

weakness; that you work with other people. That is, of course, very difficult many times because we are all unique individuals. So we are looking for people who recognize the uniqueness of each individual created in the image of God, and who recognize the strength that there is in the uniqueness of an individual rather than insisting that the individual think the way that he or she does or be like they are. Rather being one in the Lord, not because we are alike, but because we have the same head and we are members of His body. This is not always easy to find, especially among, may I say, older missionaries who have perhaps been on the field longer and are used to a pattern of working alone. It's not as easy for them to move in this direction, but for younger people coming out to the mission field, fresh from Christian service in the states, or Bible school, or seminary, we found a greater willingness to attempt to work together on teams.

- JG: If a person is oriented toward working individually, how do you get them to work together in seeking to accomplish a task?
- GM: Well, it definitely involves an educational process which takes time, and I think actually that process should begin before they get on the mission field. One of the things that Bible schools, where the vast majority of missionary candidates come from, are starting to re-think is, "Should we be teaching young people now while they are in Bible school to work together in teams?" A lot of schools are moving in this direction. The school I am going to this month is corresponding with different people about their burden for creating team working evangelists and church planters while they are in Bible school, and I think that this is important. This education can be started now.
- JG: Would that be done through the practical work department, putting together teams of people, or would it be actually done in courses?
- GM: I think a combination of the two. In fact, trying to coordinate classes with outreach, which I think is very important. They were starting to do this when I was in Bible college, but nothing that could be compared with what could be done. The idea of having a close-knit group of people working together in a classroom situation and studying in that class, perhaps principles that involve the outreach that they have on the weekends, has proved to be very helpful.
- JG: How do you structure a team so far as individual spiritual gifts? Do you try to put a team together choosing people who would complement one another as far as spiritual gifts, or do you just take a group of people who are interested in a particular area and hope that they will gel?