

order to get any job done there has to be a delegation of duties and a division of duties in order to fully serve the body of Christ. No one person can possibly do it all.

JG: If you were going out to look for a man to add to your staff, how would you judge that he had the spiritual gifts to fit into your particular situation?

TL: I think by the way the Lord has been using him. For instance, we have a man who works in visitation who is very comfortable in that situation. He likes to minister especially to the shut-ins and the older saints. He has had a real blessing of God upon that area of ministry, if you want to call it the gift of helps and things of that sort, it's been very evident that he has been very useful in that area. So he fits into that niche. One of the difficulties, I think, in the team ministry is that sometimes because of the limitation of funds, or because of the very nature of things, the multiple staff becomes a training ground, and a lot of the young men who come on staff are aiming to be the senior pastor and therefore, they are not really content in what they are doing. It is a matter of stepping-stones to something else. I think that is just an inherent problem that we have to live with, but I would like to have someone who is called and is content in that area in which he is working at that time, who feels a fulfillment in the body of Christ even though later the Lord may lead him to something else. There should be that settled idea that he feels what he is doing is very important in the name of Christ and has a sense of fulfillment in that area.

JG: How would you, as a leader of a team, delegate work to your staff?

TL: We have a job description, and I would encourage all aspiring people on church staffs, or in Christian organizations, to have job descriptions. I think it is very important to have one. I think the job description provides guidelines, but we don't chisel them on stone. I feel we should constantly be stretching our staff; giving them new things to do; new challenges; give them room to grow. We gain feedback from them and there should be an openness. I hope my staff, and maybe you should ask my staff this, but I hope they feel open to any exchange of ideas. And that's not necessarily in the framework of staff meetings, although they are important, but I think it's just a natural life-style. The Lord chose the twelve first to be with Him, and I think there should be the idea of having time spent together where you fellowship together as brethren.