

# Developing Team Leadership

**Growing Christian Leaders Series  
Manual 10**

by  
**Duane L. Anderson**



Serve and Equip  
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The “Growing Christian Leaders Series” is the result of weekly topics which were prepared and e-mailed over a period of years. This series is especially designed for those who are already Christian leaders; to give them Biblical principles for the development of additional godly spiritual leaders. Because they give Biblical principles for growth in spiritual leadership, they are also helpful for Christians that want to grow and become godly spiritual leaders.

Mark 10:43-45 says, “Yet it shall not be so among you; but whoever desires to become great among you shall be your servant. And whoever of you desires to be first shall be slave of all. For even the Son of Man did not come to be served, but to serve, and to give His life a ransom for many.” In these verses, Christ taught that godly spiritual leaders do not have the attitudes of leaders in the world. Worldly leadership is based on power and authority and is designed to benefit the leader and place him above others. In contrast, godly spiritual leadership is designed to help every Christian reach their full potential in Christ. The following three statements give a summary of three styles of leadership.

If we drive people, we will drive them until they can get out of our way.

If we lead people, we will be able to lead them as far as we have gone ourselves.

If we serve people, we will help each person develop their full God-given potential and equip each person for the ministry that Christ has prepared for every Christian.

In the world, people often measure success by the amount of things that they accumulate before they die. However, they are unable to take any of those things with them when they die. Mark 8:36-37 says, “For what will it profit a man if he gains the whole world, and loses his own soul? Or what will a man give in exchange for his soul?” Success produces rewards until we die, but it produces nothing for eternity.

In contrast, God measures effectiveness by our faithfulness and obedience. Matthew 6:19-21 says, “Do not lay up for yourselves treasures on earth, where moth and rust destroy and where thieves break in and steal; but lay up for yourselves treasures in heaven, where neither moth nor rust destroys and where thieves do not break in and steal. For where your treasure is, there your heart will be also.” Effectiveness produces eternal rewards. Mark 10:29-30 says, “So Jesus answered and said, ‘Assuredly, I say to you, there is no one who has left house or brothers or sisters or father or mother or wife or children or lands, for My sake and the gospel's, who shall not receive a hundredfold now in this time--houses and brothers and sisters and mothers and children and lands, with persecutions--and in the age to come, eternal life.’” 1 Corinthians 10:31 says, “Therefore, whether you eat or drink, or whatever you do, do all to the glory of God.” The Growing Christian Leaders Series is designed to make your life count for eternity by bringing glory to God.

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## 1.

### Developing as an Effective Ministry Team Leader

In our last topic, we talked about developing a team ministry as a ministry skill. Today, we will be starting a new series of topics as we begin a series on developing team leadership in developing leaders. Today, we will be focusing on the Biblical principles, which are necessary to understand in order to develop as an effective team leader. Moses thought he was an effective leader until his father-in-law, Jethro, helped him to learn some very important principles in Exodus 18.

Exodus 18:13-17 tells us what Jethro observed. Those verses tell us, “And so it was, on the next day, that Moses sat to judge the people; and the people stood before Moses from morning until evening. So when Moses’ father-in-law saw all that he did for the people, he said, ‘What *is* this thing that you are doing for the people? Why do you alone sit, and all the people stand before you from morning until evening?’ And Moses said to his father-in-law, ‘Because the people come to me to inquire of God. When they have a difficulty, they come to me, and I judge between one and another; and I make known the statutes of God and His laws.’ So Moses’ father-in-law said to him, “The thing that you do *is* not good.”

Moses was like many people who are trying to lead today. Moses was doing all of the work himself. He thought he was the only one who could inquire of God and then tell the people what to do. Jethro told Moses that the thing he was doing was not good. Exodus 18:18 tells us why it was not good. That verse says, “Both you and these people who *are* with you will surely wear yourselves out. For this thing *is* too much for you; you are not able to perform it by yourself.” Moses was given the following reasons why what he was doing was not good.

- Moses would wear out
- The people would wear out
- The work was too much for Moses
- Moses was not able to do all of the work by himself

Moses had to learn to develop as an effective team leader. In the same way, we want to help developing leaders learn to develop as effective team leaders. Moses was given five priorities to guide his life if he wanted to be an effective leader. Exodus 18:19-21 says, “Listen now to my voice; I will give you counsel, and God will be with you: Stand before God for the people, so that you may bring the difficulties to God. And you shall teach them the statutes and the laws, and show them the way in which they must walk and the work they must do. Moreover you shall select from all the people able men, such as fear God, men of truth, hating covetousness; and place *such* over them *to be* rulers of thousands, rulers of hundreds, rulers of fifties, and rulers of tens.” Those five priorities are to:

1. Pray for the people
2. Teach the people the Word of God (knowledge)
3. Show the people the way to walk (character)
4. Show the people the work to do (ministry)
5. Share the work

Today, many spiritual leaders neglect one or more of these five priorities and as a result they limit the effectiveness of their ministry. As Jethro quickly noticed in Moses, he was very busy but he was not effective. We will look at each of these five priorities and see why each is necessary in order to be an effective leader.

First, a leader will pray for the people that he is leading if he wants to be effective. In John 15:5, Christ said, “I am the vine, you *are* the branches. He who abides in Me, and I in him, bears much

fruit; for without Me you can do nothing.” Unless we are abiding in Christ and praying both for the people we lead and also for wisdom in how to lead them, we may be busy but we will accomplish nothing. True effectiveness is only the result of much prayer so that we are being shown how to do the Lord’s work in the Lord’s way.

Second, a spiritual leader will teach the Word of God to the people that he is leading if he wants to be effective. Some leaders just share their opinions. Many books have been written which tell how to do the work of the Lord according to the latest ideas of the world. The result may be worldly success but it will not be effective for the Lord. Other leaders just share their own convictions. These leaders are saying this is how you should do it because this is the way I did it. Even if those leaders share Biblical principles part of the time, people will follow their methods instead of the Biblical principles. However, we will be an effective spiritual leader if we share Biblical principles from the Word of God so that people will learn to do God’s work in God’s way.

Third, an effective spiritual leader will show others the way to walk. Many leaders have destroyed their ministries because their words and their actions did not agree. To be an effective spiritual leader, we must spend enough time with people in a wide variety of situations so that they can see how we act and react in various situations. This means that we spend time with developing leaders in their home and have them in our home. We take them with us whenever possible so that they can see us in a variety of situations. We invest our lives in their lives by spending much time with them. Godly character is caught much more than it is taught.

Fourth, an effective spiritual leader will show others how to do the work of the Lord by taking them with them as they serve the Lord. We show others how to share the Gospel by taking them along with us as we share the Gospel. We show people how to minister to the hurting by taking them along with us as we minister to the hurting. In fact Christ took the disciples along with him for more than three years so that they could see how He ministered in a wide variety of situations.

Fifth, an effective spiritual leader will share the work with the team that he is developing. Moses was told to share the work with “able men, men of truth, hating covetousness”. As we help leaders learn to build an effective team, we need to help them recognize those who have these basic qualifications to be a part of their team. We also need to help them learn to give responsibility according to both the spiritual maturity and the various abilities of the people that they are developing as a part of their team. Moses was told to share the work with:

- leaders of thousands
- leaders of hundreds
- leaders of fifties
- leaders of tens

Most developing leaders will start out leading only a small group of ten or less. In that group, they will be exercising direct leadership. In order for them to become leaders of fifties or hundreds, they will need to teach each one in that small group to become a leader of about ten. At this point, they are exercising direct leadership with a group of about ten and indirect leadership with a group of fifty to a hundred people depending on how many each of those ten are leading. However, to lead a larger group, they will need to show the ten that they are leading how to develop leaders of tens.

In fact, 2 Timothy 2:2 shows that an effective leader is one who is thinking about how to develop leaders who are able to develop a third and a fourth generation of spiritual leaders. That verse says, “And the things that you have heard from me among many witnesses, commit these to faithful men who will be able to teach others also.” In this verse, we see four spiritual generations: Paul, Timothy, faithful men, others. Paul had shown Timothy how to train these faithful men to teach others. We will multiply our effectiveness as we help developing spiritual leaders begin to pray for

a third and a fourth generation of spiritual leaders. Only as they begin to pray for this third and fourth generation will they begin to understand how to show their Timothys how to develop the next generation of spiritual leadership.

An effective spiritual team leader is one who clearly understands the Biblical priorities of spiritual leadership and is applying them with the team of people that he is developing. That means that he has made the choice to spend as much time as possible with that team so that he can show them the way to walk and show them the work to do as he prays for them and teaches them the Word of God. As he does these things he will be able to share the work with able men because they have become able men by following his example. May the Lord richly bless you as you help developing leaders develop as effective team leaders.

## Developing Your Ministry to the Team

In our last topic, we talked about helping developing leaders learn to develop a team. Today, we will be focusing on how to help those developing leaders learn to minister to their team members. This is of critical importance in the process of helping developing leaders build an effective team ministry. Christ spent the majority of His time ministering to the team He was developing. Paul also spent a large amount of time ministering to the team that traveled with him.

In Mark 3:14a, we see the first reason why Christ chose the twelve. That verse says, “Then He appointed twelve, that they might be with Him...” Christ realized the critical importance of spending much time with this team so that they would be equipped to carry on the ministry when Christ returned to heaven. In the same way we help developing leaders realize the importance of spending time with the team that they are building by the time that we spend with these developing leaders.

Christ spent time with the disciples in a wide variety of situations in addition to the time He spent ministering with them. John 2:2 says, “Now both Jesus and His disciples were invited to the wedding.” That social event became the place where Christ performed His first recorded miracle. John 2:11 says, “This beginning of signs Jesus did in Cana of Galilee, and manifested His glory; and His disciples believed in Him.” Although it was a social event, it resulted in the disciples believing in Him.

Another social event where Christ took the disciples was to a dinner at the house of Matthew. Matthew 9:9-10 says, “As Jesus passed on from there, He saw a man named Matthew sitting at the tax office. And He said to him, ‘Follow Me.’ So he arose and followed Him. Now it happened, as Jesus sat at the table in the house, *that* behold, many tax collectors and sinners came and sat down with Him and His disciples.” Christ showed the disciples the importance of accepting those who were rejected by society. Because Christ accepted the friends of Matthew, He was able to call them to repentance and faith. In addition, the disciples were learning to accept others themselves.

Christ showed His disciples the importance of accepting people of other cultures by taking them with Him as He showed acceptance of people of other cultures. John 4:27 says, “And at this *point* His disciples came, and they marveled that He talked with a woman; yet no one said, ‘What do You seek?’ or, ‘Why are You talking with her?’” The disciples learned to accept the Samaritans because they saw that Christ accepted the Samaritans. Here is an illustration that a leader ministers to the team he is developing as much by his actions as by his words.

Christ ministered to the team in other ways as they spent time with Him. He used their times alone to ask them questions. Matthew 16:13-16 says, “When Jesus came into the region of Caesarea Philippi, He asked His disciples, saying, ‘Who do men say that I, the Son of Man, am?’ So they said, ‘Some *say* John the Baptist, some Elijah, and others Jeremiah or one of the prophets.’ He said to them, ‘But who do you say that I am?’ Simon Peter answered and said, ‘You are the Christ, the Son of the living God.’” Once these questions were answered, Matthew 16:21 says, “From that time Jesus began to show to His disciples that He must go to Jerusalem, and suffer many things from the elders and chief priests and scribes, and be killed, and be raised the third day.”

Christ used the time as they traveled together to discuss with the team some very important lessons. One day after they had traveled together Christ asked the disciples a question. Mark 9:33-35 says, “Then He came to Capernaum. And when He was in the house He asked them, ‘What was it you disputed among yourselves on the road?’ But they kept silent, for on the road they had disputed among themselves who *would be the* greatest. And He sat down, called the twelve, and said to

them, ‘If anyone desires to be first, he shall be last of all and servant of all.’” In this case, the disciples were ashamed to tell what they had been discussing as they walked along the road. However, Christ used that discussion as an opportunity to teach about humility. This opportunity only came because they traveled together.

Christ ministered to the team by giving them very specific instructions the first time He sent them out. Matthew 10:5-8 tells us, “These twelve Jesus sent out and commanded them, saying: ‘Do not go into the way of the Gentiles, and do not enter a city of the Samaritans. But go rather to the lost sheep of the house of Israel. And as you go, preach, saying, “The kingdom of heaven is at hand.” Heal the sick, cleanse the lepers, raise the dead, cast out demons. Freely you have received, freely give.’” When a team first begins to minister the team needs very specific instructions because they are doing something they have not done before. Later, when they have had more experience ministering, it will not be necessary for the instructions to be as specific because they will know what they have done in the past.

Another way that Christ ministered to His team was to give them an opportunity to report what they had done and taught. Mark 6:30 says, “Then the apostles gathered to Jesus and told Him all things, both what they had done and what they had taught.” Christ ministered to the team by giving them the opportunity to tell what they had done. He also ministered to them by listening to what they had taught. As developing leaders learn to listen to what their team has done and taught, they will be able to then give guidance in the future where further help is needed.

Christ took the disciples with Him when He went to the grave of Lazarus. The disciples and the others who were there could see the love of Christ in action. John 11:35-36 says, “Jesus wept. Then the Jews said, ‘See how He loved him!’” The disciples also knew that Christ loved them. John 13:1 says, “Now before the feast of the Passover, when Jesus knew that His hour had come that He should depart from this world to the Father, having loved His own who were in the world, He loved them to the end.” John 13:4-5 tells us one of the ways that Christ showed that love. Christ “...rose from supper and laid aside His garments, took a towel and girded Himself. After that, He poured water into a basin and began to wash the disciples’ feet, and to wipe *them* with the towel with which He was girded.”

Christ followed this action a few minutes later by giving the disciples a new commandment that would guide their ministry to one another in the future. John 13:34-35 says, “‘A new commandment I give to you, that you love one another; as I have loved you, that you also love one another. By this all will know that you are My disciples, if you have love for one another.’” Christ knew that the impact the disciples would have on the world was directly related to the way they ministered to one another as a team. The one characteristic that Christ said would distinguish the disciples and show that they were followers of Christ was their love for one another.

One of the things that will make the greatest impact on the world is the opportunity to see Christians relate to one another with genuine Christian love. That is why it is so important to help every developing leader develop a genuine love for the team that he will lead. This love will be shown by the way he prays for the team, ministers to the team, encourages the team and in many other ways. One of the things that was said about the early church was, “See how they love one another.” As we help developing leaders learn to have that kind of love for the team that they will be leading, that team will have a great impact for the Lord.

Christ ministered to the team that He was developing by spending much time with them. They were learning how He ministered and then began to minister with Him. Later, when Christ returned to heaven, they continued to minister as they had seen Him minister. In the same way, we will show developing leaders how to minister by taking them with us as we minister. First, they will become partners with us. Then, they will be able to lead others. May the Lord richly bless you

as you help developing leaders learn to minister to the their team.

### 3.

#### Developing the Unity of the Team

One of the things that Christ prayed both for His disciples and also for all those who would believe is that believers would have unity. The night before His crucifixion, Christ prayed for the disciples. Then, He prayed for all who would believe. John 17:20-23 says, “I do not pray for these alone, but also for those who will believe in Me through their word; that they all may be one, as You, Father, *are* in Me, and I in You; that they also may be one in Us, that the world may believe that You sent Me. And the glory which You gave Me I have given them, that they may be one just as We are one: I in them, and You in Me; that they may be made perfect in one, and that the world may know that You have sent Me, and have loved them as You have loved Me.”

In these four verses, we see that Christ prayed four times that we would be one. In these verses, we see that:

- ◆ Christ wants us to be one as He and the Father are One
- ◆ Christ says that the only way we can be one is to be One in the Father and the Son
- ◆ Christ says that this oneness is what will cause the world to believe that the Father sent Christ
- ◆ Christ gave us His glory so that we can be one
- ◆ Christ wants us to be brought to maturity in this oneness
- ◆ Christ says that this unity is one of the things that causes us to know that the Father loves us

Before looking at these six things in more detail, we first need to distinguish between unity and uniformity. Uniformity means that every person does the same thing in the same way at the same time. A group of soldiers who are marching together are all to march exactly the same way and turn at the same time. That is uniformity. However, unity is very different. God gives each of us different gifts, different abilities, different personalities, different experiences in life and gets us excited about serving Him in different ways. With all of these differences, when the members of a team are all yielding themselves to the Holy Spirit, these very differences make it possible for them to all glorify God because they are working in harmony under the guidance of the Holy Spirit.

First, we see that Christ wants us to be one as He and the Father are One. In Hebrews 10:9, we see that Christ said, “Behold, I have come to do Your will, O God.” In John 6:38, Christ said, “For I have come down from heaven, not to do My own will, but the will of Him who sent Me.” Then, in Matthew 26:39 we see the prayer of Christ in the Garden of Gethsemane where we read, “He went a little farther and fell on His face, and prayed, saying, “O My Father, if it is possible, let this cup pass from Me; nevertheless, not as I will, but as You *will*.” Christ and the Father were One because Christ did the will of the Father. In the same way, a ministry team will function in unity if the team members are committed to doing the will of the Father. A team leader will help the team develop unity as He keeps the team focused on doing the will of the Lord.

Second, we see that the only way we can be one is in the Father and in the Son. Galatians 2:20 says, “I have been crucified with Christ; it is no longer I who live, but Christ lives in me; and the *life* which I now live in the flesh I live by faith in the Son of God, who loved me and gave Himself for me.” In order to live in the Father and in the Son, we see that we need to live our lives by faith in the Son of God. One of the key ministries of a team leader is to help the team learn to walk by faith. 2 Corinthians 5:7 says, “For we walk by faith, not by sight.” Before people became Christians, they depended on themselves and walked by sight. That is why a key part of the ministry of a team leader is to show that team how to walk by faith. Of course, this will only happen as the team leader has learned to walk by faith himself.

Third, Christ says that this oneness is what will cause the world to believe that the Father sent Christ. Conflict is the normal thing in the world. That is why the world begins to notice when a

ministry team is functioning in unity. Here, we see why that unity begins to have an impact on the world. Christ says that when a ministry team or any other group of Christians demonstrates unity that it will cause the watching world to recognize that the Father sent Christ. When a team of three or four Christians makes a visit to the family that has not yet trusted in Christ, that family sees how those Christians relate to one another during that visit. If the family can sense the unity that the team has, the family will believe their message that the Father sent Christ.

Fourth, we see that Christ gave us His glory so that we can be one. Here we see that unity is the supernatural result of Christ giving us His glory. Colossians 1:27 says, “To them God willed to make known what are the riches of the glory of this mystery among the Gentiles: which is Christ in you, the hope of glory.” God wants those who are not yet Christians to have the opportunity to see the glory of Christ. That is one reason why Christ places the Holy Spirit in the lives of each Christian at the moment of salvation. As the members of a team of Christians are each yielding to the Holy Spirit, their lives and actions demonstrate the unity of the Spirit. In fact, Ephesians 4:1-3 says that as a group of Christians serves one another in humility that they will keep the unity of the Spirit. Those verses say. “I, therefore, the prisoner of the Lord, beseech you to walk worthy of the calling with which you were called, with all lowliness and gentleness, with longsuffering, bearing with one another in love, endeavoring to keep the unity of the Spirit in the bond of peace.”

Fifth, we see that Christ wants us to be brought to maturity in this oneness. Ephesians 4:15-16 explains the result as we are brought to maturity. Those verses say, “But, speaking the truth in love, may grow up in all things into Him who is the head—Christ— from whom the whole body, joined and knit together by what every joint supplies, according to the effective working by which every part does its share, causes growth of the body for the edifying of itself in love.” In these verses, we see that maturity produces a unity and oneness that:

- ◆ Causes us to speak the truth
- ◆ Causes us to speak that truth in love
- ◆ Causes us to grow up in all things into Christ, our head
- ◆ Causes the body to be joined and knit together
- ◆ Causes every part of the body to work effectively
- ◆ Causes every part to be able to do its share
- ◆ Causes growth of the body
- ◆ Causes the body to continue to build itself up in love

Sixth, Christ says that this unity is one of the things that causes us to know that the Father loves us. Here, we see a key reason why it is so important to help a developing leader learn to develop the unity of the team. It is that unity that will cause the team members to know that the Father loves them. The more each team member knows and understands the love of the Father for them, the greater will be the motivation of that team member to show His thanks to the Lord by serving Him. True and effective service for Christ is the result of being motivated by the love of the Father and the love of Christ. 2 Corinthians 5:14-15 says, “For the love of Christ compels us, because we judge thus: that if One died for all, then all died; and He died for all, that those who live should live no longer for themselves, but for Him who died for them and rose again.” The more a team understands the love of the Father and the Son, the greater will be the desire of that team to serve Christ.

The way a team leader helps a team to develop this unity is to show by example and also teach from the Word of God that this unity is the result of learning to yield to the Holy Spirit. Galatians 5:16, 18, 22-23 show us that if we walk in the Spirit and are led by the Spirit that the result will be that our lives will bear the fruit of the Spirit. A ministry team that is walking in the Spirit and being led by the Spirit because they are learning to yield to the Spirit moment by moment will have a mighty impact for the Lord. May the Lord richly bless you as you help developing team leaders learn to develop the unity of the Spirit.

### Helping a Team Leader Begin to Equip

In Ephesians 4:11-13, we have seen that Christ gave various equipping gifts to equip the saints for the work of the ministry. We have seen that the apostles and the prophets are the foundation of the church – Ephesians 2:20.

- The apostles gave us eyewitness testimony of the resurrection of Christ – Acts 1:21-22
- The prophets gave us the written Word of God – 2 Peter 1:19-21

We have also seen the work of the:

- Evangelists – is to equip the saints to share the Gospel
- Pastors – is to equip the saints to minister to one another
- Teachers – is to equip the saints to teach and effectively apply the Word of God

Many times a developing leader has not even thought about the fact that he might have an equipping gift. Instead, he is looking for opportunities to serve the Lord. However, often a developing team leader will have one of these gifts. The initial ministry of the team will often be focused around the equipping gift of this team leader. If he has the gift of evangelist, the ministry team will probably be a team that focuses on reaching out to those who are not yet Christians. If he has the gift of pastor, the ministry team will probably be a team that focuses on ministering to the needs of Christians. If he has the gift of teacher, the ministry team will probably be a team that focuses on helping people learn to understand and apply the Word of God in their daily lives.

Although a developing team leader does not recognize that Christ has given him an equipping gift, he may still be using that gift. This is especially true if he builds a team to minister with him. The interesting thing that is happening is that he is beginning to equip the team by showing them how to minister as he takes them with him. At the same time, he is learning from the other members of the team. Through the years, many Christians have received a certain amount of training in this way without ever realizing it. At the same time, the developing leader did not even realize that he was training others for ministry.

However, the Lord will be able to use developing leaders in even greater ways as they recognize and use the equipping gift that the Lord has given them. In 1 Timothy 4:4, we read, “Do not neglect the gift that is in you, which was given to you by prophecy with the laying on of the hands of the eldership.” Timothy had his gift recognized by the other leaders of the church. Then, in 2 Timothy 4:5 we read, “But you be watchful in all things, endure afflictions, do the work of an evangelist, fulfill your ministry.” Although Timothy knew what his gift was, Paul reminded him to do the work of an evangelist and use his equipping gift to equip others.

We see two things from these verses. First, the equipping gift of a developing leader will be recognized by other spiritual leaders. Second, once a leader has had his gift recognized, he is not to neglect the exercise of that gift. Instead he is to carry out that ministry by equipping others in that area of ministry. This implies that a leader is to make sure that he is intentionally equipping others for ministry. This is one reason why it is so important to minister as a team. This is also one of the great differences between the early church and the church today.

In Acts 8:1 and 4, we read, “Now Saul was consenting to his death. At that time a great persecution arose against the church which was at Jerusalem; and they were all scattered throughout the regions of Judea and Samaria, except the apostles...Therefore those who were scattered went everywhere preaching the word.” Although the Christians were all scattered, that only increased the spread of the Word of God because every Christian had been equipped to share the Word of God. Today, most churches would die if they were scattered, because most Christians have not been equipped to share the Word of God.

This leads us to the question: How do we help a developing team leader begin to intentionally equip others? The question is the same whether we are a leader of a ministry in an established church (for example: a Sunday school superintendent), the leader of a team that is planting a church or a leader of some other ministry. The Lord has placed the developing leader in that ministry to develop the ministry of the team and he has been given an equipping gift to do that. That does not mean that he will have all of the equipping gifts. Rather it means that he will use his equipping gift to develop others and at the same time will learn from them as they minister together.

Paul gave some specific advice to Timothy to help him begin to intentionally equip others. 2 Timothy 2:2 says, “And the things that you have heard from me among many witnesses, commit these to faithful men who will be able to teach others also.” In this verse, we see that Paul told Timothy to do three things to intentionally begin to equip other leaders. Timothy was to be told to:

- Commit to others the things that Paul had taught him
- Commit those things to faithful men
- Equip those men to pass on those things to others

First, Timothy was to teach what he had been taught by Paul. One of the things that we help developing leaders learn to do is pass on what they have been taught. Paul said that Timothy had learned these things among many witnesses. Timothy had heard Paul teach these things in many different situations because they had spent much time together. These were taught in the presence of many other witnesses – the other team members who had been with them such as Silas, Luke and many others.

Second, Timothy was to commit these things to faithful men. Here we see that as he developed leadership teams in the various areas where Paul sent him that he was to focus on developing those who had become faithful men. One of the things that a developing leader needs to learn is how to recognize those who are faithful. Otherwise, he will spend much time trying to develop people and then find that he had made little or no progress because he chose to try and develop people who were not faithful.

Third, Timothy was to help these faithful men begin to develop a team to serve with them in the ministry that the Lord had given them. These faithful men were to become equipped to pass the things that they had learned on to others so that the process could continue to a next generation. Here, we see that a developing leader needs to be shown how to effectively develop reproducing disciples who can pass on what they have learned to a next generation of spiritual leaders.

This means that a team leader must begin to realize that a big part of his ministry is to begin intentionally developing others. This understanding does not develop automatically. Paul demonstrated in 2 Timothy 2:2 that he knew the importance of reminding Timothy that intentionally developing others was a key part of his ministry as a leader. In the same way, we need to realize that an important part of our ministry is to continue to remind developing leaders of the need to build a team to minister with them and then show them how to develop that team. In this way the Lord will be able to greatly multiply their ministry. May the Lord richly bless you as you help developing team leaders learn to intentionally begin to equip others for ministry.

### Helping Team Members Learn to Minister

One of the joys of developing a team is to see the team members begin to minister to one another. Christ spent more than three years developing the team that would carry on the ministry when He returned to heaven. We see that these team members began to learn how to minister to one another. That had become a normal part of their lives by the time Christ returned to heaven. Acts 3:1 gives us an illustration when it says, “Now Peter and John went up together to the temple at the hour of prayer, the ninth *hour*.” Here, we see that it was a natural part of the lives of the disciples to spend time with one another and minister to one another. When Christ returned to heaven the team members had each other.

As a team leader develops a team, one of the first things that the team leader wants to do is help the team members learn to minister to one another. John 13:34-35 says, “A new commandment I give to you, that you love one another; as I have loved you, that you also love one another. By this all will know that you are My disciples, if you have love for one another.” One of the ways that a team leader can do this is to spend time discussing the one anothers in Scripture with the team. In the New Testament we are given 12 things that we are to avoid in our relationships with one another and 31 things that we are commanded to do in our relationships with one another as Christians. (see pages 19-35 in *New Life in the Family of Christ* at [www.aibi.org](http://www.aibi.org)). Since there are 31 positive one anothers, a team leader may encourage each team member to number the positive one anothers and consciously work to apply that particular one another on that day of the month with other Christians and especially with other team members.

As a team leader, a team leader also wants to help each team member to determine in what ways he or she can help the growth of the other team members. This is part of our service to one another as a ministry team. One of the ways that each team member can serve the others is to show others how they minister in various situations. One team member may love to visit people who are in the hospital while other team members may feel very awkward in a hospital. In that case, the team member who loves to visit in the hospital would be the one to take the leadership when team members go together to visit someone in the hospital. The other team members that go along will be shown how to make hospital visits and over time they will have learned what to say and what to do when visiting others in the hospital. This same principle can be applied to every other ministry opportunity.

One of the ways that Christ developed the ministry of the disciples to one another was to give them ministry assignments where they worked together as a team. Mark 6:7a says, “And He called the twelve to *Himself*, and began to send them out two *by* two.” Here, we see that instead of sending out twelve individuals, Christ chose to send out six teams of two so that they could learn to minister to each other. Matthew 10:7-8 tells us that Christ gave them some specific assignments as He sent them out in teams, ““And as you go, preach, saying, “The kingdom of heaven is at hand.” Heal the sick, cleanse the lepers, raise the dead, cast out demons. Freely you have received, freely give.”” One of the ways that the teams could minister to one another was to remind one another what Christ had told them to do. Mark 6:30 tells us that each team had the opportunity later to report what they had done and what they had taught.

Luke 10:1 tells us that Christ later sent out thirty-five teams to minister, “After these things the Lord appointed seventy others also, and sent them two by two before His face into every city and place where He Himself was about to go.” This gave a larger group of disciples the opportunity to learn to minister to one another. Here, we see again that Christ sent them out in teams so that they would learn to minister to one another. These two periods of team ministry showed that Christ had a great concern to develop the ability of the disciples to work together as teams. In the same way,

that should be one of our concerns as we lead others.

One of the things that ministering with a team did was give Christ the opportunity to show the disciples how to deal with conflict. Matthew 20:20-21 says, “Then the mother of Zebedee’s sons came to Him with her sons, kneeling down and asking something from Him. And He said to her, ‘What do you wish?’ She said to Him, ‘Grant that these two sons of mine may sit, one on Your right hand and the other on the left, in Your kingdom.’” This request led to a big conflict on the team. Matthew 20:24 says, “And when the ten heard *it*, they were greatly displeased with the two brothers.” One of the greatest problems in team ministry is conflict between team members. Notice how Christ handled this problem.

Matthew 20:25-28 says, “But Jesus called them to *Himself* and said, ‘You know that the rulers of the Gentiles lord it over them, and those who are great exercise authority over them. Yet it shall not be so among you; but whoever desires to become great among you, let him be your servant. And whoever desires to be first among you, let him be your slave— just as the Son of Man did not come to be served, but to serve, and to give His life a ransom for many.’” Here, we see that Christ used conflict between team members to teach the nature of spiritual leadership. He taught the team to focus on serving one another instead of seeking power and position. This is a key part of helping a team learn to minister as a team.

When Christ washed the feet of the disciples, He also used that as an opportunity to teach the disciples to minister to one another. John 13:13-15 says, “‘You call me Teacher and Lord, and you say well, for *so* I am. If I then, *your* Lord and Teacher, have washed your feet, you also ought to wash one another’s feet. For I have given you an example, that you should do as I have done to you.’” Christ had ministered to the team members. Then, He helped the disciples learn what He had just demonstrated. As a team, they were to follow the example of Christ by serving one another. Needless to say, as team leaders we will show the team the importance of serving one another as we serve the members of the team.

Christ showed the disciples one other very important lesson about teaching the team to minister to one another that night. In John 15:15, we read, “‘No longer do I call you servants, for a servant does not know what his master is doing; but I have called you friends, for all things that I heard from My Father I have made known to you.’” Christ says that a spiritual team has a different relationship than a worldly team. On a spiritual team one of the goals is to become friends with the team and not just be the team leader. This speaks of a change in relationship to the team. A spiritual team leader will find that his effectiveness in leading the team will be directly related to the way that he builds friendships with each of the various members of the team.

This verse also contains another important principle for effective team leadership. Christ said that He was sharing with the disciples all of the things that He had heard from the Father. Here, we see that an effective team leader shares his plans with the team so that they know where they are going together as a team. One of the things that will build a team spirit more than anything else is knowing where the team is going. That is why sharing plans and goals is a very important part of the ministry of the team leader to the team.

Christ has called every Christian to be a part of His team. As we minister, we are functioning as a part of that team. As we grow spiritually, Christ also gives us the opportunity to be a leader of a part of that team. When we are given the opportunity to lead a part of that team, we will find that we will multiply our effectiveness as we help that team learn to minister to one another. May the Lord richly bless you as you help team members learn to minister to one another.

## Helping Team Members Develop Their Oneness

As we study the New Testament, we see that God has given every Christian one or more spiritual gifts. However, no Christian has all of the gifts. This is one reason why it is so important for Christians to learn to work together as a team. Romans 12:4-5 says, “For as we have many members in one body, but all the members do not have the same function, so we, *being* many, are one body in Christ, and individually members of one another.” In these verses, we see several important principles:

- We have many members in one body
- We do not all have the same function
- We are a body with many different gifts and abilities
- We are one body in Christ
- We are dependent upon one another

First we are many members in one body. Just like the human body has many different parts, the body of Christ has many different parts. Each part (person) needs to learn to function in the particular way that Christ has equipped that person to be the most effective. We could make a comparison to the human body. Some people could probably learn to get around by walking with their hands. However, they can probably walk much easier if they use their feet. In the same way, a Christian will be able to serve the Lord much more effectively if he or she learns to serve in the ways that the Holy Spirit has gifted the person.

Second, we see that we do not all have the same function or work to do. 1 Corinthians 12:16-18 says, “And if the ear should say, ‘Because I am not an eye, I am not of the body,’ is it therefore not of the body? If the whole body *were* an eye, where *would be* the hearing? If the whole *were* hearing, where *would be* the smelling? But now God has set the members, each one of them, in the body just as He pleased.” God did not make you to do the same things that I do. As a result, I am not to tell you this is what you have to do. Instead, God specifically says that He has made us different. That is why I am to serve you and help you develop the gifts that God has given you so that you can do the work that God has called you to do.

If you are a team leader of a ministry, all team members have different gifts that God has given them so that they can do the work that God has called them to do. If you try and make them do the same things in the same way that you do them, they will get discouraged and so will you. Instead, as you lead the team, you are showing them by your character what God wants them to be. At the same time you serve them so that you help them develop their spiritual gifts so that they are equipped to do what God has called them to do.

One of the questions that I often ask people is, “If you could do anything you wanted to do to serve the Lord for the rest of your life, what would get you more excited than anything else?” At that point, the person will often begin to tell me in an excited voice what he or she has dreamed about doing to serve the Lord. When the person finishes telling me what would get him excited, I follow with the question, “How can I best serve you to equip you to do the ministry that would really get you excited?”

Over the following months as we spend time together, I try to regularly ask questions and share Biblical principles that will better equip the person for that ministry. I also work to give the person every possible opportunity to do the ministry that gets the person excited. As a team leader, one of my ministries is to serve the team members by helping them become better equipped for the ministry that really gets them excited. Usually, they get excited about that particular ministry

because of the fact that the Lord has given them both a passion for that ministry and the spiritual gifts to minister effectively in that area.

Third, we are a body with many different gifts and abilities. 1 Corinthians 12:4-7 says, “There are diversities of gifts, but the same Spirit. There are differences of ministries, but the same Lord. And there are diversities of activities, but it is the same God who works all in all. But the manifestation of the Spirit is given to each one for the profit *of all*.” Here, we see that the Spirit gives us different gifts. Christ gives us different ministries. God gives us different ways to work. However, these are given for the profit of all not for our personal profit. The very fact that we have different gifts, different ministries and different ways of working means that all of the work of the Lord will get done as we do the things that He has equipped each of us to do.

Here, we see another reason why it is so important to learn to work together as a team as we do the work of the Lord. We need the gifts and the abilities that the Lord has given others to complete the work that the Lord has to be done because we do not have all of the gifts and abilities that are needed to complete the ministry that the Lord has to be done. As people with many different gifts work together, each one is able to do that part of the ministry that the Lord has equipped us to do as a body. This is also the reason that no two churches will function the same way or carry out their ministry in exactly the same way.

Fourth, we see that we are one body in Christ. Christ is the One who is the head of the body. Ephesians 4:15-16 says, “But, speaking the truth in love, may grow up in all things into Him who is the head—Christ— from whom the whole body, joined and knit together by what every joint supplies, according to the effective working by which every part does its share, causes growth of the body for the edifying of itself in love.” We are reminded that Christ is the One who is the head and not any one of us. Instead, we are the parts of the body. We are each like a joint that has something to supply to help the whole body function effectively.

We also see in these verses that if every part learns to work effectively that the whole body will build itself up in love. It is the very fact that Christians are each doing their part to build up one another in love that causes the world to realize the radical change that Christ makes in the lives of a group of people as they learn to yield to Christ and allow Christ to work through each part of the body. John 13:34-35 says, “A new commandment I give to you, that you love one another; as I have loved you, that you also love one another. By this all will know that you are My disciples, if you have love for one another.” It is the love the world sees as Christians learn to work together that causes the world to recognize that we are the disciples of Christ.

Fifth, we are dependent upon one another. This reminds us of a very important thing. We really do need each other because none of us can do the work of the Lord by ourselves. There are three stages in the development of a healthy adult. As a child, that adult was dependent upon the parent. Then, the child became a young adult and became independent. However, life would cease to exist in one generation if everyone remained independent. Instead, it is normal for two adults to become interdependent and develop a new family to produce the next generation.

The same thing is true in our spiritual lives. We are dependent on others to help us grow when we first become Christians. Then, there comes a time when we are able to spiritually feed and continue our own growth. Finally, we learn to begin to function as an interdependent part of the body of Christ. This is the stage where we are able to help others and also receive continuing help in our growth from others. At this point, we are learning to work as a team with many different gifts and abilities all working under the leadership of the Lord. May the Lord richly bless you as you function as a part of Christ’s team and help others learn to function as a part of that team.

## Developing Team Relationships

In Mark 3:13, we see that Christ chose the twelve to be with Him. Then, in Mark 3:31-35 we learn that a very significant change had happened in the relationship of Christ to the disciples. Those verses say, “Then His brothers and His mother came, and standing outside they sent to Him, calling Him. And a multitude was sitting around Him; and they said to Him, ‘Look, Your mother and Your brothers are outside seeking You.’ But He answered them, saying, ‘Who is My mother, or My brothers?’ And He looked around in a circle at those who sat about Him, and said, ‘Here are My mother and My brothers! For whoever does the will of God is My brother and My sister and mother.’”

In these verses, we see that Christ had expanded His family. The twelve had now become His spiritual family and Christ had the same relationship to them that He had with His physical mother, brothers and sisters. This did not mean that Christ forgot His physical family. Instead, Christ continued to show a great concern for His physical family. We see that Christ provided for the care of His physical mother even as He was hanging on the cross. In John 19:26-27, we read, “When Jesus therefore saw His mother, and the disciple whom He loved standing by, He said to His mother, ‘Woman, behold your son!’ Then He said to the disciple, ‘Behold your mother!’ And from that hour that disciple took her to his own *home*.” Christ here entrusted one of the twelve to be responsible for the physical care of His mother.

What we do see in Mark 3:31-35 is the new relationship that the disciples had with Christ. Christ said that the disciples now had the same relationship to Him that His own family had to Him. In fact, Christ said that, “...whoever does the will of God is My brother and My sister and mother.” Over the next two and a half years, Christ demonstrated what that new relationship should be like. In the same way, as we develop team leaders, we want to help them develop a similar relationship with the team that the Lord has entrusted to them. The team leader also wants the team members to develop a similar relationship to one another.

One of the key responsibilities of a team leader is to help the various members of the team build the kind of relationships to one another that Christ helped the disciples to build to one another. A Sunday school superintendent wants to build this kind of relationship between the teachers and other workers. A pastor wants to build this kind of relationship among the members of the board and staff. A church planter wants to build similar relationships between the members of the church planting team. The same principle applies to every other team leader.

As John came to the final years of his life, he looked back and wrote about some of the things he had learned from Christ that are a key in building team relationships. First, John talked about how he and the other disciples had the opportunity to really get to know Christ. 1 John 1:1 says, “That which was from the beginning, which we have heard, which we have seen with our eyes, which we have looked upon, and our hands have handled, concerning the Word of life.” John said the disciples learned about Christ in four ways:

- They heard Christ
- They saw Christ with their eyes
- They really studied and observed Christ carefully
- They were invited to touch the nail prints in His hands and feel the place where the spear entered His side

In this verse, John makes it very clear that the disciples had the opportunity to spend a lot of time with Christ and really get to know Him personally. However, something was also happening in

their relationship to one another as well. As John looked back about 60 years, he said, “We heard, We saw, We studied and observed, We handled.” In 2 Peter 1:16-18, Peter also uses the word “we” four times as he looked back to their time with Christ. The disciples had spent time with Christ and had also built a spiritual family relationship with one another.

In 1 John 1:3, we see that John also wanted to have that same relationship with other Christians. That verse says, “That which we have seen and heard we declare to you, that you also may have fellowship with us; and truly our fellowship *is* with the Father and with His Son Jesus Christ.” Here, John points out one of the essential things needed to develop a healthy spiritual family relationship. We must have fellowship with Christ and the Father as the foundation for our fellowship with one another. A team leader focuses on helping the team members build their relationship with Christ.

1 John 1:7 gives us another key essential to develop a healthy spiritual family relationship. That verse says, “But if we walk in the light as He is in the light, we have fellowship with one another, and the blood of Jesus Christ His Son cleanses us from all sin.” In this verse, we see that a key for a team to have fellowship with one another is to walk in the light. The result of walking in the light is that the blood of Christ is continually cleansing us from sin.

As we go back to the book of Acts, we see that one of the key things that the disciples did to continue to develop this spiritual family relationship was to pray with one another and for one another. Acts 1:14 says, “These all continued with one accord in prayer and supplication, with the women and Mary the mother of Jesus, and with His brothers.” Here, we see that the disciples were praying with one another. Later, Acts 3:1 says, “Now Peter and John went up together to the temple at the hour of prayer, the ninth *hour*.” Here, we see that Peter and John were going together to a time of prayer.

They also had times of prayer for one another. Acts 4:23-24a says, “And being let go, they went to their own *companions* and reported all that the chief priests and elders had said to them. So when they heard that, they raised their voice to God with one accord and said: ‘Lord, You *are* God...’” Acts 12:5 says, “Peter was therefore kept in prison, but constant prayer was offered to God for him by the church.” An effective team leader will take time with the team to pray with one another and for one another. In this way, each team member is learning the importance of praying for the other members on the team.

Team members also learn to develop relationships with one another as they minister together. Acts 11:12 says, “Then the Spirit told me to go with them, doubting nothing. Moreover these six brethren accompanied me, and we entered the man’s house.” Peter had learned from Christ to take others with him as he ministered. Here, we see six men from Joppa went with Peter to the house of Cornelius in Caesarea. This verse in Acts also shows that these six men later traveled with Peter to Jerusalem.

Another example of teams ministering together is found in the same chapter. Persecution had caused the church to scatter from Jerusalem. However, the believers had been shown both by Christ and later the apostles to minister together as teams. As a result, Acts 11:19-21 says, “Now those who were scattered after the persecution that arose over Stephen traveled as far as Phoenicia, Cyprus, and Antioch, preaching the word to no one but the Jews only. But some of them were men from Cyprus and Cyrene, who, when they had come to Antioch, spoke to the Hellenists, preaching the Lord Jesus. And the hand of the Lord was with them, and a great number believed and turned to the Lord.”

In these verses, we see that the persecuted Christians traveled together and then began ministering as a team. The result of this ministry as a team was that they encouraged each other to begin

reaching out to people of other cultures. Instead of persecution, isolating the disciples, or stopping their ministry, it caused them to minister to one another and learn to minister to other cultures in the process. The result was that a great number turned to the Lord. An effective team leader will help the team learn to minister to one another in times of opposition so that they can continue together to minister the Gospel to others.

In these passages we see several keys for developing the relationship of the team to one another:

- ◆ We help the team realize that they have entered into a new relationship that is a spiritual family relationship
- ◆ We help the team members learn to think “we” instead of “me”
- ◆ We help the team members learn to maintain their fellowship with the Father and with the Son
- ◆ We help the team members walk in the light so that there is a continual cleansing of sin both in their relationship with the Lord and in their relationship with each other
- ◆ We have regular times of prayer with the team so that they learn to pray with one another and for one another
- ◆ We show them by example the importance of ministering as a team
- ◆ We show them by example how to minister to one another as a team in times of persecution
- ◆ We show them by example how to reach out to other cultures as a team

The Lord causes teams to multiply their effectiveness as they learn to minister to one another. May the Lord richly bless you as you help developing team leaders learn to help team members develop their relationship to one another.

## 8.

### Three Attitudes that Hinder Team Effectiveness

Any time a team is formed for ministry, we are going to eventually deal with some wrong attitudes. One of the things that we want a developing team leader to learn is to recognize and know how to deal with these attitudes when they appear in one or more of the team members. These three attitudes are found in Luke 9:46-56. Learning how to deal with these three attitudes will be the focus of our topic today.

The first attitude that hinders team effectiveness is found in Luke 9:46. That verse says, “Then a dispute arose among them as to which of them would be greatest.” Here, we see an attitude that is very common in the world. This attitude will always lead to competition instead of effectiveness as a team. Mark 9:33-37 gives some additional details about this event. In Mark 9:33-34, we read, “Then He came to Capernaum. And when He was in the house He asked them, “What was it you disputed among yourselves on the road? But they kept silent, for on the road they had disputed among themselves who *would be the* greatest.”

In these verses in Mark, we see that the disciples had been discussing this topic for a period of time as they traveled along the road. However, they quickly became silent when Christ questioned them because they knew that they had a wrong attitude. Their own guilt silenced them. However, it was not the desire of Christ to just make them feel guilty. Instead, He wanted to teach them how to have an attitude that would promote teamwork rather than competition.

Christ knew that it was time to sit down with the disciples and discuss with them the attitude that would promote teamwork. Mark 9:35 says, “And He sat down, called the twelve, and said to them, “If anyone desires to be first, he shall be last of all and servant of all.” Christ began with the negative and told them that the desire that they had was a wrong attitude. Christ had to repeat this lesson later and Mark 10:43-45 says, “Yet it shall not be so among you; but whoever desires to become great among you shall be your servant. “And whoever of you desires to be first shall be slave of all. “For even the Son of Man did not come to be served, but to serve, and to give His life a ransom for many.” Christ showed the disciples by His own example that they should have a desire to serve rather than a desire to be first.

Second, Mark 9:36-37 says, “Then He took a little child and set him in the midst of them. And when He had taken him in His arms, He said to them, “Whoever receives one of these little children in My name receives Me; and whoever receives Me, receives not Me but Him who sent Me.” Those who want to be great are usually so busy trying to promote themselves that they have no time for anyone especially children. Here, Christ shows by example that greatness comes by humbling self and taking time to minister to all even the children. The word that is translated receive means to receive by a deliberate action and with an accepting attitude. Christ shows by His actions the importance of accepting and treating with respect even the smallest of children. We model the importance of humility by accepting others.

The second attitude that hinders team effectiveness is found in Luke 9:49. That verse says, “Now John answered and said, “Master, we saw someone casting out demons in Your name, and we forbade him because he does not follow with us.” In this case, John saw someone else serving the Lord that was not a part of their group and he tried to make the man stop because he was not part of their group. Today, we see many Christian groups who spend much of their time fighting against one another because the other groups do not do things their way. Christ said that this hinders the work of the Lord.

Instead, Christ tells the disciples what they are to do in Luke 9:50. That verse says, “But Jesus said

to him, “Do not forbid *him*, for he who is not against us is on our side.” The word that is translated forbid means to hinder or restrain. Here we see that it is possible to become so busy trying to hinder others that we do not have time to do what God has called us to do as a team. Christ says those who are not against us are on our side. That is true even when they had different opinions about the way to do things.

People who are Christians, but have slightly different doctrinal interpretations on a few topics are not our enemies who we should try to hinder or restrain. Christians who have a different style of music or no music are not our enemies who we should try to hinder or restrain. Christians who have more rules or less rules than we have are not our enemies who we should try to hinder or restrain. Our enemy is Satan and not other Christians. If we spend our time fighting other Christians, it will hinder both the work of the Lord and the effectiveness of our own team.

These Christians will have to give an account to the Lord for what they have done or not done just as we will have to give an account to the Lord for what we have done or not done. 2 Corinthians 5:9-11 says, “Therefore we make it our aim, whether present or absent, to be well pleasing to Him. For we must all appear before the judgment seat of Christ, that each one may receive the things *done* in the body, according to what he has done, whether good or bad. Knowing, therefore, the terror of the Lord, we persuade men; but we are well known to God, and I also trust are well known in your consciences.” We need to be obedient to what God has called us to do, not spend our time fighting against other Christians.

The third attitude that hinders team effectiveness is found in Luke 9:51-56. In Luke 9:53-54, we read, “But they did not receive Him, because His face was *set* for the journey to Jerusalem. And when His disciples James and John saw *this*, they said, “Lord, do You want us to command fire to come down from heaven and consume them, just as Elijah did?” In these verses, we see that the Samaritans would not accept the disciples of Christ because they were on their way to Jerusalem. The immediate response of James and John was to want to destroy the Samaritans.

Christ responded to James and John in Luke 9:55-56, “But He turned and rebuked them, and said, “You do not know what manner of spirit you are of. “For the Son of Man did not come to destroy men’s lives but to save *them*.” And they went to another village.” We see here an attitude of retaliation and a desire to get even. Christ makes it very clear that such an attitude will hinder the effectiveness of the ministry team. Christ had to rebuke their attitude because their attitude would hinder the effectiveness of the team.

By the very nature of our ministry of calling people to repent of their sins, we can expect that some of those to whom we talk will not accept us because they do not accept our message. That does not mean that we should change our message. Christ did not turn around and stop heading toward Jerusalem. Instead, Christ clearly defined His purpose for the disciples again. Christ said that the Son of Man did not come to destroy men’s lives but to save them.

Here, we see a key to helping a team learn to be more effective. When the team faces opposition because we are faithfully teaching the Word of God, we need to take the time to remind the team of the purpose that God has given us as a team. We have talked before about helping the team leader help the team develop unity of purpose. Opposition from the outside is an ideal time to remind the team of the purpose that God has given us so that we immediately get our focus back on the purpose instead of focusing on how to get even with the opposition.

Christ also did a second thing to help the disciples learn to deal with opposition. He provided an example by leaving that village and going to another village. Christ knew that there were many villages and many places where they would have the opportunity to minister. Instead of destroying those who opposed, Christ showed the importance of using that opposition to look for other

opportunities to minister. In the same way, we will help the team become more effective if we help them to see other opportunities rather than focus on the opposition.

Christ used three incidents that happened in their daily life as a team. Christ helped the disciples learn to recognize and deal with three attitudes that would hinder and destroy the effectiveness of the team. These same three attitudes often appear as teams develop today. One or more team members may have personal ambitions to be the greatest. One or more team members may focus on trying to hinder other Christians with whom they don't agree. Some team members may want to get even when the team faces opposition. That is why it is so important to help a developing team leader learn to deal with each of these attitudes that can hinder and destroy the effectiveness of the team. May the Lord richly bless you, as you help developing team leaders learn to deal with these and other attitudes that will hinder the effectiveness of the team.

## Helping the Team Leader Develop Unity of Purpose

As Christians we are called to all do one thing. 1 Corinthians 10:31 says, “Therefore, whether you eat or drink, or whatever you do, do all to the glory of God.” This is one of the things that make ministry teams totally different from any team that develops in the world. Whether a team is a team of ushers in a church, a team of teachers in a Sunday school or a team working together to plant a new church, the team is to glorify God in all that it does.

In order to glorify God as a team, we need to have a unity of purpose. Before Christ returned to heaven He gave every Christian a purpose for life. That purpose is given to us in Matthew 28:19-20. There we read, “Go therefore and make disciples of all the nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, “teaching them to observe all things that I have commanded you; and lo, I am with you always, *even* to the end of the age.” Amen.” Whether a team has as its primary ministry teaching the Sunday school classes, providing the ushering for a church, leading the women’s ministry of the church or is an outreach team focused on visiting those who are not yet Christians, we are still given the same purpose. We are to **Make Disciples**.

One of the key responsibilities of a team leader is regularly help the team refocus on the purpose that Christ has given to all Christians and especially to each team of Christians. This means that the team leader must have the purpose clearly defined in his or her own mind so that the team leader can regularly help the team focus on the purpose. That means that we need to help every developing leader learn to understand and be able to clearly explain the commission given by Christ.

In Matthew 28:19-20, we have one command and three participles that tell us how to carry out that command. The command is: **Make Disciples**. The three participles are: going, baptizing and teaching. Let’s look at each of these things to see how we can help a developing leader learn to clearly explain and also provide an example of each of these things.

We have the command to **Make Disciples**. The word disciple means a learner or one who follows a leader’s teachings. This means that every developing leader needs to know how to help each team member develop a learner’s attitude. We help a developing leader learn how to develop a learner’s attitude in others in several ways. The most important way is by his own example. Others will follow his example. If the team leader is regularly sharing new lessons that he has just learned from Scripture with the team, the team will see the importance of learning new lessons from Scripture.

A team leader also develops a learner’s attitude by regularly asking questions of the team. Christ gave us a perfect example by His example. He was continually asking questions of the disciples. A leader of a team of ushers could regularly ask questions of the team like: How do we follow the example of Christ in the way that we serve those that we usher? What are some ways that we can be an encouragement to people as we serve them? How can our lives reflect the love of Christ in our service? Questions like these cause the ushers to realize that they are serving Christ and that this service will be reflected both by their attitudes and their actions.

A team leader develops a learner’s attitude by having regular times when the team shares the Word together and prays together. As the team discusses Scriptural principles that apply to their particular ministry, they are learning to be more like Christ in the way that they serve. As they pray together for one another and for their ministry, they are learning ways that they can most effectively serve one another as well as those to whom they minister as a team.

The first participle is going. We could translate the first phrase of the verse, As you are going, Make Disciples. Every spiritual team must have a vision bigger than themselves if they are going to be an effective team that is making disciples. One of the dangers that faces every spiritual team is the danger of becoming self-centered. In a church, the ushers are often the first ones to begin to notice when a family is missing because most people usually try to sit in the same area of the church. This is an opportunity for the ushers to reach out by a call, e-mail or visit to let the family know that they were missed. This involves going or reaching out to encourage others.

Going is also the way we reach new people for Christ. If a church waits for people to come to the church to hear about Christ, most people will never hear. Instead, every team in a church should see their team as a part of the outreach of the church. Most members of the team are probably working in some kind of job where they meet people who are not Christians. Many of the team members have relatives, friends or neighbors or other acquaintances that are not Christians. The members of the team can work together to reach out to their non-Christian relatives, friends, coworkers, neighbors and other acquaintances.

The second participle is baptizing. There are eight different kinds of baptism in the New Testament and the one thing that they all have in common is identification with something. Baptism is the way that a person identifies himself as a Christian. In many cases this is also the way a person identifies himself with a local church. This is another key area where a team can work together much more effectively than one person. If you lead a friend to Christ, help that person become acquainted with your team members as quickly as possible. Many times, you can invite the new Christian and part of the team members to a social event in your home so that the new Christian develops some friendships with other Christians. This way when the new Christian comes to church he will immediately see several people that he knows.

The third participle is teaching. In Matthew 28:20, we see that we are to teach people to observe all that Christ has commanded. The word that is translated “observe” means “*to keep or obey*”. Here we see that making disciples involves showing people how to obey all that Christ has commanded. Notice that we are not told to just tell people something. Instead, we are to show them how to obey all that Christ has commanded. This can best be shown by a team since many of Christ’s commands involve our relationships with one another.

One command that is repeated fifteen times is the command to love one another. In John 13:34-35, Christ said, “A new commandment I give to you, that you love one another; as I have loved you, that you also love one another. By this all will know that you are My disciples, if you have love for one another.” As you notice, this is not a suggestion but a command. In addition, it also has a description of the kind of love required. Christ commands us to love one another as He loves us. A new Christian will only learn to love others as Christ loves him when a team or group of Christians shows that love to him. As you can see, this requires a team to help the new Christian grow and mature.

In the New Testament, there are 31 one anothers we are commanded to practice. A part of making disciples is helping Christians learn to practice these one anothers in their relationships with one another. (A manual written to help a new Christian understand and apply the one anothers is “New Life in the Family of Christ” available at [www.aibi.org](http://www.aibi.org).) This is why it is so important for a team leader to be an example that the other team members can follow. Only as they see the team leader putting the one anothers into practice will they learn to make them a part of their lives both in their relationships with one another on the team and in their relationships with other Christians.

One of the things that is a key in helping a developing team leader learn how to help the team develop unity of purpose is to help him understand that the team will probably develop a unity of purpose in direct relationship to his example. If he provides an example of obedience to Christ in

the way that he leads the team, the team will also begin to focus on obedience to Christ and not just knowledge. Unity is best taught by example. May the Lord richly bless you as you help developing team leaders learn to help the team develop a unity of purpose.

## Developing Team Objectives

In an earlier topic, we talked about helping a team leader learn how to develop unity of purpose among the team members. That purpose and the objectives that we develop to carry out that purpose help every team member to understand what the Lord has called us to accomplish as a team. Usually a purpose will have three to five objectives that tell how the team is going to carry out that purpose. A clear purpose and clear objectives will help the team to be effective for the Lord and not just busy. A lack of a clear purpose and objectives will usually produce busyness rather than effectiveness.

We saw that Christians are to glorify God in all that they do. We also saw that our Great Commission is to Make Disciples. To understand how we develop objectives, let's use the following purpose statement. Our purpose is to glorify God by making healthy reproducing disciples. In order to carry out this purpose we have the following four objectives:

- ◆ Reach – reach people for Christ by bringing them to true repentance and faith
- ◆ Teach – teach people the Word of God so that they know what they believe
- ◆ Train – train people to serve the Lord by taking them with us and showing them how to serve the Lord effectively
- ◆ Send – send people out to reproduce themselves by having the same purpose and objectives

We saw that the purpose was based on the Great Commission that was given by Christ. Now we want to help a developing team leader determine if these are Biblical objectives that will help us carry out our team purpose. Once we have determined that the objectives are Biblical, we want the developing team leader to learn how to help the team focus on their progress in fulfilling these objectives to carry out the purpose.

Our first objective is to reach people for Christ by bringing them to true repentance and faith. The first question to ask is whether this objective is Biblical. In Luke 24:46-47, Christ said, “Then He said to them, “Thus it is written, and thus it was necessary for the Christ to suffer and to rise from the dead the third day, “and that repentance and remission of sins should be preached in His name to all nations, beginning at Jerusalem.” Peter made it very clear that his message was to repent. Acts 3:19 says, “Repent therefore and be converted, that your sins may be blotted out, so that times of refreshing may come from the presence of the Lord.”

In Acts 20:20-21, Paul told the elders at Ephesus, “How I kept back nothing that was helpful, but proclaimed it to you, and taught you publicly and from house to house, “testifying to Jews, and also to Greeks, repentance toward God and faith toward our Lord Jesus Christ.” Then, in Acts 26:18-20, Paul told Agrippa Christ had sent him, “““To open their eyes, *in order* to turn *them* from darkness to light, and *from* the power of Satan to God, that they may receive forgiveness of sins and an inheritance among those who are sanctified by faith in Me.” Therefore, King Agrippa, I was not disobedient to the heavenly vision, but declared first to those in Damascus and in Jerusalem, and throughout all the region of Judea, and *then* to the Gentiles, that they should repent, turn to God, and do works befitting repentance.”

Today, many presentations of the Gospel ignore the topic of repentance and focus only on faith. The passages quoted above and many more show that our message must include repentance if we are going to equip the team to carry out the first objective which is to reach people for Christ by bringing them to true repentance and faith. In addition, if our team is to carry out the purpose, then every team member needs to be shown how to share the message of repentance and faith and not just be told to share that message.

Our second objective once a person has been reached for Christ is to teach them the Word of God so that they know what they believe. Again, we need to ask ourselves the question, is this a Biblical part of making disciples. The Bible also gives us the answer to this question. In Acts 20:27, Paul said, "For I have not shunned to declare to you the whole counsel of God." Then, Paul said in 2 Timothy 3:16-17, "All Scripture *is* given by inspiration of God, and *is* profitable for doctrine, for reproof, for correction, for instruction in righteousness, that the man of God may be complete, thoroughly equipped for every good work."

If we are going to help team members mature and thoroughly equip them for every good work we must help them become familiar with the entire Word of God. That means that a part of the ministry of any spiritual team leader is to help the team members continue to grow in their knowledge and obedience to the Word of God. Notice that two things are mentioned: knowledge and obedience. Some teams have gained Bible knowledge and have not been shown how to obey what they have learned. James 1:22 says, "But be doers of the word, and not hearers only, deceiving yourselves." An effective team leader helps team members learn how to obey the Word of God.

Our third objective is to train people to serve the Lord by taking them with us and showing them how to serve the Lord effectively. Acts 20:20 tells how Paul had trained the men who became the leadership team at Ephesus. That verse says, "How I kept back nothing that was helpful, but proclaimed it to you, and taught you publicly and from house to house." Here, we see that Paul showed the team how to minister publicly. He also took them with him and showed them how to minister in homes.

There is a great difference between telling people to do something and showing them how to do it. Christ did not give the disciples a sermon on how to become fishers of men. Instead, in Matthew 4:19 we read, "Then He said to them, 'Follow Me, and I will make you fishers of men.'" Then, Matthew 4:23 says, "And Jesus went about all Galilee, teaching in their synagogues, preaching the gospel of the kingdom, and healing all kinds of sickness and all kinds of disease among the people." The disciples followed Christ all over Galilee as Christ showed them in every town and village how to share the gospel of the kingdom. We want to show a developing team leader how we minister so that he can show the members of the team how to minister.

Our fourth objective is to send people out to reproduce themselves by having the same purpose and objectives. After spending three years with the disciples, Christ said in John 20:21, "So Jesus said to them again, 'Peace to you! As the Father has sent Me, I also send you.'" One key to the effectiveness of a team leader is the number of new team leaders that he develops and sends out.

Today, the world measures success by profit and market share. The church has often imitated the world by measuring success by nickels (the amount of the offerings) and noses (the number of people who attend on Sunday morning). In contrast, Christ focuses on effectiveness instead of success. Christ demonstrated effectiveness by sending out the disciples just as the Father had sent Him. Here, we see that Christ measured effectiveness not by the number brought in but rather by the fact that those reached, taught and equipped could then be sent out to reproduce the same process in others.

Christ was not the only one who measured effectiveness this way. In 2 Timothy 2:2, Paul told Timothy, "And the things that you have heard from me among many witnesses, commit these to faithful men who will be able to teach others also." Paul showed by the way he trained Timothy and then sent him out to develop a third generation that would produce a fourth generation that an effective team leader has a concern for a third and a fourth generation. Our ministry as a team leader is to make disciples of the team and then through the team as they then make disciples. May the Lord richly bless you as you help developing team leaders see that as a team leader they have a

God given purpose that is to carry on to a third and fourth generation.

## 11.

### Developing Team Goals

In previous topics, we have talked about helping the team develop unity of purpose and team objectives. A purpose statement tells what we are called to do as a team and can often be stated in the following way: Our purpose is to glorify God by... (the way we complete this statement tells what the team is called by God to do). In our last topic, we saw that a team will usually have three to five objectives that tell how a team is going to carry out that purpose. The objectives tell us what we believe the Lord has called us to do and also helps us to say no when suggestions are given that are totally unrelated to our purpose and objectives.

Today, we will be talking about developing team goals to help us accomplish our objectives so that we fulfill the purpose that God has called us to do as a team. We will use the purpose and objectives that we gave in our previous topics to show how we develop goals. That purpose and objectives were:

**Purpose:** Our purpose is to glorify God by making healthy reproducing disciples. In order to carry out this purpose we have the following four **objectives**:

- ◆ Reach – reach people for Christ by bringing them to true repentance and faith
- ◆ Teach – teach people the Word of God so that they know what they believe
- ◆ Train – train people to serve the Lord by taking them with us and showing them how to serve the Lord effectively
- ◆ Send – send people out to reproduce themselves by having the same purpose and objectives

As a team, we want to develop goals that will help us to carry out each one of these objectives. Usually we will have several goals to help us reach each objective. Some of these goals will be ongoing while others will be for a specific period of time. We might use Luke 15:3-7 to illustrate four goals that we have as we seek to reach people for Christ. Those verses say, “So He spoke this parable to them, saying: “What man of you, having a hundred sheep, if he loses one of them, does not leave the ninety-nine in the wilderness, and go after the one which is lost until he finds it? “And when he has found *it*, he lays *it* on his shoulders, rejoicing. “And when he comes home, he calls together *his* friends and neighbors, saying to them, ‘Rejoice with me, for I have found my sheep which was lost!’ “I say to you that likewise there will be more joy in heaven over one sinner who repents than over ninety-nine just persons who need no repentance.”

In these verses, we see that there are several things (goals) that are involved in reaching people for Christ and bringing them to true repentance and faith. We might list the following four areas of goals to help us carry out our objective to reach people for Christ. Those four areas are: seeking, finding, folding and feeding. We might state these as goals in the following way.

- ◆ In order to reach people for Christ and bring them to true repentance and faith we will help each team member learn how to **seek** those who are lost by taking them with us to show them how to make contacts with people where they live, work and spend their free time.

Christ demonstrated how He trained the disciples (His team) to seek people in Matthew 4:19, 23 where we read, “Then He said to them, “Follow Me, and I will make you fishers of men...And Jesus went about all Galilee, teaching in their synagogues, preaching the gospel of the kingdom, and healing all kinds of sickness and all kinds of disease among the people.” Christ did not just expect the disciples to begin going out and sharing the Gospel with others. Instead, Christ took the disciples with Him for many months before He sent them out in teams of two. During this period the disciples had the opportunity to see how Christ made contacts with many strangers so that He would have the opportunity to share the Gospel with them.

We teach the members of our team how to seek those who are lost as we take them along with us as we go to make contacts and share the Gospel. In this way, they are being shown how to make contacts with the lost. The reason Christians do not share the Gospel with the lost can be summarized by one word – Fear. They are afraid because they do not know how to make contacts with strangers. They are afraid because they have never been shown how to share the Gospel clearly. They are afraid because they have never been shown how to share the meaning of repentance and faith. They are afraid because they have never been shown how to depend on the Holy Spirit.

As we take new team members with us, we show them how we depend on the Holy Spirit as we pray and ask the Lord to give us wisdom to speak and His power to share the Word of God with boldness. They hear us pray that the Lord will help us to make contacts and they begin to learn to depend on the Lord to help them make contacts. They see how the Lord helps us to develop friendships with the lost. They listen as we share the Gospel with people from many different backgrounds. They listen as they hear how we explain the meaning of repentance and faith in many different situations.

- ◆ In order to reach people for Christ and bring them to true repentance and faith we will help each team member learn how to **find** (lead a person to Christ) by showing them how we lead people to Christ where people live, work and spend their free time.

In Luke 15:4b, we read that a person, “goes after the one which is lost until he finds it”. As a team leader, our goal should not be to just sow seeds. 2 Corinthians 5:11a says, “Knowing, therefore, the terror of the Lord, we persuade men.” Paul shows what it means to persuade men in Acts 26:28-29 where we read, “Then Agrippa said to Paul, ‘You almost persuade me to become a Christian.’ And Paul said, ‘I would to God that not only you, but also all who hear me today, might become both almost and altogether such as I am, except for these chains.’”

Paul was continually showing those with him how to lead people to Christ. Acts 19:8-9 says, “And he went into the synagogue and spoke boldly for three months, reasoning and persuading concerning the things of the kingdom of God. But when some were hardened and did not believe, but spoke evil of the Way before the multitude, he departed from them and withdrew the disciples, reasoning daily in the school of Tyrannus.” In this passage, we see that those with Paul saw how he handled opposition from those who rejected the Gospel. They also saw Paul lead people to Christ and help them begin to grow.

- ◆ In order to reach people for Christ and bring them to true repentance and faith we will help each team member learn how to **bring to the fold** those who respond to the Gospel so that they can fellowship with other Christians.

In Luke 15:5-6, we read, “And when he has found *it*, he lays *it* on his shoulders, rejoicing. “And when he comes home, he calls together *his* friends and neighbors, saying to them, ‘Rejoice with me, for I have found my sheep which was lost!’” As a team leader, we want to show each member of the team how to incorporate new Christians into a church where they can have fellowship with other Christians. We show the team how we take the new Christian to meet other Christians rather than just telling them to find a good church. We show the team how to help other Christians celebrate the spiritual birth of a new Christian. This is important for the team, the new Christian and for the other Christians who need to see how the Lord is working.

- ◆ In order to reach people for Christ and bring them to true repentance and faith we will help each team member learn how to **feed** (get into a follow-up Bible study) so that the new Christian can begin to grow.

The early church was not satisfied to just lead people to Christ. Acts 2:41-42 says, “Then those who gladly received his word were baptized; and that day about three thousand souls were added *to them*. And they continued steadfastly in the apostles’ doctrine and fellowship, in the breaking of bread, and in prayers.” The new believers were not just left to grow on their own. The team that the Lord had developed (120 disciples according to Acts 1:14-15) immediately took the responsibility to begin follow-up with these new believers. The team immediately began Bible studies throughout Jerusalem. The verses above tell us that four things were emphasized in these Bible studies:

- Bible study
- Fellowship
- Breaking of bread
- Prayer

Once we have defined our purpose and our objectives, then we determine the goals needed to reach each of those objectives (just as we have illustrated above). If the goals are to show each team member how to understand and carry out the process of evangelism, then we or one of the other team members takes each new team member with him and shows him how to carry out the process of evangelism by example. An equipped team that learns to yield to the Lord will see the Lord work mightily according to Ephesians 3:20, “Now to Him who is able to do exceedingly abundantly above all that we ask or think, according to the power that works in us.” May the Lord richly bless you as you help the team that the Lord has given you learn to develop and carry out goals that bring glory to God.

## Developing Team Ministry

Once a team has defined its purpose, developed its objectives and begun to develop goals to carry out those objectives, it is time for the team to begin to put those goals into action. This means that the team needs to learn to work as a team and not just as a group of individuals. A team will only have an effective ministry as it learns to work as a team. We might make a comparison between two types of teams. One situation is where a group of people at a family reunion choose up sides and play a ball game. Another is a high school ball team that wins a championship for an entire state or region.

The two teams at the family reunion play as teams but they do not function as a team. Instead, they just have a good time and very sore muscles the next day. In contrast, the high school team that wins a championship has spent many hours learning to work together as a team. The reason that they are able to win the championship is due to the fact that they have learned to work together as a team. We want to help developing team leaders learn to help their team learn to do the work of the Lord as a team so that the Lord can work mightily through that team.

A very effective team member in the New Testament was Barnabas. We will look at several passages that show us why Barnabas was such an effective team member and what he did to develop the ministry of other Christians. In Acts 4:36 and 37, we read, “And Joses, who was also named Barnabas by the apostles (which is translated Son of Encouragement), a Levite of the country of Cyprus, having land, sold *it*, and brought the money and laid *it* at the apostles’ feet.”

These verses tell us how Barnabas ministered to the apostles and helped them develop their ministry as a team. He ministered to the apostles by providing encouragement to them as well as to many others. This ministry was so important to the apostles that they changed his name to Barnabas to let others know how he encouraged them. A key characteristic of an effective team member is that he or she provides encouragement to the other members of the team. Such a person will also help the other team members learn to encourage one another.

Acts 9:26-27 gives us another key characteristic for developing team ministry. Those verses say, “And when Saul had come to Jerusalem, he tried to join the disciples; but they were all afraid of him, and did not believe that he was a disciple. But Barnabas took him and brought *him* to the apostles. And he declared to them how he had seen the Lord on the road, and that He had spoken to him, and how he had preached boldly at Damascus in the name of Jesus.” Barnabas was willing to take risks in order to add people to the team. He was sensitive to the leading of the Lord rather than acting out of fear. As a result, he saw potential while the apostles were motivated by fear.

Acts 11:22-24 show us some other reasons why Barnabas was an effective team member. Those verses say, “Then news of these things came to the ears of the church in Jerusalem, and they sent out Barnabas to go as far as Antioch. When he came and had seen the grace of God, he was glad, and encouraged them all that with purpose of heart they should continue with the Lord. For he was a good man, full of the Holy Spirit and of faith. And a great many people were added to the Lord.” These verses show us three characteristics of an effective team member. Barnabas was a good team member because of his godly character: he was a good man; he was full of the Holy Spirit; he was full of faith.

Barnabas was also ready to serve under the guidance of the other team members. When the church at Jerusalem asked him to go to Antioch, Barnabas was ready to go. Here, we see that Barnabas trusted the team and expected the Lord to work through them to give him guidance about the way he could be the most effective in ministry. The other team members recognized his gifts and knew

that he would have an effective ministry.

We also see that Barnabas began to immediately build a team spirit in the new believers at Antioch. We read that he, “Encouraged them all that with purpose of heart they should continue with the Lord.” Notice that this one phrase uses three words that focus on becoming a team: them, all and they. Barnabas wanted all of the believers to have the same purpose of heart. He wanted them to learn to abide with the Lord. As they each learned to depend on the Lord, they would also work together under the guidance of the Holy Spirit.

Acts 11:25-26 tell us, “Then Barnabas departed for Tarsus to seek Saul. And when he had found him, he brought him to Antioch. So it was that for a whole year they assembled with the church and taught a great many people. And the disciples were first called Christians in Antioch.” Here, we see that Barnabas realized the importance of adding to the leadership team at Antioch. Barnabas realized that with all of these new believers that there were more than he could teach effectively. He was willing to leave the work temporarily in order to recruit a qualified team member to help him.

This passage also shows us that Barnabas recognized the leadership potential of Saul. Galatians 1:18 and 2:1 would indicate that Saul had left Jerusalem about ten years earlier. However, Barnabas kept Saul in his thoughts and prayers and now he saw an opportunity to give Saul an opportunity to develop and expand his ministry. Team ministry is strengthened when team members see the potential in other people and provide opportunities for them to develop that potential.

Acts 13:1-2 says, “Now in the church that was at Antioch there were certain prophets and teachers: Barnabas, Simeon who was called Niger, Lucius of Cyrene, Manaen who had been brought up with Herod the tetrarch, and Saul. As they ministered to the Lord and fasted, the Holy Spirit said, “Now separate to Me Barnabas and Saul for the work to which I have called them.” Here, we see that Barnabas knew how to build a multiethnic and multicultural team for ministry. The team that developed in Antioch came from five different areas.

We also see in these verses that Barnabas had helped the team to learn to seek the guidance of the Holy Spirit as a team. As a team, they were seeking the guidance of the Lord when the Holy Spirit led the team to become two teams by sending Barnabas and Saul to take the Gospel to other places. The team was united and in agreement that the Lord was leading the church to send out a team to take the Gospel to other places. Barnabas and Saul had also equipped the newer team members so that they were prepared to continue to lead the church without Barnabas and Saul present.

Acts 13:9, 13 and 14:12 show that Barnabas was also able to switch roles and let Paul become the leader of the team. Those verses say, “Then Saul, who also *is called* Paul, filled with the Holy Spirit, looked intently at him...Now when Paul and his party set sail from Paphos, they came to Perga in Pamphylia; and John, departing from them, returned to Jerusalem...And Barnabas they called Zeus, and Paul, Hermes, because he was the chief speaker.” If we drive others, we will drive them until they can get out of the way. If we lead others, we can lead them as far as we have gone. If we serve others, we can help them reach their full potential that may be far beyond our potential. Barnabas chose to serve Paul to help him develop his full potential.

Barnabas also was willing to let people fail and give them a second opportunity to develop their ministry. The verses above mentioned that John Mark left them and returned to Jerusalem. Acts 15:36-39 tell us, “Then after some days Paul said to Barnabas, ‘Let us now go back and visit our brethren in every city where we have preached the word of the Lord, *and see* how they are doing.’ Now Barnabas was determined to take with them John called Mark. But Paul insisted that they should not take with them the one who had departed from them in Pamphylia, and had not gone

with them to the work. Then the contention became so sharp that they parted from one another. And so Barnabas took Mark and sailed to Cyprus.” Here, we see that Barnabas saw potential in John Mark while Paul saw failure.

The commitment of Barnabas to developing team members is shown by the final results in the life of John Mark. Years later Paul would tell Timothy in 2 Timothy 4:11, “Only Luke is with me. Get Mark and bring him with you, for he is useful to me for ministry.” Mark developed because Barnabas gave him a second opportunity. One who had been a failure became one who could minister to Paul as Paul faced death.

Developing a team ministry is helping people learn to work together as a team to bring glory to God. A team working together can accomplish far more than the team members could do by themselves. As you help team leaders develop, Barnabas gives many principles to help team leaders learn to help the team function as a team. May the Lord richly bless you as you help developing team leaders help Christians learn to function together as a team.

### Developing a Church Leadership Team – Part 1

Over the last 25 years, Christian leaders have noticed a sharp decline in the number of new spiritual leaders being developed. This is having a negative impact on churches around the world. Many are asking the question, “What can be done to change this situation?” Instead of looking to the world for the answer, we need to look to the Word for the answer. In Acts 14:23, we read, “So when they had appointed elders in every church, and prayed with fasting, they commended them to the Lord in whom they had believed.”

In this verse, we see that there was a leadership team developed in every church. Since Paul and Barnabas were the only leaders who came from another place and they were now leaving, we see that the leadership for each local church came from within each local church. That raises the question, “How did people who were unqualified for spiritual leadership when Paul and Barnabas arrived become qualified for spiritual leadership by the time they left the area?” The previous two verses tell us that Paul and Barnabas had done five things:

- They had preached the Gospel
- They had made many disciples
- They had confirmed the souls of the disciples
- They had encouraged the disciples to continue in the faith
- They had prepared the disciples for much tribulation

Paul and Barnabas had viewed every man who became a Christian as a potential elder. At the time they became Christians, none of them were qualified to be elders. As a result, Paul and Barnabas realized that as a part of the process of making disciples they had to help potential leaders develop and become qualified for spiritual leadership. By the time they left the region, they had helped potential leaders develop and become qualified leaders who they were able to appoint as elders in every church.

Later Paul left Titus in Crete to develop and appoint qualified elders in every city. Paul expected Titus as a part of the process of making disciples to help potential leaders develop and become qualified for spiritual leadership. Paul told Titus that he was to develop healthy churches by developing healthy leaders. That meant that he was to view new Christians as potential leaders and help them develop as qualified leaders. In other words the qualifications given for spiritual leadership were to help Titus know how to qualify men for spiritual leadership who were not presently qualified.

Paul told Titus in Titus 1:5-9, “For this reason I left you in Crete, that you should set in order the things that are lacking, and appoint elders in every city as I commanded you—if a man is blameless, the husband of one wife, having faithful children not accused of dissipation or insubordination. For a bishop must be blameless, as a steward of God, not self-willed, not quick-tempered, not given to wine, not violent, not greedy for money, but hospitable, a lover of what is good, sober-minded, just, holy, self-controlled, holding fast the faithful word as he has been taught, that he may be able, by sound doctrine, both to exhort and convict those who contradict.”

As we look at this list, we see that the primary responsibilities of Titus were to:

- ◆ Help potential leaders develop a respected life
- ◆ Help potential leaders develop a healthy marriage
- ◆ Help potential leaders develop a healthy family relationship
- ◆ Help potential leaders become Christ centered and not self-centered
- ◆ Help potential leaders deal with former sinful habits

- ◆ Help potential leaders learn to use their homes for ministry
- ◆ Help potential leaders develop godly character
- ◆ Help potential leaders learn to teach the Word of God
- ◆ Help potential leaders learn to correct those who contradict

Then, Paul told Titus in Titus 2:3-5, “The older women likewise, that they be reverent in behavior, not slanderers, not given to much wine, teachers of good things— that they admonish the young women to love their husbands, to love their children, to be discreet, chaste, homemakers, good, obedient to their own husbands, that the word of God may not be blasphemed.” In these verses, Paul told Titus how to help the older women develop the younger women so that women who were not presently qualified for spiritual leadership among the women would become qualified.

As we look at this list, we see that the primary responsibilities of older women were to:

- Help potential leaders of women develop a respected life
- Help potential leaders of women develop a healthy marriage relationship
- Help potential leaders of women develop a healthy family relationship
- Help potential leaders of women become Christ-centered and self-controlled
- Help potential leaders of women become pure from former sinful habits
- Help potential leaders of women learn to use their homes for ministry
- Help potential leaders of women develop godly character
- Help potential leaders of women become submissive to their own husbands

From these lists, we see that the most important ministry of any spiritual leader is to recognize that each of the people that he or she is leading is a potential future leader and then develop each of those people. We might call these two lists a Biblical job description for every spiritual leader whether that person is a church board member, a pastor, a church planter, a leader of women’s ministries, a Bible study leader, a Sunday school teacher or any other leader in a church ministry or church related ministry.

When people first become Christians they are probably not qualified in any of these areas. That is normal and shows that each new Christian needs someone to become a spiritual parent to him or her. However, the tragedy is that many people have been Christians for many years and still are not qualified in any of these areas. Hebrews 5:11-14 says, “Of whom we have much to say, and hard to explain, since you have become dull of hearing. For though by this time you ought to be teachers, you need *someone* to teach you again the first principles of the oracles of God; and you have come to need milk and not solid food. For everyone who partakes *only* of milk *is* unskilled in the word of righteousness, for he is a babe. But solid food belongs to those who are of full age, *that is*, those who by reason of use have their senses exercised to discern both good and evil.”

In verse 11, we see that Christians can become dull of hearing. In verse 12, we see that these are people who have been Christians long enough so that they should now be teaching others. However, verse 12 points out that instead of teaching others they need someone to teach them the basics of Christianity. Verse 13 says that such Christians are unskillful in the word of righteousness and are actually spiritual toddlers. Finally, verse 14 says that such people are to be helped to mature so that they develop their senses to the point where they are able to recognize the things that are good and the things that are evil.

Godly leadership will focus on helping people grow and mature in their spiritual lives so that each Christian will become equipped to help others. This involves helping people grow in their understanding and obedience to the Word of God. 2 Timothy 3:16-17 says, “All Scripture *is* given by inspiration of God, and *is* profitable for doctrine, for reproof, for correction, for instruction in righteousness, that the man of God may be complete, thoroughly equipped for every good work.” Here we see that it is the plan of God for every Christian to become equipped to minister

effectively for the Lord.

In this topic, we have seen that it is the plan of God to develop a qualified leadership team in every church. We have seen that the Word teaches us that one of the primary responsibilities of each spiritual leader is to develop other potential spiritual leaders. We have also seen that the Word of God gives us the Biblical qualifications that we are to develop in potential spiritual leaders. In order for a church leadership team to continue to develop and expand as a Biblical leadership team, that must become a priority with every present spiritual leader. May the Lord richly bless you as you make the development of godly leadership a key priority of your ministry.

## Developing a Church Leadership Team – Part 2

In our last topic, we saw that it is possible to develop a godly leadership team in every church. We saw that when people first become Christians that they are not qualified to be a part of the leadership team. Instead, there is a process of development that helps unqualified people become qualified. Today, we are going to look at the Biblical principles that will help to develop such a team in each church. The process of developing godly leadership begins before a person even becomes a Christian. However, that is not what happens in every church. It did happen in Thessalonica but it did not happen in Corinth. We will see why in our topic today.

In 1 Thessalonians 1:5-10, we read, “For our gospel did not come to you in word only, but also in power, and in the Holy Spirit and in much assurance, as you know what kind of men we were among you for your sake. And you became followers of us and of the Lord, having received the word in much affliction, with joy of the Holy Spirit, so that you became examples to all in Macedonia and Achaia who believe. For from you the word of the Lord has sounded forth, not only in Macedonia and Achaia, but also in every place. Your faith toward God has gone out, so that we do not need to say anything. For they themselves declare concerning us what manner of entry we had to you, and how you turned to God from idols to serve the living and true God, and to wait for His Son from heaven, whom He raised from the dead, *even* Jesus who delivers us from the wrath to come.”

In verse five, we see that Paul, Silas and Timothy provided an example of what it meant to depend on the Holy Spirit. Verse six gives us a key showing why that example was so effective. There we see that the Christians in Thessalonica learned to follow the Lord by following the Lord’s people. Paul, Silas and Timothy were examples and as the people followed them they learned how to follow the Lord by example. In turn, the Christians in Thessalonica became an example to all who heard about their faith. This was the result of true repentance. The Thessalonians turned to God from idols to serve the living and true God as they waited for Christ to come.

If we want to see a godly leadership team develop in a church, we must help people understand the meaning of both repentance and faith before they even place their trust in Christ. True repentance will cause people to turn to God from idols. It will also give them a desire to serve the living and true God.

In addition, every new Christian needs a spiritual parent. In 1 Thessalonians 2:7-9, we read, “But we were gentle among you, just as a nursing *mother* cherishes her own children. So, affectionately longing for you, we were well pleased to impart to you not only the gospel of God, but also our own lives, because you had become dear to us. For you remember, brethren, our labor and toil; for laboring night and day, that we might not be a burden to any of you, we preached to you the gospel of God.” In these verses, we see that Paul, Silas and Timothy provided the care of a nursing mother. They shared their lives with the Christians in Thessalonica.

Then, 1 Thessalonians 2:10-12 says, “You *are* witnesses, and God *also*, how devoutly and justly and blamelessly we behaved ourselves among you who believe; as you know how we exhorted, and comforted, and charged every one of you, as a father *does* his own children, that you would walk worthy of God who calls you into His own kingdom and glory.” In these verses, we see that Paul, Silas and Timothy provided the example of a godly father. They also helped the Christians to focus on a walk that was worthy of God.

In 1 Corinthians 4:14-17, we see that Paul and Timothy also provided the care of a nursing mother and the example of a godly father to the Corinthians. Those verses say, “I do not write these things

to shame you, but as my beloved children I warn *you*. For though you might have ten thousand instructors in Christ, yet *you do not have* many fathers; for in Christ Jesus I have begotten you through the gospel. Therefore I urge you, imitate me. For this reason I have sent Timothy to you, who is my beloved and faithful son in the Lord, who will remind you of my ways in Christ, as I teach everywhere in every church.”

However, the Corinthians were also receiving a very different focus on how they could grow as Christians. It tells us that they had many instructors. The word translated “instructors” is used two other times in the New Testament. Those two uses are found in Galatians 3:24-25 where we read, “Therefore the law was our tutor *to bring us* to Christ, that we might be justified by faith. But after faith has come, we are no longer under a tutor.” An instructor or tutor was one who raised a child by the law with severe punishment for breaking the rules. The law only shows when we have done wrong but it will never help us to do what is right. The Corinthians had many tutors, but few loving parents.

It is easy to tell people to follow certain rules if they want to grow spiritually. It requires a totally different attitude to become a spiritual parent. In 1 Corinthians 4:16 we see that Paul urged the Corinthians to follow him. Remember the Thessalonians had followed Paul, Silas and Timothy. This is the difference between telling people what to do and showing people how to live. An effective spiritual parent will show people how to live instead of telling people what to do.

That was also how Christ developed the disciples. He invited them to follow Him. In Matthew 4:19, Christ told some fishermen, “Follow Me, and I will make you fishers of men.” Then, in Matthew 9:9, He just told Matthew, “Follow Me.” The disciples started out as unqualified men. In Luke 5:8 we read, “When Simon Peter saw *it*, he fell down at Jesus’ knees, saying, “Depart from me, for I am a sinful man, O Lord!” Luke 5:10b tells us the response of Christ to Peter’s admission of his own sinfulness, “And Jesus said to Simon, “Do not be afraid. From now on you will catch men.”

Later, Peter failed and denied Christ three times. Peter was sure that he was such a failure that he thought he could never be used by the Lord and so he returned to fishing for fish in John 21. However, Christ spoke to Peter three times to restore him. John 21:15-17 says, “So when they had eaten breakfast, Jesus said to Simon Peter, “Simon, *son* of Jonah, do you love Me more than these?” He said to Him, “Yes, Lord; You know that I love You.” He said to him, “Feed My lambs.” He said to him again a second time, “Simon, *son* of Jonah, do you love Me?” He said to Him, “Yes, Lord; You know that I love You.” He said to him, “Tend My sheep.” He said to him the third time, “Simon, *son* of Jonah, do you love Me?” Peter was grieved because He said to him the third time, “Do you love Me?” And he said to Him, “Lord, You know all things; You know that I love You.” Jesus said to him, “Feed My sheep.” In love, Christ helped Peter to refocus after his failure. Just a few weeks later he preached on the Day of Pentecost.

Many developing leaders may also deny Christ in various ways. We can either disqualify them with harsh discipline or we can work to help them become qualified by helping them to focus on the love and forgiveness of Christ for them. This is the attitude of a spiritual parent. If you are already a spiritual leader, this might be a good time to ask yourself the following questions:

- Who are my spiritual children that I spend time with on a regular basis to help them become qualified for spiritual leadership?
- What am I showing them by my example that they can imitate?
- What areas does each of these spiritual children need help in to become a qualified spiritual leader?
- As a leader, am I helping to make sure that every new Christian has a spiritual parent?

If you do not yet have any spiritual children, you might ask yourself the following questions:

- ◆ Do I need to rearrange some of my priorities so that I can spend more time observing and learning from one or more mature Christians?
- ◆ Have I asked a mature Christian if I could spend time with him or her to help me become qualified for spiritual leadership in the areas where I am unqualified?
- ◆ Do I regularly spend time with other mature Christians so I can learn from their example how to develop godly character?
- ◆ Have I become a part of a ministry team so that I can learn how to serve the Lord by their example?

Developing a godly church leadership team will only be accomplished as mature Christians make it a priority in their lives to spend time with potential leaders to help them grow and mature in their spiritual lives. As a part of this process, the mature Christians need to help the potential leaders develop in their knowledge and obedience to the Word of God, help them grow in godly character and help them develop ministry skills. May the Lord richly bless you as you help potential leaders develop in these areas.

### Developing a Church Leadership Team – Part 3

In our last topic, we talked about the need for loving spiritual parents to help new Christians grow and mature. Every new Christian needs a spiritual parent for healthy spiritual growth. Many times I have talked to Christians who said that they did not start to grow in their spiritual lives for ten or more years. Then, I asked them what helped them start to grow after all of those years. Almost without exception, the person will mention how a mature Christian started spending time with him to help him in his spiritual growth.

I have also asked many people who are leaders in churches the question, “Who are your spiritual children?” The most common answer is, “What do you mean?” Then, I rephrase the question, “Are there one or more new or weak Christians with whom you spend time regularly to help them in their spiritual growth?” I find that a very small percentage of people who have been Christians for a long time can name spiritual children with whom they spend time regularly to help them in their spiritual growth. This is one reason for the shortage of spiritual leadership in many churches.

A second reason for the shortage of spiritual leadership is the way we try to develop spiritual leadership. In the time of the New Testament there were two basic forms of instruction. The Greeks told people what to do. The Jews showed people what to do. Today, most of the educational systems in the world have adopted the Greek form of instruction. As a result, most churches have also followed the Greek form of instruction. People become Christians and they are told what to do or avoid but they are not being shown how to live.

Christ used a very different form of training to develop the disciples. Just as we need spiritual parents to help new Christians grow and mature, we also need a very different form of training for those who are maturing to equip them for spiritual leadership. During the first year of Christ’s ministry He invited people to just spend time with Him. John 1:38-39 says, “Then Jesus turned, and seeing them following, said to them, ‘What do you seek?’ They said to Him, ‘Rabbi’ (which is to say, when translated, Teacher), ‘where are You staying?’ He said to them, ‘Come and see.’ They came and saw where He was staying, and remained with Him that day (now it was about the tenth hour).” During this period Christ was just inviting people to “Come and See” and observe Him as He ministered.

Some of those who spent time with Christ eventually became the Twelve. However, during the first year there were many more that spent time with Him. Christ would invite these people to go with Him as He traveled to different places. Chapters two through four of John show that people spent time with Christ in a variety of situations. During this first year they were expected to do nothing but observe. Christ was leading by love throughout this time. He was preaching, teaching, healing and casting out demons while the group of followers observed. During this period these followers placed their trust in Christ.

After various followers had been following Christ for about a year, Christ began to invite some of them to a higher level of commitment. In Mark 1:17, we read, “Then Jesus said to them, ‘Follow Me, and I will make you become fishers of men.’” At this point the disciples were being invited to “Come and Grow”. Now, in addition to observing, they also began to participate. Mark 1:38-39 says, “But He said to them, ‘Let us go into the next towns, that I may preach there also, because for this purpose I have come forth.’ And He was preaching in their synagogues throughout all Galilee, and casting out demons.” Notice that Christ said “Let us”. During this second year, the disciples became involved as participants in the ministry of Christ.

Mark 3:13-15 says, “And He went up on the mountain and called to *Him* those He Himself wanted.

And they came to Him. Then He appointed twelve, that they might be with Him and that He might send them out to preach, and to have power to heal sicknesses and to cast out demons.” This is actually a third call of Christ to His disciples. This came after they had known Christ for about 21 months. This was the call to “Come and Serve”. Luke 6:12 tells us that Christ chose the twelve from a larger group of disciples. One of the things that we notice is that Christ chose the Twelve. He did not ask for volunteers. We also see that He chose them for three reasons:

- He chose them that they might be with Him.
- He chose them that He might send them out to preach.
- He chose them to have power to heal and to cast out demons.

The first reason is the most important as it relates to the development of leadership. Since Christ was developing the Twelve for leadership, He chose to spend even more time with them. This is the key difference between the Greek model of education and the Hebrew model of training. Instead of telling the Twelve what to do, Christ chose to show them how to live and serve. During this period, Christ had to deal with many wrong attitudes in the lives of the Twelve.

In Luke 9:46-48, He had to show them by His example the importance of humility. In Luke 9:49-50, He had to show them the importance of accepting the ministry of others. Then, in Luke 9:51-56, He had to deal with their desire to get even. These teaching opportunities would never have happened in a classroom. Instead, they happened in the normal activities of daily life.

During this period, Christ also had the disciples begin to minister while He observed and encouraged. He sent out the Twelve. Later, He sent out the seventy which would have included the Twelve. Matthew 10:5-15 shows us that Christ gave very specific instructions when He sent out the Twelve. Luke 10:1-12 shows that He also gave specific instructions to the seventy. However, Christ also taught them another very important principle of leadership as He sent them out. He sent them out in teams of two rather than sending anyone alone. One of the important things that Christ wanted to do was help them learn to work as a team.

Mark 6:30-31 tells us that the Twelve gave a report of what they had done and what they had taught. Luke 10:17-20 tells us that the seventy also gave a report when they returned. As Christ listened, He was able to rejoice with them for what had happened. He also knew what things needed to be taught over the following months. In fact, Christ spent even more time with the Twelve as the time of His death approached showing them how to live, what to say and what to do. Christ made investing in the development of the leadership team the top priority of the second half of His ministry. The night before His crucifixion Christ was able to say in John 17:4, “I have glorified You on the earth. I have finished the work which You have given Me to do.” Christ knew that the disciples were equipped to carry on the ministry when He returned to heaven.

We see that Christ had a very specific process for developing the disciples. It included the following steps:

- I do while you observe
- I do while you participate
- You minister as teams while I observe and encourage
- We minister together as a team
- I send you out as the Father sent me (John 20:21, Acts 1:8)

One of the reasons for the growing shortage of spiritual leadership today is the fact that few present leaders are making leadership development a high priority in their ministry. As a result, few leaders are investing several hours each week to take potential leaders with them. This is how potential leaders are taught to depend on the power of the Holy Spirit. This is how potential leaders can be shown godly character, learn how to apply the Word of God to a wide variety of situations and

develop ministry skills so that the Lord can work through their lives.

In 2 Timothy 2:2, we read, “And the things that you have heard from me among many witnesses, commit these to faithful men who will be able to teach others also.” Then, Acts 20:20 shows how Paul trained Timothy and many others. That verse says, “How I kept back nothing that was helpful, but proclaimed it to you, and taught you publicly and from house to house.” Paul said that he showed developing leaders how to minister publicly and he showed them how to minister from house to house. As a result, these men had become the spiritual leadership team of the church at Ephesus.

We will impact not only the present generation but also the next generation as we take potential leaders with us and show them how to live and how to minister to others by our example. May the Lord richly bless you as you provide an example for others to follow.

## Helping Potential Team Leaders Become Effective in Evangelism

In Mark 1:17, we read, “Then Jesus said to them, “Follow Me, and I will make you become fishers of men.” We saw in our last topic that Christ gave this invitation to men who had known Christ for about a year. They had spent time with Him and traveled with Him to a variety of places. However, at this point Christ says that He is going to train them how to do evangelism. He tells them that He is going to show them how to become fishers of men. Evangelism is not primarily taught in a classroom. Instead, people are shown how to do evangelism where people live, work and spend their free time.

We see the next event recorded in Mark happened immediately after Christ told these men that He would make them fishers of men. Mark 1:21-22 says, “Then they went into Capernaum, and immediately on the Sabbath He entered the synagogue and taught. And they were astonished at His teaching, for He taught them as one having authority, and not as the scribes.” Matthew 4:23 says, “And Jesus went about all Galilee, teaching in their synagogues, preaching the gospel of the kingdom, and healing all kinds of sickness and all kinds of disease among the people.” By comparing these passages, we see that as Christ went to the synagogues beginning with the synagogue at Capernaum that He was preaching the gospel of the kingdom. The first thing the disciples had to learn was how to explain the gospel.

As the disciples traveled with Christ throughout Galilee, they heard Him share the gospel of the kingdom over and over. They heard the passages that He shared from the Old Testament. They heard the questions that people asked. They heard how Christ answered those questions. They saw how Christ built relationships with people. They saw how Christ showed acceptance to people. By the time they had traveled with Christ throughout Galilee, they knew what to share and how to share it to make the Gospel clear to others.

If we are going to train potential team leaders to share the Gospel effectively, we need to take them with us many times as we share the Gospel. We need to give them opportunities to see how we make contacts. They need to see how we build relationships with people. They need to hear us share the Gospel with many different people so that they can learn to share the Gospel in a variety of ways. They also need to learn how to answer from Scripture the questions that people are asking. A potential leader will learn these things best by being shown many times how to share the Gospel.

Then, Mark 1:29 and 1:33 say, “Now as soon as they had come out of the synagogue, they entered the house of Simon and Andrew, with James and John...And the whole city was gathered together at the door.” Here we see that the second thing the disciples had to learn about evangelism was to share the Gospel both in the synagogues and also in the homes. The synagogues were the center of community life at that time. As a result, the disciples saw the importance of going to the place where the people of the community gathered. They also saw the importance of taking the Gospel to people in their homes.

Paul realized the importance of showing potential leaders how to share the Gospel both publicly and from house to house. Acts 20:20-21 says, “How I kept back nothing that was helpful, but proclaimed it to you, and taught you publicly and from house to house, “testifying to Jews, and also to Greeks, repentance toward God and faith toward our Lord Jesus Christ.” As he talked with the leaders at Ephesus, he reminded them that he had trained them both publicly and from house to house. He reminded them of the fact that he had focused on both repentance and faith. Since Paul knew this would probably be his last visit with these leaders, he was reminding them of the things that were most important for them to do as they trained others.

What is important to us will become important to the potential team leaders that we are training. If we never take them with us to share the Gospel in the homes of families that are not Christians, they will not feel that it is important to share the Gospel with people in their homes. In contrast, if we take them with us many times as we share the Gospel in homes, that will also become an important part of their ministry. People do what we do. What is important to us will become important to them. One of the last recorded events in the life of Christ before He went to Jerusalem to be crucified was to go to the home of Zacchaeus. Luke 19:9 says, “And Jesus said to him, “Today salvation has come to this house, because he also is a son of Abraham.” Right up to the time of His death Christ was showing the disciples the importance of going to homes to share the message of salvation.

A third thing the disciples had to learn about evangelism is found in Mark 1:35-37, “Now in the morning, having risen a long while before daylight, He went out and departed to a solitary place; and there He prayed. And Simon and those *who were* with Him searched for Him. When they found Him, they said to Him, ‘Everyone is looking for You.’ Christ showed by example the importance of prayer in evangelism. He did not tell the disciples that they needed to pray to become fishers of men. Instead, Christ showed by His own example the importance of prayer in evangelism. He showed it is important to spend time with the Father before we try to share the Gospel with people.

The most important thing that potential team leaders need to learn is the importance of prayer. Again, what is important to us will become important to them. If they see that we pray and ask the Lord for guidance each time before we share the Gospel with others, they will also learn by example the importance of submitting to the Lord and letting Him lead them as they share the Gospel. As they hear us pray for those who are not yet Christians and pray that the Lord will open their hearts, they will be reminded that it is the Father who draws people to Christ – John 6:44.

Mark 1:38-39 give us a fourth thing that the disciples had to learn about evangelism. Those verses say, “But He said to them, “Let us go into the next towns, that I may preach there also, because for this purpose I have come forth.” And He was preaching in their synagogues throughout all Galilee, and casting out demons.” Here, we see that they had to have their vision expanded and see the need to reach out to other areas. Instead of preaching a sermon on vision, Christ just took the disciples with him as He went to the next towns. In fact, He took them with Him as He traveled throughout the entire region of Galilee.

In the same way, we need to help potential team leaders expand their vision so that they see the bigger picture of people everywhere needing salvation. Many people have a hard time seeing the big picture. They do not even see the needs in other towns, cities or countries. A potential team leader must be able to see the big picture if he is going to be able to help his team reach out to people. The potential team leader will only develop that vision as we take him with us to see the people in other areas and see their need of salvation.

Christ told the disciples in John 4:35 when they were in Samaria, “Do you not say, ‘There are still four months and *then* comes the harvest’? Behold, I say to you, lift up your eyes and look at the fields, for they are already white for harvest!” We need to take potential leaders with us and then we need to help them really see the people that are around them. In John 4, the disciples had gone into the city and all they had found was food. In contrast, the Samaritan woman then went into the same city a short time later and brought many people to meet Christ. John 4:41-42 summarizes the results, “And many more believed because of His own word. Then they said to the woman, “Now we believe, not because of what you said, for we ourselves have heard *Him* and we know that this is indeed the Christ, the Savior of the world.” The disciples had to develop a vision for the people of Samaria.

To help potential team leaders become effective in evangelism, Mark 1 has shown us four key

principles that we need to keep in our minds so that we will be effective. We need to do these same four things to help every potential team leader become effective in evangelism. We need to:

- ◆ Show them what to say by taking them with us as we share the Gospel in many different situations
- ◆ Show them the importance of sharing the Gospel both publicly and with people in their homes
- ◆ Show them the importance of depending on the Lord to guide them by showing them by our prayer life and example that we are depending on the Lord to lead and guide us
- ◆ Expand their vision by helping them to see the need of people in other areas by taking them with us as we go to share the Gospel in other areas

Only as potential team leaders are shown how to become effective in evangelism will they become effective in helping the team that they lead become effective in evangelism. Effective ministry is learned from example. May the Lord richly bless you as you help potential team leaders become effective in evangelism by your example.

## Helping Potential Team Leaders Become Effective in Follow-up

In our last topic, we talked about helping potential team leaders become effective in evangelism. Today, we will be talking about how to help these potential team leaders become effective in follow-up. Through the years, many people have become Christians and then had no one to help them grow. As a result, some Christians have spent many years struggling in their lives with little or no spiritual growth. That is not what Christ desires. Instead, the desire of Christ is for every Christian to grow to maturity. In order for that to happen, potential team leaders need to learn to become effective in follow-up so that they can help their team become effective in follow-up.

In Acts 2:41-42, we read, “Then those who gladly received his word were baptized; and that day about three thousand souls were added *to them*. And they continued steadfastly in the apostles’ doctrine and fellowship, in the breaking of bread, and in prayers.” In one day, the church began and suddenly grew from 120 (Acts 1:15) to 3,120 as 3000 new Christians were added. In addition, Acts 2:46-47 says, “So continuing daily with one accord in the temple, and breaking bread from house to house, they ate their food with gladness and simplicity of heart, praising God and having favor with all the people. And the Lord added to the church daily those who were being saved.” From these verses, we see that the Lord was continuing to add people to the church daily. How did the early church help all of these new Christians begin healthy growth?

In Acts 2:42, we see that the early church immediately began to gather Christians in smaller groups. Verse 46 tells us that these smaller groups met both in the temple and from house to house. This gives us one of the keys to help new Christians begin to grow. According to Acts 1:15 there were already 120 disciples. This was the leadership team to help these new Christians grow. In order to understand how 120 disciples could help 3,000 new Christians begin healthy growth, we need to look at the definition of a disciple.

That definition is given to us in Matthew 13:52 where we read, “Then He said to them, “Therefore every scribe instructed concerning the kingdom of heaven is like a householder who brings out of his treasure *things* new and old.” The word that is translated instructed here is the same word that is used in Matthew 28:19 where we are commanded to make disciples. In this verse, we see that a disciple:

- Is a householder – the head of a spiritual household
- Has a treasure – the treasure is the Word of God
- Is able to bring out of the treasure things that are new – has a learner’s attitude so that he or she is continuing to learn new things from the Word of God
- Is able to bring out of the treasure things that are old – is able to teach the basics of Christianity from the Word of God

There were 120 disciples and 3000 new believers. That meant that there were 25 new believers for every disciple. Since the definition of a disciple includes the fact that each disciple has become the head of a spiritual household, the Lord suddenly provided a spiritual household for each of these disciples of 25 new believers. How could each disciple help so many new believers begin healthy spiritual growth? That was the question that faced the early church. It probably meant that each disciple suddenly was responsible for 2 or 3 groups of 8 to 12 new believers.

Acts 2:42 shows us how the 120 disciples began to help all of these new believers grow. That verse says, “And they continued steadfastly in the apostles’ doctrine and fellowship, in the breaking of bread, and in prayers.” As the new believers gathered in smaller groups led by the 120, we see that they focused on four things:

- The apostles' doctrine (Bible study) – now given to us in the New Testament
- Fellowship
- Breaking of bread
- Prayers

Acts 2:42 shows us that these smaller groups were meeting both in the temple and from house to house. In the temple the believers were gathering together at the temple to observe the daily times of prayer (Luke 1:21; Acts 3:1), to praise God together (Acts 2:47) and to share the Gospel with others (Acts 2:47, 5:42). As they gathered in their homes they were doing the four things mentioned in Acts 2:42. In addition, we see that these things were happening daily and not just once a week. As we look at the things that were happening in the early church, this helps us to understand how we help potential team leaders become effective in follow-up.

First, we want to help each potential team leader learn to lead a Bible study. Notice that we did not say study a book about the Bible but rather lead a Bible study. An effective Bible study will help people do three things:

- ◆ It will help them grow in their knowledge of the passage being studied
- ◆ It will help them gain understanding of the meaning of the passage
- ◆ It will help them learn what lessons can be applied from that passage to their daily lives and help them to begin putting those things into practice

We want to help each potential team leader learn to use the who, what, where, when, why and how questions: (examples)

- Who was this book or this group of verses originally written to?
- What do these verses teach us that these Christians were to do or obey?
- Where were these Christians supposed to do these things?
- When were these Christians supposed to do these things?
- Why were these Christians supposed to do these things?
- How can we apply these things to our daily lives today?

Second, we want to help each potential team leader learn to develop a shared life (fellowship) within the group. This happens as we learn to apply the 31 positive one anothers in our relationships within the Bible study group (accept one another, bear one another's burdens, love one another, etc.). Many times, it helps to discuss one of the one anothers each time the group meets for Bible study and then focus on putting that particular one into practice until the next Bible study. Over a period of months, the group will learn all 31 and begin to learn to practice them in their relationships with one another.

Third, we want to help each potential team leader learn to lead the group in the breaking of bread. In Acts 2:46, we see that the early team leaders were breaking bread from house to house. The early church often included both communion and a meal together during their Bible study and fellowship times according to Acts 2:46. This provides an excellent opportunity for the new Christians to get their questions about the death and resurrection of Christ and the meaning of communion answered. This can also be a very effective time for evangelism as you will often have family members or friends who are not yet Christians sit in on the Bible study. As a Bible study leader explains the meaning of the death and resurrection and the meaning of communion these family members or friends have the Gospel clearly explained to them and they can be given an opportunity to repent of their sin and place their trust in Christ.

Fourth, we want to help each potential team leader learn to lead group prayer times. This provides an opportunity for the people in the Bible study to learn to pray for one another. It also is an ideal time to pray for relatives, friends, co-workers, neighbors and other acquaintances that are not yet Christians. This helps the group to develop a focus on others in prayer and not just their own

needs. This is also a time when a leader can emphasize prayer for guidance and wisdom.

In addition to helping potential team leaders learn to lead group Bible studies, we also want to help them learn to become effective spiritual parents. 1 Corinthians 4:15-16 tells us that the lack of spiritual parents was one of the great weaknesses of the church at Corinth. Those verses say, "For though you might have ten thousand instructors in Christ, yet *you do not have* many fathers; for in Christ Jesus I have begotten you through the gospel. Therefore I urge you, imitate me." A spiritual parent is a person who spends time individually with one particular person to provide a godly example (1 Corinthians 4:16), to answer specific questions (Acts 18:26), to provide the tender care of a nursing mother (1 Thessalonians 2:7-9), and to encourage the newer Christian to a worthy walk (1 Thessalonians 2:10-12).

As a potential team leader learns to lead a group Bible study for new Christians and become a spiritual parent to those new Christians, he will also be learning how to train the team he or she leads to become effective at helping new Christians grow. That will multiply his ministry both with the team that he leads and also with new Christians as he helps them grow. May the Lord richly bless you as you help potential team leaders learn to become effective in follow-up.

### Helping Potential Team Leaders Become Effective Helping Others Mature

In our last two topics, we have focused on helping potential team leaders become effective in evangelism and follow-up. Today, we will look at the topic of how to help potential team leaders help Christians grow and mature. Scripture talks about various levels of spiritual maturity: the new born babe – 1 Peter 2:2; the child not able to speak clearly (toddler) – 1 Corinthians 3:1-3, 13:11; Ephesians 4:14; Hebrews 5:11-14; the spiritual child – 1 John 2:12-14; the spiritual young man – 1 John 2:12-14; the spiritual parent – 1 John 2:12-14; 1 Corinthians.4:15-17; 1 Thessalonians 2:7-12.

There is a very real comparison between physical growth and spiritual growth. The things that were the focus of a person in his physical life at various levels of maturity will be the same things that are the focus of a person who is at that level of spiritual maturity. In order to help a developing spiritual leader become effective in helping others mature, that developing leader has to be able to understand the level a person is at in his or her spiritual maturity. He also needs to understand what is needed to help the person grow to the next level of spiritual maturity. We could use a key word or phrase to help us understand where a person is at in their spiritual development:

- ◆ Spiritual new born babe – food
- ◆ Spiritual toddler – my needs, my problems
- ◆ Spiritual child – growth
- ◆ Spiritual young man or woman – service
- ◆ Spiritual parent – care of spiritual children

First, the greatest needs of a new Christian are a spiritual parent and spiritual food to help him grow. 1 Peter 2:2 says, “As newborn babes, desire the pure milk of the word, that you may grow thereby.” In this verse, we see that the new Christian needs the milk of the word in order to experience healthy growth. However, the new Christian does not know what is milk and what is more like meat. As a result, the new Christian needs a spiritual parent who will help him to get the right spiritual food. If we do not help the developing spiritual leader learn how to help a new Christian begin to get the right spiritual food, the devil will often bring someone from a false cult who will be very willing to provide the new Christian with the wrong spiritual food.

1 Peter 2:2 says that the new Christian needs the pure milk of the word. The book of 1 John uses the phrase “Little children” many times throughout the book because it is a book that has spiritual milk for the new Christian. I personally tell a new Christian that the book of 1 John has a little over 100 verses and can be read in about 20 to 30 minutes. I encourage the new Christian to read the book of 1 John through every day for a month. Then, I meet with the new Christian several times during that month to explain the verses that he is reading. At the same time, I encourage the new Christian to begin praying for the salvation of relatives, friends, co-workers, neighbors and other acquaintances who are not Christians.

The following month, I tell the new Christian that the book of 1 Thessalonians was written to people who had only been Christians for a very short time. I tell him that 1 Thessalonians has less than 100 verses and encourage him to read that book every day for a month. For a faster reader, 1 and 2 Thessalonians only have 136 verses combined so some are able to read both books every day for a month. During that month, I also meet with the new Christian several times during the month to explain the verses that he is reading. I will also encourage him to begin asking the who, what, where, when, why and how questions that were mentioned in the topic, “Helping Potential Team Leaders Become Effective in Follow-up”.

Second, we also want to help the developing spiritual leader learn to help those who are spiritual toddlers. Just like the physical child that is one or two years old, the characteristic of a spiritual

toddler is that he is very self centered and thinks primarily of his needs and his problems. The tragedy is that there are many people who have been Christians for twenty or thirty years who still think only of their needs and their problems because they have never matured beyond the toddler stage. This is usually due to the fact that they never had a spiritual parent who took the responsibility to help them grow. If you read each of the verses mentioned in paragraph one about the spiritual toddler, you will see that everything that they say about the spiritual toddler is negative.

One of the key things to help spiritual toddlers begin to grow is to help them get into a small group Bible study. This gives them a place where the Bible study leader can help them learn to find answers to their questions from the Bible. It is also a place where they can begin to learn to relate to other Christians in a small group. In 1 Corinthians 3:1-3, we see that there was envying, strife and divisions among the new Christians. A small group Bible study provides a place where Christians can learn and apply Biblical principles to resolve their conflicts.

In 1 Corinthians 13:11, we see that the spiritual toddler speaks, understands and thinks like a toddler. A small group Bible study provides a place to gain knowledge, then gain understanding and learn how to apply Biblical principles to daily life. A sermon or lecture usually will only provide knowledge while a Bible study discussion provides opportunities to grow in understanding and obedience to the Word of God. Ephesians 4:14 says that the spiritual toddler is tossed about by every wind of doctrine and is easily deceived by false teachers. A small group Bible study provides opportunities to learn what the Bible teaches and why it is important to grow in our understanding so that we are no longer deceived by false teachings.

Hebrews 5:11-14 points out the worst thing about a spiritual toddler. In that passage we see that a person can be a Christian for many years and still be a spiritual toddler. Such a person has become dull of hearing. He has been a Christian long enough that he should be able to teach others, but instead he still needs the milk of the Word because he has not grown. Such a person is unskillful in the word of righteousness. This is usually the result of hearing but never learning how to understand and apply the Word of God to daily living. A small group Bible study provides a place where the people in it can ask questions and learn how to apply the Word of God to the situations that they face in their daily lives.

Third, we want to help the developing spiritual leader learn to help those who are spiritual children. We said that the characteristic of a spiritual child is a desire for growth. 2 Peter 3:18 tells us that Christians need to grow in two different ways. That verse says, "But grow in the grace and knowledge of our Lord and Savior Jesus Christ. To Him *be* the glory both now and forever. Amen." Here we see that we want to help the growing Christian grow in spiritual maturity and also grow in their understanding of Christ. It is very easy for people to know about Christ and yet never get to know Christ personally. 1 John 2:12-13 shows that spiritual children know that their sins are forgiven and also have gotten to know the Father. In John 14:9, Christ told Philip that if he knew Christ then he also knew the Father.

Fourth, we want to help the developing spiritual leader learn to help spiritual young men in their spiritual growth. In Acts 5:6 and 10, we see that the physical young men were known for their service. A developing leader will help spiritual young men grow and mature by taking them with him and showing them how to grow in their service for the Lord. Paul told the elders in Ephesus how he had helped them develop when they were spiritual young men. Acts 20:20 says, "How I kept back nothing that was helpful, but proclaimed it to you, and taught you publicly and from house to house." In this verse, we see that Paul had helped them learn how to minister by taking them along with him as he ministered both publicly and from house to house. As spiritual young men they had been shown how to share the Gospel publicly. They had also been shown how to share the Gospel from house to house.

Fifth, we want to help the developing spiritual leader learn to help Christians become mature Christians who are now spiritual parents to others. The basic requirement of a spiritual parent is that the person has to have one or more spiritual children. In 1 Thessalonians 2:7-12, Paul points out that he, Silas and Timothy had shown them the care of a nursing mother and provided them with the example of a godly father. In 1 Corinthians 4:15-16, Paul said that the reason why the church at Corinth was having so many problems was due to the lack of spiritual parents. Those verses say, “For though you might have ten thousand instructors in Christ, yet *you do not have* many fathers; for in Christ Jesus I have begotten you through the gospel. Therefore I urge you, imitate me.” Paul shows that the ministry of a spiritual parent is to spend much time with new Christians and invite them to imitate him.

It is a great privilege to help developing team leaders become effective at helping other Christians grow to spiritual maturity. As the verses mentioned in the previous paragraph show, this happens as godly spiritual leaders invite others to imitate their lives. May the Lord richly bless you as you spend time with developing spiritual leaders so that they can learn to be effective as they imitate you.