

is having a much greater impact on the congregation and on the growth of the church and the effectiveness of the church. I'm strongly in favor of it. I have seen it work and I believe it is working and in spite of the conflicts you can have as a person, which are basically spiritual you might say, or personality, in spite of these, it just has been superb what we have seen...the fruit of it.

JG: Thank you very much.

Discussion questions for interview #4

1. What are the difficulties that an experienced minister, who has not had team experience, encounters in the initial stages of making the transition to a team ministry?
2. What are some of the things that a man who is new to team leadership can do to equip himself for such a task?

An Experienced Associate Minister

JG: We are talking to the associate minister at a large suburban church. Pastor, how long have you been involved in team ministries?

AM: This is about my eighth year. I had been involved with two churches, and previously, with a mission board, in what I would consider a team ministry.

JG: Could you briefly describe what those different situations were?

AM: The first five years of my ministry I was with Bible Club Movement, and the aspect of the team ministry there was in working with high school young people in Bible studies, and working with a team in developing a youth program for Bible Club. Also, it flowed over into the camp ministry, where as a team, we operated youth camps, as well as boys camp. In my previous church experience, I was Minister of Youth and Evangelism. There I was the second man on the staff which has eventually grown to about ten. So that was a different kind of experience in a growing relationship. At this church, I was the first full time staff member apart from the pastor, which is also kind of a bridging-the-gap experience.

JG: How long have you been here at this church?

AM: I've been here two years.