

was encouraged from the Word. Some "exhortation" as to what he could do to be a more fruitful "Christian" was given. It was always connected with that. There were a few times when we got away for like a day or two retreat. I think we had a day of prayer and fasting a number of times. We went to the Pocono Mountains for a day here and there. He would also select certain books that all of us would read, and then we would come together and discuss them for mutual edification. We went through, for instance, Schaeffer's Major Bible Themes at one time just to get more sound in doctrine. We did pray together; always prayed together after these staff meetings. For me personally, and for a lot of the other fellows, it was such a pressuresome atmosphere that even in the prayer meetings you almost sensed that you were being heavily evaluated while you were praying, and so you tended to not be praying to the Lord as much as praying to put across a pretty good image. There were those times of building up when it seemed as though it was just purely for the sake of spiritual up-building and not anything related with the goals of the church, and those were the most enjoyable times to me.

JG: Was there ever any time that you had conflict within the team?

P: Well, conflicts would arise, I think, because there was a degree of jealousy at times among team members, since in this case there was so much emphasis upon quotas. If one guy was succeeding very, very well, one of the things that was done was that he was set up as a great example, and I think at times guys would tend to feel a little proud about that. They would feel a little resentful. Then too, at times fellows would, if the pressure would start to get to them of the responsibilities that were dumped on them that they couldn't really take, really attempt to share their hearts; that they were struggling and thinking. A lot of times this was done in private, but sometimes in the group, and oftentimes because there was not really a good empathy on the part of the senior pastor to really get down and be understanding, but rather just to try to push them to snap themselves out of it. The frustration would build to the point where they would actually become bitter towards him, and then a rift would start and it would just get wider and wider and before you know it the fellow would not only leave the internship, or the staff, but also the whole ministry. He would just totally split. So, yes, I've lived through seeing many, many, problems. The primary problems were between the different members of the staff, or internship, and the senior minister; not so much among themselves.

JG: Was there ever an attempt to bring about reconciliation in one of these cases where a man was bitter or upset because of the evaluation of his work? Was there ever an attempt to resolve the conflict and work it out, and have the man go on as before?