

It happens in some cases because of poor management. The team leader or the church board simply do not know how to divide up the work. A poor manager is unable to plan and delegate authority in a way that gets the job accomplished. He is likely to try to do everything himself and give only a bit of busy work to others.

It happens in other cases because the leader, or others on the team, are unwilling to let someone else share the ministry. Either they don't think another person could do it correctly, or they fear for their own position.

One respondent to our survey said this: "I came from a staff position where the pastor was not supportive at all. He changed my job description while I was on vacation from C.E. Pastor to Evangelism Pastor. I tried it, but things got worse when there was some degree of success in it with more people coming to church." It is difficult to reconstruct the whole situation from a comment. It does seem that here was a man who wanted to minister, but he was only allowed to do so as long as he was unsuccessful. When he was effective, the leader intervened. This led to frustration and eventually his leaving the church for another position elsewhere.

A man may be allowed to minister but is not invited to be part of the decision making process in the area of his ministry.

This is less destructive than not being allowed to minister at all. Though better, it can still be frustrating if a man has a lot of creative ideas for expanding or deepening a ministry but he is not allowed to really share his ideas. (He may verbalize them but they are ignored.) In a sense, the man is able to be somewhat productive,