

- JG: Were the objectives that were to be carried out clearly defined by the senior pastor in these staff meetings? In other words, did people know exactly what they were to do?
- P: It's really hard to answer that question. In some cases it was defined very well. For certain fellows it was defined really well. For other fellows, for one reason or another, it was very, very poorly defined. I think it had something to do with the fellows that seemed to have perhaps a little more potential. They were worked with more closely. Other fellows, where there was a question as to whether they were going to be able to make it, were just thrown out there to sink or swim.
- JG: Are you referring to the interns, or to people who had already become staff members?
- P: Oh, that will help me answer the question. As far as the few fellows that actually made it on to official staff status, their roles were pretty well defined. The way that was done was that each fellow was to put down the areas where he really felt eager to work and comfortable working in, and felt that his spiritual gifts would lend themselves to those areas. Then we would get together as a group, and we would discuss how that would fit into the overall picture. If two fellows, for instance, really enjoyed doing the same area, one would submit to having another fellow do that, and he would take something else. We would, by discussion, come up with a plan, but of course, the final consideration was always in the hands of the senior pastor.
- JG: So you did try to divide responsibility according to gifts. Do I hear you correctly in saying that so far as discerning gifts, it was largely up to the individual to discern his own gifts and to express that to the staff or to the senior pastor?
- P: Well, I have to go back a little further and point out that in the cases I'm speaking of, the senior pastor made quite a bit of the fact that he felt that he possessed a gift of discernment. He would many times, right from the very start, mention to fellows what he discerned them to be strong in or what he discerned their gifts to be. A lot of fellows that were told that had no idea, and so they would be pretty pliable. They were new Christians, or did not have much experience in Christian work, and no seminary experience. They were pretty much at the disposal of somebody to give these kind of suggestions. I personally feel many times they would just take that and assume that this was their gift and go with that. So by the time it came for them to put down what they would like to do, they already had a pretty good idea from what they had been told. I think a lot of it came from what they had been told, as much as from them figuring it out themselves. So there had been a lot of input prior to that time. Even though I see some