



Seminar 2

TEAM MINISTRY

Lecturer: Rev. Angel Roldán

The concept of Christian Team Ministry

The Bible speaks of soldiers of Christ.

2 Timothy 2:1-3

“As for you, therefore, my child, be clothed with inward strength by the grace which is in Christ Jesus; and the things which you heard from me personally in the presence of many witnesses, these things commit as a trust to trustworthy men who are of such a character as to be capable of teaching others also. Take your part with others in enduring hardships as a good soldier of Christ Jesus.

The Holy Spirit is showing us that a good soldier of Christ should display divine, sacrificial love towards other soldiers of Christ (team members) by enduring hardships together; persecution; disappointments; and challenging times. The priority of the team member is not self, but the success of the team.

The concept of a soldier in the Bible is both challenging and also instructive for Christians in ministry. In the military, a soldier is submitted to authority at all times and soldiers are required to engage in battle by following orders and protecting each other from harm. The same is true in Christian ministry. Our battle is spiritual; we need to pray for each other, for our team, and we need to care for the wellbeing of each member of the team.

Members of a spiritual team can be neither dependent nor independent; they must be interdependent within the context of a team relationship. Each member is to be mutually submitted to the other team members so they can be a part of fulfilling the goal of building up the entire team.

The Lord will build the team if each member is open and surrendered to His Lordship. This means that when a team member is submitted to God's Word and His will, all other aspects of his/her service in the team will be successful and blessed by God.

Psalm 127:1, “Unless the Lord builds the house, they labour in vain who build it.”

In Scripture, the body is the most frequently used metaphor for team relationships. The body is diverse, but expresses itself as a single entity. The life of the body comes from its sense of wholeness; the life is not found only in its individual members.

Romans 12:3-8

“For I am saying through the grace which is given me, to everyone who is among you, not to be thinking more highly of himself, above that which the necessities in the nature of the case impose upon him to be thinking, but to be thinking with a view to a sensible appraisal of himself according as to each one God divided a measure of faith. For even as in one body we have many members but all the members do not have the same function, thus we, the many, are one body in Christ, and members severally (respectively) one of another. Having therefore gifts differing according to the grace given us, whether that of prophecy, prophesy according to the proportion of faith; or serving, exercise that gift

within the sphere of service; or teaching, within the sphere of teaching; or he who exhorts, within the sphere of exhortation; the one who distributes of his earthly possessions, in the sphere of an unostentatious (*modest*) simplicity; the one who is placed in a position of authority, with intense eagerness and effort; the one who shows mercy, with a joyous abandon.”

Members need to discover their specific mixture of spiritual gifts. The team should help members find their gifts. Serving is the best way to identify and develop our God-given gifts and talents.

1 Corinthians 12:27-29

“And as for you, you are Christ's body and members individually. And God indeed placed some for His own use in the Church, first apostles; second, prophets; third, teachers; then workers of miracles; then gifts of healing; also those whose ministry it is to help others; and administrators; and different languages. Not all are apostles, are they? Not all are prophets, are they? Not all are teachers, are they? Not all are workers of miracles, are they?”

Colossians 1:18

“And He himself is the Head of His Body, the Church. He is the originator [i.e. the creator], the firstborn out from among the dead, in order that He might become in all things himself the One who is pre-eminent.”

Ephesians 4:1-3

“I beg of you, please, therefore, I, the prisoner in the Lord, order your behaviour in a manner worthy of the divine summons with which you were called, with every lowliness and meekness, with longsuffering, bearing with one another in love, doing your best to safeguard the unanimity of the Spirit in the bond of peace.”

Psalms 133:1

Behold, how good and how pleasant it is for brothers to dwell together in unity!

Practical steps to developing unity and cohesiveness within a team:

Pray together about each other's needs and the needs of the group.

Develop a forgiving, accepting, and loving team atmosphere.

Identify the group as an entity.

Build upon a sense of group history, i.e. building on a foundation.

Set aside time for social activities.

Set clear attainable goals.

Treat team members as people, not machines.

Use the strength of the team to impart faith and vision to any member who might be growing "cold".

Encourage the group to be open, honest, trusting, and vulnerable.

Every team needs to have an ongoing Christian-development program.

Good teams depend on both proper leadership and organisational structure

Gifted leaders generate confidence. The spiritual oversight of a ministry is the best source to identify new, upcoming leaders. The group itself can help identify those who have the most developed leadership gifts. A newly appointed leader should be on probation.

It is important to understand that faithful servants are to be trusted, rather than just “gifted” servants.

A gifted person who is immature and self-seeking can be very destructive to the team. Over-estimating oneself can lead to disharmony and will allow the enemy to interfere.

The structure of the team should be flexible, able to adapt to any necessary changes or improvements.

Proverbs 16:18

Pride goes before destruction, and a haughty spirit before stumbling.

Romans 8:5

For those who are habitually dominated by the sinful nature put their minds on the things of the sinful nature, but those who are habitually dominated by the Spirit put their minds on the things of the Spirit.

QUALIFICATIONS OF A TEAM MEMBER:

No matter how many years we have been Christians, we are constantly growing in Christ. It is a process of maturity and sanctification that takes place until the day we will be with Jesus.

God wants to influence every part of our lives; the Holy Spirit is eager to bless us and to make us fruitful.

A team member is to relate to the other team members in the Spirit. Relating in the Spirit is seeing Jesus in one another. It means that we don't allow the flesh (self, pride, ego) to interfere. It's not about being "right", but about being RIGHTEOUS.

God's grace, love and sacrifice for each other makes the relationships between the team members very special, with harmony, common purpose, vision and supernatural strength in difficult times. Praying for one another is an important part.

Romans 8:5-6

"For those who are habitually dominated by the sinful nature put their minds on the things of the sinful nature, but those who are habitually dominated by the Spirit put their minds on the things of the Spirit. For to have the mind dominated by the sinful nature is death, but to have the mind dominated by the Spirit is life and peace."

John 15:5

"As for myself, I am the vine. As for you, you are the branches. He who maintains a living communion with me and I with him, this one is bearing much fruit, because apart from me you are not able to be doing anything."

Galatians 5:22-26

"But the fruit of the Spirit is love, joy, peace, long-suffering, kindness, goodness, faithfulness, meekness, self-control. Against such things as these there is no law. And they who belong to Christ Jesus crucified the evil nature with its dispositions and cravings once for all. In view of the fact that we are being sustained in spiritual life by the Spirit, by means of the Spirit let us go on ordering our conduct. Let us stop becoming vain-glorious, provoking one another, envying one another."

Every team member must have the attitude of a servant.

A team member must have proper motivation

2 Cor.5:14-15

"For the love which Christ has [for me] presses on me from all sides, holding me to one end and prohibiting me from considering any other, wrapping itself around me in tenderness, giving me an impelling motive, having brought me to this conclusion, namely, that One (Jesus) died on behalf of all in order that those who are living no longer are living for themselves but for the One who died on their behalf and instead of them, and was raised on their behalf."

The team member should be emotionally mature

Being emotionally mature means having the ability to deal constructively with reality. It means having the capacity to adapt to change. It means having a relative freedom from symptoms that are produced

by tensions and anxiety. It means having the capacity to submit any negative emotion to the Holy Spirit. It means having the capacity to relate to other people in a consistent manner with mutual satisfaction and helpfulness. It means having the capacity to love. The team member should be accepting of others.

A team member should be a good student of the Word

Being emotionally mature does not mean being perfect, but submitted to the Holy Spirit and God's Word. Young King David was wiser than his elders:

Psalm 119:97-104 NASB

O how I love Your law! It is my meditation all the day. Your commandments make me wiser than my enemies, for they are ever mine. I have more insight than all my teachers, for Your testimonies are my meditation. I understand more than the aged, because I have observed Your precepts. I have restrained my feet from every evil way, that I may keep Your word. I have not turned aside from Your ordinances, for You Yourself have taught me. How sweet are Your words to my taste! Yes, sweeter than honey to my mouth! From Your precepts I get understanding, therefore I hate every false way.

A team member should constantly experience the love of God

Eph.5:1-2

“Be becoming therefore imitators of God, as children beloved, and be ordering your behavior within the sphere of love, even as Christ also loved you and gave himself up in our behalf and in our stead as an offering and a sacrifice to God for an aroma of a sweet smell.”

Understanding yourself and your spiritual gifts is important. This includes knowing your temperament, character and personality in order to receive correction from God's Word when needed.

It is important to learn to understand God's calling.

1 Peter 2:9

“But as for you, you are a race chosen out, king-priests, a set-apart nation, a people formed for [God's own] possession, in order that you might proclaim abroad the excellencies of the One who out of darkness called you into participation in His marvellous light.”

Four dimensions of spiritual life in Jesus' life on earth.

He was baptised in the Holy Spirit

Luke 3:22-23.

“And the Holy Spirit in a form like that of a dove descended upon Him, and a voice came out of heaven, As for you, you are my Son, the beloved one, in whom I take pleasure. And Jesus himself when beginning His ministry was about thirty years of age, being a son, as was supposed, of Joseph who was the son of Heli, He was led by the Spirit.”

He was empowered by the Spirit

Luke 4:14

“And Jesus returned in the power of the Spirit into Galilee. And a report went out through the whole of the surrounding countryside concerning Him.”

He was controlled by the Holy Spirit

Luke 4:1

“And Jesus, in the control of the Holy Spirit, returned from the Jordan and was continually being led by the Spirit in the uninhabited region.”

He continued to be filled with the Spirit

Luke 4:18

“The Lord's Spirit is upon me because He anointed me, to announce good news to the poor. He has sent me on a mission to proclaim release to those held captive and recovery of sight to those who are blind, to send away in release those who are broken by calamity.”

Every son or daughter of the living God has been given the Holy Spirit. Like Jesus, His power, wisdom, love and anointing reside in us as believers. God has given us everything so we can be imitators of Christ.

2 Corinthians 5:18

“But the aforementioned all things are from God as a source, the One who reconciled us to himself through the intermediate agency of Christ and gave to us the ministry whose work is that of proclaiming the message of this reconciliation.”

GODLY LEADERSHIP

Jesus showed us what real, godly leadership is. Jesus was never forceful; never judged (only the Pharisees); never demanded; never had His own agenda; and never got offended. He was always humble; always serving, giving, forgiving, teaching by example, loving even towards His enemies; and He depended on the Holy Spirit in order to do the will of the Father. He led without coercing: He was not a “boss,” but a servant.

As leaders, we need to imitate Jesus. The members of a team or family will follow the leader with the characteristics of Jesus. A leader with his/her own agenda, ambitious, forceful, self-seeking, proud, with an inflated ego, this kind of leader will have to force his authority. A true leader will not have to force his or her authority upon team members.

Suggestions for Leaders:

Do not use people to promote yourself.

Pray for the team members.

Be willing to make sacrifices.

Communicate effectively goals and vision.

Develop trust within the group.

Raise the status of the other members.

Make Jesus the motivation for serving

Display integrity of character.

Seek God's direction.

Be a peacemaker.

Surround yourself with honest, trustworthy counsellors.

Be a good learner.

Be humble, put others first.

Always correct in love.

Do not compromise God's Word and principles.

A leader needs to depend on God. The tendency can be to depend on self, especially in very busy times when we might feel overwhelmed. The human nature tends to want to depend on self.

In the Old Testament Israel asked God to grant them a HUMAN KING instead of God being the King of the Jews. **This is a demonstration of man wanting to be independent from God.** Despite the prophet's warnings, they insisted on having a human king. God granted them their request.

1 Samuel 10:17-19

“Thereafter Samuel called the people together to the Lord at Mizpah; and he said to the sons of Israel, “Thus says the Lord, the God of Israel, ‘I brought Israel up from Egypt, and I delivered you from the hand of the Egyptians and from the power of all the kingdoms that were oppressing you.’ But you have today rejected your God, who delivers you from all your calamities and your distresses; yet you have said, ‘No, but set a king over us!’ Now therefore, present yourselves before the Lord by your tribes and by your clans.”

TEAM STRUCTURE

The team structure should promote good communication.

Team organisation should encourage maximum participation.

The team structure needs to be reviewed and evaluated regularly and changed as needs dictate.

PRINCIPLES OF ADMONISHMENT

"To lovingly confront one another in wisdom." The goal is to help the person realise more of his resources and completeness in Christ.

Colossians 1:28

“whom we are constantly announcing, admonishing every man and instructing every man in every wisdom in order that we may present every man spiritually mature in Christ Jesus.”

Romans 15:14

“But I have reached a settled conviction, my brethren, even I myself, concerning you, that you yourselves also are full of goodness, having been filled completely full of every knowledge with the result that you are in an abiding state of fullness, able also to be admonishing one another.”

Admonishing needs to be done in a spirit of wisdom, praise, and gratitude; and with an instructive goal in mind.

Colossians 3:16,17

“The word of Christ, let it be continually at home in you in abundance; with every wisdom teaching and admonishing each other by means of psalms, hymns, spiritual songs, with the grace singing in your hearts to God. And all, whatever you do in the sphere of word or deed, do all in the Name of the Lord Jesus, constantly giving thanks to God the Father through Him.”

The goal is not to shame or "put-down" the person, but to train him as a child is trained.

1 Corinthians 4:14

“Not as shaming you am I writing these things, but as my children, beloved ones, I am warning and admonishing you.”

Ephesians 4:15

“but speaking the truth in love, may grow up into Him in all things, who is the Head, Christ.”

What is a servant?

Diakonos – "One who executes the commands of another."

Doulos – A slave, bondman, "One who serves another to the disregard of one's own interest."

"One who is bound so strongly to another that only death can break it."

Jesus demonstrated these characteristics while on earth and now as our High Priest.

Matthew 20:26-28

“It is not thus among you. But whoever among you desires to become great, he shall be your servant. And whoever among you desires to have the position of preeminence, he shall be your slave; just as the Son of Man did not come to be served but to serve and to give His life as a ransom in exchange for and instead of many.”

Galatians 4:7

“So that no longer are you a slave but a son, and since you are a son, you are also an heir through God.”

As sons and daughters of God we have the privilege and responsibility to imitate Jesus.

1 Peter 2:2 “For to this very thing were you called [namely, to patient endurance in the case of unjust punishment], because Christ also suffered on your behalf, leaving behind for you a model to imitate, in order that by close application you might follow in His footprints.”

