

no organizing ability at all that I can see, yet he has a good heart, but is lacking the means to do it. In both, there are problems. I can see how things are turning out and how they relate though a lot of it is the same in both. With somebody who can organize and get people to do it, there is a lot less conflict than in one where there isn't that ability to organize and carry it out. Somebody may not communicate as much, (now this might sound like a contradiction,) but when he knows how to organize and get the key people to help and motivate them, a lot of the conflicts don't arise because through his delegation, they are resolved.

JG: As far as the church organization as a whole, not just in the churches that you have been working in, but it seems that a real problem is that the senior pastor is the man that has been there the longest, or he is the man who does most of the preaching and teaching. So what if that man, either the man who has been there for a long time and has added to his staff, or the man who does the principle preaching, what if that man doesn't have the gift of administration? How could you straighten out this problem? Would it be appropriate to have someone else on the staff administering?

AP: Could be that would be one approach. Some churches are going into the hiring of professional administrators to administrate what the pastor wants done, but again there needs to be communication with whoever the person is, whether it is a board member or a staff member, there has got to be communication between the senior pastor who wants it done and the person who is doing it. So, yes, it can be done. I have never seen it, but I would think that a person who knows he has the gift of preaching, and knows that he doesn't have the gift of administration, would try to pull those around him who do have the gift of administering and then try to communicate closely with them. It seems in a lot of churches, especially big churches, and ours is almost 800 members, the person who administrates controls the church, not the person who preaches. It seems like the person who controls the program, is involved with the people personally and the workers, does more controlling than the person who just comes in and preaches in getting things done. Now he may have more influence over the individual peoples lives but when it comes to the workers and those who have dedicated themselves to the church and are involved, the one who administrates seems to have more of the power in the church. It's a dangerous thing. A strong administrator under a strong preacher and the two don't mix. This can often pull out loyalty from the preacher in certain ways because he has closer contacts with the staff. The one who works personally with them in carrying out the ministry does and they gain more loyalty there. This can be a problem.