

- JG: What would you say would be a way in which someone moving into an associate pastorate or assistant pastorate could do to avoid the conflicts that so often come in these arrangements? What preventative measures could a person like that take?
- AP: Find out what's going on before you get there in order to know whether to take the position or not. When you come into the position, once you're there, to meet the conflict?
- JG: Suppost you are considering the position, you're candidating for an associate pastorate or assistant pastorate, or Director of Christian Education or whatever, what things would you. . .
- AP: Well, one thing I think I would require would be talking to the staff members individually.
- JG: To see if they were happy with their positions?
- AP: Yes, to see what's going on. If one complained and four were happy, that would be a pretty good indication. If all of them had grumblings or you could pick out things, it could be something to stay away from. I think you should be direct, just like candidating with a church, just putting everything on the table with the pastor to begin with. I'm not interested in this position unless these things are going on. Now that may sound demanding but I think going into a situation if you don't lay the cards out on the table having complete open and truthful communication to begin with, that from the assistant's position already has put himself on bad footing because he might not say something that might ruin the interview and he might not get the job, well already your doing deceitful things. And already you are getting into that position by maneuvering. You've got to be honest and open to begin with or else you might as well. . . From the first step that's the way it's got to be and if the person knows the type of person he is getting, if he doesn't want it, then that's good and he should say no. But if he does want that type of person and he appreciates that and he likes the exchange of ideas and he is not threatened by it, and lets that be known, depending on how the reaction would be. This would determine whether or not I would want that position. Let's say there wasn't a staff, just that direct approach. Now I know in an interview, when you are interviewing for a job, often humility is given as being the best way to approach it, and not being demanding and saying, "this is what I expect," but being very direct may be a way to figure out what kind of conflicts could come in the future.