

Because of this, I rely on my colleagues' strengths and knowledge in fields that I have been unable to keep up with, as I become more sub specialised. I do not think that the church can be different from this. I apologise if I am wrong in this belief, but my conversations with other ordained Ministers, Vicars and Bishops would not lead me to an alternative view.

Paul, it worries me that you tend to give the impression that you know about and can teach with authority about Pastoring, Evangelism, The Spirits, Theology and Biblical Teaching. You cannot! No man can! None of us are experts in everything; that is why we need each other; that is why we must acknowledge and respect each other's gifts!

You mentioned at our meeting in Bala earlier in the year that you were going to undertake an **appraisal procedure**. Have you undergone this and is there a report? I bring this up as most of the professions, including medicine, now require this. Indeed Natalie will have had this already in terms of RFA and I am undergoing this as a Consultant Physician and Gastroenterologist. Actually, I would like this as for the Elders! Perhaps Elim will adopt appraisal?

The role of an Elder as stated in the Elim and WCC approved document given to me a couple of years ago is at variance with that understood by some of the Elders at WCC. It is clear from this document that Elders "function in plurality". It is clear that all of the Elders have to be involved in decision making. Eldership is a joint leadership, not a rubber stamp on a Pastor's decision.

May I almost finish by asking God to bless your children. Bless Natalie in her forthcoming marriage and career. May God grant fruitfulness. May God bless Greg, someone with a true pastoral heart. I pray that Vicky will be a blessing to you, to mankind and to God.

I end by saying that I will forward this letter by e-mail to my fellow elders, David Woodfield and John Glass. I would appreciate a copy of David Woodfield's letter to you that you displayed in part to the congregation last Sunday and briefly in your office to the elders prior to the service.

May God have mercy upon us all

A handwritten signature in blue ink, appearing to read "Roger", with a horizontal line underneath it.