

of service, so the body of Christ may be built up." A multiple staff in a local church is similar to the coaching staff of a football team. The senior pastor is like the head coach, responsible to direct and motivate his staff to train and oversee the activities of the larger group, the congregation. Working with the head coach of a football team is a backfield coach, a line coach, a defensive coordinator, and others. These men have clearly defined responsibilities. They are not simply young men using their subordinate positions as a stepping stone to becoming head coach; they are experts in their own right. They are seasoned specialists whose efforts are part of a total effort to get the football team ready for action. Subordinates on a multiple staff should fit this description. Too often they do not. In so many cases, an assistant pastor or youth pastor is simply "getting experience" in preparation for becoming a senior pastor. Because of this, many who occupy subordinate positions are young, unseasoned, and restless.

d. The team approach is also evident in the New Testament in the work of evangelism and church planting. The Lord Himself called twelve men to Himself and trained them to be His apostles. The Apostle Paul followed this pattern in his missionary work in that he almost always had companions with him wherein he labored. The chart on the following page illustrates this fact.