

11. Developing Team Goals

In previous topics, we have talked about helping the team develop unity of purpose and team objectives. A purpose statement tells what we are called to do as a team, and can often be stated in the following way: Our purpose is to glorify God by... (the way we complete this statement tells what the team is called, by God, to do). In our last topic, we saw that a team will usually have three to five objectives that tell how a team is going to carry out that purpose. The objectives tell us what we believe the Lord has called us to do, and also helps us to say no when suggestions are given that are totally unrelated to our purpose and objectives.

Today, we will be talking about developing team goals to help us accomplish our objectives so that we fulfill the purpose God has called us to do as a team. We will use the purpose and objectives that we gave in our previous topics to show how we develop goals. That purpose and objectives were:

Purpose: Our purpose is to glorify God by making healthy reproducing disciples. In order to carry out this purpose we have the following four **objectives**:

- ◆ Reach – reach people for Christ by bringing them to true repentance and faith
- ◆ Teach – teach people the Word of God so that they know what they believe
- ◆ Train – train people to serve the Lord by taking them with us and showing them how to serve the Lord effectively
- ◆ Send – send people out to reproduce themselves by having the same purpose and objectives

As a team, we want to develop goals that will help us carry out each one of these objectives. Usually, we will have several goals to help us reach each objective. Some of these goals will be ongoing, while others will be for a specific period of time. We might use Luke 15:3-7 to illustrate four goals that we have as we seek to reach people for Christ. Those verses say, “So He spoke this parable to them, saying: ‘What man of you, having a hundred sheep, if he loses one of them, does not leave the ninety-nine in the wilderness, and go after the one which is lost until he finds it? And when he has found *it*, he lays *it* on his shoulders, rejoicing. And when he comes home, he calls together *his* friends and neighbors, saying to them, “Rejoice with me, for I have found my sheep which was lost!” I say to you that likewise there will be more joy in heaven over one sinner who repents than over ninety-nine just persons who need no repentance.””

In these verses, we see several things (goals) that are involved in reaching people for Christ and bringing them to true repentance and faith. We might list the following four areas of goals to help us carry out our objective to reach people for Christ. Those four areas are: seeking, finding, folding, and feeding. We might state these as goals in the following way:

- ◆ In order to reach people for Christ, and bring them to true repentance and faith, we will help each team member learn how to **seek** those who are lost, by taking them with us to show them how to make contacts with people where they live, work, and spend their free time.

Christ demonstrated how He trained the disciples (His team) to seek people in Matthew 4:19 and 23, where we read: “Then He said to them, ‘Follow Me, and I will make you fishers of men.’...”

²³And Jesus went about all Galilee, teaching in their synagogues, preaching the gospel of the kingdom, and healing all kinds of sickness and all kinds of disease among the people.” Christ did not just expect the disciples to go out and share the Gospel with others. Instead, Christ took the disciples with Him for many months before He sent them out in teams of two. During this period, the disciples had the opportunity to see how Christ made contacts with many strangers, so He would have the opportunity to share the Gospel with them.

We teach the members of our team how to seek those who are lost when we take them along with us as we go to make contacts and share the Gospel. In this way, they are being shown how to make contacts with the lost. The reason Christians do not share the Gospel with the lost can be summarized by one word – fear. They are afraid, because they do not know how to make contacts with strangers. They are afraid, because they have never been shown how to share the Gospel clearly. They are afraid, because they have never been shown how to share the meaning of repentance and faith. They are afraid, because they have never been shown how to depend on the Holy Spirit.

As we take new team members with us, we show them how we depend on the Holy Spirit as we pray and ask the Lord to give us His wisdom to speak and His power to share the Word of God with boldness. They hear us pray that the Lord will help us to make contacts, and they begin to learn to depend on the Lord to help them make contacts. They see how the Lord helps us to develop friendships with the lost. They listen as we share the Gospel with people from many different backgrounds. They listen as they hear how we explain the meaning of repentance and faith in many different situations.

- ◆ In order to reach people for Christ, and bring them to true repentance and faith, we will help each team member learn how to **find** (lead a person to Christ), by showing them how we lead people to Christ where people live, work, and spend their free time.

In Luke 15:4b, we read that a person, “goes after the one which is lost until he finds it”. As a team leader, our goal should not be just to sow seeds. 2 Corinthians 5:11a says, “Knowing, therefore, the terror of the Lord, we persuade men.” Paul shows what it means to persuade men in Acts 26:28-29, where we read: “Then Agrippa said to Paul, ‘You almost persuade me to become a Christian.’ And Paul said, ‘I would to God that not only you, but also all who hear me today, might become both almost and altogether such as I am, except for these chains.’”

Paul was continually showing those with him how to lead people to Christ. Acts 19:8-9 says, “And he went into the synagogue and spoke boldly for three months, reasoning and persuading concerning the things of the kingdom of God. But when some were hardened and did not believe, but spoke evil of the Way before the multitude, he departed from them and withdrew the disciples, reasoning daily in the school of Tyrannus.” In this passage, we see that those with Paul saw how he handled opposition from those who rejected the Gospel. They also saw Paul lead people to Christ and help them begin to grow.

- ◆ In order to reach people for Christ, and bring them to true repentance and faith, we will help

each team member learn how to **bring to the fold** those who respond to the Gospel, so they can fellowship with other Christians.

In Luke 15:5-6, we read, “And when he has found *it*, he lays *it* on his shoulders, rejoicing. And when he comes home, he calls together *his* friends and neighbors, saying to them, ‘Rejoice with me, for I have found my sheep which was lost!’” As a team leader, we want to show each member of the team how to incorporate new Christians into a church where they can have fellowship with other Christians. We show the team how we take the new Christian to meet other Christians, rather than just telling them to find a good church. We show the team how to help other Christians celebrate the spiritual birth of a new Christian. This is important for the team, the new Christian, and other Christians who need to see how the Lord is working.

- ◆ In order to reach people for Christ, and bring them to true repentance and faith, we will help each team member learn how to **feed** (get into a follow-up Bible study), so the new Christian can begin to grow.

The early church was not satisfied to just lead people to Christ. Acts 2:41-42 says, “Then those who gladly received his word were baptized; and that day about three thousand souls were added *to them*. And they continued steadfastly in the apostles’ doctrine and fellowship, in the breaking of bread, and in prayers.” The new believers were not just left to grow on their own. The team that the Lord had developed (one hundred and twenty disciples according to Acts 1:14-15) immediately took the responsibility to begin follow-up with these new believers. The team immediately began Bible studies throughout Jerusalem. The verses above tell us that four things were emphasized in these Bible studies:

- Bible study
- fellowship
- breaking of bread
- prayer

Once we have defined our purpose and our objectives, then, we determine the goals needed to reach each of those objectives (just as we have illustrated above). If the goals are to show each team member how to understand and carry out the process of evangelism, then, we, or one of the other team members, take each new team member with him and show him how to carry out the process of evangelism by example. According to Ephesians, 3:20, an equipped team, that learns to yield to the Lord, will see the Lord work mightily. “Now to Him who is able to do exceedingly abundantly above all that we ask or think, according to the power that works in us.” May the Lord richly bless you as you help the team, the Lord has given you, learn to develop and carry out goals that bring glory to God.