

is something an associate will have to face here. I think, by and large, by virtue of the longer ministry of the senior pastor, it would take a long time for a new man to catch up with him, especially if the man has had any kind of a good relationship to his people, by and large, they are going to look to him for those things. Now I have no idea what other churches do. I presume that if somebody came to the associate pastor and wanted him to marry them, that's the way it would go, but that's an area that will need to be clarified here, and those type areas I think need to be clarified in hiring an assistant or an associate. There should be an understanding before the call, that this is the way it will be, whatever it is. I think those could be problems if they were not defined.

JG: I thank you very much for your time and the helpful answers to the questions.

SP: The pleasure was mine.

Discussion questions for interview #6

1. Work out the procedure for adding a man to a church staff. In what ways could a team leader and the church board be sure that they have accurate information about the man?
2. Does a team leader who works long hours have the right to demand that his team members put in the same amount of time?
3. What are some of the problems associated with a graduated salary scale for a multiple staff?
4. What is the relationship between the educational background of team members and team harmony?

A Man With Considerable Experience as a Team Leader

JG: What was your pastoral experience before coming here?

TL: I came here directly from California. I was at the Community Church of Palm Springs, but I've been pastoring since I was 17 which is some 37 years at various pastorates. Generally, although I was ordained as a Southern Baptist, I have been mainly in independent type churches.

JG: How much experience have you had in multiple staff ministries, or team ministries?