

- P: Primarily because I think in a team, each member has a very definite sense of how he personally fits into the whole picture; there is a sense of fulfillment that he has. He feels that his contributions, his ideas, and his leadership are absolutely essential for the smooth functioning of the team.
- JG: In other words, individual members would have a sense that their work has worth, and that they have worth within the team?
- P: And this isn't just something that you do to make him feel good, but this must be the way that it is in reality. I would very prayerfully attempt to determine, on the basis of the person or persons that I was working with, just why God had brought these people together. I would start out on the assumption that, in the province of God, these people are together because God Himself had brought them together; the Lord Himself had a special way for that group of people to fit together and function. The first thing I would do, if I were starting from scratch, is I would just get together with everybody and share that with them. We would try to determine what God's blueprint for our particular situation is as we walk by faith. We would determine very specific areas and roles of ministry and how they fit into the overall church pattern. Then I would also want to build in flexibility enough to re-evaluate and change the situation if necessary. I would try to steer away from guys being too pigeonholed. I think that's another aspect in which what I was involved in, was not so much a team. Each person had an area, and did not care what the other fellow was doing. Every person was thinking about himself. Whereas a team, hopefully, is thinking about the whole ministry. In keeping with Philippians 2, there should be concern about the interests of others. If you don't have that in the leadership of the church, you won't have it in the church. Then you've got a really bad church. If you have that in the leadership, on the other hand, you will see that begin to permeate down into the church by example.
- JG: Would you have a goal oriented team ministry if you were leading a team? Would you try to define goals and objectives, and if so, how would you do that in a way that would be different from the way it was done in the team in which you were active?
- P: I'm not sure exactly what goal oriented is, because I've never thought of myself as a goal oriented person, so in the sense of what I was through, it would not seem goal oriented compared to that. I do think it is very important to define objectives. I think the place to start is the Scriptures. A lot of times people say, for instance, one of our goals is that everything we do is to be done to the glory of God. Some people say that's too general. That kind of a goal isn't going to do you any good. I think a set of general goals, what the Scriptures say the goals of the ministry