

At this writing, one of the churches contacted in the team ministries survey, is in the midst of an explosive situation. For years this church progressed in a healthy way without a team ministry. The senior pastor is a very able man who worked well with others from the congregation in carrying out an effective ministry. Within the last several years, the church board saw the necessity of adding another minister to the staff. The senior pastor was fully in favor of this move. A Director of Christian Education was sought for, and subsequently called. The man called applied himself to the work of building up the educational aspect of the church's ministry. He had a lot of good ideas and was effective in implementing these ideas.

As time passed, it became apparent that the man had a conflict of interest. He was worming his way into every aspect of the church's organizational structure. This was welcomed by many because he seemed to have real gifts in administration, and he was picking up some of the details not attended to by the senior pastor.

There came a day when it became evident to the two men that they differed in their philosophy of how the church was to be run. At first, the senior pastor said that he would discuss the matter with the board. The second man objected saying that if that was done, it would appear that there was a conflict between the two of them. The senior magnanimously agreed not to take the matter to the board. Soon after this, the DCE took his plan to the chairman of the board even though he had agreed not to do so. It was clear that he was attempting to upstage the senior pastor. A number of other incidents pointed to the same kind of activity.