

efforts to avoid such, various parties form around favorite staff members. This, in turn, often causes tension and conflict between the staff members.

A situation may also develop which is similar to the time Peter, James, and John were given privileges not afforded the others. There are times when some members of a ministerial team may engage in tasks or privileges that the others are not invited to share. For example, suppose the senior minister invites one or two members of a six man team to accompany him on a trip to attend an important seminar. The seminar affords training that is valuable to increasing the effectiveness of the participants. Upon their return from the seminar, the senior minister and those who went with him are buzzing enthusiastically about the valuable things heard and seen. In the eyes of non-participating staff members those who went gained a real advantage not shared by those who were left behind.

Should certain staff members feel that this is part of a pattern, they may accuse the senior pastor of passing them over every-time something like this comes up. They sense that their status in the group is very low and that this is a result of unjust discrimination. The stage is set for conflict.

Conflicts That Grow Out of Frustration

Frustration results from someone being thwarted in their attempt to achieve a certain goal. Frustration can be caused by a variety of things; here we will look at several situations which often lead to frustration.