

getting. So I'm anxious to find out what they are projecting for his salary because I would think a man, if he has that kind of qualification and experience, it should be at least 3/4 of what I'm getting. Now, if it is a younger man just coming out of school, that's another thing. I think another thing; there should be a real good understanding with the individual and the church board initially too, that good work will be rewarded. In other words, I'm not sure, let's say that a man should be started at \$15,000 just for a figure, but let's say \$12,000 or somewhere there on up with the understanding that we will see how things are going to operate. This particular church is very fair in thinking along those lines.

JG: So, it gives him some incentive for working hard in the position.

SP: Yes, and to realize that we will work with him in his needs and will be fair toward him. So I think there has to be some incentive along that line. This church, of course, is very fair. I came in at a figure; I just told them what I felt I had to have, and I had never done that before, but in light of my age, certain amount of my experience, the fact that I had about three other offers that even at the price that I said I had to have, which they gave me, I could have had several thousand dollars more if I had gone to the others. I didn't feel that I was out of line just purely from a practical standpoint of saying I need this amount. Of course, the church has been very generous since then on their own without my taking the initiative at all. I think the same thing would be true of another man coming in.

JG: Just one other question. In a team ministry do you see it as a situation where each man should have an area within the church in which to work, or with all the ministers on the team ministering to the whole congregation?

SP: I would say a combination of the two. I think the man that we are looking for now, although I have not talked with the board in detail about this, would be a man with the gift of an evangelistic thrust, but on the other hand, I would surely expect him to visit in the congregation. I don't think he can minister in any area unless he is out in the field. So I would expect him to, within a couple of years, try to make the rounds of our congregation. Obviously, if he were involved in evangelism, he would be involved in a visitation program of the church. I think this would be one of his ministries in relation to it. This means he would have to be out working with new people who come into the church. I see that as a team ministry. Now, not having been confronted with it, and really not even knowing how some other churches handle it, I don't know what the answer is on weddings and funerals, as to where a second man would fit into that, and I do think that