

JG: In this particular team arrangement, how are the different duties in the ministry delegated? How do you work out who does what, and what your particular area of work is to be?

AM: Before I came, they had determined the major area they wanted to add to the ministry that Pastor _____ had already provided, so my major area is outreach and evangelism. That means that I handle anything that has to do with those two areas; whether it's the programming of special events; whether it has to do with church growth input; running our evangelism program, which is based on Evangelism Explosion; or with discipleship ministries or follow-up ministries. In addition to that, I sit on the Christian Education board, or the Sunday School board, and counsel those boards. The senior pastor sits on the Missions board and council. So we have divided the duties that way, rather than two of us sitting on all the same boards.

JG: Do you both sit on the church board?

AM: Yes, we are both on the church council, which would be our official board. We are both on a smaller board of elders, also, which determines spiritual decisions of the ministry. We have elders and deacons. The deacons make up the church council, which are the nitty-gritty decisions so far as the work of the ministry.

JG: Do you have staff meetings fairly frequently?

AM: We have them scheduled once a week, and we meet on Tuesday mornings. That's a growing kind of thing, so we are working on that.

JG: Is that where the major planning for your ministries goes on, or do you work with the church council in planning?

AM: At this point, most of the planning is done in our individual areas of ministry. We air them at staff meetings. We meet with all the staff, secretaries, etc., and then, after a time of prayer and devotions, the secretarial staff goes back to work, and we stay together. That's when we determine any additions, or subtractions, or changes in what we have come up with as far as a plan for our part of the ministry. So, basically, at that point we determine the ministry and then share it with council for their approval. If there is any question, they can turn anything down. In most cases, they have given us quite a bit of freedom.

JG: You have another man on the staff beside the two of you, don't you?