

are, should be clearly defined and set down, and everybody should understand them, and should meditate on them and really attempt to evaluate everything by those and then I think the Lord will lead in terms of specific goals as well. I think that it is important to have them. The way that I would try to arrive at those is instead of having my goals imposed upon the other people, I would attempt to, no less than twice a year, get together for the express purpose of re-evaluating goals and setting down goals with everybody contributing. I would have a brain-storming session where everybody could have the opportunity to really share what they would love to see take place. Then pray over those for a week, and then come together again, and set down specific things, and then determine how we are going to reach them. Then I would delegate to each individual member what his particular part in reaching that goal would be. I think that there is not anything wrong in putting a target date to each goal. The whole thing is done in kind of a more spiritual atmosphere, more than a fleshly atmosphere. If we don't reach the goal, it's not a failure, and I think that needs to be understood. On the other hand, God is able to do over and above everything we ask or think, so He may well cause the goal to be way more than reached. I think there needs to be a constant reminder that God is the one who is going to bring that goal about. God is the one who will allow us and enable us to reach that goal. I know again, that sounds general, but I know that what I was involved in was not really fraught with that kind of a feeling, that kind of a sense. I would continually want to convey that to the staff.

JG: Thank you very much.

Discussion questions for interview #2

1. What are the right and wrong ways to use goals to motivate a team toward productivity?
2. What are the advantages and disadvantages of using management techniques used in industry or business in leading a ministerial team?
3. To what extent should each team member's sense of personal worth be important to the team leader and the other team members? Is there Scriptural evidence to support your answer?