

EMBASSY

COLLEGE



TEXTBOOK (ACADEMIC VERSION)

Developing Leadership Teams

COURSE: HOW TO ASSEMBLE APOSTOLIC TEAMS (AT681)

Dr. Ron Cottle



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DEVELOPING LEADERSHIP TEAMS

DESIGNING EFFECTIVE TEAMS
FOR THE 21ST CENTURY



BY
DR. RONALD E. COTTLE

DEVELOPING LEADERSHIP TEAMS

DESIGNING EFFECTIVE TEAMS FOR THE 21ST CENTURY

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DEDICATION



This work is dedicated lovingly to the army of great men and women, filled with love for God and a fire to serve Him and lift up others, who are my “Spiritual Sons and Daughters” in ministry.

I love and honor you. You never cease to push me higher, lead me deeper, and encourage me to become better. Your trust in me humbles me. Your love for me astounds me.

I am grateful and joyous,

Ron Cottle, Founder/Overseer
CLEN/ACTS/CLST
Columbus, Georgia

TEAMWORK
IS THE ABILITY TO WORK TOGETHER
TOWARD A COMMON VISION.
THE ABILITY TO DIRECT
INDIVIDUAL ACCOMPLISHMENTS
TOWARD ORGANIZATIONAL OBJECTIVES.
IT IS THE FUEL
THAT ALLOWS COMMON PEOPLE
TO ATTAIN UNCOMMON RESULTS.

— Andrew Carnegie

ENDORSEMENTS

Dr. Ronald Cottle again paves the way for greater effectiveness with this important new book. Well-orchestrated apostolic teams, sensitive and responsive to the Holy Spirit, will see tremendous response and Christ's Kingdom purposes will be advanced. This book points the way, giving practical insights undergirded by the author's vast ministry experience and fruitfulness.

Dr. David Shibley, Founder
Global Advance
Dallas, TX

Developing Leadership Teams is an excellent handbook for every church leader in any capacity. It is imperative to understanding and reaching the world for our Lord. The book is replete with ways to realize the importance of apostles in the Kingdom. Dr. Cottle uses natural and spiritual examples for teamwork, i.e. "The massive cable of the San Francisco Bridge is made up of 17,464 individual wires to hold up the bridge" What team work!

I have known Dr. Ron Cottle for 23 years and he lives what he teaches and preaches. This is his masterpiece to the Body of Christ. Along with him...I will, also, mentally "light up a cigar." Thanks Dr. Cottle for your life.

Bishop Sam Drye, Founding Pastor
Harvest Cathedral
Macon, GA

DEVELOPING LEADERSHIP TEAMS

Dr. Ronald Cottle is one of the great apostolic minds and leaders in the world today. His academic scholarship combined with years of experience make him an expert in ministry practice—especially in regards to the Apostolic movement. This book on assembling the apostolic team is filled with fantastic stories, quotes, and insights and can save leaders years of heartache if they would merely take the time to read this brilliant book! I highly recommend it!

Dr. Joseph G. Mattera, Overseeing Bishop
Resurrection Church, Christ Covenant Coalition
Brooklyn, NY



Dr. Ron Cottle has done it again! *Developing Leadership Teams* is a much needed gift to the Body of Christ. As Lead Pastor of a local church (as well as a high school football coach), the wisdom found in this book has already allowed me to ramp up my own leadership and sharpen my skills. This practical and insightful book will navigate you from selecting team members to training and releasing them in ministry. I am sure the pages of this book will wear out long before the powerful Biblical truth contained in these pages ever will. *Designing and Building Leadership Teams*, should be required reading for every leader seeking to build winning and successful teams in the Kingdom of God.

Greg Williamson D.Min., D.D., Senior Pastor
Valley Christian Church,
Hopewell Junction (Poughkeepsie) New York

DEVELOPING LEADERSHIP TEAMS

Dr. Ronald Cottle has produced an answer to prayer with this insightful book. It is a strategic blueprint and formula for creating a dream team of kindred believers to fulfill the Great Commission and propagate sound, biblical truth in the earth! Out of the wisdom of this book comes a strategy which brings victory and ultimately glory to God.

Bishop Dale Carnegie Bronner, Sr.,
Founder/Sr. Pastor/Author
Word of Faith Family Worship Cathedral
Atlanta, GA



After reading *Developing Leadership Teams*, I realized this insightful book of nine wonderful chapters is like a key ring with nine tried-and-true keys that unlock the secrets of unity and vision needed to revolutionize our churches and organizations.

Dr. Ron Cottle shows the power of teamwork using a perceptive assortment of illustrations, real-life stories and Scripture, making the point that “The Bible is a book of teamwork.” These keys are not for momentary excitement, but for building churches and ministries that last, bringing great glory to God and satisfaction to His servants.

Earnest Gentile,
Apostolic Prophet to the body of Christ
Author of *Why Apostles Now?*

DEVELOPING LEADERSHIP TEAMS

Now that the body of Christ is well into the Second Apostolic Age, it has become evident that older, more traditional patterns of leadership will no longer suffice. Not only are we beginning to understand the nature and ministry of apostles in today's Church, but Ron Cottle takes us one step farther. In this magnificent new book, he shows persuasively how necessary it is for each apostle to raise up an apostolic team, and he also provides a how-to procedure to make it happen. Every cutting-edge leader will want this book!

Dr. C. Peter Wagner, Vice President
Global Spheres, Inc.
Denton, TX



Dr. Ron Cottle has done it again. His new book on Apostolic Teams hits a homerun on three fronts. First, he has dealt in detail with an issue that most other writers have either ignored or only addressed in a cursory manner bringing great light to the matter. Secondly, as always he uses the original scripture language to spotlight biblical details usually missed. Thirdly, he excels at presenting the information in a way that facilitates practical application in the setting of the local church. Well done!

Dr. Frank Harvey
Bishop, Covenant Life Ministries
Clyde, NC

DEVELOPING LEADERSHIP TEAMS

Dr. Ron Cottle has used his experience, knowledge, and influence to challenge each of us to develop a Christ-centered Apostolic Team. That team must have the fundamental skills, theological understanding, vision and passion to fulfill Godly purposes in these trying days. He brilliantly teaches how to have a truly effective Apostolic Team through unity in purpose, clever strategies, and divinely guided energy. In this impressive book, Dr. Cottle provides principles that provide a biblically sound impartation, development and endurance to walk in your calling. He reveals how God uses the Apostolic Team to equip, train, and mature emerging leaders for the next generation. He calls for passion, perseverance, and power to be true leaders after the heart of God. I have known Dr. Cottle for more than 25 years and have watched him show forth the truths in this book. He shows us with great insight how to develop that Apostolic Team that can truly say, "And now nothing will be restrained from them, which they have imagined (dreamed) to do." (Genesis 11:7)

Dr. Sandra Kennedy
Founder & Pastor, Whole Life Ministries,
Augusta, GA



In this book Dr. Cottle masterfully paints a picture of the importance of apostolic teams in church ministry with excellent biblical reference. Insights shared will strengthen and challenge.

Dick Iverson, Founder
Ministers Fellowship International
Portland, OR



TO COLLABORATIVE
TEAM MEMBERS,
COMPLETING ONE ANOTHER
IS MORE IMPORTANT
THAN COMPETING
WITH ONE ANOTHER.


— John C. Maxwell



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NEVER DOUBT
THAT A SMALL GROUP
OF THOUGHTFUL,
COMMITTED PEOPLE
CAN CHANGE THE WORLD.
INDEED, IT IS THE ONLY THING
THAT EVER HAS.

—Margaret Mead

PREFACE



Although most people do not see it clearly, the Church as we know it is in a “second Reformation.” This time, it is not the means of grace that are at stake, it is the definition of Church as we know it. At the second decade of the third millennium, we find ourselves in our greatest transition ever in the way we understand and do Church.

These days call for new thinking, new leadership, and new ministry teams. For the first time since the earlier Reformation our direction for change is the right direction. We are actually moving toward a more authentically Biblical form of church practice and government.

When this transition is completed, if it is allowed to run its full course, we will see a Church more in line with biblical principles and the great first-century example of the “Ekklesia” Jesus promised (Matthew 16:18).

This book is designed to provide insights and some practical steps to enable leaders to move into the Third Day Church of the next millennium.

DEVELOPING LEADERSHIP TEAMS

Developing Leadership Teams begins with choosing the right leaders and concludes with a look at an Apostolic Center, its distinctives, functions, and prerequisites.

This book, like the Church it champions, is not for everybody. But if you see the transition we are in and believe that the future greatness of the Church depends on a strong return to Biblical principles, then this book is for you. It will help you to make that happen in your own ministry.

Ron Cottle

CHAPTER 1



CHARACTERISTICS OF AN APOSTOLIC TEAM

It takes a team of elite Secret Service agents and a full branch of government to protect the President of the United States around the clock and anywhere in the world.

The nation dispatched a team of Apollo 11 astronauts—Neil Armstrong, Edwin “Buzz” Aldrin, and Michael Collins—to fulfill President Kennedy’s dream of landing men on the moon less than ten years after our first fledgling efforts to explore space.¹

It was a team of football players called the Green Bay Packers that defeated the Kansas City Chiefs to become the first Super Bowl Champions in 1967 (in what was originally called The AFL-NFL World Championship).

The *Sporting News* recently named the 1995-96 Chicago Bulls the top NBA team of all time with 72 games won and championship rings in one season.²

CHARACTERISTICS OF AN APOSTOLIC TEAM

Teams have played crucial roles in human life since the days of Adam, and we know from God's Word that *teams* will continue to play roles until time is no more!

Teams tend to produce the greatest accomplishments in sports, in business, in education, in medicine, and in virtually every other area of life. Even participants in so-called individual sports, such as boxing, wrestling, golf, and singles tennis, depend on support teams of trainers, equipment managers, coaches, and handlers to achieve championship status.

MANY THINGS WE TAKE FOR GRANTED... SIMPLY COULD NOT EXIST WITHOUT TEAMS. Many of the things we take for granted in developed nations, such as skyscrapers, transportation systems, water and sewer systems, and massive power and communication grids, simply could not exist without teams. It takes highly trained and productive teams with considerably diverse gifts, abilities, and resources to create and maintain the complex systems and massive structures that frame and sustain our modern life styles.

Teams matter, especially in God's Kingdom. An apostolic team shares many things in common with other types of teams. For instance, every successful team in any category of life must be composed of leaders who willingly subordinate their individual egos and agendas to the unity, efficiency, and success of the team.

DEVELOPING LEADERSHIP TEAMS

Successful teams demonstrate an innate understanding that each individual of a team remains important and is never obliterated or lost in some nameless, faceless whole. The power of a successful team hinges on the ability of each unique person to submit, or put his personal abilities and efforts under, to blend with other members to accomplish common goals.

The members of winning teams, and those who lead and coach them, generally understand that the variety of individual gifts and abilities adds to the versatility and strength of a team as a whole. They value each individual member's uniqueness.

TEAM MEMBERS
VALUE EACH
INDIVIDUAL'S
UNIQUENESS.

For several years I served as president of a small college in Northern California. I often drove across the San Francisco/Oakland Bay Bridge on I-80 that connected San Francisco with Alameda County.

One day as I approached the bridge, I noticed some workmen working on one of the colossal cables that hold up the bridge. It was lying on the ground and must have measured more than two feet in diameter. I just had to get a closer look at the thing, so I parked nearby and walked toward the work-site, knowing I might not receive a warm welcome. All I knew was that I had to see what kind of cable could handle the weight of that

swaying bridge. What could withstand the winds crossing the Bay, strong, strong winds which blow directly off the Pacific Ocean most of the time.

As I drew closer, I expected to see a giant cable, a massive strand of steel. Instead I saw what looked like thousands of tiny, metal strands woven together tightly. Each group of stranded wires seemed to have enough space for each piece to give a little. Then the foreman noticed me and came over to say, "Hey, you can't be here!"

Believe me, I don't make a habit of parking my car in a crowded traffic area. Nor do I compulsively disturb

GOD SEEMED
TO BE
DIRECTING
ME THERE.

work crews conducting crucial repairs to vital bridges, but God seemed to be directing me there. I sensed that He wanted to teach me something through this adventure.

With a grin I pointed at the cable on the ground and said, "Look at this cable! I thought it would be a great big solid strand of steel." I must have tapped into the foreman's favorite interest because he forgot to throw me off the worksite and suddenly warmed to his subject.

"No," he said. "A single cable of that size would immediately break in these winds if it had to hold up this bridge. Something like what you are talking about would be worthless because it is too rigid." He took me closer to the large cable surrounded by his crew and

pointed as he said, “You’ve gotta have all of these smaller cables inside the master cable working together. And there’s gotta be enough looseness so they can move in the wind without breaking, especially when you have it loaded down with all of the cars and trucks on this bridge.” I sincerely appreciate the favor God gave me that day, but my curiosity just kept growing, so I did some research.

That massive cable consisted of 17,464 individual wires, according to the California Department of Transportation. Each wire measures less than 2/10ths of an inch in diameter (narrower than a pencil). It takes two of these massive cables to suspend the bridge 220-feet above the bay. Each one measures nearly 29-inches in diameter and exerts a pull of 37-million pounds of dead and live load on their anchor points at each end of the bridge.³

Then I realized why I felt led to pull off the road and interrupt a construction crew that day. God wanted to show me this remarkable picture of an apostolic team. He also reminded me of a unique Hebrew word used in the Bible to describe team. It was *qarwah*, gather. It was used of the team of men who came to David at the Cave Adullam in 1 Samuel 22:1-2. The word means “to wrap yourself around another.”

Those men did more than show up for a headcount and a check. They literally wrapped themselves around

CHARACTERISTICS OF AN APOSTOLIC TEAM

THEY WRAPPED THEMSELVES AROUND DAVID AND THE PURPOSES OF GOD. David and the purposes of God. This intertwined total commitment is what it took to become one of King David's "mighty men."

This was a team of fearless warriors and loyal supporters who stood strong with David from the early struggles in the cave to the throne room of Israel and beyond, to David's last breath. This elite strike force took David into the kingship and kept him there for his lifetime. One of the greatest accomplishments in life is for you and me to be part of such a team!

CHARACTERISTICS OF AN APOSTOLIC TEAM

Effective apostolic teams exhibit some key characteristics that produce greater efficiency and productivity. Many of these characteristics may appear in other teams outside of the kingdom of God, but genuine apostolic teams must have all of these in operation.

MUTUAL RESPECT

Every member of an apostolic team should clearly understand the various roles, duties, and responsibilities of the other team members. At the same time, there must be mutual respect for every member.

It may surprise you to know that the leader of the team is not required to know how to do everything that other members of the team do. Team members are expected to be able to do things that the team leader cannot do.

I know that on my apostolic team, certain members can do things that I can't possibly do. For instance, I don't know the first thing about running a television studio. But I have a man who knows practically everything about television and audio production. I don't have to know how to do those things because he has already mastered that area.

Each member of the team has a unique place in the whole. The common goals of a team will not be reached unless every member functions fully. Team members must merge their individual ideas, gifts, and efforts, as though they are one person, for the greatest good of the team. The apostle Paul said it this way:

EACH MEMBER
OF THE TEAM
HAS A UNIQUE
PLACE IN THE
WHOLE.

Now to each one the manifestation of the Spirit is given for the common good. (1 Corinthians 12:7, NIV)

Apostolic teams, unlike teams in other situations, are governed totally by God's Word. That means God's expectations extend to the motives and intents of the heart rather than merely to outward appearances. On

CHARACTERISTICS OF AN APOSTOLIC TEAM

God's team, no one diminishes or ignores his or her personal gifts or anointing. However, each team member willingly uses God's divine deposit in his or her life to accomplish the goals of the team.

LISTENING

It is impossible to establish mutual respect among team members unless they listen to one another. Ideas must be freely expressed to maximize the success of the team. The only bad opinion is the unexpressed opinion. The only bad idea is the one you don't hear. The only bad question is the unasked question. And usually, the only

THE ONLY
BAD IDEA IS
THE ONE YOU
DON'T HEAR.

bad contribution is the one never made.
Everyone should have the opportunity to speak to the purpose and the strategy of any given task.

You never know where the best idea is going to come from. Usually, the best strategies are generated by those most involved in actually carrying out the task. Good ideas do not have to come from the leader every time. In fact, they shouldn't.

QUESTIONING

Members of effective apostolic teams are secure and strong enough to have full and frank discussions about tasks, methods, motives, and desired outcomes. Gold