

GM: Probably a combination of the two. Ideally, the first would be great if we could do that. The problem is that many of us, and I include myself, are still grappling with the question, "What are my spiritual gifts?" This is especially true among young people coming out of schools, going to the mission field, many of them with very little Christian work experience. I think it is very difficult to know what your gifts are if you haven't had opportunities to be involved in Christian work. Therefore, to sit around for years and say I'm not going to get involved in Christian work until I know what my gift is, this is putting the wrong emphasis on it. I think that the way that you are going to learn to be a good swimmer is to jump into the water and try, and not just sit around and say, "I wonder if I am a good swimmer?" Get in the water and try. If you see that there is strength there, then keep moving in that area. Otherwise, try your hand at something else. I encourage young people, while they are in their training period, to get involved in as many different types of Christian work as they can, and do some open air preaching and do some child evangelism, and student work, or teaching, or whatever it is, and seek right now to exercise yourself in that area to see if the hand of God is upon you in that particular type of activity, and if you are gifted there. And, of course, you can listen to what other people say who have observed you in that. They can say, "Look, you really are a teacher," but you can't really know that unless you get out and try. Many of those that are coming out are not completely sure of exactly what their spiritual gifts are. I think if we had to wait to form a team on the basis of knowing exactly what personalities are going to work together and what gifts are going to complement each other, we would probably still not have a team. At the same time, we are not just grouping people haphazardly together. This has been done on various mission fields when they have seen the weakness of working alone. Some missions have moved toward consolidating their people, and saying, "Work together as a team." It's been almost disastrous because I do think there needs to be some degree of oneness of heart and oneness of vision that draws those people together, and then they work together from that rather than just kind of sticking them together and saying, "Make it work."

JG: What would be the process that you would use to achieve unity and harmony in structuring a team?

GM: Well, I think that, of course, it takes a lot of prayer and a lot of talking. For example, I have to speak in terms of my own experience in the team that we have there in Pordenone. To give you an example, a missionary said to me, "I'm going home this summer for several months and I'm going to come back with a team like you have in Pordenone. I just want you to give me a couple pointers as to how to do this." I said, "Brother, if you can get