

called and trained to do he will be dissatisfied. He may well look at the fuller ministry afforded the team leader and envy his position.

There are other situations where some team members work together well but leave no room for others to function. Kenneth R. Mitchell discusses just such a case:

....it is clear from a reading of the case history that in the three-man situation the value of the third man's contribution was never recognized. It never became clear that he had any contribution to make in the eyes of White and Green. No one interfered with White's leadership and preaching functions. Similarly, no one interfered with Green's educational administration. But both White and Green interfered with the third man's pastoral functions. This third man was always hired as a minister of pastoral care, and yet this was a ministerial function which White and Green would in no sense give over.<sup>25</sup>

One can imagine the frustration and dissatisfaction this third man must have experienced. While Mitchell does not comment on the problem of envy in his discussion of this situation, it is clear that envy with accompanying strife is highly probable.

In this case restructuring is a necessity. The need for a third man should be re-evaluated. If a third man is needed then his job description needs to be rewritten. More importantly, White and Green need to discuss the situation openly with the session or church board and hammer out policies that will allow a third man, if needed, to have a ministry.

d. Just compensation for each team member helps avoid envy.

---

<sup>25</sup>Kenneth R. Mitchell, Psychological and Theological Relationships in the Multiple Staff Ministry, (Philadelphia: Westminster Press, 1966), p. 178.