

1. Usually a fast talk, but often conflicts are just avoided by ignoring them by submission to the leader.

This team member, who is in a non-leadership position, appears to be muzzled by a leader who is not open to any questioning or criticism of his ideas, programs or position.

2. Difficult for associate to express frustrations and confusion to senior pastor--not open or responsive.

In answer to question nine, "What is the most important quality needed for team leadership?", he wrote, "Determination to pay any price to achieve teamwork. The senior pastor must be 'open' yet lead the way to this and know how to communicate."

In both of these replies there is a note of obvious frustration caused by a lack of communication within the team (only two members). Problems cannot be resolved because there is no freedom given to acknowledge that problems exist.

This particular respondent is a young man (27) who has worked under two different pastors in the space of two and one-half years. Perhaps the impatience of youth is an important ingredient here. Even so, a wise leader should allow such a man to openly discuss his ideas and frustrations in a non-threatening atmosphere. By doing this, the young man could be helped to sort things out and grow into a more useful servant of Christ. As it is, his frustration could produce bad results both in himself and the church he serves.

3. Sweep them under the carpet, do not mention them.

This minister, like the others, is in a non-leadership position. Just as a runaway atomic fission can eat through any barrier, unresolved