

# “Building Teams”

*Aka Team-teaching on Team-ministry*

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*Tragically, the traditional model of Christian leadership and ministry is often one of isolation, loneliness, and “go-it-alone”. The Word of God has a different pattern in mind for the church: team! Community in the ministry and congregation requires community in the leadership! In these two sessions we will explore the Scriptural background for team ministry, examine why we too often end up ministering alone, and take an in-depth look at how to actually build and minister through teams.*

*In the early years of his ministry, Dr. Jason Koppen made two different attempts at building teams that failed. One of the greatest strengths of the Indian Bible College today, however, is the team that ministers as the staff of the school.*

**Disclaimer, thank you, and invitation...**

## **Why do teams?**

- NT pattern
- Trinitarian example
- Practical benefits (morale, buy-in, consistency in transition)

## **Why we DON'T do it (breakout session)**

- Stuck in the OT (w/ the “Moses model”)
- Don't **know** we need to
- Never seen it modeled (IBC's failure towards its alumni)
- Fear (“I don't know how to depend on others”)
- Pride (“I don't need others”)
- Lack of OTHERS around us
- Lack of OTHERS that believe in teams (plurality of conviction)
- High rate of turnover (not enough time and consistency to build a team)
- Lack of prior commitment to unity and to discipleship (IBC Core values 1 & 2)

➔ In summary: they are not natural, accidental, or easy. Healthy and vibrant teams are the result of intentional effort, the supernatural working of the Spirit, and are a sign of the divine blessing of God.

## **How we (personally) got here**

- Jason's story—insecurity and self-doubt
  - Three consecutive failures before IBC
- Daniel's story—heartache and disappointment

## **What teams look like (biblical evidence)**

- Trinity—equal in value, distinct in role and “personality”
- Evangelistic teams (Mark 6:7; Luke 10:1)
- “The Three”—Peter, James, & John (Matthew 17:1; Mark 5:37; Mark 14:33)
- Paul's ministry teams
- Local church Elder team and decision-making (Acts 13:1-3; 14:23; 15:1-22; 20:17-38; 1 Timothy 5:17; Titus 1:5; James 5:14)
- Team discipline (Matthew 18:16; 1 Timothy 5:19)
- The pastoral pattern (1 Peter 5:1-5)

## **What teams look like (practical realities)**

Must have the right people in place, so must discern their disposition towards teams. Are they:

1. Wanting to?
2. Willing to?
3. Unable to or unwilling to?  
(Golfers vs. basketball/football players)

Teams work best under a

- common theology and philosophy
- diverse giftings, perspectives, and personalities

Two different kinds of teams:

1. Teams where everyone is co-equal
2. Teams where there is some semblance of hierarchy (far more common—sports/coach; marriage/husband, missions/directors, churches/sr. pastor, etc.)

Community in the congregation <-> community in leadership

Leadership teams are the best literal application of 1 Corinthians 12 (Jesus as head)

Two keys: intimacy and inter-dependency (same two keys as the life in the Spirit!)

### **What it takes/costs (breakout session)**

Build it into the core values and then filter it down into the DNA (talk is cheap)

*→We do nothing alone that we CAN do together (decision-making, discipleship, discipline, even teaching!)*

If the leader isn't shepherding the team members the team will never be healthy (discipling the team-members into unity).

*→It is not just about the team you can build but the team you can model...People need to see it modeled (we can only reproduce what we know)*

Must have time and longevity (doesn't happen quickly or if there is a high level of turnover)

Protecting your staffing (is this prospective recruit a team-player? Don't bring them into the team if they are not!)

The key player is the key leader—people only believe they are a part of a team if they have confidence that they have a voice!

Again: healthy teams only happen if the prospective team-members WANT them to happen! You've got to have the right people!

### **Take-aways**

Am I a team-player?

- Do I want to be a part of a team?
- Am I willing to support the decisions of the group if they differ from my personal opinions?
- Am I just as good of a listener as I am a talker?

If already a part of a team: How I can more fully embrace and build into that team?

If ministering alone: How can I join or build a team? (Proximity and geographical closeness is best, but don't miss the possibilities of technology.)