

sequently, the church today finds itself exalting one ministerial position above another.<sup>13</sup>

Edward Lee Hayes studied the problem of role conflict as related to the position of Minister of Education. He found considerable evidence of such conflict. For example, he observed, "individual directors who were in conflict with pastors tended to be better educated than the pastors with whom they served."<sup>14</sup>

A study by Kenneth Mitchell focused on the relationships between senior pastors and associate or assistant pastors. Mitchell interviewed 80 senior pastors and 36 assistant pastors.

In answer to the question, "Would you say that your overall relationship with the other minister(s) was basically good or basically poor?", 61% of the senior pastors said, "basically good", but only 25% of the other ministers replied that the relationship was "basically good."

When these same people were asked to list the reasons why the relationship was not very good the following replies were the most frequently given. First, the replies of the senior pastors:

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<sup>13</sup>Howard L. Bixby, "A Look at the Sources of Encouragement and Discouragement for the Minister of Christian Education," Journal of Psychology and Theology 2 (Winter 1974): 45

<sup>14</sup>Edward Lee Hayes, "Role Conflict: A Study of Selected Protestant Directors of Christian Education and Pastors" (dissertation, University of Denver, 1966).