

about it?" We could spend months discussing it. Sometimes we will do that with a limited discussion just to get an expression. But somebody, a smaller group, with more time, and I suppose with some training, generally has to sit down and formulate at least a proposal so that we have some concrete thing to offer. That's pretty much the four of us. The pastors just had a three day planning retreat. We went to a motel not far from here, and spent three days just planning out the year, and most of that was just determining calendar dates and things like that. But there were a few things we discussed that requires changes in the way we've done things or the kinds of meetings we are having. So now, we are having an elders planning retreat, a whole day thing on Saturday, September 8th to share with them the thinking of what came about from the pastor's retreat. They may reject it or they may modify it, or they may accept it. They are pretty free to participate in changing these initiatives.

- JG: So, as far as a team, would you say that the team would be comprised of the church staff and the elders, or are there two different teams, two separate teams, or do you really form one team and sometimes function separately as you just described?
- P: Well, we like to think of ourselves as one big team and in terms of authority, votes and all that, we are all even. But in terms of time, a lot of our men are professional men, and they don't have great amounts of time, so for the sake of efficiency, it's just not possible for that whole team to function equally. In essence we have an "A" team and "B" team, or a "phase one" and "phase two" team, or I don't know what you want to call it. We have two teams that try to work together.
- JG: How would you go about delegating responsibilities to different members of the staff? Is that already worked out according to a man's job description when he comes?
- P: Yes, we have job descriptions. We have a small sub-committee of the elders that we call the staff relations committee, and they work with each staff member to establish the details of his job description. They do other things as well, but related to the question, they establish the details. The broad strokes of that job description are something that we have evolved over time with the thinking of all the elders. For example, I think I mentioned this earlier, that right now we have things broken down into children's ministry, youth ministry, which is junior high through college, and adult ministry, which is everything beyond college age. The broad divisions of that were established by all of us together as to the direction in which we were going to move. The details of what those three people are responsible for was worked out primarily by the staff relations committee.