

preaching a half dozen times a year. If the new man is looking forward to preaching frequently and later finds this will not be the case, he may well be disheartened. This could be avoided by specifying that "he will be expected to preach twelve times a year." This could be revised later, but the man would know from the start what was expected of him. The description should be concise, but specific enough to eliminate confusion.

c. He can be a pastor to the members of his team.

It may seem strange, but ministers are often the only Christians without a shepherd. Yes, they are under-shepherds of Christ, the Chief Shepherd, but they also need another earthbound shepherd to confide in, pray with, and be encouraged by. Too often the relations between leaders and their team members are not warm and open enough to provide for this need. A senior pastor who feels threatened in any way by his associates will find it difficult to minister to them. He may instruct them and counsel them, but it may be an effort calculated to increase the productivity of the person or to show him his place. Bible study, counsel, and prayer can be used to manipulate rather than shepherd.

The atmosphere should be one of openness and love. This is best achieved when the leader sees himself as first among equals and views his staff as peers rather than underlings. If he can look at his staff members with the attitude, "How can I help you succeed and be all God wants you to be?", the atmosphere will be conducive to everyone's growth. If, on the other hand, his attitude is, "You are here only to help me succeed," then real harmony is difficult if not impossible.