

## **Questions to Consider for The Oak Cliff Case Study**

### **On Considering an XP**

- ◆ What would be the plusses for Oak Cliff if it added an Executive Pastor? What are the minuses or risks?
- ◆ How might Dr. Evans be freed up to focus on leadership issues? What are the risks for Dr. Evans? What does Dr. Evans need to consider in hiring an XP?
- ◆ Many XP & Senior Pastor relationships are built on trust and shared responsibility. How would Oak Cliff find the right person for Dr. Evans?

### **Success or Failure of an Potential XP**

- ◆ How might an XP affect relationships in the staff or Elders? What kind of initial questions would these groups have?
- ◆ What would be the challenges for a new XP?
- ◆ What would make an XP fail at Oak Cliff? Might it be that someone would be “gunning” for the XP? How might the XP fail at Oak Cliff?
- ◆ How might an XP work with an Assistant Pastor? Could they work together? Why or why not?

### **Church Issues**

- ◆ Are there polity or cultural issues for an African-American church to consider in hiring an XP?
  - ◆ What stories or examples illustrate the concept of sharing power in your church?
  - ◆ How would a church member feel about the position and power of an XP?
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