

INTERPERSONAL RELATIONSHIPS

A. These begin with the minister of music. Almost everyone can improve his personal relationships. Age is no barrier if one has the desire to be a more effective Christian.

1. Develop a positive attitude.

When you are positive, you are energetic, highly motivated, productive and alert. A positive attitude seems to open the gate for our inner enthusiasm.

Your future, the productiveness, of your service, to a large extent, depends on what people think of you. The impression your people have of you is important.

A negative person curtails the productivity of others. If you are negative, it is more difficult for people to work with you or to be interested in your service.

Attitude is a highly personal thing. It is very close to your ego—to the way you look at yourself. So, don't expect someone to send you a message when your attitude is showing. You probably wouldn't like it, and you probably wouldn't accept it.

But everyone will know when it shows. How can you keep it going positively? Here are some suggestions:

- a. Look for the good things in the people you work with and for.
- b. Look for the good things in your work set-up.
- c. Look for the good things in your department.
- d. Don't permit a person with a negative attitude to trap you.

2. Develop a cooperative team spirit.

This enables you not only to get along with other people but to encourage them and inspire them in their work. The "I" must become "we".

3. Do whatever you do with enthusiasm.

A sincere spirit of enthusiasm in and for your work not only helps you, but it inspires all with whom you come in contact, for it is contagious. You can't fake enthusiasm—it must be genuine.

4. Be pleasant and courteous.

One pleasant, smiling, courteous personality can change the atmosphere of an entire church staff.

5. Know and regularly remind yourself of the principles of human relations:

- a. Seek to understand people
- b. Treat people fairly
- c. Express appreciation to workers
- d. Involve people in planning

- e. Involve people in executing plans
- f. Involve people in evaluating results
- g. Involve people!!
- h. To sum up, you should all be of one mind living like brothers with true love and sympathy for one another, generous and courteous at all times. Never pay back a bad turn with a bad turn or an insult with another insult, but on the contrary pay back with good. For this is your calling—to do good and one day to inherit all the goodness of God. I Peter 3:8-9

B. Relationship with the Pastor

1. Get to know him immediately; find out what his goals are for the church; find out how you can help him be more effective in his ministry. (The decision to go to a church in the first place should depend largely upon how you view the leadership of the pastor.)
2. Recognize that the pastor cannot take a “hands off” policy in his relationship to the music ministry.
3. Love and support your pastor at all costs. Be positive, verbal, and personally involved in those areas that are most important to him.
4. Communicate regularly. Keep him informed at all times concerning the goals and activities of the music ministry. Send up “trial balloons” relating to plans or activities which are new or different.
5. Exercise initiative. Give him written memos for his consideration or write down your ideas before you have a conference with him. Move out but don’t go beyond what you feel he will support in any public meeting.
6. Counsel with him often and regularly in the areas of worship and philosophy of music and worship. Don’t be afraid of his views; find areas of agreement and foundations for discussions. Present possibilities for enrichment logically based upon scriptural and doctrinal concepts. Let him know that you are looking to him for leadership.
7. Involve him in worship planning in such a way as to encourage him to be:
 - a. A constant student of worship
 - b. One who will provide sermon ideas—outlines if possible—early enough to assist in planning of the music
 - c. Interested in the theological concepts found in the music sung
 - d. Interested in the work of those in the music ministry. (encourage him to express public and private appreciation of their efforts.)
8. Discuss with him the theology of the texts of the music sung, especially hymns. Let him teach you theologically while seeking to get him to become a student of the historical development of hymns and worship.
9. Discuss with him music developments across the convention.

10. Discuss with him the musical needs of the church; find out from him persons who need to be involved; suggest to him potential musicians who need encouragement.
11. Don't let the use of soloists become an area of contention.
12. Recognize that the pastor is pastor to your family and do not under any circumstances be critical of him in front of your children and only at selected times to your wife.

C. Relationships with Other Staff Members

1. Be a supporter and participator in regular staff meetings. These meetings are important in fostering democratic leadership, wholesome decision making and high morale.
2. Seek to know what makes each individual staff member "tick." Discuss his views and ideas with him, especially in those areas where you have mutual concern. Remember every aspect of the church's life touches the ministry of music.
3. Look for the best qualities in each staff member and cultivate those qualities.
4. Look for every opportunity to affirm another staff member's good points and successful programs; be quick to compliment him personally—for sure—and to others—both in his presence and otherwise.
5. Recognize that you will get to know them better than anybody else; you will see their negative points, but to the church, you must emphasize their positive side.
6. Involve yourselves in periods of fellowship and recreation together and with your families.
7. Never criticize another staffer to anyone else; if you must criticize talk it out with him. Always arrange for such a session to be private and without interruptions; begin with positive comments and then bring up the negative problems. Always leave with words of appreciation and a prayer of thanksgiving of the other person.
8. Do not air staff problems among church members.
9. Confer and pray together.
10. Plan and project programs together. If there are special programs that require an individual staff member's support discuss it with him in advance. Include his ideas in your thinking and plans where possible. Be sure to communicate all such plans to the entire staff.
11. Recognize that the pastor is the leader of the church.
12. Do not take unfavorable decisions (in staff meetings) personally. Conflicts will arise if you work vigorously. If the program is alive, it will be criticized.

D. Relationships with Elected Church Leaders

1. Create opportunities to learn who the elected church leaders are.

2. Earn the reputation for being organized and responsible.
 - a. Involve music people (choir officers, music council, etc.) in all of your planning that you can.
 - b. Communicate to all other elected church leadership whose programs are affected by your activity; allow the opportunity to make suggestions about what you are doing, in fact encourage it strongly.
 - c. Do not clean house immediately; they are people, the people you need and who need your ministry and leadership.
3. Attend, if possible, finance committee and deacon meetings regularly. Be prepared to give factual and positive reports about the music ministry. Be honest and open about any problems that may come up.
4. Spend money responsibly, according to the policies of the church.

E. Relationship with the Membership.

1. Let the members help you understand the particular church situation.
2. Display a competent nature about your work and its importance in meeting their needs.
3. Be verbal and enthusiastic about your program, be supportive of the total church program.
4. Be involved in the total church program, attending all church wide activities unless it is clearly evident that you cannot.
5. Be available in the hallway before Sunday School; visit Sunday School departments for opening assembly, attend all the social functions that you can; be wherever the people of the church are.
6. Attend school and community activities; be known to people outside your church as well as seeing your church people function in the community.
7. Visit in the homes of church families; have church families in your home as possible.
8. Remember names; keep a memory book; take individual and group pictures; work at the job of remembering names.