

# Key 5: RAISING UP A WINNING TEAM

Ephesians 4 gives the blueprint for functioning in the church.

## **Eph 4: (nkjv)**

**11 And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers, 12 for the equipping of the saints for the work of ministry, for the [e]difying of the body of Christ, 13 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; 14 that we should no longer be children, tossed to and fro and carried about with every wind of doctrine, by the trickery of men, in the cunning craftiness of deceitful plotting, 15 but, speaking the truth in love, may grow up in all things into Him who is the head— Christ— 16 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.**

It is clear that we were never meant to do this alone. There is a synergistic demand for the church to operate for the purpose of maturity and reaching the world.

SYNERGY - The interaction of two or more agents or forces so that their combined effect is greater than the sum of their individual efforts

## FOR WE KNOW THAT ALL THINGS WORK TOGETHER FOR THE GOOD

- Enhances, increases and multiplies the effect
- Creates a favored and limitless atmosphere
- Produces EMERGENT BEHAVIOR

## EMERGENT BEHAVIOR

Penguins - Penguins huddle together to keep warm as a way to shield their bodies from the full force of the cold weather experienced in Antarctica. While huddled, penguins exchange positions so that every colony member takes a turn at forming the outer perimeter, where exposure to the cold is greatest.

## CHANGING THE "I" TO "WE"

### A. Principles for effective governing teams

- Firmly committed to the mission and mandate of the local church
- Proven and accepted by the members of the church as leaders
- Willing to sacrifice time, talent and treasure to lead the congregation and minister to the saints
- In full support of the appointed leader and protective of the sheep
- Connected relationally to the other members of the team with a commitment to love and serve
- Sees themselves as team members and willing to operate as a servant hearted leader anywhere, anytime regardless of title.

### B. Create an effective/functioning service dream team

My definition of a dream team is a group of servant hearted, empowered and growing individuals who desire to serve God by serving His people.

- people who are passionate about purpose
- people who are passionate about people
- people who are passionate about presence

The way to get these leaders in place is to get them on the right bus. There are some philosophies that would say "Throw the wrong people off the bus". However, as a church we are not in the hire and fire business. We are in the business of training, equipping and releasing. We are looking for those who are called by God, not just competent. It's not only about getting the right people on the bus, but getting the people on the bus to become the right people.

- In forming teams, assess your practical needs along with your visionary needs
- Emphasize function over title. (Use assessment tools to help people discover the best areas of their function)
- Establish a clear path to servant/leadership team
- Regular visionary/training meetings. (Training should be twofold. It should be for the purpose of helping them function in their areas of service but it should also help them mature as a believer)
- Develop relational accountability. (Remember people will not continue to serve just because there is a job to be done without a relational connection, they will not remain Committed.)
- Continually reinforce your DNA. (Your DNA is best described through your core values)

### C. Reproduce, reproduce, reproduce

- Identify and develop coaches - (this is essential, but you have to be one in order to raise one!)
- Making others successful, generates a volume of greatness
- Work with what you have
- A team's greatness is a reflection of the coach, not just the individual strength
- As a good coach, our responsibility is to help remove obstacles to THEIR success
- A good coach recognizes changing seasons in people's lives and positions them for success by empowering passion
- As a coach, "what can I do to make you successful?" Invest in them. Create opportunities for them and make room for mistakes in the journey (everybody makes mistakes, just don't keep making the same mistakes) We must create an atmosphere for people to FAIL FORWARD, set people up for success
- Develop a consistent and effective communication
- Identify multiple paths of communication. People are different and they communicate in different ways. And the strategy of communication must include several different forms of communication. Example, newsletter, text, Facebook etc. otherwise, you will limit the people who serve with you to only a certain type of people. Remember, we are called to serve the people, not our own preferences

### IDENTIFYING EMERGING LEADERS AROUND YOU (creating the team you need to execute vision)

\*\*\*\*\*Most senior leaders promote based on loyalty, gifting and personality\*\*\*\*\*  
(We want family and friends)

#### A. GUIDELINES TO QUALIFY LEADERS

1. Capacity principle
2. Emotional health

## B. CHARACTERISTICS OF EMERGING LEADERS

- \*Hungry
- \*Enthusiastic about training opportunities
- \*LOVE the revelation of the Word
- \*Honoring
- \*Humble attitude
- \*Respects boundaries
- \*Protects the atmosphere
- \*Hard to offend
- \*Works well with others
- \*Receives instruction and correction
- \*Lifestyle
- \*Worshipper
- \*Consistent attitude

## C. THE ROADMAP FOR DEVELOPING LEADERS

1. Assign them to different kinds of ministry and service. Observe their responses and attitudes
2. Create a clear path for training
3. Talk to them about their personal vision and goals - to identify the common vision
4. Maintain trust through consistency

## D. HOW TO ENCOURAGE LEADERSHIP GROWTH

1. Provide opportunities for feedback
  2. Encourage reflection on new experiences
  3. Challenge people to take risks
  4. Provide mentoring moments
  5. Assess peoples gifts- encourage strengths and stretch them in their weaknesses.
  6. Place people into positions that allow diversity and adversity
  7. Develop people to multiple-function and multitasking - never ask an employee or volunteer to do anything I would not do.
  8. Help people learn to accept personal responsibility
  9. Help people develop the heart of a servant- leader
  10. Encourage them that leadership is always changing and growing
- I Sam 6:13