

- AM: Yes, we have a part-time youth pastor, which really is not fair nomenclature, because he has to put in 40 hours a week, and I really believe that by our new budget year, we will be proposing a full time man.
- JG: What's the importance of spiritual gifts in putting a team together, either here or in your past experience? How do you put together people with different gifts to make a full-orbed ministry?
- AM: Well, I don't think any one person can do it all. Therefore, I think it's crucial that we recognize our own strengths and weaknesses, and complement that with men who are capable to carry on major areas of ministry that we cannot devote our full time to, whether that's layman or full time staff. In the case of a growing church, it would be full time staff. I think that also lends to a strong training ministry, where the person who has strength, can equip others, which I feel is the weakness that is in the local church. We are most of the time, hired guns, to do it all, rather than taking the strength that God has given us and not being to overwhelmed with multiple responsibilities, that we have a few areas that we can really equip others in those gifts and develop gifts in other believers. I think that in putting together a team, it is crucial that we look at the overall needs of the church, and then strive to find men who will meet those particular needs which may vary in different areas.
- JG: Have you given any thought as a team to the possibility of conflicts or tensions, and have you built anything into your team structure or relationships to prevent that kind of thing?
- AM: I don't know that we have built anything into it at this point in time. It's just really a very new experience here and I would have to say it was a new and growing experience in my previous church because being the second man there, and then evolving into a much larger staff, there were things that we did not prepare for. That's all there was to it. At this point in time, I think personally, we have a great freedom to discuss things very openly and honestly, to differ on things, and as much as possible, to dissolve our differences before we get to a board meeting, between the staff itself. It doesn't come into a great conflict in front of the board. I don't know of anything other than that, in a preventative way, that we have done at this point.
- JG: From what you have said, it sounds like there is a healthy flow of communication, and there is an open door to talk about anything and everything.