**LEADERSHIP DEVELOPMENT GROUP**

Topic: **How to Build and Reinvigorate Teams**Speaker: **Cass Tompich & Tim Lochens**

21st September, 2017

*Our bodies have many parts, but the many parts make up only one body when they are all put together. So it is with the ‘body’ of Christ.* – 1 CORINTHIANS 12:12 (TLB)

Noteworthy Quotes from ***Doing Church as a Team*** by Wayne Cordeiro:

*#1 -“The church is not an organisation. It is more like an organism with living parts that must move and work together as a whole. An individual part cannot function on its own...each of us has an individual assignment and role, but apart from the rest of the Body, we are useless. God created us that way. That is His design, not ours...This is the church – connected to ‘the Head, that is, Christ’ (Ephesians 4:15, NIV) and working together for the ‘common good’ (1 Cor 12:7). Each of us is to be a living, functioning, serving member of the Body of Christ. God has gifted each of us with all we need to serve His purposes – and we do this best in teams.”*

*#2 – “Building teams does not begin with a certain kind of technique; it begins with a certain kind of heart – an unselfish, authentic heart, desiring only God’s best. Such a hearts constantly asks, ‘How can I include others?’. It anticipates the joy of sharing experiences, struggles and victories, realising that, like the body, we work best in teams – the way God designed us to function.*

**A: Understanding a Team Building Process**

Whether you are beginning a new ministry, reinvigorating a current one or talking part in an existing one, understanding a team building process will help.

**Step 1: DRAW A CIRCLE**

Draw a Circle...

This circle represents the parameters of your ministry. In concept, this is everything for which you will be responsible. I.e. if you oversee Children’s Ministry this will be everything connected to that ministry.

At this point you may not know everything that belongs within this circle. But don’t worry! You’ll discover its contents along the way.

**Step 2: CROSSHAIRS**

Now draw a cross in the middle of your circle. Picture it as if you were looking through the viewfinder of a camera. The circle should now resemble the crosshairs in the lens. This shows you what you are aiming at – exactly what this step is meant to accomplish.

Draw a cross within a circle...

Each ministry in our church should clearly and precisely know its purpose (and it’s to play a part in outworking the vision and values of our whole church).

Write down the aim or purpose for your ministry (or what you think it might be). What is its intention? It’s God-glorifying purpose?

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Then in one or two sentences, articulate the goal of this ministry...

What should it accomplish that will put it in sync with the overall direction of the church? (If you are not the leader of a ministry area, ask your leader if you can meet with them to get clarity or help find a way to articulate the goal clearly or get more clarity on your areas of responsibility; bring your ideas and be open to their wisdom & coaching input).

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*Example #1: CFC Kids Vision*

**Step 3: TITLE QUANDRANTS**

* If this ministry (or project or responsibility) were broken into four separate quadrants, what would they be?
* What would you call each one?
* Would the combination of these four encapsulate the total responsibilities for fulfilling this vision?

*Example #2: 4 Quadrants for CFC Kids*

1. *Teaching*
2. *Small Groups*
3. *Creative Elements*
4. *Administration*

Now, have a go naming your four quadrants:

1. Quadrant 1:
2. Quadrant 2:
3. Quadrant 3:
4. Quadrant 4:

*Table #1: Spiritual Gifts / Gifts of the Spirit / Ministry Gifts*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Romans 12:6-8**Spiritual Gifts: not an exhaustive list but some of the gifts given to believers upon conversion to Christ | **1 Corinthians 12:8-10**Operating gifts of the SPIRIT: gifts distributed by the Holy Spirit to a specific person, at a specific time, for a specific purpose; to experience God’s supernatural empowerment and be used by Him to operate spiritual gifts we need to be continually filled with His Spirit. | **1 Corinthians 12:28**Spiritual gifts placed in the CHURCH by God | **1 Corinthians 12:29-30**Spiritual gifts placed in the CHURCH by God | **Ephesians 4:11-13**5-Fold Ministry Gifts: PEOPLE called and graced by Jesus to equip God’s people for works of service, so that the body of Christ may be built up |
| Prophecy | Word of wisdom | Apostles | Apostles |  Apostles |
| Serving | Word of knowledge | Prophets | Prophets | Prophets |
| Teaching | Faith | Teachers | Teachers | Evangelists |
| Encouragement | Healing | Miracles | Miracle Worker | Pastor |
| Giving | Miracles | Gifts of healings | Gifts of Healing | Teacher |
| Leading | Prophecy | Gifts of helping | Tongues |  |
| Showing mercy | Discerning of spirits | Gifts of governing (or guidance) | Interpreting Tongues |  |
|  | Different kinds of tongues | Different kinds of tongues |  |  |
|  | Interpreting Tongues |  |  |  |

*Case Study: Gifts Necessary for LEAD Team for CFC Kids*

***Leader:*** *Curriculum, Oversee Roster, Team Meetings, Vision Casting and Building / Guarding Culture.*

Gifts Needed:

***Teaching*** *– Large Group Program Elements*

Gifts Needed:

***Small Groups*** *– Application of Teaching / Pastoral Care / Welcome Team*

Gifts Needed:

***Creative Elements*** *– Activity Stations / Decor / Take Home Info / Props*

Gifts Needed:

***Administration*** *– Registration Team / Liaising with Parents / Rosters / Name Tags & Sign In*

Gifts Needed:

**Step 4: GIFTS NECESSARY**

Determine what gifts or gift mix would make the best fit for a person overseeing each department or area of responsibility. Reflect on spiritual gifts, natural abilities, heart attitude, temperament, people focused role or task orientated? Is an extrovert or introvert more suited to the role?

List the gifts necessary for being a leader in each quadrant you have identified:

(1)

(2)

(3)

(4)

**Step 5: NAMES**

Write down the names of possible leaders for each of the quadrants:

(a)

(b)

(c)

(d)

**Step 6: ASK**

God has someone for each ministry He initiates, so don’t force pieces into wrong slots by not giving enough time to prayerfully reflect on the people you already have in your team or who might He be preparing to join you.

Guard yourself from the temptation to fill a position with a warm body or anyone who moves. Follow a team building process; it can spare you many pains later on.

But *ask*, especially if you feel that you may release someone’s dream.

It will astonish you to see what you can accomplish simply by asking. Not only will you often receive what you ask for, but many times the other person will thank you for taking the initiative!

Jesus did this. He *asked.* He found some potential disciples and asked each of them to “Come, follow me” (Mark 1:17 NIV). Jesus further instructs us to ask the Father for what we need: “Ask and it shall be given to you; seek and you shall find; knock and it shall be opened to you.” (NKJV)

**What are some keys to asking someone to join your TEAM:**

You must be completely \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ in your invitation

You must sincerely \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ that you want to see that person grow and be used in wonderful ways by the Holy Spirit.

You must be \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ that if the person says ‘no’, that God has the right person in mind for this role; He is still at work to build your team.

You must explain \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ you think their unique gifts can contribute to the whole team and \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ the role would involve.

You must refuse to say someone’s \_\_\_\_\_\_\_\_ for them or let \_\_\_\_\_\_\_\_\_\_ shy you away from asking.

You must \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ from being someone who does ministry to someone who \_\_\_\_\_\_\_\_\_\_\_\_\_\_ and \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ others.

Ideally ask \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ and as a last resort \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.

As you prayerfully reflect and talk with Jesus, ask God to fill you with wisdom and boldness; get input from your Department Leader or Ministry Oversight - then make the BIG ASK!!

**B: FROM HERE TO THERE (**4 Leadership Fundamentals)

**Bill Hybels, GLS 2010**

**1. Leaders Move People From Here To There**

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Notes

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2. Leaders Need To Identify Fantastic People

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Take home action points for you personally:

1.

2.

3.

4.

5.

Take home action points for your team:

1.

2.

3.

4.

5.