speaking of choosing songs, asked, "Who gets to make that decision?" Great question. Possible answers?

1. The worship pastor for that is his job. If he is "paid to do worship" let him do it, right? If worship is his assignment then HE should make that decision!
2. The senior pastor should make that decision. Maybe he is as good at worship (not singing but worship design) as the worship pastor. Or maybe he just likes one song better than another. Of course, if the senior pastor gets to make that decision it could be considered as micromanaging. Let the staff make the decision for heaven's sake!
3. The body should make that decision after all they are paying the salaries and they hired the pastors (both of the above) to serve them! And, as we all know, they often vote with their feet (and their wallets!).

Which of the above would you make that decision at your church? In our church, the answer was none of the above! Decisions of that magnitude (and worship is a question of magnitude) should never be preference alone. If it is, who's preference should we follow?

Who gets to make that decision? The vision does. That was the key answer that day and now every day in my life. What we learned is that every time we face a decision we ask the vision what we should do and we do it. Of course we should care for the body. That is part of the decision. But the vision is beyond any of us. The vision is to reach those who are not yet here, who cannot voice their opinion. The vision gets to make all of the decisions in a healthy organization. Of course, it is the leader's responsibility to keep that vision front and center, to gain buy in and it is the leader's responsibility to show how the vision is connected to every decision, budget, worship styles, buildings, etc. When the vision makes the decision the Kingdom of God moves forward. When the vision makes the decision, we all win and we all sacrifice! When the vision makes the decision we are all empowered.

Once a staff member is on vision, the lead pastor will only have a few course corrections with any team, worship included. Once the vision is front and center, the staff is empowered to make decisions because they know the vision and the vision carrier's heart (the leader) so their decision will be "in line." Once the vision is THE KEY to decisions, the power of the vision becomes momentous, filling and impacting every part of the body. The vision makes all of the decisions. That demands prayer, conversation, and thinking.

Who gets to make the decisions in your church?