

- SP: It's vitally important. If a team is not playing together, it's playing apart, and tearing apart. I think really at the beginning there has to be that understanding that we can openly communicate, and that we should be totally honest in that communication. I do try to meet once a week with the staff. Sometimes something intervenes and it doesn't always happen, but I think it is very important that we meet and discuss any problems. I think, too, that it's very important not only to have a job description broad enough and at the same time detailed, but of such a nature that, if there are other needed tasks they can be assigned. This is sometimes where the problem arises if a person is not dedicated. I don't think I'm a dictator at all, but some people find it difficult to take a second position, and somebody has to do this even in a team ministry, unless I'm missing something somewhere.
- JG: Have you ever been in a situation where you felt that the second man was envious of your position, that there was tension because of that envy?
- SP: No, I can't say in any of the experiences that we have had that type of situation. I don't know of any man that was aspiring to the pastorate or anything of that nature. It was more, my feeling, a lack of initiative on their part or maybe sometimes my lack of communicating that I felt this way about their ministry. So, I haven't faced that particular challenge.
- JG: What provisions have you made in the teams that you've worked with for shepherding your team members?
- SP: Not as much organized perhaps as it should be in the weekly meetings, especially with the seminarians we have had. We tried to deal both from the spiritual standpoint and from the practical. Of course, it is not a true test because with their schedule, and with the schedule here at the church, it is difficult, particularly for them, more than for me, to find a time to really do this. I've always let them know that I'm open and even in a group situation, particularly since we have this relation with the seminary, that if they ever had a group of fellows that they would want to meet and get together and, say bi-monthly or monthly, to learn the problems of the pastorate and the interworkings, that I'd be willing to do it. I think probably that is an area where there would need to be more work. Up to this point, it has been the younger men. If we were to have an older man, there wouldn't be, I hope, the necessity of having to make a strong emphasis on discipling spiritually. With younger men, I think it is.
- JG: What do you think the seminaries and Bible colleges could do to better prepare men for teamwork in the ministry?