

Recruitment And Teambuilding

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I. Introduction.

A. The cities are growing more rapidly than the rural areas, so a plan needs to be made for reaching them. (Palm 60:9)

B. We are to number our days. (Psalm 90:12, 39:4)

C. Keys to developing a work of God: recruitment, building a team, growing pains in the ministry and personal growth.

II. Recruitment.

A. Recruit from the base of evangelism.

1. Make evangelism the unchanging heart of your ministry.

2. It is a temptation to get too involved with other things to evangelize. (2 Timothy 4:2)

3. As you reach out in evangelism there is nothing to inspire and motivate your people more than to do what you want them to do.

B. Recruit a few good men.

1. Recruit people to yourself. (1 Corinthians 11:1)

2. Recruit people to a vision—something bigger than to you or them.

3. Recruit people to Jesus Christ.

C. Do not overlook humanly unlikely candidates. Recruit people to impossibilities. (Matthew 9:9)

D. Form a band of men, out of which will come a team. (Nehemiah 2)

1. This should be in community.

2. This should be in fellowship and worship in God's Word and Prayer.

3. This should be in the battle, which is evangelism.

E. Jesus' four objectives.

1. Immediately to help the people around him by healing, restoring, preaching and teaching.

2. Short range to die for the sins of the people and to rise from the dead.
3. Long range to leave behind a multiplying group.
4. Finally to return to earth again and to usher in a new heaven and a new earth.

F. Only God gives men and women. (John 17)

III. Building a team.

A. We can really get busy and not accomplish much, thus we need to reprioritize often. (1 Kings 20:40)

B. Make man-to-man the heart of your ministry.

1. This is the key to preventing a team from becoming a cold organization.
2. It is the counterbalance to using men's souls instead of caring for them.
3. It is the embodiment of the principle of the worth of the individual.

C. Help men discover and develop their own gifts.

D. Concentrate on three or four men.

1. Be prayerful in selecting these.
2. Be impartial in sharing your time.

E. Believe in people despite their limitations. (John 1:42)

F. Do not promote people on the basis of potential but only after proven. (1 Timothy 3:6)

G. Learn to clearly communicate your vision.

1. The quality of communication may be your greatest asset.
2. Try to over-communicate rather than under-communicate. Whatever can be understood will be understood.

H. Put highest priority on team unity. (Psalm 133, John 13:34-35, John 17, Ephesians 4:3)

IV. Growing pains.

A. Every Servant of God will spend time in the universe.

1. This is to find out whether the person believes that God can really provide “a table” in the wilderness. (Psalm 78:19)
2. Moses, David and Jacob had preparatory periods.
3. These periods can involve the loss of a loved one, loss of a special relationship, failure in the ministry, having friends become enemies (Psalm 55:12-14), an illness physical or emotional and waiting upon God

B. Expect opposition, enemies, and sin from within the team and without.

1. One must be a diligent intercessor because of this.
2. Sin: we never arrive until we are home with the Lord.
3. Suffering: you are appointed to suffer if you are to grow and mature in the Lord Jesus Christ. (Philippians 1:29, 3:10)
4. Self control is developed through gratitude for diversity.

C. Expect leadership differences. (Acts 16:31-41)

1. Most differences can be worked out.
2. Some differences may take years.
3. Do we not learn lessons from those who stand against us?

D. Recognize your greatest enemy. It is you and always will be.

E. Confess your sins to one another. (James 5:16)

1. The confession of sin is the conquest of self, which gives spiritual authority.
2. This is the road to humility and God will honor it.

F. Failure is the stepping stone to success. (Proverbs 24:16)

G. Deal with problems.

1. Do not pretend they will go away if you ignore them.

2. Deal with problems and raise up leaders. (Titus 1:12)

3. Your greatest opportunities are cleverly disguised as insurmountable problems.

V. Personal growth.

A. Put Christ's love and the cross before self and ministry.

B. Only the love of Christ can motivate us. (2 Corinthians 7:14)

C. Desire to be a man or woman of God. (1 Timothy 3:1)

D. Stress character development over ministry skill. (1 Timothy 3, Titus 1)

1. Your life is the fifth Gospel.

2. You are a letter written to all men. (2 Corinthians 2:2-3)

E. The glory of God must be one's chief end. (1 Corinthians 10:31)

F. Learn to ask questions.

G. Exalt, study and personally apply the Word of God. (Ezra 7:10)

H. Learn to be a thankful person. (1 Timothy 2:1-2)

1. It is being filled by the Spirit. (Ephesians 5:18-21)

2. It exhibits trust unto God.

I. Maintain a clear conscience before God and man.

1. This is the best anecdote to pride.

2. It helps us to discern the call of God. (Acts 24:16)

3. It enables us to be holy before God. (1 Timothy 2:8)

Application questions.

1. Select a principle from each of the speaker's four topics. What stands out to you about that topic?

2. What is the place of suffering in the Christian life? What attitude is the believer to have towards it?

3. What one principles can you apply personally to your life this week? Explain how you will go about this.
