

(Joshua Leadership Missions College, Arusha, Tanzania, April 2004, EKB)

**Most churches are planted when God calls a man**, gives him a vision for a certain region, imparts to him a passion for the lost, equips him with gifts and ministries, anoints him with the Holy Spirit and sends him out to establish the work. He pays a considerable price to see the work established. He prays, fasts, seeks God long and hard, stays in the Word, preaches, visits, counsels, wins the lost, disciples many and lays the foundation of the work. At this stage, this man and his wife and family, carry out most of the ministry functions in the church and fulfil all the various needs that arise both spiritual and material.

For the church to grow, there has to be a move on **from one man leadership to TEAM MINISTRY**. This requires **greater specialisation** of areas of ministry and **delegation of authority**. **Faithful people have to be found and trained**, to become responsible and effective in particular ministries, in a team ministry role, *2Tim 2:2*.

Do not appoint someone in ministry until you are sure they are **faithful**. It takes time to know if a person is faithful. The best way is to train up those you have seen come to the Lord in the local church. **You can train a faithful person to be an effective minister**, but you can't make an able person faithful.

### Biblical examples of Team Ministry

**Jesus and His twelve.** Jesus called them, *Mat 4:18,21,22*, demonstrated the ministry, *4:23,24*, taught them, *5:1f*, and continued to demonstrate the ministry to them, *8:1-4,5-13,14-17,18-22,23-27* etc. Then He sent them out on their own, *10:1f*, *Mk 3:14,15*, *Lk 9:1-6,10*. He also sent out others beside the 12, *Lk 10:1-20*. After their tour of ministry, they reported back to Jesus, *Lk 10:17-21*, and he continued discipling them.

### The Leadership of the Church in Jerusalem

This was a team of elders with James as the senior elder and leader, *Ac 12:17*, *Ac 15:13-21*, *Ac 21:18*, *Gal 2:12*, *1:19*, *1Cor 15:7*.

### Jesus' Apostolic Team after His ascension

Of the 12 apostles of Jesus after His ascension, Peter was the leader, *Ac 1:15-22*, *2:14-36*, *3:4-6*, *4:8-12*.

### The Apostolic Teams of the Early Church

Paul was the leader of various apostolic teams. *Ac 13:2,9-11,13,16-41*, *14:9-12*, *16:3,9,10,14,18,28,37*, *20:4-6,17,28-32*.

### TEAM = Together Everyone Achieves More

#### Together – Oneness and Unity

**Oneness, peace and harmony** of operation are attributes of the Godhead, and the Holy Spirit works powerfully where these prevail, *Ps 133*, *Phil 1:27*, *2:2*, *Eph 4:3*, *Rom 15:5,6*, **Mat 12:25**, *1Cor 1:10-13*, *3:3*.

**Make haste to keep the unity of the Spirit**, *Eph 4:3-6*, *Rom 12:3-10*, *1Cor 3:1-4*, *1Cor 1:10-13*, *Phil 1:27*, *Phil 2:1-8*. Establish agreement on the basic truths of the Word. Use the Apostles' and the Nicene Creed. (Pastors' Notes No 83.) Allow differences of opinion on nonessential truths. There will be a lot of variation of belief in the less important things. Have a statement of faith. (121)

**Recognise and acknowledge the leadership of the team. Determine to be loyal to the leader's final decision**, when it is different to what you think, provided there is not a serious deviation from the truth of God's Word, *Ac 17:11*.

**Determine to be open and honest** about what you think, in a peaceful way. Use self-control. Refuse fear and anger. Do not get upset. Hand the problems over to God. Speak the truth in love, *Eph 4:15*.

**Have a weekly team meeting.** Pray together and worship. Appoint **someone to bring a word** from the Lord each week. Allow discussion and comment. Have one person **bring a report of their area** of responsibility each week. Pray for this. **Go through the agenda** of current events planned. Someone with administrative duties needs to prepare this. There needs to be a **calendar of planned** events for the month and maybe for six to twelve months ahead. Then there are **topics of future plans** that need to be discussed and sorted out. Keep praying in all these things.

**Pray for one another.** Support and encourage each other. Pray for the team leader often.

**Differences will arise.** Sometimes you will feel hurt and upset. The devil will always try hard to divide. Determine to always, forgive, release from judgment, hand the problems over to God, and pray fervently and effectively for each other, *Mk 11:25,26*, *Rom 2:1,2*, *Mat 7:1,2*, *1Pet 5:7*, *Ps 55:22*, *Lk 6:27,28,35-37*, *Col 1:9-11*, *Ac 26:18*.

**Work at establishing humility and servanthood** towards God and those around you. God resists the proud, but gives grace to the humble, *1Pet 5:5,6*, *Jam 4:6,7-12*, *Ps 138:6*, *Lk 18:14*, *2Chr 7:14*, *Phil 2:5-8*, *Eph 5:21*, *Gal 5:13b*, *Jn 13:3-17*, *Mat 20:20-28*.

**Humility is established upon having a secure identity in Christ.** (Pastors' Notes No 25,91,127, 261.) Significance, self worth, security in Christ are a part of having a secure identity. As we mature in God's ways, these are established in our lives and we are able to humble ourselves to serve others without becoming humiliated, (as a doormat to others).

**Our servanthood to others must be by the leading and power of the Holy Spirit.** Serve others by the Holy Spirit and the truth of God's Word.

**Team is about supporting one another** and strengthening one another. Be loyal to one another and refuse to listen to critical judgmental words spoken about another team member or anyone else for that matter. Where there appears to be a problem, go and talk peacefully and calmly to the person concerned. Work towards a merciful and just solution. Pray together and submit it to the Lord for resolution. Prayer for one another, and together for the work, is very important. Set aside a time for the team to pray together. Keep strong in your own individual prayer life.

**The presence and fullness of the Holy Spirit is essential. Be very careful to keep free from all sin.** Keep in repentance mode. When temptation comes fight it strongly and overcome. Refuse all pride, fear, doubt, unbelief, anger, unforgiveness, lust, lies, theft, immoral thoughts and actions, self consciousness, bitterness, hate and so on.

**Keep on being filled with the Holy Spirit,** *Eph 5:18,19, Lk 11:13, 1Jn 2:27.* Exercise faith to receive, *Ac 2:38,39.*

**Be strong to overcome satan's influences and the ways of the world,** *Heb 2:14, Col 2:15, 1Jn 3:8, Lk 10:19, Rev 12:11, Rom 16:20, 1Jn 2:15-17, Jn 16:33, Rom 12:2.*

**The basis of unity, is for each team member to walk in the Spirit and not in the flesh.** To do this each team member must set aside time each day to wait on the Lord and seek God in prayer, praise and in His Word. A close relationship with God is necessary to keep alive in the Spirit, walk in the Spirit and avoid the works of the flesh, *Gal 3:3, 5:16, Eph 5:18,19.* Our walk is either in the Spirit or in the flesh. Keep in the Spirit. The best time to seek God is in the early morning, *Ps 63:1-8, Mk 1:35.*

**The consensus of the Holy Spirit's leading,** in making decisions, is the ideal to be aimed at, but it does not always occur. Each team member needs to choose everything for the Lord and nothing for self. If we will to do God's will, He has promised that He will make known His purposes to us, *Jn 7:17.*

**As a team member make sure that you have no hidden agendas.** If the Lord has given you a vision that is separate from the vision of the team as a whole, share this openly with the rest of the team. Do not try and fulfil your personal vision at the expense of the vision of the team. It may be necessary to withdraw from the team to fulfil the vision the Lord has given you. The Lord may want you to leave the fulfilling of the vision He has given you, until a later time.

**TEAM = Together Everyone Achieves More**

**Everyone**

**In a ministry team, each member needs to be functioning securely in their God given gifting.** Some maybe apostles, some prophets, some evangelists and some pastors and teachers, *Eph 4;11.* Some will have gifts of helping and others of administration, *1Cor 12:28.* The nine gifts of the Holy Spirit, *1Cor 12:8-11,* need to be diligently desired, sought after, and operating. *Rom 12:5-8* also mentions, serving, exhorting, giving, leading and mercy in addition to those already mentioned.

The team members need to be aware of the **giftings of the others** in the team and encourage and build them up.

**God moulds the team into a very effective, powerful unit** and causes abundant fruit. This is way beyond the sum of the abilities of the individuals. We call it synergy.

**Division is disastrous** and has to be avoided at all costs. If you see the danger of division, or division starting, and you are the team leader, deal with the situation impartially, firmly, truthfully, sensitively, prayerfully, in faith, trusting God for a godly result.

**The basic team unit in the Lord's work is the husband/wife team,** *Ac 18:2,18,26, Rom 16:3-5.* Jesus sent out many teams of two, *Mk 6:7, Lk 10:1,* and so does the Holy Spirit, *Ac 13:2-4, 15:40.* Two are better than one because they have a good reward for their labour, *Ecc 4:9.*

In the work of the Lord there is one unseen Partner, the Holy Spirit, and He, with the other two, forms a threefold cord that will not be soon broken, *Ecc 4:12.* Once a man, who had been a sailor, told me that a threefold cord is stronger than a fourfold cord.

**In building a team, it is essential that each one who is appointed holds to the same vision as the founder/leader.** If someone is appointed who has a different vision, there are two visions and this will in time cause division.

The work that the team is seeking to fulfil and accomplish is centred around the vision given to the founder/leader. All team members need to be fully aware of the vision, *Pro 29:18, Hab 2:1-3, Ac 26:16-23, 20:24.*

**When appointing a new person to the team, do not be in a hurry, 1Tim 5:22. Take time to get to know him/her** and make sure that they are faithful, mature, capable, diligent, holy, wise, pure and godly. A carnal, selfish, fearful, proud person will cause great

problems. Basically appoint people who are humble, open and honest, prayerful, able to keep unity and oneness and who live in the fullness of the Spirit. These are people who live fully for God and submit to the Lordship of Christ, *Lk 6:46*.

**Grow your own leaders and be very wary of appointing someone from outside.** As a general rule, avoid appointing a stranger or a person you do not know very well. You know those who have grown up with you in the church.

**Write out the vision each year and distribute it to the team and to every member in the church.** The vision is what holds the church together, prevents in large measure division, and causes steady ongoing progress, *Pro 29:18*. (Without a progressive ongoing vision, the saints will dwell carelessly and the church will fall apart, *Pro 29:18*.)

**Each year the vision will progress** as the church grows. The leader of the team, and the team members, need to keep seeking the Lord for the ongoing vision.

The leader and the members of the leadership team need to **promote the vision frequently** and show by their actions and lifestyle that they are making the vision a personal priority.

The whole church is involved in fulfilling the vision as the leadership team shows the way and sets the example.

### **TEAM – Together Everyone Achieves More**

**Achieves, produces and increases the Kingdom of God.**

**God promises increase and fruitfulness** to His people who follow, obey and serve Him. In the year of famine, *Gen 26:1*, Isaac sowed in the land of promise and received in the same year an hundredfold, *Gen 26:12,13*. The Lord blessed Him.

**The blessing of the Lord is mightily upon us**, as we follow, obey and serve God. The blessing of the Lord makes us to abound in fruitfulness, *Pro 10:22, Ps 115:14,15, 2Pet 1:3,4, 2Cor 1:20, Num 23:19, Rom 4:20,21, Heb 10:23, Is 55:11*.

**God established His covenant with Abraham and his seed, which is Christ**, *Gen 17:2,7,9, Gal 3:16,17,19*, and **promised to make Him exceedingly fruitful**, *Gen 17:6, 15:5, 13:16*. Abraham walked with God, obeyed God, served God and was greatly blessed and increased by God, *Gen 22:15-18*. As believers we are in Christ, *Gal 3:27, 2Cor 5:17*, and as such are blessed with faithful Abraham.

**As spiritual heirs of Abraham**, *Gal 3:7,9*, the promises of increase and fruitfulness made to Abraham are inherited by us, *Gal 3:13,14,16,18*. As we walk by faith we are blessed with faithful Abraham, *Gal 3:9*. Because the covenant was made between God and Christ, Abraham's seed, it cannot be broken and we are in Christ.

**The key to fruitfulness and increase is through our faith and obedience to what God says to us, the Word of God, and by the blessing of the Holy Spirit.** We see this in the Parable of the Sower, *Mat 13:3-9,18-23, Mk 4:3-8,13-20, Lk 8:5-15*.

**The Sower, Jesus**, sows the Word of God in our hearts, *Mat 13:3,37*. This is the key truth of *Mk 4:13*. In this reference Jesus is saying that this parable is the key to understanding all parables. God works by His Word to accomplish His purposes, *Heb 11:3, Ps 33:6,9, Gen 1:3*.

**The seed of the Word that falls on the good ground**, of an honest and good heart, *Lk 8:15*, which keeps the Word of God, with patience, bears much fruit, an hundredfold, *Lk 8:8*.

However there are **obstacles to fruitfulness**, *Mat 13:4-7,19-22*.

1. **Hardness of heart.** The soil of the wayside is trodden hard and satan removes the seed of the Word completely, *Mk 4:4,15*. **Hardness is caused by pride**, *Dan 5:20, Jer 43:2-4*, **legalism**, *Mk 3:1-6*, **rebellion**, *Heb 3:7,8, Zech 7:8-12*, **lies of satan**, *Heb 3:13, 1Tim 4:1,2, Col 2:8, 2Cor 4:4*, **unbelief or wrong belief**, *Mk 16:9-14*.

All these add up to an inability to receive and understand God's Word, *Mk 6:35-52, 8:13-21, 2Cor 3:14, Eph 4:18*. We soften our heart to receive God's Word by:

- a. **making Jesus Lord**, King of our life, *Hos 10:12*. Seek Him as Lord. Surrender all to Him, *Rom 10:9, Pro 23:26*.
  - b. **humbling ourselves** and denying self will. *Lk 9:23, 1Pet 5:5,6, Lk 18:14*.
  - c. **taking a place of service** to others, *Gal 5:13*.
  - d. **focusing our attention on God's Word daily**, *Heb 4:12, Pro 4:20-22, Is 66:2*.
  - e. **calling out to God**, *Ps 51:7-13*, and believing His promises to give us a pure heart, *Ezk 36:25-27, Ac 15:9*.
2. The stony ground where the soil is shallow, is the **inability to endure through times of testing and persecution**, *Mat 13:21, Mk 4:17*. This is caused by:
    - a. **doubt** – *Heb 3:12, Mat 14:31*.
    - b. **fear** – *Mat 8:26, Lk 8:22-25*.
    - c. **self pity or self concern** – *Lk 10:40, Mat 19:16*.

- d. **lust**, *2Tim 2:22, 1Thes 4:3-7, 1Cor 6:9-10*.
- e. **insecurity**, *Is 41:10, Josh 1:5-9*.
- f. **rejection**, *Rom 14:4,10,13,15:7*.
- g. **unforgiveness**, *Mk 11:25,26*.
- h. **pride**, *1Pet 5:5,6*.
- i. **hate**, *1Jn 3:15*.
- j. **covetousness**, *Col 3:5*.

These things, and many others like them, cause “**shallowness**” and **inability** to hold onto our faith under pressure. As with all problems that arise from the old nature of the flesh, they are overcome and removed by:

- a. **recognising and admitting them**, *1Jn 1:9*, and confessing them to God, *Prov 28:13*. **CONFESSION**.
- b. **rejecting and standing** against them in Jesus’ Name, *Prov 1:23, Mk 1:15, Ac 17:30,31, 2:38,39*. **REPENTANCE**.
- c. **believing the promises of God to set us free** from every bondage of sin. *Rom 6:6,11,12,14,22, Phil 2:13, 1Jn 1:9, Ezk 36:25-27* and many others. **DELIVERANCE**.

3. The thorny ground, *Mk 4:7,18,19*, represents distractions from the world. This is **failure to separate from the world system of cares and worries**, (“I won’t have enough”), (how can I keep what I’ve got?), the love of riches, possessions, pleasures, entertainment, amusement, excitement, *Lk 8:14*. Jesus said we can’t serve God and money, *Mat 6:24*. Cares and worries hinder faith, *Mat 6:30*. Living in pleasure is living in death, *1Tim 5:6*.

**There needs to be a separation from the ways of the world**, its values, goals, standards, attitudes, *1Jn 2:15-17*, and a receiving of the ways of God. In *Mat 6*, for example, Jesus tells us that when we give to the poor or pray to God, we are not to boast or show off before men, but pray or give to God alone. Do not pray thoughtless repetitions but pray meaningfully. When you fast do not show off to man but fast unto God. Do not lay up money and riches on earth, but do things to store up riches in heaven. Be not anxious about food, drink and clothes, but seek first God’s Kingdom and His righteousness.

#### **God is looking for fruit in us and in our service of ministry.**

This is the fruit of the Spirit in us, *Gal 5:22,23*, and a godly Christ like character.

The fruit is also the increase of the work of the ministry in souls saved and disciples established in the Lord’s work, *Mat 21:18-22, Mat 21:33-43, Mat 25:14-30, Jn 15:1-8, Mk 11:12-14, 19:24, Mat 6:33, Mat 12:33*.

Jesus cursed the **fig tree** that was without fruit, *Mat 21:18-22, Mk 11:12-14,19-24*.

The **branch of the vine** that does not bear fruit is taken away and later burnt, *Jn 15:2,6*.

**The religious leaders of Jesus day**, who were in charge of the vineyard of the Lord, were not bringing forth the fruit to God that He required. For this reason Jesus said, “The Kingdom of God shall be taken from you and given to a nation bringing forth the fruit thereof”, *Mat 21:33-43*. This is the Israel of God, the Body of Believers in Jesus Christ, *Gal 6:16, Eph 2:15-22*. Make sure that we are bringing forth the fruit God requires of us.

**In the parable of the talents**, God’s blessing came on those who were faithful and fruitful, but His severe judgment came on the one who was not faithful and fruitful, *Mat 25:14-30*.

**In serving the Lord, we need to keep our priorities right.** In *Hag 1:2*, the people said, “It is not the right time to build the Lord’s House”. But the Lord said, “Is it time for you to dwell in your own panelled houses and leave My House to lie waste? You run everyone to his own house,” *Hag 1:4,9*. Due to wrong priorities the Lord called for a drought and this stopped the fruitfulness of His people, *Hag 1:6,9,10,11*.

**The New Testament Church was very fruitful.** On the first day of the life of the Church, they increased from 120 to 3,120, *Ac 1:15, Ac 2:41*. Several days later, through the working of a miracle and the preaching of Peter, the number increased to 8,120. This number did not include the women and children and so the total may have been 18,120. By the time we get to *Ac 5:14*, the Church had grown to such an extent, that it was not possible to count the increase, and the Word describes it as “multitudes”.

#### **The heart of God, expressed by Christ’s death on the Cross, is to win the lost, *Lk 19:10, Jn 12:47, 2Pet 3:9*.**

- a. We can consider the church to be a **mission to win the lost**. (There are other purposes for the church to fulfil of course.) It is important to keep this as a major emphasis for each one of us, on an individual level, and for the church as a whole.
- b. Along with this, it is equally as important to maintain the **fulness and anointing of the Holy Spirit** both personally and corporately.
- c. In keeping with these two vital aspects the church needs to maintain a set of **core values for its daily life**:
  - i. Refusing to get sidetracked onto some thing else. Say, “No” to all that is not in line with the vision.
  - ii. Make every effort to maintain unity and harmony together, *Eph 4:1-6*.
  - iii. Choose to be servants of one another in love, out of a secure identity, by the leading and power of the Holy Spirit. Walk in humility, *Mat 20:28, Phil 2:5-8, Gal 5:13, Jn 13:3-17*.
  - iv. Rejoice at all times in the Spirit and in the Word of God. Refuse all despair, discouragement and heaviness as much as possible, *Eph 5:18,19, Jer 15:16, Deut 28:47, Col 3:16,17*.
  - v. Keep the Cross central to all preaching and teaching, *1Cor 1:17,18, 2:2*.

- vi. Hold to the truth of the Word and examine everything in the light of the Word, *Ac 17:11*. Refuse all untruth. Speak the truth, *Eph 4:15*.
- vii. Live by faith in the Word of God. Be strong in faith and declaration of God's Word daily. Keep confessing the Word, *Jer 15:16* and acting on it at all times, *Gal 3:11, Heb 10:38, 23*.
- viii. Make prayer a priority, personally and corporately. Spend time in prayer, waiting on God, seeking His face, *Ps 63:1-8, Is 26:9, 1Thes 5:17, Eph 6:18*.
- ix. Keep up witnessing to the lost at all times, personally and as a church, *Ac 1:8, 20:24*. Proclaim Christ at all times and make the Gospel clear and plain, *1Thes 1:8, Ac 8:4*.
- x. Walk in obedience to God and to His will. Deny self will where it conflicts with God's will, *Lk 6:46, Mat 7:21*.

Write your **own gospel tracts**, photocopy them and carry them with you at all times. Encourage the believers to do this too. Pray for opportunities, boldness, words to speak, compassion and the leading of the Holy Spirit, *Prov 28:1, 2Cor 5:14, Prov 14:26, Is 44:8, Prov 3:26, 2Tim 1:7, Lk 5:10, Ac 22:14,15, Ac 4:20,31, 2Cor 3:6*. Go out among the unsaved and be there. Pray for opportunities.

Prepare sets of **studies for new believers**. Pastors' Notes, ([www.pastornotes.com](http://www.pastornotes.com)) contains two sets of studies for new believers. Train the mature believers how to counsel and disciple new believers, *Mat 28:19*. When a person gets saved appoint a believer to disciple them to maturity, *2Tim 2:2*. Introduce them to a weekly cell group.

**Fruit takes time**, *Mk 4:26-29*. God's timetable is not the same as ours. God works differently every time. Believe God for the fruit and be prepared to pray on and wait for the fruit to appear, *Jam 5:7*. Keep sowing the seed and believing God for His Word to work.

**TEAM = Together Everyone Achieves More**

**More, increase, expansion, ongoing growth.**

**It is the Lord's will for His work to increase and expand.** "The Lord shall increase you more and more, you and your children, you are blessed of the Lord who has made heaven and earth", *Ps 115:14,15,KJV*. It is God's will for all your family to be saved. God is the God of family salvation, *Ac 16:31-34, Is 54:13, 49:25, 44:3*. As your children grow in the Lord they will be with you in the ministry. Your wife or husband will be your strongest support and armour-bearer, *1Sam 14:13*.

**At first the opportunities of service and ministry are small and varied**, *Lk 16:10*. As you do all unto the Lord, *Col 3:17*, in faithful diligence, He brings increase, larger opportunities and responsibilities, *2Cor 10:15, Zech 4:10*.

**Be prepared to wait for the Lord's timing.** "An inheritance may be obtained hastily at the beginning, but the end will not be blessed," *Prov 20:21*.

Learn all you can. **Be prepared to serve under someone else** diligently and faithfully and help to fulfil his vision, *Lk 16:12*.

**Be faithful in the little things**, *Lk 16:10*.

**Be faithful in all money matters**, *Lk 16:11*. Do not put your hand into the tithe money and help yourself. Let the church board decide what your salary will be. Appoint two faithful believers to be in charge of the finances, in counting, recording and banking.

As your church grows and becomes established, you will need to **train faithful believers to take responsibility** for various aspects of the life of the church. **This will release you to expand your ministry and the ministries of the church.** The Lord will enlarge your vision and open up many more opportunities of ministry.

There will be steady increase.

Besides building the local church and perhaps planting daughter churches, the Lord will open up **mission opportunities to the nations**, *Ps 2:8*.

The church will become a sending church. Doors of opportunity to the nations will open to you and the church. "The earth is the Lord's and the fullness thereof, the world and they that dwell therein." *Ps 24:1, Mat 28:18-20, Mk 16:15*.