***What do I do if….***

1. There is no stewardship committee and no willingness to ask members to make pledges of financial support for the congregation?
2. The church secretary and the Christian educator are distrustful of me?
3. The former pastor is frequently on Facebook with church members and comments on events in the congregation.
4. I can’t get a clear report of the congregation’s finances, both month to month spending and disposition of special funds and investments?
5. The session minutes (for the past 25 years) are kept in the home of the clerk (who has been clerk for 20 years)?
6. If the presbytery exec and/or the COM moderator will not return my calls?
7. The previous pastor makes hospital calls on church members, often arriving significantly before I do because the members call the former pastor?
8. The first audit in 8 years uncovers questionable financial activity?
9. The session has not created a child protection policy?
10. The church secretary is only marginally competent with modern technology?
11. The church doesn’t have a website?
12. The website hasn’t been updated in two months because the volunteer who said she would tend the website has followed the former pastor to a new congregation?
13. The nominating committee is short two (of four) elders and one (of four) deacons.
14. The same person has been the commissioner to presbytery for 15 years?
15. No one from the congregation is willing to serve as a commissioner to presbytery?
16. The Church has a tradition of all patriotic songs for July 4th weekend?
17. The youth leaders/group want more “contemporary” music in worship?
18. No one is signing up to be lay reader/leader in worship (and/or usher, greeter)
19. The roof has been leaking for 20 years – the volunteers keep repairing the damaged indoor tiles, but every time the topic comes up for replacement it never gets anywhere because there is no money in the budget and a Capital Campaign is not this congregation’s “style.”

***What do I do if….***

1. There are no systems of financial accountability in place and the treasurer just writes checks as bills are presented and as long as there is money in the bank account?
2. The last financial audit was 7 years ago?
3. I am flattered when several influential church members take me out to lunch and tell me that I am the perfect pastor for their congregation and they want to propose my name to the PNC?
4. Church members are openly disdainful and distrustful of the presbytery and the PCUSA?
5. The congregation is accustomed to a pastor who was always available, seldom used all his/her vacation time, and seldom used study leave time, whlle I am being openly criticized for taking vacation and appropriate time off each week?
6. While I am being paid more than presbytery minimum and have both vacation and study leave time, the church staff are poorly paid in comparison to people in comparable positions in other congregations and in the community?
7. Members of the congregation are complaining that the process of calling a pastor takes far too long and compare the way the PCUSA works unfavorably to business practices as well as to the United Methodist way of appointing pastors to serve congregations.
8. The Church building is used greatly during the week by one or more outside groups – the impact on the Community is positive – but many of the church members are concerned that building is being over-used/left cluttered or dirty – last week one of the doors was damaged and a piece of equipment was found missing.