

easy to envy his successes, or when people will turn to him and not to yourself. All these things are very vital things you struggle with, and you just have to come to the place where you believe you are working together; that you are accomplishing something, not as separate individuals, but you are accomplishing something as a team. You just have to keep in mind the idea that like on a baseball team, you are the pitcher and don't play center field. If you are the catcher, you don't play first base, and you just have to keep this concept in mind. The selfishness that does naturally come, (wherein you were the number one man, and everybody kind of looked to you), has to be challenged and the loyalty of the congregation must be shared.

Pastor _____ and myself know we are both different in personality, in gifts, in philosophy to a degree, not so much philosophy as emphasis, and this causes real difficulties, and could cause real clashes if we didn't constantly love one another and be cooperating with one another and realizing that we are complementing one another. We have had it said by many, both old ones and new ones in the congregation, that they feel that they can see the great differences, but they can see how we are complementing one another, and that's what I really wanted and what we were really after.

There are several elements in this answer that help to answer the problem of adaptation to a team situation.

1. This man openly acknowledged the problem. Wisely, he does not act as though it has been easy and wonderful; he rather admits the difficulties involved. These difficulties are discussed by the two pastors working together in this situation.

2. He counters the negative feelings with solid concepts. That is, he seeks to gear his thinking to the team idea and focuses on the benefits of the arrangement.

3. Here, and in the rest of the interview, it became clear that this pastor knew himself very well and knew his strong points as well as his weaknesses. He has been able to see how the strengths of the other man blend well with his own.