

in seeing to it that everyone is busy at an important task. There are several reasons why this is not always the case.

a. The leader may be reluctant to give up any area of ministry to a member of his team. He may try to find busy work for people to do or may hand out a few assignments which are limited in scope and which can be accomplished in a relatively short period of time, e.g. Why don't you go and visit the Smith family today?

It is important that the team leader realize that he must be willing to hand over to another minister working under his direction, an area of ministry that can be developed and expanded. The subordinate must be "turned loose" to exercise his gifts in a given corner of the harvest field. This should include authority to make decisions and policies in that area with the approval of the team leader and the church's official ruling body.

b. The leader may not acknowledge that the other members of the team minister to the whole congregation. The team leader may hand over an area of ministry, i.e. education, youth, singles, evangelism, etc. to a member of his team, but he may seek to isolate that person in that particular area. In the attempt to have division of labor and no overlapping of responsibilities, the leader bricks his assistant or associate into a corner. The man is made to feel that he is not part of a team ministry to the congregation, but is a hired specialist charged with a certain limited function. Herman J. Sweet speaks of the effect of this on the young minister: