

came down and you did them. As long as you were carrying out the orders as assigned, that was fine. There was leeway given for individual. . . At times you thought you were working with a hands-off approach, but often you would find out that every move was known and watched and so you really didn't go too far at all.

- JG: All the time that you have been in the ministry so far, you have worked at what we would call a subordinate working under a senior pastor. What have you found in regard to communication problems with men who were in the top leadership position?
- AP: Under both, the authoritative and the hands-off approach, I've found the same type of insecurity; inability to open up and trust. Among the fellow workers that isn't there; the insecurity, the inability to communicate, being able to trust people and to feel confident in them, and to open up and share.
- JG: Are you saying that the staff members then get along very well, or communicate with each other very well, but when it comes to communication between the staff members and the senior pastor, either on a one to one basis, or in a staff meeting, that it is a little stiff?
- AP: I found that with both pastors with completely different styles that this was the case. The staff usually gets along really well, but there seems to be a breach between the rest of the staff and the senior pastor.
- JG: Wouldn't that factor cause a deepening of that breach? For instance, if the senior pastor somehow sensed that the staff were very friendly to one another, getting along very well, and yet in his presence they were somewhat reticent? Wouldn't that deepen the differences between the two parties?
- AP: I've seen things happen where one pastor in particular tried to split the staff. Sometimes doing that and taking one aside and cutting down other people on the staff or causing suspicion among them, or coming in and breaking up the meeting and saying, "We don't need that type of thing, and we are wasting time, and we ought to get along with the ministry." Then looking in suspicion at the staff and trying to take ways to break up that kind of block, that unity, that fellowshiping that goes on; I've seen action taken to break it up.
- JG: Would you say there was jealousy of close relationships that the senior pastor wanted to have but he couldn't seem to. . .
- AP: I sort of attribute it to insecurity a lot of times.