

board meetings where problems in their area are being discussed and decisions made. In fact, there is the possibility of two teams functioning in the leadership of a single congregation. One team is made up of the senior minister and his staff. The other team is made up of the senior minister and the official board of the church (ruling elders or deacons or both).

A minister of youth may be told that he is in charge of leading the young people and developing programs to nurture them. Later, the official board may meet and take up the youth program as one of their responsibilities. It is possible that they may make decisions and formulate policies without the presence or input of the man supposedly in charge of that area. The effect of this is to make a powerless, figure-head of the youth pastor. He really has no authority to develop a program. He is only a functionary, carrying out the orders and policies made by the official board. This may work well with a student youth director or a volunteer youth sponsor, but it will not work with a full time minister who is called to minister to young people.

If he is not set free to minister within certain guidelines and under the oversight of other ministers, especially the senior minister, he will become disillusioned, discouraged and will either soon be gone or may become a dissident who will become the focus of conflict.

A great deal of thought and planning needs to be invested in arranging the lines of authority and decision-making. If people are