

ACTION TEAMS ON TARGET I (ATOT01)

INTRODUCTION

Fifty years of experience in HCF work in more than 100 countries has taught us that God's Word is indeed everything it claims to be. It contains God-given principles for the advance of His Kingdom that are valid for every country on earth. We gladly share the principles God has seen fit to reveal to us thus far as part of our service to you. We want to pray and seek God's face with you on how to apply these principles in your culture and situation. Discovering together what God wants is one of the most exciting and rewarding aspects of serving Him!

CRITERIA FOR BEING ON TARGET

1. Vision in line with God's plan for the world.
2. An organization structured for the effective fulfilment of that vision.
3. A strategy that will enable the well-structured organization to fulfil its vision in the best way possible.
4. Effective management of the well-structured organization to ensure that it functions according to the strategy to fulfil the vision.
5. Fruitful relationships with Churches and organizations who share a similar burden for reaching the Health Field of the world.

ACTION TEAMS ON TARGET I(ATOT01)GOALS:

To share Biblical principles to enable local action teams to function excellently, for God's honour and glory.

Participants to understand and become further involved and committed to God's vision for the Health Field of the world.

Team members are to commit themselves to do whatever the Lord requires of them for the fulfilment of His vision for the Health Field of the world.

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SCRIPTURE READING:

1 Corinthians 12:1-26

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STUDY 1: H.C.F. VISION

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- . H.C.F. VISION IN PRACTICE
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- a growing number of conversions in the Health Field
- prayer, evangelism and discipleship strategies in a growing number of hospitals.
- conferences on relevant topics as part of the overall strategy (International, Regional, National, Local).
 - a literature and media bank/library geared to the needs of patients, health field staff and HCF staff.(catering mainly for large language groups)
 - development work done in and service rendered to local churches.
 - training given to interested Christians on how to build God's Kingdom in the Health Field.

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- ## THE PRAYER NETWORK

Each knot is a prayer meeting, each line indicates a health field worker.

Keep in mind for the Prayer Network:

Personal Prayer

Quiet Time, prayerful attitude at work and at home, habit of turning your heart to the Lord whenever you have a free moment, telegramme prayers whenever the opportunity arises.

Group Prayer Suggestions

Prayer triplets, on-the-spot prayer, telephone prayer, early morning prayer, prayer breakfast, half/full day of prayer, half or full night of prayer, weekly prayer meeting prayer weekend or conference, prayer with/for patients.

What to pray for

- Each person in the group can start praying for 3 specific people: for the development of a love relationship between them and God.
- The practical demonstration of God's love to patients (Total Patient Care).
- The development of pure and loving relationships between staff members.
- That senior health field staff would understand and implement Godly principles.

THE EVANGELISM STRATEGY

God wants us to be reconciled to Him.

He yearns for the restoration of the loving and righteous relationships which have been broken because of our rebellion. He "wants all men to be saved and to come to a knowledge of the truth." 1 Tim.2:4 also Ez.33:11 and Hos. 11:7-9

Jesus "came to seek and to save what was lost".

Lk 19:10 "But He said, 'I must preach the good news of the kingdom of God to the other towns also, because that is why I was sent.'" Lk.4:43

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"As the Father has sent me, I am sending you." Jn 20:21 and Mark 16:15 "Go into all the world and preach the good news to all creation."

God thinks it is necessary and good to preach the gospel. He gave this command based on His understanding of the deepest needs of mankind. Therefore God's command requires wholehearted, unconditional obedience.

Consider the extremely high price paid on Calvary to reconcile each person back to God. 1 Pet. 1:18-19. We never need to be ashamed of such a glorious message. Rom. 1:16

Consider the reality of eternity, heaven and hell.

ETERNITY

Jn 14:1-3, Rev.21:1-7

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2 Thes.1:8-9, Rev.20:11-15

The love of Christ urges us

2 Cor. 5:14; Rom. 5:5

We will give account

Ez. 3:18-19 ; 2 Cor. 5:10 and Dan. 12:3

Purpose of Evangelism

- the restoration of loving and holy relationships between us and the Lord

The three aspects of Evangelism

- Sowing Jn 4:36-37
- Watering 1Cor.3:7
- Reaping Ps.126:5,6

The result of this would be the restoration of loving, holy relationships between God and man as well as between man and his neighbour. To do this we must provide each patient and health field worker with a valid opportunity to respond to Jesus Christ.

A Strategy

Under the guidance of God, we can work out and implement effective strategies for the salvation of the lost.

- To reach the maximum amount of people in the shortest time.
- It does not absolve us from personal responsibility to share the Gospel.
- Some people are gifted to be evangelists, but ALL Christians have been commanded to share the Gospel.

Personal Evangelism-

Practicing Total Patient Care - body, soul and spirit - includes the awesome challenge and responsibility of sharing the Good News effectively through our life and our words. What we speak about Christ must be underlined by Christlike attitudes and conduct in our daily walk. Jesus calls His disciples the salt of the earth and the light of the world. Mt.5:13-16.

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- Personal and group evangelism
- Total Patient Care
- Bibles, New Testaments, Gospels
- HCF library in the hospital
- Evangelistic films, videos, slides
- Gospel tracts - pro Jesus Christ and high quality
- Radio and TV programmes on Hospital stations
- HCF cassette ministry for patients and staff
- Ward services - Sundays, Christmas, Easter
- Drama/song groups
- Various types of meetings

At least 20% of all patients who pass through this hospital each month to be provided with an opportunity to receive Christ as their personal Lord and Saviour.

What is Discipleship Training?

God's Kingdom is a kingdom of loving and holy relationships because its King is loving and Holy. These relationships do not develop automatically because of our naturally selfish disposition. We have to learn how to have and become mature in loving and holy relationships with God, people and ourselves. What we have learned, we must teach to others (disciple them). This is what discipleship is all about - we teach other people to do the same. They in turn, must repeat the process.

UNCONVERTED "DISCIPLE"	FOUNDED DISCIPLE	STEADFAST DISCIPLE	MULTIPLYING DISCIPLE
+)), A disciple	1Cor.3:10-11	Gal.5:1	2Tim.2:2
.)- of any- thing or	+)), Converted	Being trained and	Training some
any-body but Christ	.)-	becoming consistent	who, in turn, train
	+)), Full	in:	others, in:
+)), No assur-	.)- assurance: 1	+)), Bible	+)), Prayer
.)-ance of salvation	Jesus in heart	.)- study	.)-
	2 Name in book of	+)), Prayer	+)), Evangelism
	life.	.)-	.)-
+)), Something	3 Sin forgiven	+)), Witnessing	+)), Disciple-
.)- or some-	4 Eternal life	.)-	.)- ship
body is the		+)), Walking	
foundation of his life	+)), Commitment	.)- in the	
	.)- to be a true	Spirit	
	disciple of Christ	+)), Follow-	
		.)- up of new	
	+)), Jesus	converts	
	.)- is the foundation	+)), Fellowship	
	of his/her life	.)- with other	
		Christians in prayer	
		and Bible study	

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- The Great Commission Mt.28:18-20
- The example of Jesus Christ: 3, 12, 20, 70, 120
- The effect of multiplication: - the only way in which the whole world will be reached for Christ, is if the Church also grows by multiplication
- Trained leaders are often the result of discipleship training.

- General discipleship training is what all Christians need. It ranges from follow-up to the training of mature, multiplying disciples.
- Many organizations and churches have produced materials that can be used, eg Evangelism Explosion, Master-life, Navigators, Campus Crusade for Christ, Youth With a Mission, Operation Mobilization, Youth for Christ etc.
- Specialized discipleship training relates to the practical living out of Christianity in a specific area, eg the Health Field. This is the kind of discipleship training that we emphasize in HCF. We provide it in various ways, including:
 - * Bible study groups
 - * Training seminars/conferences
 - * Training courses: 3 weeks - 3 months
 - * Person-to-person coaching
 - * Training workbooks, etc.

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HISTORY

- * function in every country on earth,
- * that would have maximum flexibility,
- * be easily understood,
- * promote communication and co-operation, reduce duplication,
- * accommodate growth readily,
- * make use of people's gifts,
- * talents and interests,
- * avoid a top-heavy hierarchy,
- * encourage creativity and maturity,
- * maximize the results of evangelism in the Health Field.

In 1997 the Lord made clear that He wanted HCF to continue with its policy to decentralize, that we should focus our efforts in developing effective National Fellowships; He also wants us to actively develop networks of relationships with like-minded organizations and groups and develop a new flexibility in reaching the vision He has given. That means that a new era has dawned for HCF worldwide. The criteria for effective National Fellowships were developed by the all the international leaders and were refined at another international leadership conference in 1999.

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Two to nine well-communicating persons moving together towards the fulfillment of shared, God-given goals in the light of the H.C.F. vision.

PURPOSE AND VALUE OF ACTION TEAMS

To effectively manage and participate in the HCF work for which they are responsible. Action Team members do this in collaboration with the rest of the HCF family.

As a member of a Local Action Team, one can collaborate with others for maximum effectiveness in serving Jesus Christ at work. Together one would stand stronger to build the Kingdom of God in the Health Field.

Here are some examples of teams encountered in the Word of God:

- Moses and the 70 leaders
- David and his men, especially the 30 mighty men 2 Sam.23:8-39
- Gideon and 300 men Judges 6-8
- Shadrach, Meshach and Abed-nego Dan.3
- Nehemiah - the book of Nehemiah
- Jesus and the twelve
- Paul, Timothy and Silas

- Nadab and Abihu Lev.10:1-2
- Korah, Dathan and Abiram Num.16
- Builders of the tower of Babel Gen.11:6

- they work together for a common goal
- they have effective communication that centres around those common goals
- they accomplish more working together than they could working alone

It is important that the team goals and individual expectations are compatible. Often the Lord has already begun to burden people's hearts to fulfil His plan. However it is important to talk about these ideas, so that everyone can participate in the planning. If goals are not shared, some members will work on projects alone and others will sit alone!

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together:

- ## Effective communication

- Pray together as often as possible.

- Build trust in the relationship by proving yourself to be reliable, consistent and

- Obtain clarity about behavior you do not understand rather than making negative

- Use an agenda and written goals as explained further in this workbook.

Sound co-operation

- Learn effective handling of conflict together. You should always take the first step, see Mt.5:23 and Mt.18:15.

- Each member should be accepted as part of the team and their opinion and personality should be taken into account.

- a Maintenance Roles - each member should learn to assume the following roles within the team when required:

- FOLLOWER: allows others to take the lead and use their abilities whenever possible.

- **PROTECTOR:** tries to shield fellow team members from outside or inside interference to achieve the team's goal.

- b Production Roles - members generally play one of the following roles:

- **INITIATOR:** offers suggestions and recommendations for the group's consideration.

- **DATA COLLECTOR:** gathers facts, figures and other information needed to assist the group with its work.

- . PURPOSE AND DEFINITION OF A LOCAL ACTION TEAM
- . EFFECTIVE LOCAL ACTION TEAMS
- . PLANNING IN A LOCAL ACTION TEAM
- . TASK DESCRIPTIONS OF THE SEVEN MINISTRIES
- . HOW TO START A LOCAL ACTION TEAM
- . APPLICATION

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PURPOSE AND DEFINITION OF A LOCAL ACTION TEAM

. EFFECTIVE LOCAL ACTION TEAMS

• **MULTIPLICATION:** The number of Christians in the Action Team's area ought to increase and grow in maturity. In addition, the Action Team should aim at multiplying itself by establishing other Action Teams in areas where there are none as yet. This is to be done in co-operation with the next-in-line Action Team.

- Many Christians today do not like the idea of planning. They feel it binds them, confines God and is even un-biblical.

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- ## THE OMR APPROACH FOR TEAM PLANNING

PLANNING: 1. Outcomes ----> 2. Methods ----> 3. Resources

ACTION : 1. Resources --->> 2. Methods ---->> 3. Outcomes

An OUTCOME is a concise descriptions of what we believe God wants to bring to pass through us. These descriptions, even though brief, are broader in scope than goals, and are not measurable.

- To get more Health Field Christians involved in Prayer Triplets.
- Health Field staff reached with the Gospel and through them, the patients.
- Health Field Christians to promote Biblical standards in ethical matters, boldly and wisely.
- Effective HCF Action Teams established at all levels in our country.

Outcomes need to be defined more clearly so that we can measure our progress towards fulfilling them. A good set of requirements for these statements is summarized in the acronym S.M.A.R.T.I.E.S.

S = stimulating

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Some examples of goals:

- SUPERVISION OF PROGRESS MADE

TASK DESCRIPTIONS OF TEAM MEMBERS

HCF recognizes that prayer is the dynamic force linking the needs of men with God's abundant provision for the fulfilment of His purposes. The Prayer Officer seeks to:

- FIELD/EVANGELISM

The responsibility of the Field Officer is to:

- ## TRAINING/DISCIPLESHIP

The purpose of training is to produce men and women who bear the image of Jesus Christ and equip them to effectively fulfil the vision of God for their lives. The task of the Training Officer is:

- to establish and maintain effective training programmes and discipleship strategies in collaboration with Training Officers on other levels.
- stimulate more mature Christians to begin "giving what they have."

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- ## LITERATURE AND MEDIA

- edit and publish a local or district newsletter, where deemed necessary. Send items regularly for inclusion in the national newsletter.

- donations towards the support of full-time HCF staff should be channelled correctly.

- raise finances in ways that will meet HCF standards.

- send a report of the conference to the National Action Team.

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- . THE IMPORTANCE OF EFFECTIVE ACTION TEAM MEETINGS
- . VARIOUS ASPECTS OF EFFECTIVENESS
- . PREPARATION FOR EFFECTIVE ACTION TEAM MEETINGS
- . THE MEETING ITSELF
- . AFTER THE MEETING
- . APPLICATION

STUDY:4 EFFECTIVE BUSINESS MEETINGS FOR ACTION TEAMS

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THE IMPORTANCE OF EFFECTIVE ACTION TEAM MEETINGS

- Effective meetings mean good stewardship of the time, resources and people entrusted to us by the Lord.
- Effective meetings promote good communication, give clarity about responsibilities and motivate people for constructive team action.
- Unnecessary meetings can destroy our objectives and frustrate everybody involved.
- Many people think that holding or attending a continuous string of meetings is a sign of their power and importance - the exact opposite is true. If meetings are merely routine or unnecessary, they are a sure sign of bad management.

VARIOUS ASPECTS OF EFFECTIVENESS

SPIRITUAL EFFECTIVENESS

Meetings are spiritually effective if they help an Action Team to discover God's will and act on it.

MANAGEMENT EFFECTIVENESS

Action Team meetings are effective from a management perspective if they help that team:

- to set God-given goals
- to develop feasible plans
- to assign clear responsibilities for the parties involved
- to communicate well with one another.

RELATIONSHIP EFFECTIVENESS

Action Team meetings are effective as far as relationships are concerned when the team members are helped to:

- learn how to express the agape-love of God toward one another
- share one another's burdens so that they really function as a team, as part of the body of Christ.

PREPARATION FOR EFFECTIVE ACTION TEAM MEETINGS

Careful preparation is the best way to keep any meeting on target and on time. It will cut the meeting time in half.

CLARIFY THE OBJECTIVES

- The chairman and/or the secretary should note the specific objectives of each meeting and put them on the agenda. Keep the following in mind as the objectives are written:

Why are we holding this meeting?

What do we want to achieve at the meeting?

What do I want to achieve after the meeting is over?

Is this "everyday business" - activities and communications or are we making new long term goals; thinking and praying through a new strategy? It is best not to mix the two.

- In deciding when to call a meeting it is useful to note that the closer one gets to a big event, usually the more often one needs to meet.
- Is the meeting to include a time of fellowship? Often it is better not to mix business matters and fellowship. Why not have the fellowship afterwards when there is no time limit or pressure. Then those who need to leave, are free to do so. Good times of fellowship will ensure maximum involvement.
- Meetings will drag on interminably and be totally wasteful because of a lack of shared objectives.

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. CHAIRMAN/TEAM LEADER

. PRAYER OFFICER

. FIELD/EVANGELISM OFFICER

. TRAINING/DISCIPLESHIP OFFICER

. MEDIA OFFICER

. DEVELOPMENT OFFICER

. CONFERENCE OFFICER

. FINANCE OFFICER

. APPLICATION

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CHAIRMAN/TEAM LEADER

- PRAYER OFFICER

- FIELD OFFICER

- TRAINING OFFICER

- MEDIA OFFICER

- arrange for adequate supplies of HCF literature to be available for all meetings, seminars etc.
- write articles, make posters, print handbills or whatever advertising materials are to be used through all the possible channels. eg church magazine, newspaper, radio hospital notice board etc.
- Obtain books for sale at meetings, preferably on "sale or return" basis from a Christian bookstore. Be responsible for the sale, handling of book finances and return of unsold books afterwards.

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- in collaboration with the Field Officer arrange for workers to address different groups of people who may not have previously been acquainted with HCF. e.g. high school or university students, or at a church service, prayer meeting or the medicals of a church immediately after the service.
- arrange for staff to meet with "important" or key people e.g. a pastor, medical superintendent or head of nursing/education.

- be responsible for arrangements of camps, conferences or seminars during the visit of the staff worker. A weekend conference can be most effective at the conclusion of a tour to stabilize and confirm all that has been done.

- be responsible to see that all expenses of the visit are covered. Normally travelling expenses of the staff worker should be reimbursed and accommodation, meals and local travelling expenses provided. If the local group members have been trained to give regularly this should not create problems.

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SAMPLE: AGENDA FOR AN HCF ACTION TEAM MEETING

1. WELCOME BY CHAIRMAN (SETTING OF TIME LIMITS, REMINDER OF MEETING OBJECTIVES)
2. OPENING DEVOTIONAL AND PRAYER TIME
3. MINUTES OF THE PREVIOUS MEETING AND THINGS TO DO LIST
4. INCOMING MAIL
5. PRAYER
6. EVANGELISM/FIELD
7. DISCIPLESHIP/TRAINING
8. FINANCES/DEVELOPMENT
9. CONFERENCES
10. LITERATURE/MEDIA
11. NEXT MEETING - DATE, AGENDA POINTS
12. CLOSING PRAYER