

a team in three months, praise the Lord!" I don't think it's going to happen that fast. The people that are with us here in Pordenone, most of the contacts were made as many as eight years ago, and it has been through talking together, praying together, sharing my burden for Italy, my burden for evangelism and church planting with as many people as I can, and then seeing come to the surface different ones who kind of latched on to that and are convinced that, yes, this is the way I'm thinking; that is the way I want to move. I would have to say that the vast majority of people who talked to me about being part of our team there in Pordenone, I have kind of rejected in my mind, or told them to think of something else. It's got to be people that you really sense have a oneness of vision and a oneness in burden. Working together with people like that on a very careful basis, not saying, "Oh, I want you to be on the team," but, "Let's pray about this and talk about it." You must get to know them in the context of their home or whatever, and it's been a very slow, careful process in our situation of picking, if you want to put it that way, the team members that are on the team. We are still quite a motley crew in a way when you stop and think about it. Yet there is a real oneness of heart and purpose that has come after years of praying and laying out before them exactly what it is we want to do there and then seeing the Lord bring to us the people of His choice. So, spiritual gifts have been one of the considerations but not the only consideration. I would have to say that spiritual qualities have been far above spiritual gifts in terms of the requirements we are looking for.

JG: What is the function of leadership in a team, or what is your concept of team leadership?

GM: Teamwork without leadership is disastrous. I think that the reason some attempts at teamwork on the mission field have failed, has been because of this very thing--lack of strong leadership. I don't think that we are being unscriptural in insisting that there be somebody who is leading and who is saying this is what we are going to do. That doesn't mean that the team doesn't have a say in it, but it is very important that we study again the patterns given to us in Scripture and see how the Lord works, and then pattern our work in the same way. Whether it is on the human level of Paul and his team in the book of Acts or on the divine level of God the Father, Son and Holy Spirit working together, we see in the trinity itself, order and subordination. We say in theology class equal in essence, but there is subordination in the jobs or offices in which the different members of the Godhead function. The Father is sending the Son, the Son is moving in obedience to the Father, and the Father and the Son are sending the Holy Spirit. It's not that one is necessarily better than the other, but there is definite order and there is definite authority and answering to