

but I demand a lot more, or expect a lot more than many of them are willing to give. I find it hard sometimes to deal with them and get that across. Then there is always the danger of building up a bad attitude toward them. They just don't see it and get with it. So, men with initiative are hard to find.

JG: You mentioned also, spiritual gifts. How can you evaluate a person's gifts? Do you ask the person in interviewing someone as a prospect for a position, "What are your spiritual gifts?" Or would you assess a person's spiritual gifts from their former positions and talking to people who knew them in that position? How could you really find out what a man's gifts were?

SP: Well, all you can do is do your best through a combination of several things, and then you may not come up with reality. Definitely, I always question them as to what they feel their gifts are, and as far as we can, we try to get references on them from whatever past ministry they have been involved in. This matter of writing to people whose names they have given for references is really almost a waste of time. Anyone of us are only going to give names of those who are going to give us a break. And so, I just don't have much faith in most of those references. It's really hard to determine unless a person does have some background, and you can go back and see where they did produce in a given area. This particular case of a youth leader that we had to let go; he came with exceptionally high recommendations from his school where he did his under graduate work, and they wrote a special letter saying that if we hadn't hired anyone, be sure and hear this man before you go a step further. He hadn't had a great background in working directly with youth, but was involved in a national youth program as a field representative, lecturer for them, writer, and all of these things. He came in with a fantastic program. This is what he was going to do, and it was ideal; it was a perfect concept of ministering both to parents and to the young people with whom he would be working. He was enthusiastic in his presentation; he seemed to know where he was going; he sold the committee; he sold the board; he sold me, and then when he got in he just didn't produce in any direction. Immediately you have a problem because they have been here a few months, and there are certain people who rally around them immediately, and then you have to let them go. Then you have problems. So, it is really very difficult to tell. I marvel at churches and pastors who are able to match a new man with the existing team.

JG: How important is good communication to you and how can it be maintained?