

None.

Try to inform one another of what we are doing.

None.

A three man pastoral relations committee to convey differences between pastor and board and congregation and work out problems.

Getting together with our families on an informal basis. We work on not letting our conversation be professional only.

Structured in the schedule for our weekly meeting is a time to share any problem. Quarterly planning sessions to insure that each member's calendar for the next quarter fits in with the work. Bi-monthly staff fellowship suppers, the wives included.

Perhaps being open to go one on one when we see a need--the senior pastor is always open for one on one with any staff member.

Weekly staff meetings. We clear calendars with each other, discuss coming events, plan together and then share personal and intimate prayer requests with each other followed by prayer time. Lunch together including secretaries. Bi-weekly Bible study, 2-3 staff couples retreats yearly. . .(usually a 24 hour overnight, expenses paid by a church businessman).

Being together frequently, taking turns sharing regularly, occasional retreats.

We let each one develop and affirm his own style, resolving any conflicts as we proceed.

Open communications continually. There is nothing that we cannot discuss and share personally. We also play racquet ball together about once a month or so.

If anyone speaks to us about another member of the staff, we tell them to go to the staff member and share it and we will do so too. That way, openness and honesty is cultivated. Prayer for each other is the key.

This material, along with the surveys and studies done by others, shows that the problem of interteam conflict is extensive enough to require attention.