

JG: Are there any other elements in good communication that you have noticed either operating effectively or. . .

AP: Yes, humility helps. An ability to not be rough. In Proverbs it says that "a soft answer turns away wrath" and "he who gives an answer before he listens is a foolishness and a folly." There are a few ways to approach most things, and usually the softer approach works. Sometimes we need to be rough, if the soft approach keeps maybe being ignored. That type of going in and giving the person the benefit of the doubt and encouraging them, instead of going in and saying I think that this is wrong with your ministry. This is the quickest way to get fired. I think people get fired on the spot doing this.

JG: You mean going to a senior pastor like that?

AP: Yes, but not so much telling him it is wrong, but the way that it is done, the harsh way versus the humility, "I know I'm not perfect," approach. There is a problem I need to work through and this is the problem I'm having and maybe you can help me with it. That type of approach is better than coming in and saying I know it all. That type of approach, which the senior pastor, and I don't think anybody in authority would appreciate much from those who are under him. Prayer is an area. I think often we carry out the work of the church in a worldly way instead of praying about it before you go. This is a very big thing, and also, trying to pray during the situation which I've seen situations where there was absolutely no prayer which would have helped quite a bit.

JG: You mean where there is conflict?

AP: Yes, no prayer either before or during the conflict or anything which among spiritual leaders you think would be done because it is so important. You must start communicating with the Lord so the Lord can start communicating with the other person before you even get there. Sometimes the Lord can straighten out things before you even get to them. I've tried to carry out that as much as I can, and sometimes it gets hard to do depending on how the other party is.

JG: What would you say would be the importance of spiritual gifts in organizing and structuring a staff and in putting people into positions?

AP: Very important. It's amazing you should ask that. The former pastor had a great gift of administration to the point that it became his weakness and his downfall. He admitted that to me at one point. He said the thing that would destroy him would be his ability to organize. Where the present one has absolutely