

'Assistant cannot talk to me.
 Assistant does not know his place.
 Assistant will not take responsibility.
 Assistant cannot accept correction.'

The others replied:

'Pastor cannot understand my concerns.
 We do not communicate.
 Pastor is authoritarian.
 Pastor is a prima donna.'¹⁵

Marvin Judy is recognized as a leading authority on multiple staff ministries. Though he has not written extensively on the problem of staff conflict, he does mention interpersonal problems from time to time in his writings. For example, he comments on the problem of a senior pastor threatened by the success of an associate:

It has been observed that some very fine senior ministers have brought to the staff, persons who are very capable in fields such as counseling or Christian Education, and as these persons fulfilled their roles responsibly and found a ready response in the congregation, the pastor felt that a part of his prerogative was being usurped.¹⁶

A survey was conducted by this author in connection with this project. The survey form (a sample can be found in the appendix) was sent to eighty people. The participants were randomly selected. The only requirement for their selection was that they be involved in an evangelical team ministry of some sort. Some of the participants were missionaries, some educators teaching in Christian institutions, one a staff member of a para-church youth

¹⁵Cited by Bixby, op. cit., p. 21

¹⁶Marvin T. Judy, The Multiple Staff Ministry, (Nashville: Abingdon, 1969), p. 101.