

- P: Well, most of these fellows were not seminary students. The emphasis was that the best way to prepare for the ministry is with on the job training, and these men were actually encouraged not to go to seminary; not to be trained in that formalistic sort of a way, but to be trained on the job. Now as interns, they did not have any title whatsoever. They simply were out doing evangelism, bringing people to the church, and attempting to establish themselves on salary with the church. Then after a period of time, if it all worked out, they would perhaps assume a responsibility, or have a title given to them. One particular fellow was there for a considerable amount of time and that was about three years. His title changed a couple of times. I think he was Minister of Education at one point; he was also Minister of Evangelism at one point, and it was always in a constant state of flux. Many of these fellows just did not make it on the basis that it was set up. So, as a result, they dropped out and as a matter of fact, a lot of them dropped out rather discouraged, feeling like they had failed. We would have a staff meeting at least every Monday morning and many times we would have two, three, and four a week, where we would get together and receive specific instructions about how to more effectively call on people and bring them to church and insure that they got there. A lot of us led Bible studies into various homes through the week. This was intended to give us an experience in teaching. So during this course of time, you know, I've worked with many, many different people. There were never any more than about nine at a time. So the object was to give these guys practical training in the ministry, but at the same time, to populate the church.
- JG: The major reason for having a number of people on the staff was to have contact in an evangelistic way, with more and more people in the community. Is that correct? Was there any division of responsibility?
- P: We did have a set-up which the founding pastor had, I guess, invented, so to speak. He based the church upon, as he called it, seven pillars. These included areas where the New Testament emphasizes aspects or elements of the local church ministry like worship, evangelism, education, missions, fellowship, prayer, and pulpit. There was a period of time, up till several years ago, before we actually had elders, where each member of the staff would be kind of plugged into one of those areas and then he would be responsible for supervising. For instance, if a fellow had the responsibility of fellowship, he would be called the Minister of Fellowship, and he would be responsible for heading up that area, or he could have been called the Minister of Worship, the Minister of Missions, etc. It seemed in concept, that was a fairly good idea. It insured that these vital areas of ministry were all covered. However, as it is now, that is all done within the deacon board.