

given responsibility, it should not be withdrawn from them arbitrarily. If a team member is given charge of an area no decision should be made effecting that area without consulting him. If a senior pastor or church board member does not think the man competent enough to handle such responsibility, they should not have assigned him that area in the first place.

There are few things that contribute more to team harmony than the satisfaction which comes from accomplishment. It is the team leaders job to see that each team member has the opportunity to experience such fulfillment.

There are some positive things that a team leader can do to assure greater success in the function of his team.

a. He can involve himself thoughtfully and prayerfully in the selection of team members.

Sometimes this is not possible because the team leader may have arrived on the scene later than the other members. (It is my conviction that senior pastors coming into a multiple staff situation ought to be given the option of making changes in the staff if they desire.)

In this process, attention needs to be given to matching personalities and personal philosophies as well as reviewing academic qualifications and experiences. A senior pastor or team leader should be aware of the dangers involved in adding to the staff hurriedly. Sometimes after a period of rapid growth, a tired pastor is unable to cope with the added work load. The church board may become anxious