

Raising Team in Ministry

Ender's Game: Have you seen the movie, Ender's Game? In the not-too-distant future, our planet has come under attack from a malevolent race of aliens known as the Formics. Incredibly, fearless International Fleet Commander Mazer Rackham (Ben Kingsley) sent them fleeing back into the stars, becoming a living legend in the process. But decorated Colonel Hyrum Graff (Harrison Ford) knows that the Formics will soon return even stronger than they were before, and he's determined to find a new hero who can meet them head on. Enter Ender Wiggin (Asa Butterfield), a modest young man with vast untapped potential. Upon being recruited into Battle School, Ender partakes in a grueling series of simulations, effortlessly mastering every challenge presented to him. Celebrated by his peers and respected by his superiors, Ender is quickly promoted to Command School, where Mazer provides him with the knowledge and tools needed to save mankind from certain extinction. As the final battle approaches, Ender prepares to embrace his destiny as one of the greatest heroes in the history of planet Earth.

Video: Ender's Game Trailer. Get it on YouTube at: <http://bit.ly/EndersGame01>

The Lone Ranger: The Lone Ranger has always been used as a reference to someone who wants to do everything on his own. He is a guy that prefers to work alone. But invariably he needs help either from Tonto or his horse!

Leaders as Lone Rangers. Some leaders are like the lone ranger! They function like a one-man band! Leaders who function like this spend most of their time trying to keep plates spinning. Let's agree that the Lone Ranger Pastor is not acceptable and should be outlawed!

Examples of Teamwork from Movies: The Fantastic Four, the Avengers and the Guardians of the Galaxy are just a few examples of people with unique skills and abilities working together as a team.

Team is God's Dream for His Church. God gave gifts to His Church so they will equip His people for works of service. "So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip his people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ. (Ephesians 4:11-13)

Team in the Bible: A fun and rewarding exercise would be to work through the Bible and identify the places where God places an emphasis on team. Here are some examples: Trinity in Creation. Adam and Eve (family). 12 Tribes of Israel. The Priestly system. Moses appoints men (Exodus 18). Moses appoints elders to have the Spirit (Numbers 11:14-17). Nehemiah rebuilding the walls (Nehemiah 4:4-6). The twelve Disciples. Jesus sends the 12 out in two man teams (Mark 6:7-13). Early Church Leaders (Acts 6). Church Leadership (Ephesians 4). Church Members (1 Cor 12:17-31). The value of teamwork (Ecclesiastes 4:9-12).

An adult leaders in our youth ministry used to say: "It takes Teamwork to make the Dreamwork!" John Maxwell has a book entitled: *Teamwork makes the Dreamwork*.

Synergy Described: Synergy is achieved when two or more people work together to create a better solution than they could have created alone. **Synergy Defined:** Synergy is using the different abilities, personalities, gifts and talents of a group of people to get something done they could not do alone.

Bill Bennot's Definition of Team: The founder of our church once came up with this definition of team: *A team is a small group of people with complementary skills committed to a common purpose, performance goals and approach for which they hold themselves mutually accountable.*

The Five Dysfunctions of a Team. If you have not read the book but Patrick Lencioni: *The Five Dysfunctions of a Team* you should try and get hold of it.

The 5 Dysfunctions Pyramid. Patrick Lencioni describes a journey from the Absence of Trust to Inattention to Results. (1) The first dysfunction is the absence of trust among team members. Essentially this stems from their unwillingness to be vulnerable within the group. Team members who are not genuinely open with one another about their mistakes and weaknesses make it impossible to build a foundation for trust. (2) This failure to build trust is damaging because it sets the tone for the second dysfunction: fear of conflict. Teams that lack trust are incapable of engaging in unfiltered and passionate debate of ideas. Instead, they resort to veiled discussions and guarded comments. (3) A lack of healthy conflict is a problem because it creates the third dysfunction of a team: lack of commitment. Without having aired their opinions in the course of passionate and open debate, team members rarely, if ever, buy in and commit to decisions, though they may agree in meetings. (4) Because of this lack of real commitment and buy in, team members develop the fourth dysfunction: avoidance of accountability. Without committing to a clear plan of action, even the most focussed and driven people are often hesitant to call their peers on actions and behaviours that seem counterproductive to the good of the team. (5) Failure to hold one another accountable creates an environment where the fifth dysfunction thrives: Inattention to results. It occurs when team members put their personal needs (such as ego, career development, or recognition) or even the needs of their department about the collective goals of the team.

Exercise: Complete the Team Dynamics questionnaire based on your current team situation.

Another way to understand the model is to take the opposite approach – a positive one – and imagine how members of truly cohesive teams behave. Here are the 5 Practises of Great Teams: (1) They Trust Each Other. (2) They Embrace Conflict. (3) They Display Commitment. (4) They Practise Accountability. (5) They Get Results.

1. They Trust Each other: Team members believe their peer's intentions are good and they are protective and careful about group interactions.

How to Create Trust: Get people to talk about weaknesses; skill deficiencies; interpersonal lacks; mistakes and needs.

Trust Exercise: Share a strength and a weakness, a joy and a pain with each other.

2. They Embrace Conflict. Team members engage in passionate debate and discuss issues and speak freely.

How to Embrace Conflict: Believe conflict is not a sin; Accept conflict is beneficial; Seek first to understand; Look for a win-win solution.

Conflict Exercise: Pick a recent difficult issue, listen with an open mind and look for a win-win solution.

3. They Commit to Plans. Team members are clear about the mission, not afraid of being wrong and they make timely and definitive decisions.

This is a story about four people EVERYBODY, SOMEBODY, ANYBODY AND NOBODY. There was an important job to be done and EVERYBODY was asked to do it. ANYBODY could have done it, but NOBODY did it. SOMEBODY got angry about that because it was EVERYBODY'S job. EVERYBODY thought ANYBODY could do it but NOBODY realised that EVERYBODY wouldn't do it. It ended up that EVERYBODY blamed SOMEBODY when actually NOBODY asked ANYBODY.

How to Build Commitment: Review meeting decisions; Identify **who** does **what** by **when**; Commit to finish work on time.

Commitment Exercise: Think about an undefined issue in your ministry and decide who will do what by when.

4. They Practise Accountability. Team members are held accountable for their behavior and poor performance or harmful behaviour is dealt with.

How to Create Accountability: Clarify responsibilities; Be clear about expectations; Review progress regularly.

Accountability Exercise: Have each person identify 2-3 areas they are responsible for in the ministry.

5. They Get Results. Team members are concerned about collective success and not individual credit or personal success.

How to Recognise Results: Make results known; Reward the team.

Results Exercise: List some recent results of your ministry and agree on a way to celebrate their achievement.

Summary: Here is a summary of what we have explored so far:

* We will be a great leadership team if we work together to create something that we could never have created alone.

* We will be a great leadership team if we are a small group of people with complimentary skills, committed to a common purpose, performance goals and approach for which we hold ourselves mutually accountable.

* We will be a great leadership team if we create trust, embrace conflict, commit to plans, practise accountability and get results.

Share: What one insight did you learn in this session that has the potential to significantly change your ministry?

Youth Ministry Teamwork. Here are some thoughts applying what we have explored to youth ministry:

1. Lead with a Team Mindset: Avoid the long ranger approach and build healthy teams.
2. Recruit Adult Leaders to Minister Among Teens: Preaching, mentoring, administrating, planning.
3. Develop Teen Leaders: Leading small groups, planning and running events, ministrering spiritually.
4. Build Healthy Teams: Create trust, allow conflict, commit to decision, ensure accountability, achieve result.
5. Keep Expanding Teams: Find and add people who are faithful, available and teachable.
6. Use Social Media: Set up interactive networks on Facebook, Whatsapp, etc.

May God help you and your ministry as you raise teams that will be amazing!

TEAM DYNAMICS QUESTIONNAIRE

Use the scale below to indicate how each statement applies to your team. Evaluate the statements honestly and don't over-think your answers. For each sentence choose a number that scores your team in that area:

- 3 = Usually like us
- 2 = Sometimes like us
- 1 = Rarely like us

No	Statement	Score
1	Team members are passionate and unguarded when discussing issues.	
2	Team members call out one another's deficiencies or unproductive behaviours.	
3	Team members know what their peers are working on and how they contribute to the collective good of the team.	
4	Team members quickly and genuinely apologise to one another when they say or do something inappropriate or damaging to the team.	
5	Team members are willing to make sacrifices (such as resource, time, energy) in their areas of responsibility for the good of the team.	
6	Team members openly admit their weaknesses and mistakes.	
7	Team meetings are compelling and not boring.	
8	Team members leave meetings confident that their peers are completely committed to the decisions that were agreed upon, even if there was initial disagreement.	
9	Team morale goes down drastically when the team fails to achieve the goals they	
10	During team meetings, the most important and difficult issues are put on the table to be tackled and resolved.	
11	Team members are deeply concerned about the possibility of letting their peers	
12	Team members know about one another's personal lives and are comfortable discussing them.	
13	Team members end discussion with clear and specific resolutions and calls to action.	
14	Team members challenge one another about their plans and approaches.	
15	Team members are slow to seek credit for their own contributions, but quick to point out the contribution of others.	

Scoring

Fill in your scores for each of the 15 statements and add up the totals.

Absence of Trust		Fear of Conflict		Lack of Commitment		Avoidance of		Inattention to Results	
Q 4		Q 1		Q 3		Q 2		Q 5	
Q 6		Q 7		Q 8		Q 11		Q 9	
Q		Q 10		Q 13		Q 14		Q 15	
Tota		Total		Total		Total		Total	