

JG: So here you would actually have a wider team than the church staff in that the council would be very much a part of the team so far as the direction of the ministry.

P: To a degree. We have shifted somewhat in the last year. As the staff grows, I don't think you can help get more emphasis on stronger leadership from the staff. I have noticed in just the couple of years that we have had the multiple staff, that we are exercising more forceful leadership from the staff point of view. We work together and we come to the boards with almost a consolidative point of view to present to them. In other areas we are trying to involve laymen more in the ministry. They are still involved in this decision making process. We have not taken any basic decisions from our board. We try to set up all the programs and then take everything to them for their approval, but more of the leg work is being done by our staff than it used to be.

Pastor _____ gives us evangelism training on home evangelism, and he is superb in what he is doing in this ministry and has just been blessed in this through his past ministry and also here. I take the aspect of trying to deal with the people who are in the church and I am trying to train our elders and some of our deacons to become involved in the shepherding kind of ministry, a caring kind of ministry. So we have drawn them more into the ministry than they were ever drawn into before. These board members are given about 25 families to serve and watch over; visit them when there is need, and try to get them together for fellowship opportunities. This area draws the men into the ministry a little bit more.

JG: Do you see real advantages, even though there are some difficulties in making a transition in a team situation for a larger church?

P: Yes, I feel it has to be that. I really do. Now there are churches that have just one man at the head, and everybody is his assistant, and that is a completely different type of leadership than I want to have. That person has to be a strong leader, and almost to the degree of being dictatorial. I've seen men like this and they accomplish much. There is no doubt about it, but I personally am convinced that the other style of leadership is better for the church. If the senior pastor bows out because of sickness or moves along, that church is going to be healthier to carry on its ministry when there has been a broad team cooperation. We have found definitely, just with a couple of years with a multiple staff, more is being accomplished, and the impact of two or three men working together in harmony and with Christian understanding one of the other,