

authority. We should see the same thing in teamwork. The only reason why we don't have more teams functioning right now is that leadership is a tremendous problem--it's not there. We are looking for men and women that can be leaders and can lead these groups. In our particular team, we decided right at the start that we wouldn't just let it work out and see what happens, but that we would get together and talk very frankly about leadership. I am a junior by ten years to another missionary on the team; another missionary who has been on the field many years longer than I have, but we all talked about it and it seemed good to the Lord and to us, that I should be the team leader. This is the decision we made. We have set up the team structure on that basis. We make decisions together as a team, but we have a team leader.

JG: Is it a system of "one man, one vote," in decision making?

GM: Well we don't necessarily vote. We feel that it is important to have oneness, and so we have worked on the same principle that the board of our mission works on, the board of trustees, and that is unanimity. We feel that although it is frustrating to have to wait sometimes, it is better to be one in our thinking and to move ahead totally together on a particular decision, than to have a democratic vote with the majority winning. Now there are times when there have been some who said, "Well, I'm a little hesitant and I just don't know, but I trust the Holy Spirit in you as our leader to go ahead and let's move on it. You just go ahead and tell us what to do and we'll do it." At the same time if there is a big red flag in somebody's mind, they are free to say so then we discuss it and wait. Often I look upon our team situation kind of like Robin Hood and his merry men. When you stop to think about it, Robin Hood couldn't do anything as well as most of his individual members. They could shoot better than he, they could fight better; this kind of thing. Little John knocked him off the log, and yet they respected him as their leader and they admired him and they followed his leadership. Yet many times it was one of them that had the right idea or the right suggestion or was the skilled one who could do the thing that needed to be done. He recognized that himself. Many times it has been a member of a team that has been the one who has brought me back on the track or reminded me of something that I hadn't thought of. This has been a great help. So there is give and take there. At the same time there is authority. There is responsibility and I think we operate best in that way.

JG: Have you experienced conflicts in teamwork, and if so, what kind of conflicts?