

deadlock with regard to a matter of opinion as to how to approach a future problem, tabling would provide more time to think about other possible solutions or compromises. If a matter is put on the table simply as a means of escaping from a bad situation, in hopes that the conflict will "go away" in the meantime, it is a very poor strategy.

5. Direct discussion between the two pastors involved.

All of these leaders see the need for open acknowledgement of tensions and problems.

The next set of replies to the question as to how team conflicts are resolved come from team members in non-leadership positions.

6. Any personality conflicts or conflicts between team members are resolved individually. If they are with laymen and a member of the staff, they are resolved with the pastor, laymen involved, and the board. We have a very supportive team, even through our board. The backdrop of love makes correction easier to take.

From what this minister has written, it is clear that his membership on this team brings great joy and satisfaction. He mentions one of the sources of this happiness as being, "the backdrop of love." The confidence that he is accepted and valued by his co-workers is the element that makes open acknowledgement of difficulties not only possible but profitable.

7. Talk it out. Decide together what to do and live with the decision.

This last phrase "and live with the decision," is important. From other answers this man gave, it does not appear that he said this