

- TL: I would say about seven or eight years. It started in California.
- JG: Was that a good experience comparing it with your experience as the sole pastor of a church?
- TL: Yes, I liked it. I think some of the problems with the team concept is a matter of cultural influence. In California, where things were open, it was a little different. It was a little easier to implement the team idea then in the traditional framework that we have here in the east where things are a little more static.
- JG: In California then, there are a number of churches that would have multiple staffs; not just multiple staffs, but would have a team concept of ministry?
- TL: I think Ray Stedman's body-life emphasis on the coast had something to do with it. There have been several churches, the Mariner's Church, and I think McArthur has an interesting way that he goes about things in his place.
- JG: How would that be?
- TL: Well, he maximizes the role of the elder. In his church, the staff would be the ministering elders and the board members would be the ruling elders. He has an interesting concept.
- JG: Approximately how many teaching elders would he have?
- TL: I'm not familiar with that. We are in the process now of studying his format, and I hope to implement some of the things. I've also been to Getz's church in Richardson and taken Gene's seminar, and I'm impressed with what's being done there.
- JG: So what would be your philosophy then of team ministry? Could you just sketch out your concept?
- TL: It goes back so much to my view of spiritual gifts. Not everyone has all the gifts, and I think some members bring to the staff perhaps unique talents or abilities. The senior pastor doesn't have them all. That's the problem that we have to come to where we realize our own limitations. That's one reason the team concept is difficult for those of us who have been in the ministry for a while. Sometimes you are threatened by it, and there is a competitive factor among the staff members which should not be. So, if you come to the point of having the spiritual rapport with your staff, and you know that you are comfortable with one another, then I think there is a comfortable relationship as you each function in the body of Christ. In