

Howard Bixby surveyed 211 Ministers of Education. His paper entitled, "A Study of Job Satisfiers and Job Dissatisfiers of Ministers of Education" was written in connection with his doctoral work at Western Michigan University. He found that the number one job satisfier was, "the confidence and cooperation of the senior pastor." The chief dissatisfier was, "ministry goals or philosophy conflict with the senior pastor."<sup>11</sup>

The number two and three dissatisfiers are also significant in regard to staff conflict.

2. Poor staff communication -- few planning sessions, superficial personal relationships.
3. A senior pastor who is threatened by the person or ministry of the Minister of Education.<sup>12</sup>

Dr. Bixby remarked:

While suspected for some time, a realization that ministers on a multiple staff often have problems is somewhat disconcerting. Paul's words concerning ministerial relationships in 1 Cor. 3:5-8 puts the problem in perspective. He stated: 'I have planted, Apollos watered, but God gave the increase.' Poor staff relationships often develop because of pride. The minister of the early church exercised many and varied gifts together to plant the church. The carnality for which Paul scores the church of Corinth involved emphasizing one minister above another. Centuries later the Reformation brought a dramatic emphasis upon studying and applying the Scripture to Theology. At the same time, ecclesiology and biblical church administration were then and are now generally neglected. Con-

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<sup>11</sup>Howard L. Bixby, "A Study of Job Satisfiers and Job Dissatisfiers of Ministers of Education" (Western Michigan University, 1972), p. 138.

<sup>12</sup>Ibid., p. 139