

An Unusual Team Structure and Function

JG: Pastor, could you first of all give me some idea of what your involvement has been in the past in teamwork in the ministry?

P: When I graduated from Bible college in 1972, I came into the church as a Minister of Education. However, the church was just starting from scratch, and no funds were available whatsoever for any salary, so the man who founded the church basically put me on a program of about 30-40 hours a week of doing evangelism. As people would come to Christ, some of them, of course, would follow through to the extent of coming into the church family. The funds from their coming were somehow designated specifically as having come as a result of my contacting them. Then as those funds built up, that's what I was paid; whatever they put into the offering each week, till such a time that there was more coming in than I needed and then at that point I was salaried. Then, because God's hand seemed to really be upon that work, I was given the title Minister of Visitation, and really went into a visitation, personal evangelism ministry almost exclusively, even though I still supervised the Christian education aspect. I delegated as much as I could of that out so that I could concentrate fully on visitation. I did that right up till August of this past year at which time the pastor resigned and I took over the position that he had held. So it's been full time since 1972 to the present. That makes about seven years. That's been my only local church experience and so also my only team experience, but it has been a team experience.

JG: Were there other members on the team beside the senior pastor and yourself?

P: It's almost humorous to answer that question. We had so many different fellows that worked in the ministry during that course of time. I feel a little bit like that servant of Job who said, "I alone am left to tell you." There were, I think, a total of forty different guys over that course of time. Maybe that's a little difficult to believe. They were technically part of the staff.

JG: What different positions did these men hold?

P: Well, that's really what is unusual and maybe unprecedented about this particular situation. I think there were many problems with it and I don't think it is advisable to do it the way it was done, but these men all came on as "interns," ministerial interns.

JG: Were they from seminaries?