

As with any fear, the senior pastor may either fight the threat or flee from it. In some cases, he may do both. Though he tries to hide it, there is a growing hostility towards his associate and he may say and do things that evidence this hostility. His relationship with the associate becomes distant and curt. Without making his actions too visible, he is running away from involvement with his competitor. This is a very sad picture, but all too common.

For the associate the threat takes a different shape. He is usually trying hard to be useful and have a ministry among the people. At every turn he is frustrated by the senior pastor's moves to limit his activity. If he is allowed to make decisions at all, these are often reversed. If he begins to develop a ministry that looks promising, he may be asked to move on to some other area or the senior may begin to work in the same area where he is seeing success and take over that area. In other cases, the senior pastor may even down play that area and minimize the associate's efforts. There are many possible combinations.

The effect on the associate (or team subordinate) is that he becomes frustrated, resentful, and begins to think of a way out of the situation. His expectations have been crushed and he cannot see how a ministry is possible in such a situation. This is one reason why the tenure of multiple staff subordinates is often short-lived.

In 1 Samuel 18, the record of King Saul's jealousy and fear of David is given. The emotional progression goes from anger (v. 8)