

JG: Are the job descriptions reworked occasionally and changed according to need?

P: The whole structure of things has evolved to where we are now. It has changed quite a bit since the beginning, and the structure that I just mentioned to you is something that's new this year. The staff relations committee is supposed to go over the job descriptions annually with each staff person to make sure that if there are changes needed, to make them, or if the staff member is not fulfilling his job description, they may talk to him about that.

JG: So there is a system of accountability. Would that be on an informal basis where if the committee thought a man was not performing his responsibility he would be called in to talk it over, or is it sort of an annual review?

P: Well, it's both. Their responsibility is to do it at least annually. They also talk to the various people in between times to deal with either inadequacy of performance or an area that might have been overlooked in writing up the job description and that we now are aware that no one is handling it properly or at all. Then they would bring somebody in and say, "We need to add this."

JG: Is there any provision in that description for every man on the team to minister to the whole congregation?

P: Well, there is some opportunity. Just this next month, as a matter of fact, we are each taking a turn preaching in the evening service. So there is that level. And then also, we have a Tuesday morning mens fellowship breakfast which we all four attend which is an opportunity to let the men of the church know all the pastors and we take turns leading that. The youth pastor, for example, may speak for a few weeks on how to be a better father. He is talking about his area of specialized ministry, but he is doing it with adults. So there are those opportunities. It is not equal, of course. I don't spend much time myself speaking to children unless it is a special thing, and I seldom speak to the youth unless it is special or unless they are in the service.

JG: Recently you made some staff changes. I was wondering when you add to the staff, are there special considerations for adding a man to a team type ministry?

P: Well, we look at where he has been, what he has done, what kind of situations he has been in, and how the people he has worked with in other places speak of him. We just hired two new men this summer, the youth director and the adult ministries director,