

get tunnel vision, and they see their particular ministry, and that's the only ministry of the church. We do not see the relationship with the other staff members; how we all fit together, and one thing we are set upon is building people, but discouraging empire builders; helping them see that we are moving together in the body of Christ to make disciples and each ministry is important and we each have a contribution to make, and to value each others ministry. As Paul said, "Without your mind I would not do anything." He asked Philemon first how he should treat Onesimus. I think that is what we should do by communication to see where we fit together.

JG: Thank you.

Discussion questions for interview #7

1. What are the merits of a multiple staff structure in which the staff is made up of teaching elders and the church board made up of ruling elders? How would these two groups relate to each other so far as planning, fellowship, and function?
2. What are the advantages in having a job description? What are the limitations of their effectiveness?

An Associate Facing Conflict

JG: In your situation, what is the senior pastor's style of leadership? There are three basic styles: authoritarian-dictator type, democratic-participatory type, and the laissez-faire approach.

AP: That's basically the approach. Just stand off and let things go.

JG: I see.

AP: But yet comments and statements come if things don't go right, so it's sort of like, I don't know. . .

JG: Does this mean that the staff is floundering so far as direction and so on?

AP: Yes, we'll have programs planned out and there will be three or four contradictions in a month over planned programs. People at the last minute have to cancel, and always turmoil coming up because nothing is really planned. Everybody is sort of walking on eggs, not knowing what program is going to be cancelled next because it conflicts with something that is more important than that, yet there is no priority set up for anything.