

4. All members of the staff need to understand the position of other members of the staff.
5. The congregation ought to have in printed form a brief statement of positions and functional responsibilities of each member of the staff.³⁴

These principles provide a means to avoid unnecessary confusion and conflict. Every football team has a playbook. The playbook describes in detail what each man in each position is to do on a given play. Every man must memorize what he is to do on any and every play in the book. If the quarterback calls 24A on 2, the tackle should know exactly what steps to take to be at the right place at the right time and block the man that he is assigned. The whole team practices 24A over and over again on the practice field to make sure that their efforts will be coordinated when the play is used in a game.

Most football fans have seen the phenomena of a broken play. Sometimes a player will move right into the path of the ball carrier on his own team and knock him down. The confusion is almost comical to observe, but it isn't funny to the coach or to the players. Somebody forgot his assignment and got in the way of another man attempting to carry out his responsibility.

This same thing can happen with a ministerial team. Very often there isn't even a playbook, that is a job description. Assignments are not clearly defined. The confusion begins at the beginning of the game because the players do not know their individual responsibilities. The members of the team are bound to get in each others way.

³⁴Judy, Multiple Staff, p. 68.