

baptized; (the emphasis was to baptize a person immediately as soon as they received Christ because there was a precedent for that in the Book of Acts). Also, there was a place there for how many people ultimately did make it out to church through getting saved and how many had been brought to church who were Christians before. This was a weekly thing. These reports were due in on Sunday evening. Then between Sunday evening and Monday morning staff meetings, the senior pastor would get up very early and he would pray over these and study them. He almost invariably spent 10-20 minutes with each individual guy during the staff meeting in front of the others, evaluating them, and many of these evaluations were very negative. Going back to the last question, I think that was often another source of discouragement for the fellows. They felt like they were being reamed out in front of everybody else.

JG: What was the purpose of that?

P: The motive for the whole thing was goal orientation. The whole situation in church was very goal oriented. There were goals for everything; most of them were numerical goals. We had an every year goal, and a five year goal, and a ten year goal, etc. The whole purpose of talking to a fellow about what he was doing wrong was to get him to do better so he could keep moving toward this goal. It was almost like having quotas, a giant quota, and then breaking down that giant quota into parts. If a guy wasn't doing his part, then he wasn't contributing to the giant quota and so therefore, the overall goal wasn't being met.

JG: Was it a lot like a sales meeting?

P: Very much. It was identical. Most everything in the church had a sales orientation on account of the senior pastor himself who had worked with a sales-oriented company for about eight years and had worked himself up to an organizational manager of the company. This was a company where he would recruit Christian students while he was going through Bible college and seminary. During the time of his education, he was recruiting fellows each summer for selling, and he would lead these teams out in the field. I myself was one of the fellows that was recruited. That's how I met the man in the first place, when I was a freshman. I sold for four years and fortunately for me, I did very, very well. A lot of fellows didn't do so well; other fellows failed miserably. The whole program was a sink or swim situation. After you got a week of training in Nashville, you were sent to a territory. You had to find your own place to stay, preferably as cheap as possible and if you didn't sell, you didn't eat. That's the way the thing was set up. Sometimes fellows would stay out for two or three weeks, and they didn't have any money and they weren't selling, and so they would just come home and then, of course, they were