

- JG: It's not just a regular staff meeting, but it's a lot of informal meetings?
- TL: Yes, a lot of informal meetings and talking, and a lot of availability. I prefer personally working in that way. Too often the staff member is trying to impress the other staff members, and I think if they can get together just where they have a particular burden, we can concentrate on their need, their idea, it's a very valuable time for me, and I want the staff to feel that way, that they can come any time.
- JG: Would the same be true if a staff member had a disagreement or if there were some situation where there was a problem, or something that he was troubled about, would the same situation be true?
- TL: Yes, they come as brethren if I'm involved in it, and we try to straighten it out as brethren. We also have a personnel committee from our Board of Elders, and they are to take care of any staff disputes, and also to arrange vacations and things of that sort; so if anything does arise between the personnel, or staff members, and they cannot be handled on a personal level, the next appeal is to the Board of Elders.
- JG: That's very interesting. They would mediate any disputes?
- TL: Yes. So far we have not had to use that, but it's there, and it's built in if we need it. I think that is rather helpful. We call it our Personnel Committee. They have other duties, but that's one of the duties that they have.
- JG: So say if two men on the staff have a dispute, if it went that far, they would sit before the committee and the committee would see both sides and then make a recommendation?
- TL: Yes, they would make recommendations on how to solve the problems.
- JG: In your past experience, have you observed many conflict situations, so far as interpersonal conflict among people who are involved in working closely together?
- TL: Well, yes. In my earlier years I had one case where we put a man on staff who was a student helper. In those days I was not wise enough to have a job description. But he had made some statements that I had promised him a pay raise at a certain time which I had no recollection of. I went to the Board of Elders and they sent two elders with me to the individual, and we got it straightened out immediately. I always appreciated the wisdom and counsel of the elders in that situation to get the thing cleared. Also, as chaplain of an organization, I have found a lot of interpersonal