

WORK RELATIONSHIPS — BOTH HUSBAND AND WIFE ON STAFF

INTRODUCTION

God's ideal plan was for husbands and wives to work together. Dynamics change when husbands and wives begin to minister together. Let us focus our attention at the husband and wife work relationships and turn potential dangers into blessings. This lecture covers only work relationships between husband and wife. Maybe a pastor's wife is his secretary. Perhaps a Course Coach's wife is secretary of the Bible College. Possibly an administrator's wife is the bookkeeper. Sometimes you have husbands and wives working together. What about it? I want to share just a few facts.

I. FOUNDATION FACTS

A. Foundation fact #1

Both husband and wife on the team can be one of the most beautiful pictures of Christian unity. It shows a beautiful oneness in vision, purpose, and effort. A leader of another organization who works with his wife says, "Our ministry is the fruit of our hearts beating as one." This is also the way it is in our ministry. From the earliest experimental days till today my wife Diane and I have always worked together. The procedure, the philosophy, the curriculum and the fruit of New Life for Churches is our vision together, our prayers, our work and daily life. It is very seldom that I do not ask counsel or other assistance from my wife.

B. Foundation fact #2

Here are some statistics from a Christian school program for children. 90% of the key leadership is made up of husbands and wives who are both "breathing" the vision. To them it is a ministry, not a job. Many couples in that organization work side by side, some in different buildings or departments, but all of these are both functioning in some capacity of the same vision. As far as I know, all New Life for Churches coordinators say that they encourage wives and husbands to work together in their ministry. They were very happy to be trained together, and are happy to work together. They are totally convinced that it is a perfect way to do ministry. In describing this relationship our best workers say, **"it's our life, not a job."** It is their life! From the time they wake up till they go to bed. All they breathe, all they think, everything is their ministry. It is a beautiful oneness and they would not have it any other way. The benefits beat the disadvantages many, many times. I am very happy that we could accomplish this, because I am convinced, it is the perfect way for the New Life for Churches ministry.



C. Foundation fact #3

Many Christian leaders say that they encourage and seek husbands and wives who will work together in ministry. In describing this relationship, they said: "For our best workers, **it's their life—not a job,**" "It's a beautiful oneness," "We wouldn't have it any other way," "The benefits outweigh the disadvantages many times."

D. Foundation fact #4

I want to share a testimony of a lady who helped prepare this lecture. Here is her testimony. "We ourselves, Brother Rice and I, (notice I didn't say Ralph and I) have since our days of marriage 20 years ago been identified by other people as "one of the most perfect husband and wife teams I have ever seen!" We have served in many capacities through the years, but always with **ONE VISION**—whether it was working together in one office, or it was working in different departments or me working in the office, and he was a pastor. Or when we were doing children's and youth work. That basic oneness of vision continues today as Brother

Rice serves as Director and I as Conference Secretary. We share one small office area and sit just six feet apart when he is not traveling. To us it's a way of life and we love it more every day!"

E. Foundation fact #5

Here are some factors that may make a difference. You probably will want to write these things down. Not everyone can or should work together with their husband or wife on the team.

Some of these factors are:

1. Age of children

There are 10 or 15 years in a lady's life when she is busy just raising her younger children.

2. Health of wife

Sometimes there are some special ladies' problems, and they are not always physically capable.

3. Training and capability of husband

Maybe he was never trained in how to work properly together with other people. Maybe he has a dictatorship type style of leadership. Perhaps it is just the other way around, "I don't know. You just do it yourself." The training and the capability of a husband are important. Perhaps he is a charismatic leader with little administrative capabilities and no organizational skills. The secretary then needs to function more as chief administrative assistant, which includes more decision-making powers.

4. Ability of wife

Maybe there are certain things his wife can do but they don't fit right now in his particular ministry.

5. Temperaments

Sometimes husbands and wives are very, very different. Maybe it is nice at home. Two hours before they go to bed, it is just wonderful, "I love you so much. I am so excited about you." From ten till midnight, it is just great. But the next morning at about 8:30 he says to his wife, "Good-bye, I love you." She says, "I love you too." Then she may think, "Ohh good, he is gone for the day." They love each other very much from ten till midnight and that's enough. But to be a whole day together, that is different. Temperaments are important.

6. Spiritual maturity

In order to work together, you have to have a very high level of spiritual maturity. Some of the things that we are talking about we will discuss later on in this lecture. Being a husband and wife team is very much different from just being workers together at a job.

7. Skill in interpersonal relations

Some people can do their work very well maybe, but they may not be able to relate to other people. Maybe it is hard for them to receive instructions or maybe it is hard for them to do work on time. Some wives are good partners but may struggle to work under someone; others may have difficulties with submission. Perhaps it is difficult for them to explain to someone what to do. If there is a problem with the skills of interpersonal relationships it will be difficult to work together. A typist or bookkeeper may be experts in their vocation but not people oriented. Fortunately, these skills can be learned. For believers people skills are modeled after Jesus. His motto? "Love covers all things." He first loved us. He taught loving God and people is the foremost attribute. Paul's motto "love is the greatest!"

F. Foundation fact #6

Some husbands and wives may work more effectively in different areas of the same ministry than too closely together.

Maybe it would be difficult for my good wife Diane and myself to work in the same office. The way we go about our work is just very different, and that can create conflicts.

1. Maybe they don't work in the same office
2. Maybe not in the same group or with the same group of students
3. To determine if you can work together look at variables listed in foundational principle #5.

Foundational principle 5 shows some factors that will help you to see whether you should work together or work separately.

Now that you have some foundational facts, we are going to move to the next section:

II. ESSENTIALS FOR A SUCCESSFUL HUSBAND AND WIFE WORK RELATIONSHIP:

There are 19 sub-points in this section. Please note that the following list of essentials and dangers was compiled from the polling of many New Life for Churches Centers and church teams and our own observations and experiences through the years. This is not just theory.

A. Dedication of each to the Lord — 100% surrender to Jesus.

We use that often, don't we? We have to be totally surrendered. I am fully surrendered. But what does it mean?

1. "His will = my will."
2. "My goals are only His goals."
3. "My greatest joy -- serving Him"
4. "My fun -- serving Him"
5. "A servant's heart -- I have a ministry, not just a job."

You know what I want to do? When I am finished with my work and I am relaxing I want to do a little bit more New life for church work, 10 o'clock in the evening, 3 o'clock in the morning, anytime just a little bit of New Life for Churches. It's fun. I am only a servant, but a servant of the KING!! That's different. Maybe it's okay to be a servant of your denominational president, but you are a servant of the King.

B. A vision of WHY (the purpose)

1. *For Jesus.*

We have so many songs about Jesus. 'Precious Name' or 'How I love Jesus'. For Jesus.

2. *For church leaders and people.*

This comes out of the "why." I am absolutely convinced, if we only had more and better church leaders in Ukraine, then there would be many more people saved, more new churches would start and revival would take place. I am committed to church leaders, to preparing them, to making them successful.

3. *For eternity.*

A man wants to be a President. He is a president for two terms. Then "Bye, bye an other president comes in. I am still here." I am working for eternity. I am not going to be fired; I am not going to retire. I will be working and one day the Lord will just take me. For eternity. In my mind's eye I can see all these people that will be saved through the New Life for Churches ministry.

C. Praying through problems individually and together

There will be problems. The question is not **if**, the question is **when**. You will each need to pray for that separately and together as husband and wife.

D. Keeping the lines of communication open

Once I was talking to an unbelieving lady who was well educated and had a good job. She said in the beginning of her marriage, when something happened between her and her husband, she would **NOT** talk to him for a week or maybe two weeks. That is a problem. Keep the lines of communication open. That's what you need to work on. Fortunately she learned to do this.



E. Mutual respect for each other's ministry, gifts and efforts

Just because you are the boss does not mean you're the best. It also does not mean that you are more important. There are some New Life for Churches Centers where they could work pretty well without a director and just have an administrator. There are some other New Life for churches Centers where if the bookkeeper would say, "Next week I resign," that would basically mean, "Good bye for that Center." As you

work together as husband and wife, you usually do two different jobs. Often it is like a leader and a secretary and you need to learn to respect and appreciate these two different jobs. They are very different but they both need to be done.

F. Professionalism in the work relationship

You need to be professional. You can't be buddy-buddy. This is not a personal time for joking and private or family things.

1. Call each other by "Mr." or "Mrs.," "Brother" or "Sister," not by first name or not "honey," "sweetie," etc. Let's say, the telephone rings. She takes the telephone, "Sweetie, it is for you." He is the director, not sweetie.
2. Do say "Thank you," "Please," "yes sir," "Yes ma'am." This is important. These are official terms you should be using with other people as well. Dentists talk very professional with their assistants. I am sitting in the dental chair with my mouth open. He says to her, "Please, a little bit of this, a little bit more, please. Can you mix this for me? Oh, what I need right now is..." The language they use with their assistants is very polite and professional. The dentist is totally dependent on his assistant. In order to serve me, he wants her to be thinking all the time, "What does he want next? He is now using fork 'A.' after that he probably needs fork 'C'. She gets it ready there by my mouth. He says to her, "Oh, thank you, that was a good job. We are finished already. That went fast."

G. Apologizing when in error

We do make mistakes. As soon as you discover some tiny little thing that you did not do right, apologize. "I am sorry, that was a little bossy of me." or "I am sorry, I did not mean to sound angry," or "I am sorry, I forgot to say thank you. You really did a nice job."

H. Being ministry-oriented

1. Show by your enthusiasm in laboring that serving Jesus is a delight and exciting when it's done to please Him.
2. Carefully guard an internal thankfulness for the privilege of being a part of the ministry.

Why do people drop out of their spiritual ministries? Why do missionaries return home from the field before their term is up? Usually months before, or even years before Christian workers quit they were already spiritually defeated. They stopped being thankful for their ministry. They no longer saw it as a special privilege. The internal joy in serving Jesus had disappeared from their lives. One of the things I've tried to guard in my spirit very, very strongly is thankfulness for the privilege of being a missionary. Praise God, I love it! God has been so good to give me this special privilege. I am excited about it. My counsel to new workers and missionaries is, "One of the most special ingredients for being successful is to be thankful for the privilege." It's a privilege to have cold feet. It's a privilege to be stranded in a bus for 24 hours. It's a privilege not to be home when your child has a birthday. It's a privilege because you are **making Jesus happy**, and you are helping people to be successful. Remember that God does not need you. There are other couples."

I. Undergirding each other's ministry

There are several ideas here.

1. ***Praying faithfully for God to increase your partner's strengths and minimize their weaknesses.***

Couples know each other's strengths and weaknesses. They can pray effectively for each other. Strengths to be better and weaknesses to be camouflaged and be put away. When you work together in the ministry, you see these weaknesses and strengths much better. When your wife is at home she is just holding the baby, "Oh, when he will be back? Oh, here he is, my good husband." She doesn't know a lot about your strengths and weaknesses. That is kind of a special thing when you serve Christ together.

2. ***Supporting decisions with unswerving loyalty.***

Maybe you prayed about it together. You were totally agreed that your wife would be a secretary in the church. Or that your wife would take care of the warehouse and all of the books (storage and shipping). Sometimes that can be difficult. Somebody needs to take those books to the train around 1 o'clock in the night. She had phoned everybody to help. One isn't home, another one's car does not work, and the third one had something else. You just come home from your group. You come home 7 PM, you have not been home for 7 days and you are just so happy to be home with your wife. Here comes twelve o'clock, she calls a taxi and carries heavy packs to the taxi. She goes to the train. Two o'clock she gets back and you are not very happy about it. At such times you need to unswervingly support her. You prayed about this together and together you decided to serve God this way. Yes, sometimes it is not very comfortable.

3. *Carrying out instructions or requests to the fullest extent possible.*

Sometimes the instructions from the husband are a little bit difficult to understand. If they are from Abraham they may take a little bit more time than he anticipated. Maybe the wife said, "Yes I will do this, but on the way home you need to buy milk, butter and tomatoes." She does it and you go home and she comes home late and asks, "Where are the milk, butter and tomatoes?" "Oh, I know where they are, they're still in the store." You see it works both ways.

4. *Expressing openly and in private confidence in judgment and ability.*

Sometimes publicly someone will say, "Well, I do not know if she can really handle that or not." You may say, "Well, she has already led two groups of children or taught something else." You can just express your confidence in her. Or maybe privately she will say, "I do not think I can do that." Or "I have never done this before." Then you privately will encourage her. "That's true you have not done this before. But you did this and you also have done that. Remember we prayed about this and God blessed you. God wants us to grow. I think you should try it." The wife can say the same thing to a husband, you see? If you don't work together, it is hard to talk like that.

5. *Assuring others of spiritual character when questions arise from misunderstandings, inequities, failures, etc.*

Because you know your spouse, you can vouch for his or her character. Or you can explain that probably he did not mean it that way. Or "Yes, it is one of his difficulties." Because you know your spouse better than anybody else, you can help the other team member to appreciate or understand him or her or feel normal about a situation. Sometimes you can smooth the path for your partner when there has been a problem.

J. Promoting Christian goals

What is that? Things are much less important than people! If you work together as couples there are some things that won't happen in your house--maybe your salary will not be so high as if you work in some other place. But it shows to other people that you are interested in people. Your own house or own clothes or your own food is not quite so important. Do you see that dirt? If my wife was not teaching today, if she had not been preparing lectures last week, she could have cleaned that. I don't want to ask her until she is finished with the lectures. Then I will ask her because it is more important for her to serve Jesus and work with people than to clean my coat.

K. Performing at a higher level of willingness and quality than someone who is not related to a team member.

In our office one of the ladies may say, "Oh, it is 5 o'clock, I am going home." If this would be my wife it would be much easier for me to say, "Can you finish this piece of paper?" and she, because she is related to me, would feel very comfortable to do that. That is normal when husbands and wives work together in ministry. We have a wonderful team and they do many extra things. But in husband and wife relationships there is better quality and it's easier to do. If an extra meal needs to be prepared for Volodia and the cook prepares it, she does a normal good job, but if it is his wife she adds some more pepper, extra salt and other things. She knows; she has a special relationship with her husband, she understands his needs and desires.



L. Sharing the load at home (Teamwork on meals, cleanup, home care, child care, etc.)

During the last few years I clean the dishes on Sundays. Why? Because Sunday is a holy day, a special day of rest before God. We are not supposed to work. But my wife cleans dishes every day of the week, so doing that on Sunday is work to her. I do not do that every day of the week and on Sunday it is not work for me. This is a gift for my wife. Do you see the difference? Yet, even with a working wife there is a tendency for many men to come home and relax while the wife does all the work. This is one of the biggest complaints of working wives. "He works all day, I work all day. He comes home and does nothing and I come home and I still have to do everything." It is not right.

M. Sensitivity of husband to wife's work needs for praise

Wives do have a special need for praise from their husbands. They need encouragement, instruction, tender correction, and assistance, affection in voice and actions. Wives want to know precisely what to do. They want tender correction. They know correction is necessary, but what they want to hear is, "You know something, would you do that one more time, please." "Okay, no problem." But if you say, "You have to do that one more time." That's different. They want affection in both actions and voice. I hope you men will take note of this and that you are going to apply it.

N. Keeping neutral ground—treating her like any other team member at work and in work relationships

During the lunch you just serve each other in order--not wife first or husband first. If there is a line-up do not say, "Excuse me, can I use the photocopy machine first because my husband needs it." That would not be proper. There needs to be a neutral ground.

O. Submission of the wife to husband and Lord

This is important. It is important Biblically and it is important because of the nature of who we are. Women and men have different natures. God basically created men to be leaders and women to be followers. Without a good follower you can't be a good leader. Without a super wife I would be nothing as a husband or a New Life for Churches person. It is not less to be a follower. She has to be a part of his vision and his standards. Let's say they are doing a conference together and there will be a special festivity. The wife may say, "Well we could not find any napkins, and in this church they only have spoons, but don't have any forks. Oh well, it is good enough." The husband may insist that he wants a full table setting with napkins. If the wife is in submission she will think of a way to get forks and knives, and she will find some napkins, one way or another. She can demonstrate submissiveness also by joyfully participating at the registration desk or other fill-in tasks assigned to her. He can demonstrate his sacrificial love for her setting up furniture and heavy equipment for her.

P. Training children to catch and live the vision of their parents

This means that when children share the load at home they are in reality sharing in the ministry—not "losing out," "being neglected" because daddy is not home for his birthday. A few times I was not home. I was working in Siberia. Sorry! But in our family the children learned to work at home. They were clearly told if they do that, they should help willingly not grudgingly. I have talked with my children about this. "You are doing just the minimum. I am ashamed that mummy has to ask you three times before you do that. Who do you think you are? Every person needs to eat and drink. Where do the clothes come from? I am working. Mum is working. You have some responsibilities too." I taught my children that. Sometimes in prayer I thank God, "Dear God, it is so good to come back from the conference. I am tired and my wonderful Diane is tired. I just want to thank You that our children made our house so nice. Or prepared a meal. I am glad you are working in the lives and hearts of our children."

Q. Realizing that at home some things will go undone

If your wife is not working with you in the ministry, yes, she can keep the house a little bit cleaner or maybe she can grow a few more vegetables. Or maybe she has enough energy to invite guests or more friends.

When she is working with you in the ministry, she does not have that energy. She can't do that and there are some things that are left undone.

R. Eating out occasionally

When your wife is working in the ministry it is just very nice maybe once a month or whatever for her not to go home and also make a meal. She will enjoy the food that someone else has prepared for her.

S. Adequate rest, diet, relaxation

1. Rest — Generally speaking ladies are referred to as a weaker sex.

In some sense they get tired faster than a man does. Or physically they are not as strong as men are. They can carry babies when they are pregnant and they live longer than men do. But usually men are more active and stronger physically. Perhaps they have been working all day long, and then he says, "Let's go for a walk," or "Let's go for a bike ride," and she says, "You've got to be crazy." In general women need more rest than men.

2. Diet — She is working, so you basically will be eating buckwheat and not much else, because that's quick and easy.

Often those things that are more nutritious take more energy and time to prepare, time which now she does not have. Three years later, there is a doctor who needs to do an operation. Now you may say, "Ha, ha, ha," but some day you may need to pay the price. That will be twenty years later. Other people will be healthy and she will be sick unless you can find ways to supplement your diet to fill this gap.

3. Relaxation — You need to have time for relaxation.

One special thing happens when husbands and wives work: they go home, relax and still talk about work. "You know something, this morning this and that happened" and you talk about work. A little bit later she comes out of the kitchen saying, "Tomorrow, you need to..." and she talks about work. Because you are both busy with work--you keep being busy with work. That's why playing games is very, very helpful. Some time ago one of my friends came with his wife and I said, "Anatoly, what shall we do? How about playing a game?" He said, "Yeah! It's good to play a game." We had a good time laughing and it was great. We did not even talk about work. We did not even think about work. We just relaxed. But immediately when the game was over it was, "What are we going to do tomorrow." Just like that--work! But during that game time we had relaxed.

III. DANGERS TO A SUCCESSFUL HUSBAND AND WIFE WORK RELATIONSHIP:

This section has twenty points.

A. Picking up an offense toward the other mate

1. Affecting or coloring one's attitude toward the supposed offender.

You hear something about your husband. You say, "Oh, yeah, he always does that," and you begin to feel, "Why does he do that? I have already told him twenty times. I am tired of trying to make it nice and tell people not to be offended with him." There is a grudge that is born.

2. Being overly defensive or protective of mate

That is just the opposite from #1 above. You say, "Oh no, but he is a good man and he would not say something like that. You must not have heard that right. No, he never does that. I know him better than that." You are being overly defensive. #1 was, "Aha, he did that again, so let him solve his own problems. That serves him right." And this is the other side of that.

B. Exhaustion

It is amazing what we feel and what we do when we are tired. We can act very strange and unusual sometimes. The most loving people become grouchy. Our character seems to do a flip flop on us.

C. Pressure

We react differently under pressure. Some people just quit. Others get pressure and they postpone, "Okay, I will do that tomorrow, I will do that next week." Some people start yelling, "Quick, quick help me do that and do that." Sometimes pressure brings out the worst things in our personality. Therefore when a husband and wife work together exhaustion and pressure bring out the worst in both of their characters and you are due to have a problem.

D. Reminding each other at the MissionR or at church of the problems that they have at home

Occasionally you may do that with another employee but usually you would not talk about home problems. It is a home element that you don't want to bring to work. Leave the dirty dishes, lack of money, or needed repairs at home where they belong; they do not belong at work.

E. Disagreeing with each other in public

It is vital when you work together that you can agree in public about the ministry.

F. Taking wife's or child's word as an accurate picture of any given situation

This is specifically for husbands. Why? because their message may be biased and emotional. Wives love and want to defend and protect their husbands.

G. Nagging

That is a specific woman's problem. We'll come to man's things also. "George, you must do something about that. Did you remember? Why don't you do that?" She knows so many things that need to be done.

H. Gossip

A wife that works with her husband knows, hears, and sees so much!!! About all that he does right and wrong and all the other workers. It's a common tendency of women to want to talk about it.

I. Deterioration of her spirit

The largeness of the work and all this information or the pressures may make her nervous and uneasy. It can actually diminish her element of ease in God. If we have so many problems, if there are so many things, how can we really do God's work? We have prayed about that all last month, "Is God really listening us?" At home with the children she is removed from these problems or questions and her spiritual life may be easier.

J. People coming to the wife rather than to the husband with problems, suggestions.

Everybody knows that if you go to Diane Bible you have a much greater possibility of a "yes" answer than when you go to her husband Abraham. If you want a "yes" answer you go and ask the wife. That can become a problem; she works under her husband but people see it is easier to ask her. Maybe they are only afraid of his authority. She says, "I think that will be ok." "Yes, that will be fine." The person does that, and then his boss, her husband, says, "Why did you do that? What happened?" "Well, I asked your wife." She begins to have the role and authority of a leader. That brings some friction to the marriage because that was not what it was supposed to be. She was intended to be helping, not taking an independent role.

K. Speaking for husband or implying she is

"Yes, he was talking to me about that the other day. I am pretty sure it is okay with him." Now she gives his official permission to someone else. Instead she should be saying, "I think so but tomorrow he is home so you may phone him yourself." In this last case she properly reverses the authority back to the leader. Presumably the husband is in the leadership position.

L. Undermining each other's success or authority "He said this, but I believe THIS is better."

It is like this. "Yes, my husband said that, but I believe this would be a little bit better." The wife switches it or changes it and his authority has gone down. It can be just the other way around. Somebody can call and say, "Can you have this letter ready for me tomorrow?" she says, "Yes, no problem, we will have it ready tomorrow." The next day the husband tells his wife, "I told them it will have to wait for two days." He took away her level of authority. It can also include not taking correction from her husband. The boss is not always right, and God may have to beat him on the head. But that's God's job. To other people around him, it is the boss's responsibility to say, "I am sorry, but what you did was not right." Or "I think you made a mistake." Then she just has to be willing to admit, "Yes, I am sorry." Her example will make it easier for others to say "sorry" or "I made a mistake" as well. In a work relationship you have to honor each other's position.

M. Taking problems, people, circumstances home to the children

If the husband alone comes home and he wants to talk about work, the wife is busy or she does not know or she is not interested, and it is minimal. But when an administrator and his wife go home together and he says, "You know, I would never have believed that the director would do that." She may say, "Yes, and it is not the first time either." They both feel bad. It just subsides a little bit and then he looks up and says, "Oh! By the way I was thinking..." and she says, "Yeah... you are right." That's a special husband and wife work problem. It is like poking a fire because there are two of them stirring things up. Soon the whole evening circles around this problem at work. All evening long the children are picking up this negative information about the other spiritual workers.

N. A contest (there is NO contest — no one who is a winner)

That's another new element. Can I do a little bit better than he can, or can I do a little bit better than she can? Or people really like her; I have to do a little bit better. There can come a competitive spirit between husband and wife. You need to remember, 'There is no contest, no one is a winner.' Whenever there is a wonderful leader, all you have to do is look behind that leader and you will find a good team. It has to be teamwork or neither one can be successful. In our family, I make all the decisions and my good wife Diane does all the work. I think that's a good division. That's about the way it is. For me it is easy to make decisions. It comes natural for me, my brain works like that. Diane is a woman; she likes to be surrounded with many different activities. That's a normal thing for a wife and a mother. Making meals, doing the wash, caring for the children, is a normal thing for a woman. Women can handle many little things around them, but for most husbands that is too much. They want a few things in order, organized and ahead of each other. Because of these differences a husband and wife can work well together. The key is, there is no contest. No one is a winner. No one will succeed unless you complement each other.

O. Showing partiality in:

1. *Delegating responsibilities*

It is easy for a man to give a job he does not like to his wife. That's derogatory and not pleasant for her either. Sometimes it has to be done but mostly a husband has to be careful even at work to not just do the nice or easy tasks. If there is more than one worker in the office, there is a tendency to give nice things to the wife and ugly things to the other lady. That is also not right.

2. *Pay scale*

Maybe she does more than other workers do. But she should not be paid more than any other workers should. Just because they work together as husband and wife they should not get a lot more money than the director who works alone should. That's a very delicate issue, because the wife needs to be valued. Yet, if it is shown to the provincial council and they note, "Wow, they receive so much money! There are lots of pastors and pastors' wives who have almost nothing." It is a very delicate issue.

3. *Little things*

Developing a practice of taking a little extra time off. Normally a secretary or a bookkeeper gets just Christmas off, the director just gets Christmas off. But an administrator and his wife working together feel, "Well, we have worked so much, so we will have a couple extra days." It is a normal human feeling, but the result is not 100% right. The same with leaving early or maybe making long distance phone calls. Normally she would do that from home, now she is working and she thinks, "Well, I have to. I will just phone my mother from the office." If other people did that it would be frowned upon.

P. A proud spirit sensed by other members of the team!

"I hope the director and teaching staff really appreciate us because we really do about 70% of the work of the whole College work." A proud spirit comes out in little things. They visit a course teacher or a group and they say, "Hey we did a pretty good job on the workshop last time didn't we. Or, yes my wife and I make a pretty good team; the College has really improved a lot since we came. Or, "We are putting a lot of extra time in together I am glad you noticed it."

Q. Complaining before other team members, students, etc

You complain about being overworked or about being too busy. Or underpaid; "If my wife were to work in a store, or a hospital or a bank she would get more money." Or someone says, "I am so glad you came to visit our group." You say, "I am so glad we could make it because we are so busy and I did not think we could make it." The thought here is; "You better be grateful because we made a sacrifice."

R. Being too soft — undermining the other's discipline.

Undermining the other's discipline. That can be happening both ways, with husband and wife. Especially with you, because you want to serve. You want to serve God. You want to serve people. An instructor comes and asks the wife who is in charge of the warehouse for a pack of books even though he can't find his permission slip and is unsure of the exact number. She says, "I am sorry but I just can't do it, we have had too many difficulties with that lately." Then he meets her husband and he says, "Sure take a bunch." Or, a Group Leader asks the director if he can lead the course "Raising Children for God" instead of the "Christian Marriage" course because they have so many children there. The director feels sequence is more valuable and he vetoes this idea. The Group Leader then goes to the director's wife and says, "the group feels really bad that your husband won't let us take the "How to Raise Children for God" course." She replies, "Well I think you are right, go ahead and teach the "How to Raise Children for God" course, that "Marriage" course can wait. It is easy to give-in to such extra favors because we want to serve and we are a little bit too soft but they undermine the other partner's authority and discipline.

S. Belittling your mate by making public their shortcomings, failures, inabilities, etc.

You may say, "Well, I am really glad you appreciate my husband. It is good you don't know everything about him. I know he looks very organized. But you should see how he leaves his clothes lying around at home." She is a little bit hurt or offended. I know that I've done that with my wife. I wanted to teach her something and I thought teaching her in front of other people would be a real good thing. That was a real dumb sinful thing to do.

T. Giving your children privileges others cannot have (or your boss's children).

Sometimes through partners and other contacts husband/wife teams get some extra material benefits. It may become easy to raise their standards above that of other team members. Perhaps it shows itself in getting extra things for the children. "We are working together, let's buy the children a music player" or "let us buy them a bicycle so they can play in the street." Things like that. People see these material things, these physical things, and they conclude that these things are important to you. Or the children get an attitude, "Well, it is normal" or "you don't have that?" "Oh, yeah, but your mother does not work!" They say something negative about the other parents.

CONCLUSION

Let me repeat about work relationships. We looked at the foundation facts. We saw that it works. We saw that numerous people are doing it and doing it successfully. We saw that there is a special blessing in it. Lots of good testimonies! But! It does not come automatically. You must keep it separate from your marital relationships. The Bible says; "*There is a season for everything.*" That is something you really have to practice. We've looked at some of the essentials for having a successful working relationship. You better look this lecture over once a year. These points are very helpful. They show our common needs.

Then there are dangers. Satan is seeking whom he may devour. He comes as a wolf in sheep's clothing. What he specifically tries to do is to destroy relationships within the home, within the ministry or within the Christian organization. I really hope you can work together very closely as husbands and wives. I hope you are going to



be careful. I hope you are really going to implement several of these principles. I hope that after a little while you will be a good testimony that this is God's way of doing things. Even before we got married one of the things that I discussed with my fiancée was that I wanted her to do spiritual work, not just be my wife. Not just have children and a family and so forth but to be actively involved in spiritual work. So that she also could stand before Jesus with spiritual fruits as a gift for him. I thank God that He has blessed us to do that. I am totally committed to not doing anything without my wife. I believe that God has been blessing our children as a testimony that it can be done. I hope that you will join the group of people who will have a testimony like this.

Thank you; we close this lecture with a prayer for you and your wife to become coworkers in the Kingdom of God.

Blessings to you, our dear friends!

We are happy to present the video, audio and paper materials that have been prepared by **New Life for Churches**. You have the privilege upon completion of your practical assignment to use this lecture with others.

Practical assignment

Completed

- If you are part of or have a husband and wife team on your staff choose one item from the lecture to focus on each week. Make a plan and discuss it with those involved. Write a short report.

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