

and teachers, but at the same time, lack the gifts for administration or at least see themselves as being weak in that area. For example, one seminarian choose d., "Speaking to people on God's behalf" as his greatest ability and i., "Overseeing the work of others, offering guidance and help in getting the work accomplished" as his weakest ability. In many situations, this man will be forced to administrate in order to get an opportunity to preach. This is so because the messenger of the congregation must also be the administrative leader in most churches. If the church should grow under his preaching, he will probably be responsible for administrating a multiple staff someday. This may bring with it many responsibilities for which this man is not prepared. The full results of this survey can be found in the appendices. It serves to illustrate that among those seeking the pastoral office, or some other influential position in Christian work, there is a great diversity of gifts. It would seem that more attention should be given to this factor in ministerial teamwork.

In conversation with a man who has deep experience in teamwork, the subject of placing men without certain gifts in the wrong position was broached. This man is the head of a large mission and explained how that the mission spends considerable effort trying to match personnel with the right position by analyzing their gifts and attitudes. He mentioned that this has led to a high level of satisfaction among the missionaries and a minimum of conflicts caused by frustration.