

but he is not allowed to be creative. This situation often arises when the team leader is authoritarian. He does the planning and assigns people work and expects them to report back when the job is accomplished. In such cases, the team leader usually views the others on the team as functioning to extend his ministry and not to have a ministry of their own.

Another respondent to the survey reflected this point of view in answer to the question, "In your view, what is the most important quality needed for team leadership?" This senior minister replied: "An understanding of the pastor-assistant pastor relationship-assistant an extension of pastor's ministry." In answer to question ten, which has to do with the best quality in a team member in a non-leadership position, he wrote: "a good follower and loyalty." This man is a very successful pastor, and his view is held by many who have built large productive churches. If the assistant is satisfied with a role in which he functions, i.e. to enhance the ministry of the senior pastor, the system can work smoothly. In most cases, however, those in subordinate positions look upon their position as a steppingstone to a senior pastorate. It is a kind of apprenticeship for the young minister to afford the opportunity of learning the ropes. While there is a real need for this kind of experience for young seminary graduates, it is hardly the ideal team situation.

The disadvantages include the following:

(a) The assistant is likely to remain in the church for a short time.