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.

<ul> <li>AP: Very little, if any.</li> <li>JG: Do you mean there isn't very much communication going</li> <li>AP: Well, that which is, is very random and there is no for provision for it.</li> <li>JG: No staff meetings?</li> <li>AP: No, no scheduled meetings.</li> <li>JG: You said that open communication is the most important and yet you say there is very little going on. What k strain has this put on you?</li> <li>AP: Right now, quite a strain. There's a lot of strain wi the staff right at this time.</li> <li>JG: Has this led to conflict?</li> <li>AP: There has been tension for over six months and it is 1 to conflict.</li> <li>JG: Who would the principles be if conflict should occur?</li> <li>AP: All the staff versus the senior pastor.</li> <li>JG: The staff versus the pastor!</li> <li>AP: Yes, most of the staff finds time to meet, have lunch and discuss things. So they communicate and work out conflicts. They get together to talk about things and over things and that gives them unity.</li> <li>JG: When you say the staff, does that include the senior p AP: No, that is why there is the conflict that goes on.</li> <li>JG: Is the senior pastor aware of the tension that exists?</li> <li>AP: I think he is becoming aware. I've mentioned quite a that we ought to be meeting. Other staff members have</li> </ul>		
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