

JG: From your view point, what could be done in this situation to normalize things and to get things moving in the right direction?

AP: I think communication. One of the things we are going to do is, and the staff has been planning this for the last two weeks, to get together with the pastor though it has been impossible. We haven't really talked to him in two weeks, and we want to get with him and talk to him personally bringing out Matthew 18. We feel that would be a good approach--personal confrontation and we do not know how it will go because of a dislike for confrontation and conflict.

JG: You mean he has a dislike for confrontation and conflict?

AP: Yes, and also criticism, so we don't know how it is going to go. We prayed about it, but it is getting to the point where we just have to meet, and we are going to bring up certain things like church discipline matters, and communication matters, assignment matters, job description matters and try to get them resolved and depending on what happens in the meeting, will depend on what will happen. But after a few events today, the staff wasn't necessarily united, but the staff is all united now and would all like to meet. Before, it was only the assistant and the youth pastor; now everybody would like to meet and hopefully resolve this. We are interested in resolving now because we know that there is basically no reason for it; just getting together and talking and planning together and praying together would work it out.

JG: So it's basically a neglect of interstaff communication that has led to the problem?

AP: I think that's basically it, yes. There are a few other things going on, but we are not too sure if we are making proper judgments in those areas or not--like pitting people against each other so that there is no conspiracy and things like that. You have to be careful with that, and so we are just going to wait and see what happens when we meet and bring up these contradictions and things that have happened. One party is told one thing at one time, and another party another thing at another time, so they are pitted against each other. When we get together we find out there is really no conflict. We will be trying to bring up those types of things.

JG: You worked formerly under another pastor. Could you comment on his style of leadership?

AP: His style was basically dictator type. The board basically did what he said, and everybody had to toe the line, and the orders