

Questions to Consider for The Liberty Case Study

About the First Year of the new XP

- ◆ Would the Senior Pastor of 17 years really relinquish the authority needed for him to do his job?
- ◆ How do you establish a mutually fulfilling relationship?
- ◆ Would paid staff really submit to the leadership of the unpaid staff?
- ◆ Which paid staff members could fit into the new structure and which ones needed to move on? How would their exits be handled? Since they were hired by the Senior Pastor, what should his involvement be if they were asked to leave?
- ◆ Could Baxter embrace the *Envisioned Future* established by the elders? Was it realistic? Did it need improvement?
- ◆ What would be his relationship with the elders?
- ◆ How would Baxter find “the leaders you can really count on” as quickly as possible because the desire to complete implementation of the plan within five years?
- ◆ How would progress and success be measured?

About the Church

- ◆ What are the signs of pastoral burnout?
 - ◆ How can pastoral burnout be related to the level of voluntarism and church leadership structure?
 - ◆ If Barna’s assessment of the spiritual gifts of pastors is correct, does your church’s leadership structure reflect the use of these gifts?
 - ◆ Do you agree with Barna’s assessment of the time changes desired by pastors?
 - ◆ Examine and comment on the time required for Liberty to understand and address their issues.
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