

Already the image of the ministry and of the pastoral role is being changed by the presence of a large number of multiple staffs. . . Seminary preparation is being affected by the prospects that a large number of graduates will first enter multiple staff employment.⁴

This was written by Sweet more than fifteen years ago. It appears that he viewed subordinate positions in multiple staffs as stepping-stones to becoming the senior pastor. In these past fifteen years, there have been interesting patterns of church organization emerging, especially in certain churches in California, where subordinate positions are not viewed as stepping stones but terminal positions. In these churches a man's gifts determine his position, and if he is lacking the gift of administration he does not seek to be the chief administrator.⁵ The most intriguing features of these churches are their growth, vitality, and the effectiveness of the total ministry.

This increase in interest in teamwork is not confined to churches in the United States. A number of mission agencies have been giving a great deal of attention to developing strategies for evangelism and church planting based upon a team approach. The Bible Christian Union has been holding teamwork seminars in this country and in Europe these past few years. The name change of

⁴Herman Sweet, Jr., The Multiple Staff in the Local Church (Philadelphia: Westminster Press, 1963).

⁵See Bob Smith's Manual for Church Organization, When All Else Fails . . . Read the Directions, (Waco, Texas: Word Books, 1974).