

would solve a lot of problems. This personality thing, is not only something we face here, but also on the mission field. A lot of missionary casualties happen because of the inability to relate. A missionary goes out on the field, and he wants to be independent, and yet most boards are structured where there is a hierarchy. They don't want to respond to that. I think another thing, and this indirectly, maybe directly, relates to it; I think that somehow in the course of the educational process the Bible schools and seminaries should be responsible, and I know they try, but make a very special effort, to emphasize the fact that this is indeed a call of God to a ministry. Today, I'm afraid, even in our fundamentally evangelical circles, with some, it is just a job. Therefore, and I've known this to be true in a number of cases, when they are interviewed for jobs, they ask, "What kind of a parsonage am I going to have; I expect this kind of a wage; what about my benefits?"; that seems to be first in the minds of many and I've found this is true in our relations with seminaries in the south. That was more important than whether or not God wanted them in that particular place. "Are you going to take care of me?" I feel that if we are in God's place He will take care of us. We went through that experience in our own ministry, and I wouldn't trade it for anything in the world. It was poverty level, but I thank God for it because we learned to trust the Lord, and today it has become sort of a profession, and I think somehow we need to get across to our folks preparing that it is a call of God, and the first thing is the importance of God's will, not salary, and if there is not that kind of a dedication when a person goes into whatever kind of ministry, they are going to lack a total dedication, I feel, to the job that they are doing.

JG: Often the salary structure in a team situation is such that the second man, an associate or assistant, may be paid about 60% of what your pastor's pay is, and if his motivation is for being taken care of, as you put it, that would mean an increase in salary. Is there anyway that can be overcome? Isn't that presenting a temptation that should not be presented?

SP: Well I suppose it is, but I have not sensed that with the men that we have had assisting in the ministry; it may have been there, and I just have not been aware of it. I am very keenly aware of the difference myself. Of course, when you're talking of a younger man, just going into the ministry, and comparing what he makes in relation to a senior pastor, who went through a lot of lean years, while on the other hand you're talking of a man with previous experience, that makes for different grounds of comparison. I think if the man is qualified, he ought to be paid according to his qualifications. I'm anxious to see what our board has done here, because now, we are projecting a man who is 35-45 years of age, with experience, and we can't offer him half of what I'm