

It is possible too that the conditioning could be the result of a string of incidents where a person was abused by people thought to be sincere and trustworthy. Some senior pastors have had so many bad experiences with assistants or associates that any new man is under suspicion from his first day in the position.

Whatever the process, the result often is a person who imagines the worst in an associate rather than thinking the best. In overt and covert ways, this suspicion is conveyed to the associate making him most uncomfortable.

While conditioning may be a reality it is never an excuse for sinful attitudes toward other people. The love that drives out fear is a love that always trusts (1 Cor. 13:7). It is not risky to trust a brother with whom we are working. It is one of Christ's commands to His followers that we love one another. There can be no risk in obedience to Jesus Christ. (John 15:12)

c. I've never done it this way before!

For a man who has been in the ministry for a number of years as the sole pastor of a church, adaptation to a multiple staff arrangement is not an easy thing. One of the senior pastors interviewed shared very candidly his own struggle. In answer to the question, "Have you found it difficult to make the transition to a team ministry" this man replied:

Yes, very, very much so; very difficult. To be very frank with you, again and again, it's my own self that rears its ugly head in seeing someone else take over some aspect of the ministry. It is very easy to become envious when another man comes in and can do some things better than you yourself can do. It is very