

(b) There is no place for the experienced man who believes he is called to minister to the congregation but not as the team leader (senior pastor). He is not interested in a steppingstone but desires a ministry that will allow for the exercise of his gifts.

(c) The senior pastor is relieved of some duties but the areas of ministry outside his particular gifts and expertise are never really developed.

For a ministry to be satisfying and productive the man responsible for that ministry must be allowed to be part of the decision-making process. Ideally, every team member should be invited to sit in meetings of the churches official board especially when that body is discussing that member's area of ministry. It is a strange but rather frequent phenomena that church boards will make decisions regarding a man's ministry without his presence or without consulting him. The minister will simply be informed of the decision or in extreme cases, will find out about the decision secondhand. Some readers will think this is incredible, but it does in fact take place. It is not difficult to imagine the frustration felt by the man caught in such a web of adverse circumstances. This is especially true when the decision puts a damper on the man's plans for developing a particular area of work. This is not to say that every staff member should have absolute freedom to do whatever they wish apart from the oversight of the official ruling body. This is simply a plea not to exclude a responsible staff member from those processes that directly affect his area of ministry.