

misunderstood party is attacked before any attempt is made to sort the situation out. This was not the case in Joshua 22 which will be looked at again under "Conflict Resolution."

Communication - A Matter of Time and Effort

One of the chief reasons for tension and conflict within teams is simply neglect. The team leader does not put forth the effort to provide for a good flow of communication. The following except from an interview with an associate pastor in a large suburban church illustrates this point.

JG: What is the most important factor for maintaining harmony and unity in staff relations?

Associate Pastor - henceforth AP:

Open communication.

JG: What provision is made in your situation for open communication?

AP: Very little, if any.

JG: Do you mean there isn't very much communication going on?

AP: Well, that which is, is very random and there is no formal provision for it.

JG: No staff meetings?

AP: No, no scheduled meetings.

JG: You said that open communication is the most important thing and yet you say there is very little going on. What kind of strain has this put on you?

AP: Right now, quite a strain. There's a lot of strain within the staff right at this time.

JG: Has this led to conflict?

AP: There has been tension for over six months and it is leading to conflict.

JG: Who would the principles be if conflict should occur?

AP: All the staff versus the senior pastor.

JG: The staff versus the pastor!

AP: Yes, most of the staff finds time to meet, have lunch together and discuss things. So they communicate and work out their conflicts. They get together to talk about things and pray over things and that gives them unity.

JG: When you say the staff, does that include the senior pastor?

AP: No, that is why there is the conflict that goes on.

JG: Is the senior pastor aware of the tension that exists?

AP: I think he is becoming aware. I've mentioned quite a few times that we ought to be meeting. Other staff members have too, over the past few years. So far, there has been no response. I think he is aware that something's up.