

This pastor may invite his assistants to be a part of the decision-making process. The fact is that this view of subordinates could and does lead to frustration. There are those that are fulfilled in their work if they can help the senior pastor to be more successful. This is commendable. It is more commendable if the senior pastor has the same attitude toward his subordinates. That is, that he wants them to have an effective ministry for the glory of God.

The second form of frustration grows out of a situation where a man is assigned, by himself or others, a task which involves unachievable goals. This may occur when a man is assigned a task for which he is not qualified.

Suppose a team member with no training or gifts in the area of music is assigned the task of getting the choir ready for the Christmas concert. He is to teach them a new cantata. He obediently jumps in with both feet and both arms waving, but the choir does not respond favorably. He works and works, but Christmas comes and the concert is a disaster. The man is frustrated and resentful. He has failed miserably to achieve the sought for goal.

This example is inappropriate, many would judge, because nobody is going to assign such a task to a non-musician. This is largely true, but what about a situation where a man is assigned the task of youth pastor when he lacks the gifts and training to do this specialized work. He also may join the task with all his might but see little progress towards achieving the desired goal. The result again will often be frustration and all that goes with it.