

- JG: I suppose that is an effective way to handle a conflict if you see that opening it up will cause more trouble than what it would be worth.
- AM: Well, it was not an easy thing to do, and I think the withdrawal took place over a two year period. It was not something that was a snap judgment, but trying to work through, there was no answer to it from my perspective, except a very subversive assistant's role that just was not what I was interested in.
- JG: What could have been done in that situation that could have helped to avoid that kind of problem?
- AM: Well, I think in my own study of church growth at this point, being in a church that is growing, and recognizing we're at a place where we are going to have to add staff, one of the things we needed to do is, even though they evaluated growth numerically, they did not expand the base fast enough to keep up with the growing congregation and therefore, the staff was overloaded. That created a hardship and a bitterness for a time period of just carrying too much of the load.
- JG: So conflict would be more likely to be created when people are overworked?
- AM: I think so. The demands, if you have that kind of a leader, are overwhelming on other people who are working under him, using that term strongly, "under him." I have not sensed that at all here. We have more of a co-working relationship, and therefore, we carry the bulk of the load together and we are looking at the first time in the church's history at a long range planning program which I hope would alleviate some of that kind of conflict.
- JG: What would you say would be the most important quality in a man for working in a team situation?
- AM: I don't know how you can measure the intangible spiritual quality of necessarily finding out if the guy is consistent in his own time with the Lord, but if there was something that you could really put a handle on, that would be number one. Whether a guy really walks with the Lord, is controlled by the Lord in that sense so that he is capable of working in a team ministry. There come times of conflict, and they can be resolved easily, or else they can boil and stew into something that really can be harmful to the whole ministry. So I personally would look for a guy who really is committed to the Lord regardless of what his gifts would be. Then somebody who really has some goals in his own heart and mind as far as his ministry; what brought him there, where he wants to go, what he wants to accomplish. Also, he should be a guy who is going to be loyal and committed to the others on the team. That doesn't mean necessarily that all of