

I was spending my time. This became a real eye opener to them. The result of that meeting was that they felt that no one man could really accomplish all that was expected of him, but that additional help had to be brought into the ministry. This matter was brought to the congregation and there was some reluctance about the whole thing. I said that I was willing to go on if they were satisfied with what was going on now. Some, however, had the idea that the pastor needs help so he doesn't have to work so hard. I wasn't interested in that. The only reason to get a new man in was so that there would be a greater accomplishment of things being done; that the ministry would be broadened.

We had the council kind of evaluate what they thought my strong points were on a private basis. I asked them to do this. They came up in agreement with my own evaluation of myself of the gifts that I was not particularly strong in. So in looking for an extra man, we began to look in that direction; a man that would fulfill the weak points of my own ministry so that we would begin to complement each other. Out of that background, there developed the concept of a team ministry.

JG: What particular things have you built into your team arrangement to try to prevent any conflicts from occurring?

P: We have set job descriptions for the associate pastor, for the pastor, for the youth pastor, the secretaries, etc. We each have our areas of emphasis there, but fortunately I have a man in my associate pastor who is very considerate of my position as senior pastor. This was made clear to him when he first came. I was to be considered the senior pastor, and he has always been very gracious in trying to share with me any of his programs. We try to work very closely. I give him a lot of freedom because I know he has a lot of initiative, and a lot of creativeness and I think a person like that needs room to work. You have to be flexible and let him carry the ball even though he may not do it just the way you would do it. You can't expect another man, especially if he is different than you, to do it the same way you do it. So many times you just have to put your own ideas behind or frankly talk with him and ask questions why he is doing it this way, and sometimes he does have to change, and other times I've seen his point of view. We try to have a staff meeting once a week which includes our secretaries and youth pastor. In this staff meeting, I emphasize prayer myself. I think this is the biggest, most important thing, and we share the church requests for prayer, some private requests that come in, and some of our needs. We pray for one another, and there is something about when you pray as a group that draws you closer together as a group. I'm convinced of this. So I put emphasis on that rather than study. Then after our prayer