

HAVING EFFECTIVE MINISTRY TEAMS

(Attachment One) Introduction:

One will put a thousand to flight but two will put ten thousand to flight. Having a unified team enables individuals to do more than they could achieve if they were to do things separately. The combining of different gifts and talents in a team gives each person the ability to accomplish more than if they were to operate in isolation.

God is vitally concerned about each member of the body being connected and in relationship with others. It is in working together with others who God brings into our life, that we can realise the potential in our own lives.

Jesus Himself had twelve disciples who walked with Him. The bible says much about the need to be connected with others. Right from the beginning God has said, **“It is not good that man should be alone;...”** (Genesis 2:18) *Jesus sent out His disciples two by two.* (Luke 10:1)

- “For by wise counsel you will wage your own war, And in a multitude of counsellors there is safety. **(Proverbs 24:6)**
- “Without counsel, plans go awry, But in the multitude of counsellors they are established.” **(Proverbs 15:22)**
- “For where two or three are gathered together in My name, I am there in the midst of them.” **(Matthew 18:20)**
- “A man who isolates himself seeks his own desire; He rages against all wise judgment.” **(Proverbs 18:1)**

When Peter began to preach his sermon on the day of Pentecost **(Acts 2:14-36)** the eleven other disciples stood with him in unity. **(Acts 2:14)** On that day three thousand souls were saved. **(Acts 2:41)**

There are several keys to having a team of influence:

1) There must be a shared vision:

“Where there is no revelation, the people cast off restraint.” (Proverbs 29:18a)

“Write the vision and make it plain on tablets, that he may run who reads it.”
(Habakkuk: 2:2a)

2) We must allow the Lord to build our church / teams:

Leaders must seek the Lord for His strategies for their church.

“Trust in the Lord with all your heart, and lean not on your own understanding; In all your ways acknowledge Him, and He shall direct your paths.” (Proverbs 3:5-6)

3) We must (as a team) have faith in God:

Israel failed to enter the Promised Land for forty years because:

- i) **Ten of the team of twelve spies had unbelief**
- ii) **These ten spies were crippled by fear**
- iii) **They only saw the giants in the land (The size of the enemy),**
- iv) **They failed to trust God and His promise to them, (That they would possess the promised land),**
- v) **Only two of the team of twelve spies had faith to take the promised land.**

WE MUST HAVE FAITH TO BELIEVE THAT OUR CHURCHES CAN MAKE AN IMPACT IN OUR COMMUNITY AND THAT OUR CITIES AND NATION CAN BE WON TO JESUS.

“FOR WITH GOD NOTHING WILL BE IMPOSSIBLE” (LUKE 1:37)

- **We need to become God dependent (Just do what Jesus says to)**

- **We need to acknowledge that His ways are higher than our’s**

“Because the foolishness of God is wiser than men, and the weakness of God is stronger than men.” **(1 Corinthians 1:25)**

“For My thoughts are not your thoughts, nor are your ways My ways,” says the Lord. “For as the heavens are higher than the earth, so are My ways higher than your ways, and My thoughts than your thoughts.” **(Isaiah 55:8-9)**

- **He must be our strength**

The Lord said to the apostle Paul, “My grace is sufficient for you, for My strength is made perfect in weakness...” **(2 Corinthians 12:9)**

- **Prayer must be a priority in our church and ministry teams**

Prayer was a big part of the early church. Persecution drove the first disciples to pray together. **(Acts 4:24-31)**

“And when they had prayed, the place where they were assembled together was shaken; and they were all filled with the Holy Spirit, and they spoke the word of God with boldness.” **(Acts 4:31)**

- **We must do things in His strength and in his Power**

This was the word of the Lord to Zerubbabel: “Not by might nor by power, but by My Spirit,” says the Lord of Hosts.” **(Zechariah 4:6)**

4) We must stay focused on our vision:

- We must be committed to completing our destiny

Jesus said, “No one, having put his hand to the plow, and looking back, is fit for the Kingdom of God.” (Luke 9:62)

Jesus also said, “For which of you, intending to build a tower, does not sit down first and count the cost, whether he has enough to finish it – lest, after he has laid the foundation, and is not able to finish, all who see it begin to mock him, “saying, “This man began to build and was not able to finish.” (Luke 14:28-30)

It is important that we never give up on what God has called us to do. However it is always imperative that we:

- 1) *Only do what God wants us to do,*
- 2) *That we allow Him to build and establish his plan for our team, and*
- 3) *That we do not run ahead of God.*

We must allow the Lord to unfold his strategies for our church and ministry teams and allow each season of preparation to be completed before we commence the next phase or level of ministry.

- We must not grow weary in doing good

“And let us not grow weary while doing good, for in due season we shall reap if we do not lose heart.” (Galatians 6:9)

- We must have persistence

“For you have need of endurance, so that after you have done the will of God, you may receive the promise.” (Hebrews 10:36)

- We must have courage to complete our destiny

“**Be strong and of good courage**, for to this people you shall divide as an inheritance the land which I swore to their fathers to give them. Only be strong and **very courageous**, that you may observe to do according to all the law which Moses My servant commanded you; do not turn from it to the right hand or to the left, that you may **prosper wherever you go**.”

“This Book of the Law shall not depart **from your mouth**, but you shall meditate in it day and night, that you may observe to do according to all that is written in it. **For then you will make your way prosperous, and then you will have good success.**

“Have I not commanded you? Be strong and of GOOD COURAGE; do not be afraid, nor be dismayed, for the Lord your God **is with you wherever you go.**” (Joshua 1:6-9)

- **We must be prepared to make sacrifices**

Jesus said, “Most assuredly, I say to you, unless a grain of wheat falls into the ground and dies, it remains alone; but if it dies, it produces much grain. He who loves his life will lose it, and he who hates his life in this world will keep it for eternal life.” **(John 12:24-25)**

IN A WORLD FULL OF TEMPTATIONS, DISTRACTIONS AND CHALLENGES, WE MUST CHOOSE TO COMMIT TO GOD’S PLAN FOR OUR CHURCH, OUR LIFE AND WHATEVER MINISTRIES WE ARE INVOLVED IN. WE MUST SET OUR MIND ON THINGS ABOVE.

5) **The power of unified prayer**

The first disciples operated in power in the early church and saw thousands impacted by the gospel and the signs and wonders that accompanied the preaching of the word. United prayer was a key factor in seeing the early church grow.

“These (Disciples) all continued with one accord in prayer and supplication, with the women and Mary the mother of Jesus, and with His brothers.” **(Acts 1:14)**

“And they continued steadfastly in the apostles’ doctrine and fellowship, in the breaking of bread, and in prayers. Then fear came upon every soul, and many wonders and signs were done through the apostles.” **(Acts 2:42-43)**

AFTER BEING PERSECUTED FOR SHARING THEIR FAITH IN JESUS, THE DISCIPLES RAISED THEIR VOICE TO GOD WITH ONE ACCORD:

“Now, Lord, look on their threats, and grant to Your servants that with all boldness they may speak Your word, “By stretching out Your hand to heal, and that signs and wonders may be done through the name of Your holy Servant Jesus.” “And when they had prayed, the place where they were assembled together was shaken; and they were **all filled with the Holy Spirit**, and they *spoke the word of God with boldness.*” **(Acts 4:29-31)**

6) **Team unity will produce powerful results:**

Much emphasis in the early church was placed on unity and prayer. Being of one accord was a dominant trait of the early church leaders. Their unity and agreement was both spiritual and practical, and not only theological, for they shared their lives and possessions. They met often to pray, revealing both a relationship with each other and a total reliance on God.

“Now all who believed were together, and had all things in common, and sold their possessions and goods, and divided them among all, as anyone had need. So continuing daily with one accord in the temple, and breaking bread from house to house, they ate their food with gladness and simplicity of heart...And the Lord added to the church daily those who were being saved.”

(Acts 2:44-46, 47a)

WHERE THERE IS UNITY, THERE IS POWER AND GRACE ONE HEART AND ONE SOUL

“Now the multitude of those who believed were of one heart and one soul; neither did anyone say that any of the things he possessed was his own, but they had all things in common. And with great power the apostles gave witness to the resurrection of the Lord Jesus. And great grace was upon them all.” (Acts 4:32-33)

THIS KINGDOM VIEW FOR OUR FINANCES IS A KEY TO SEEING THE CHURCH MAKE AN IMPACT IN THE COMMUNITY. WE MUST BE MISSIONS MINDED. IF JESUS IS TRULY LORD OF OUR HEART, OUR FINANCES WILL BE HIS AS WELL AND WE WILL GIVE TO THE WORK OF EVANGELISM AND MISSIONS AS HE PURPOSES IN OUR HEART TO GIVE.

WE MUST ENDEAVOUR TO MAINTAIN UNITY AT ALL TIMES

LIKE A CHAIN, A TEAM IS ONLY AS STRONG AS ITS WEAKEST LINK (TEAM MEMBER). OUR LIVES IMPACT THE LIVES OF OTHERS

Jesus said, “Every kingdom divided against itself is brought to desolation, and every city or house divided against itself will not stand.” (Matthew 12:25)

WE NEED TO SEEK UNITY WITH ALL CHRISTIANS AND BE OF ONE ACCORD IN OUR CHURCHES AND MINISTRY TEAMS

SOME KEYS FOR MAINTAINING UNITY ARE:

i) Walking in love towards each other (By this people will know that we are His disciples)

Jesus said, “A new commandment I give to you, that you love one another; as I have loved you, that you also love one another. By this all will know that you are My disciples, if you have love for one another.” (John 13:34-35)

ii) All team members knowing how to walk in the Spirit

The Apostle Paul said, “I say then: Walk in the Spirit, and you shall not fulfil the lust of the flesh.” (Galatians 5:16)

The bible says in the book of James, “But if you have bitter envy and self-seeking in your hearts, do not boast and lie against the truth...For where envy and self-seeking exist, confusion and every evil thing are there...Now the fruit of righteousness is sown in peace by those who make peace.” (James 3:14,16,18)

The Apostle Paul cautioned the church in Galatia: “For all the law is fulfilled in one word, even in this: You shall love your neighbour as yourself. But if you bite and devour one another, beware lest you be consumed by one another!” (Galatians 5:14-15)

iii) Dealing quickly with any spirit of division

“But avoid foolish disputes, genealogies, contentions, and strivings about the law; for they are unprofitable and useless. Reject a divisive man after the first and second admonition, knowing that such a person is warped and sinning, being self-condemned.” (Titus 3:9-11)

The Apostle Paul said in his letter to the church in Rome, “Now I urge you, brethren, note those who cause divisions and offenses, contrary to the doctrine which you learned, and avoid them. For those who are such do not serve our Lord Jesus Christ, but their own belly, and by smooth words and flattering speech deceive the hearts of the simple.” (Romans 16:17-18)

iv) Each team member has a heart to serve others, and

“Yet it shall not be so among you; but whoever desires to become great among you, let him be your servant...Just as the Son of Man did not come to be served, but to serve, and to give His life a ransom for many,” (Matthew 20:26,28)

v) Each team member (church leader) has died to selfish ambition. Loyalty and humility are two necessary traits for all those who are placed in leadership.

“Be kindly affectionate to one another with brotherly love, in honour giving preference to one another.” (Romans 12:10)

“Let nothing be done through selfish ambition or conceit, but in lowliness of mind let each esteem others better than himself.” (Philippians 2:3)

A CHURCH MUST HAVE DISCIPLESHIP STRUCTURES IN PLACE TO HELP ALL BELIEVERS TO GROW IN THE FRUIT OF THE SPIRIT AND TO FIND AND FOLLOW GOD’S PLAN FOR THEIR LIFE.

7) Individually each team member must seek to become more Christlike:

The call to discipleship involves following in the steps of Jesus and becoming more like Christ. To become a disciple involves surrendering all of your life to Jesus Christ. Those in leadership in churches need to be living examples of what it is to be a disciple of Jesus Christ.

A leader who is passionate for the things of God, for lost souls and who is servant hearted will by his own example encourage others to lay down their lives for Jesus Christ. Jesus said,

“If anyone desires to come after Me, let him deny himself, and take up his cross daily, and follow Me. For whoever desires to save his life will lose it, but whoever loses his life for My sake will save it” (Luke 9:23-24)

SMALL (GROWTH) GROUPS OR CARE (HOME) GROUPS, ARE A KEY TO SEEING NEW BELIEVERS DISCIPLED AND GROWING IN THEIR FAITH

Encouraging the mature Christians to mentor new believers is also another key to seeing Christians growing in their faith. All leaders in particular should have accountability with other mature Christians. *The relationship of Apostle Paul to Timothy is a biblical model for mentoring.*

Having good discipleship and mentoring structures in place in a church, enables new believers to grow more quickly in their faith and in developing Christian character in their lives. (Fruit of the Spirit)

The following areas of character, which are important in the lives of all Christians, can be addressed in small care groups and mentoring relationships. Christians who struggle in these areas are capable of bringing disunity into any church, group or team:

i) Any form of pride (God resists the proud)

- a) Rebellion**
- b) Being easily offended**
- c) Religious Pride**
- d) Excessive desire for praise**
- e) Finding it hard to say ‘I am sorry’ even when in the wrong**
- f) Inability to acknowledge when you are wrong**
- g) Defensive / critical spirit**

ii) Having an unteachable spirit

“For there are many insubordinate, both idle talkers and deceivers, especially those of the circumcision, whose mouths must be stopped, who subvert whole households, teaching things which they ought not...They profess to know God, but in works they deny Him, being abominable, disobedient, and disqualified for every good work.”
(Titus 1:10-11 & 16)

iii) Not adapting to or yielding to the best interests of the group or team (Having an independent spirit)

iv) A person who is envious or self seeking

THE FOLLOWING TRAITS CAN BE ENCOURAGED AND DEVELOPED IN THE CONTEXT OF A LOVING SMALL GROUP, OR MENTORING RELATIONSHIP:

- i) Humility,**
- ii) Forgiveness and reconciliation,**
- iii) Integrity (Through accountability to others),**
- iv) Personal obedience to God,**
- v) Helping new believers to become encouragers of others,**
- vi) Developing relationship skills, and**
- vii) Helping new believers to walk in love towards others.**

8) The importance of esteeming others better than yourself (Helping others to fulfil their destinies):

“Be kindly affectionate to one another with brotherly love, in honour giving preference to one another.” (Romans 12:10)

“Let nothing be done through selfish ambition or conceit, but in lowliness of mind let each esteem others better than himself.” (Philippians 2:3)

9) Each team member is using their gifts

God gives each believer gifts and abilities to be used for the Body of Christ and in expanding God’s kingdom. It is so important that believers are given an opportunity to use their spiritual gifts. The church must encourage all believers to use and exercise their ministry and spiritual gifts for the edifying and expansion of the Body of Christ.

“There are diversities of gifts, but the same Spirit. There are differences of ministries, but the same Lord. And there are diversities of activities, but it is the same God who works all in all. But the manifestation of the Spirit is given to each one for the profit of all:

For to one is given the word of wisdom through the Spirit, to another the word of knowledge through the same Spirit, to another faith by the same Spirit, to another gifts of healings by the same Spirit, to another the working of miracles, to another prophecy, to another discerning of spirits, to another different kinds of tongues, to another the interpretation of tongues. **But one and the same Spirit works all these things, distributing to each one individually as He wills.” (1 Corinthians 12:4-11)**

10) Each member of the team is placed where God has positioned them

God has a unique plan and purpose for every Christian's life. It is only in doing what God has called us to do, do we experience the fulfilment that comes from serving Him. To have a team of influence it is imperative that each member of the team is:

i) Placed by God in the team

“But now God has set the members, each one of them, in the body just as He pleased.” (1 Corinthians 12:18)

The steps of a good man are ordered by the Lord, and He delights in his way.” (Psalm 37:23)

ii) Has a role which is suited to them

The apostle Paul said in his letter to the Colossian church:

“And say to Archippus, “Take heed to *the ministry which you have received in the Lord*, that you may *fulfil it*.” (Colossians 4:17)

“For we are His workmanship, created in Christ Jesus for good works, which *God prepared beforehand* that we should *walk in them*.” (Ephesians 2:10), and

iii) Each team member is given the opportunity to use their gifts

“from whom the whole body, joined and knit together by what every joint supplies, according to the effective working by which *every part does its share*, causes growth of the body for the edifying of itself in love.” (Ephesians 4:16)

“Even so you, since you are zealous for spiritual gifts, let it be for the edification of the church that you seek to excel.” (1 Corinthians 14:12)

IT IS IMPERATIVE THAT IN BUILDING A CHURCH LEADERSHIP TEAM AND WHEN FORMING MINISTRY TEAMS, THAT WE ALLOW THE LORD TO BE IN CONTROL OF ALL THAT WE ARE DOING: UNLESS THE LORD BUILDS THE HOUSE WE LABOUR IN VAIN: WHEN GOD BUILDS A TEAM

- i) There is a greater likelihood of there being team unity,**
- ii) Each individual team member will be placed in a role that fulfils him or her,**
- iii) The team building process will be far easier** (The Lord knows what is best, and the best blend of people and gifts for a particular church or ministry. Churches must be able to minister to the needs of the people in the community. These needs can vary considerably from place to place),
- iv) The team will operate in power and there will be much fruit forthcoming, and**
- v) The team will just seem to run smoothly as everyone does their part**

11) That all team members have a heart to see people won to Jesus. (He who wins souls is wise)

Every church leadership team and ministry team should never lose sight of the fact that Jesus Christ came to seek and to save the lost. The heartbeat of every church and ministry team should be to see heaven populated and hell plundered. Jesus had compassion for the lost

“Then Jesus went about all the cities and villages, teaching in their synagogues, preaching the gospel of the kingdom, and healing every sickness and every disease among the people.

But when He saw the multitudes, He was moved with compassion for them, because they were weary and scattered, like sheep having no shepherd.” (Matthew 9:35-36)

JESUS SAID PRIOR TO RETURNING TO HEAVEN

“Go therefore and make disciples of all the nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit.” **(Matthew 28:19)**

“Go into all the world and preach the gospel to every creature.” **(Mark 16:15)**

GOD WANTS ALL PEOPLE TO HAVE ETERNAL LIFE

“Say to them: ‘As I live,’ says the Lord God, ‘I have no pleasure in the death of the wicked, but that the wicked turn from his way and live...’ (Ezekiel 33:11a,b)

12) The focus of all leaders of churches, small groups, ministry teams and other teams / groups should be:

T*raining*

T*eaching*

E*quipping*

E*mpowering*

A*ssisting*

A*ffirming*

M*ultiplying*

M*obilising*

Others to help them to find their fit in the Body of Christ and to fulfil their God given destiny as part of the team.

THE ROLE OF THE FIVE FOLD MINISTRY

“And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers, for the equipping of the saints for the work of ministry, for the edifying of the body of Christ, till we all come to the unity of the faith and of the knowledge of the Son of God, to a perfect man, to the measure of the stature of the fullness of Christ.” (Ephesians 4:11-13)

SO THAT EVERY PART (OF THE BODY OF CHRIST) DOES ITS SHARE, CAUSING GROWTH TO THE BODY AND THE EDIFYING OF ITSELF IN LOVE

We all have a role to play in the Body of Christ and we are all part of a bigger team where our gifts complement the gifts of others in helping to see the world won to Jesus. Church leaders must look at encouraging each believer in their church to find and follow God’s plan for their life.

A VIBRANT AND EFFECTIVE CHURCH PROVIDES OPPORTUNITIES FOR EACH BELIEVER TO FIND AND FOLLOW GOD’S DIRECTION FOR THEIR LIFE.

SPIRITUAL GIFTS WORKSHOPS ENABLE BELIEVERS TO IDENTIFY THEIR SPIRITUAL AND HELPS GIFTS, WHILST SMALL GROUP AND MENTORING RELATIONSHIPS HELP BELIEVERS TO GROW IN THEIR CHRISTIAN WALK AND TO USE THEIR SPIRITUAL GIFTS

LEADERSHIP TRAINING AND MINISTRY PREPARATION CLASSES HELP TO PREPARE AND EQUIP BELIEVERS TO USE THEIR MINISTRY AND SPIRITUAL GIFTS.

The Apostle Paul said to Timothy, “You therefore, my son, be strong in the grace that is in Christ Jesus. And the things that you have heard from me among many witness, commit these to faithful men who will be able to teach others also.” (2 Timothy 2:1-2)

13) We cannot allow past setbacks and failures to stop us from fulfilling our destiny:

Every church and individual will at times experience failures or disappointments. It is always important to keep our focus on Jesus and His vision for our Church or ministry team and for our own life.

WE MUST BE FOCUSED ON FULFILLING EVERYTHING THAT GOD HAS FOR OUR CHURCH AND FOR OUR OWN PERSONAL LIVES

WHAT GOD STARTS HE WILL COMPLETE

“Being confident of this very thing, that He who has begun a good work in you will complete it until the day of Jesus Christ.” (Philippians 1:6)

WE ARE NEVER A FAILURE WHEN WE EXPERIENCE FAILURES. IT IS ONLY IF WE FAIL AND GIVE UP THAT WE ARE A FAILURE.

WE MUST BE SINGLE MINDED LIKE THE APOSTLE PAUL

THE APOSTLE PAUL:

i) DID NOT ALLOW HIS PAST FAILURES TO DEFEAT HIM

“Brethren, I do not count myself to have apprehended; but one thing I do, forgetting those things which are behind and reaching forward to those things which are ahead.” (Philippians 3:13)

ii) KEPT FOCUSED ON GOD’S PLAN FOR HIS LIFE

“Not that I have already attained, or am already perfected; but I press on, that I may lay hold of that for which Christ Jesus has also laid hold of me...I press toward the goal for the prize of the upward call of God in Christ Jesus.” (Philippians 3:12,14)

iii) KEPT HIS FOCUS ON FINISHING THE RACE AND FULFILLING HIS GOD GIVEN DESTINY

Towards the end of his life here on earth, the Apostle Paul said, “I have fought the good fight, I have finished the race, I have kept the faith. Finally, there is laid up for me the crown of righteousness, which the Lord, the righteous Judge, will give to me on that Day, and not to me only but also to all who have loved His appearing.” (2 Timothy 4:7-8)

14) It is important for team members to have regular fellowship with each other (Leaders Meetings) and informal meetings to have FUN TOGETHER

It is important for church leaders and team members to meet together regularly to maintain unity and focus. These meetings also enable the team members to encourage one another in their faith, particularly during times of tribulation. Prayer and worship should be an important part of these meetings.

Leaders and team members should be friends and not just acquaintances. Spending quality (social time) together on occasions will help to strengthen the unity in a ministry or church leadership team. We must ensure that we are always naturally spiritual and spiritually natural. We all need times of refreshing off the front line. We are in a marathon and not in a sprint.

“And let us consider one another in order to stir up love and good works, not forsaking the assembling of ourselves together, as is the manner of some, but exhorting one another, and so much the more as you see the Day approaching.” (Hebrews 10:24-25)

15) It's all about our hearts:

The impact that our church, our ministry teams and our own lives have on the community depends primarily on the condition of our hearts. Our lives and our churches have the potential to impact the lives of thousands, and even to see cities won to Jesus Christ. Reinhard Bonnke has been used by God to see most of Africa impacted by the gospel.

But like Isaiah, we must respond to God's call,

"...Whom shall I send, And who will go for Us?" (Isaiah 6:8)

With a whole hearted,

"HERE AM I! SEND ME" (Isaiah 6:8)

Having a right heart means:

i) Loving God

"You shall love the Lord your God with all your heart, with all your soul, and with all your strength." **(Deuteronomy 6:5a)**

ii) Obeying Him

Jesus said, "If you love Me, keep My commandments. He who has My commandments and keeps them, it is he who loves Me...If anyone loves Me, he will keep My word; and My Father will love him, and We will come to him and make Our home with him...He who does not love Me does not keep My words..." **(John 14:15, 21a, 23, 24)**

"Behold, to obey is better than sacrifice, ..." **(1 Samuel 15:22b)**

iii) Loving others

Jesus said, "A new commandment I give to you, that you love one another; as I have loved you, that you also love one another. By this all will know that you are My disciples, if you have love for one another." **(John 13:34-35)**

iv) Serving others

Jesus said, "You know that those who are considered rulers over the Gentiles lord it over them, and their great ones exercise authority over them. "Yet it shall not be so among you; but whoever desires to become great among you shall be your servant. And whoever of you desires to be first shall be slave of all. For even the Son of Man did not come to be served, but to serve, and to give His life a ransom for many." **(Mark 10:42-45)**

IN THE END WE MUST NEVER LOSE SIGHT OF THE MISSION THAT WE HAVE AS BELIEVERS - TO SHARE THE MESSAGE OF HOPE THAT WE HAVE IN JESUS CHRIST AND TO SEE HEAVEN POPULATED AND HELL PLUNDERED.