

of these things. We missed something in analyzing the man. The big problem seems to be the short term contact you have with the man that you call. So many come in and appear very capable and present very good programs, but particularly, if you don't have any work experience to go back on in a previous ministry and really check them out, what appears on the surface may not be real.

JG: Do you have any thoughts on how to evaluate a man more accurately, or how to overcome some of these problems that are created by not really knowing the capabilities or the personality of the man who is hired by the church?

SP: I think that there are several things that we are doing now after the recent problems we've had. One, I believe we are going to do a much more thorough job of checking into the background of the individual. I think the elders are going to be much more involved than they were in that check. It isn't necessary for me to confront the hiree at all. The board, says, "It's one of the first things we want you to understand, Pastor \_\_\_\_\_ is the senior pastor, and you will have to work with him and under him. Ultimately, the final answer on any question, he will make the decision." So I appreciate that kind of a board, but that is very necessary I feel, for any kind of a team operation. But I'm more convinced that a good job description is essential; very complete and very detailed. I think the board has to be in on that. In fact, our board has been working on that independent of me now with the idea of calling an associate pastor. I don't know what they've come up with, but of course, I hope to find out today. When we confront a man that we feel is the Lord's man we are going to have to go over the job description with him.

One of the biggest problems I have had is getting reports from the members of the team. Even in the hearing of the board, my telling them that one part of the job will be to have a work report on my desk every Monday morning. It just doesn't happen that way. They seem to be very careless. If you assign somebody something, you have to know the end result of it. That is naturally the reason for a weekly report. I have found that most that I have had to deal with are very careless in this, and you can even remind them time after time, and you'll still have to remind them again. I think another major problem in teamwork, is that men need to complement one another in the various ministries. There is also the problem of hiring men where the pastor and the other man have the same philosophy or the same drive. It sounds conceited to say dedication, but I find most of the men want an eight hour a day job and go home, and my makeup has not been that. If it takes 18 hours a day you go ahead and do it. I guess this is personally where I have a problem in my emotional relationship with the person. I wouldn't demand everything that I do of myself