

both of them were on the staff of Fourth Presbyterian Church in Washington, and then from there to Western Baptist Seminary in Portland, and both from the church and from the seminary, we got positive reports from people who had worked with them through their ministry. And when they came here to be interviewed, every staff member had at least one in-depth opportunity to talk to them privately. They were also interviewed by the board of elders, with other staff present, in an open meeting. So as much as possible, we try to discern how they had related to others where they had been and how comfortable we, as individuals, felt when they came here.

JG: Do you make any effort to choose someone whose spiritual gifts would complement the gifts of other men on the staff so that there would be a total ministry represented by the team?

P: I'm sure we are not doing as good a job of discussing that as we might. We've talked more about a person's qualifications for the job we are calling him to do and the age group we are calling him to work with than we have about spiritual gifts as they are delineated in the Scriptures. We haven't looked for somebody with the gift of exhortation, or the gift of giving, but we have looked for somebody who has a heart for young people. I guess that could be debatable as to whether or not that is a spiritual gift.

JG: I think in many ways it is. It seems that way.

P: Yes, but it depends on which writer you are looking at.

JG: What provision is there in team relations for keeping communications flowing? How important would communications be so far as the interteam relations?

P: Let me take the second half of that first. Communication is vital. We went through a period of time a couple of years ago where we did too little of that and there were some misunderstandings as a result of it. Communications is as important in a team relationship as it is in a marriage. In a sense, there are other parallels, too. We have a staff meeting every Tuesday for two and a half hours, and then lots of informal contact in between. I try to have at least one opportunity every other week, breakfast or lunch, or to have a special meeting in someone's office, at least once every two weeks with each of the staff members. Even that's pretty minimal. We do a lot of things socially together, with our families, or our spouses. It's very important that you understand how each other member of the team thinks, and you can't do that without adequate communication.