

problems with some of this straightforwardness of fellows being told "this is what you can do and this is what your gift is," that nevertheless, the idea of being able to write down on paper what we really genuinely in our heart wanted to do was good. We did have the liberty to say we didn't like a certain thing. I personally felt it was a fulfilling experience for me, and it has really helped me to crystalize in my mind the gifts that I do have. As a result of that, I was able to zero in on areas that I personally wanted to gain experience in. It's been a real means of broadening out my ministerial experience and that was good.

JG: So far as the decision that a man should be put on the staff once he was finished his internship, who made that decision?

P: That was the senior pastor's decision. Pretty much it was decided on the basis of whether sufficient amount of income had come in through this very unusual set-up. You would have to say that it resembled a sales kind of set-up, where a fellow would build up his number of giving units.

JG: These units were the people that he had led to Christ?

P: Yes.

JG: Were they also approached as to giving him support?

P: Right. We were each encouraged to figure out a budget; figure out what our financial responsibilities were and then to determine a figure. When the income began to average that figure over about a month, we just automatically came on staff. In effect, it was not even the senior pastor's decision, just by the way he had set it up. It was something you earned.

JG: What if some of your givers would drop out after you were on staff? Would you just have to accept whatever came in for you, or would the church make up the difference?

P: Well, that question was never really raised. There were color coded emblems that were used, and once you went on salary, they weren't used any more. There was no way to keep track of that except by just noticing if a substantial number of families left, and then you weren't officially asked to find others, but you were strongly encouraged. A lot of your support had obviously dropped off and you just needed to make it up. So the guys would hopefully bring in a couple more families to make up for that.

JG: You mentioned that there was a big turnover on the staff and that a number of people were discouraged and left. What was the chief reason for their becoming discouraged?