

- P: We haven't sensed that here, but I can see how that can happen if you got into a situation where there was some tension between the staff members. But obviously each one is going to know some people more intimately than the other guy knows him, then there could be the development of that sort of party spirit, but we haven't faced that here. At least if we have, its been so minimal that it is not worth including here.
- JG: So the real key to making it work then has to do with maintaining the harmony of the team itself.
- P: I think so, yes.
- JG: Do you attribute, at least partially, the success, the rapid growth of the church, to this fact that you do have a team ministry?
- P: Well, yes I think partially, or to a great extent, that is true. I think there are other factors, but that is an important one. I'll give you an example. We became aware of, that in this area, there are a great number of single people, single adults; divorced, never married. There are very few churches that try to reach that segment of the population and meet their peculiar needs. When we began to feel the Lord leading us to do something about that area, we had a man on staff at that time, who is now gone, who felt he would like to devote the major part of his attention to developing a ministry for singles. We had a man with maturity, and some training, and we freed him up to give most of his time to the singles. So now, we have 150 single adults most of whom we would not have had in the church, if he had not been able to give his special attention to that ministry. The same thing is true with the youth ministry. The first staff man that we hired, after myself, was a youth man. About two or three years ago, we hired a new fellow who worked here about a year and a half. He came to the elders one day and said, "What we have is good. We have 70 kids that are committed, but there is a lot more we could do and I don't know how to do it. I would like to ask you to send me around the country to visit the most effective church related youth ministries I can discover." Which we did. We hired a guy in Chicago as a result of the exploration, to be a consultant, and within six months time, the 70 had become 250. But, we were able to take one man and say your whole time is going to be spent with high school kids. Now one of the reasons we can have a large staff, and we have had a pretty large staff almost from the beginning, is that we put the money that we had into people, rather than build buildings, too, but I think if we had built the building first, and been saddled with that mortgage, it would have been much harder to develop a multiple staff afterwards. So we started with the staff.