

**EBENEZER BAPTIST CHURCH
EXMORE, VIRGINIA**

**Saturday, January 6, 2024
10 am**

**LECTURE:
WORKING AS A TEAM IN A SMALL CHURCH SETTING**

**FACILITATOR:
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I. HELP LORD - I NEED A TEAM- WORKING TOGETHER BETTER

**(Good, Better, Best, Never Let It Rest, Until Your Good Becomes Better,
and Your Better Best)**

PETER DRUCKER- 3 THINGS THAT HAPPEN NATURALLY

Friction
Confusion
Underperformance

THE FIVE DYSFUNCTIONS OF A TEAM - PATRICK LENCIONI

1. Absence of Trust
2. Fear of Conflict
3. Lack of Commitment
4. Avoidance of Accountability
5. Inattention to Results- What gets measured gets addressed? – When you do not address a matter as a team- the team does not get better!

JOHN KOTTER- LEADING CHANGE

**THE 8-STEP PROCESS FOR LEADING CHANGE
LEADING CHANGE BY JOHN P. KOTTER**

1. [Create a sense of urgency](#)
2. [Build a guiding coalition](#)
3. [Form a strategic vision and initiatives](#)
4. [Enlist a volunteer army](#)

5. [Enable action by removing barriers](#)
6. [Generate short-term wins](#)
7. [Sustain acceleration](#)
8. [Institute change](#)

II. TEAMWORK MAKES THE DREAMWORK

Psalm 133

Behold, how good and how pleasant it is for brethren to dwell together in unity!

It is like the precious ointment upon the head, that ran down upon the beard, even Aaron's beard: that went down to the skirts of his garments;

As the dew of Hermon, and as the dew that descended upon the mountains of Zion: for there the LORD commanded the blessing, even life for evermore.

HEADSHIP – verse 2a

LEADERSHIP- verse 2b

FOLLOWSHIP- verse 2c

INCREDIBLE TEAM VICTORIES - verse 3

III. WALKING BY WHAT YOU ARE EXPECTING NOT WHAT YOU ARE EXPERIENCING

A. STICK TOGETHER BY JON GORDON AND KATE LEAVELL

TEAM- THE STICK OF

1. Hope
2. Consistency
3. Inclusion
4. Ownership
5. Love
6. Connection
7. Believe

IV. PULLING A TEAM TOGETHER TO HELP THE PASTOR

DISCIPLESHIP IS KEY TO THIS HAPPENING

[to prepare God's people for works of service, so that the body of Christ may be built up." \(Ephesians 4:12\)](#)

INVITE TO A PURPOSE, NOT A POSITION

Before pastors ask people to serve in the church, pastors need to clearly answer this question: “Why is this ministry important?” One of the reasons people are reluctant to become involved is the perception that the church is only doing what has traditionally been done. Because the smaller church places a high value on tradition, it can cause people to lose sight of the fact the goal of ministry is spiritual transformation (Colossians 1:28,29). People do not volunteer to build an organization or program (even a church’s). They become involved because they desire to influence, change, and help their friends, family, and neighbors. As pastors seek to recruit people, they need to clearly communicate why the ministry is important, and how it will affect others.

PROVIDE ADEQUATE TRAINING

People can easily become intimidated in ministry.

AVOID OVERWORKING VOLUNTEERS

HAVE CLEAR JOB DESCRIPTIONS

A job description answers the following questions:

1. What is the church asking the person to do?
2. What is the purpose of the ministry?
3. How much time will be required both in preparation and performance of the ministry?
4. How long will the person be asked to serve?
5. What are the responsibilities and requirements of the position?
6. Who is the person accountable to?
7. What training will be provided and in what areas will the person experience personal growth?

V. Great Small Church Leadership Teams Aren’t Hired, They’re Built

Building A Community of Selfless Supporters

(What are my interests? What is my availability? Do I want to try things out before making a commitment? What is my personality? Do I prefer working with others or alone? What are my skills and experiences? What is my primary area of giftedness? Is there something I’ve never done that

VI. COMMUNICATE IN A WAY THAT GETS YOUR IDEAS HEARD AND GAINS COOPERATION FROM OTHERS

WORK TOGETHER

1. What will it take
2. How can we resolve this

TAKE RESPONSIBILITY

1. I would appreciate
2. I'm concerned

SEEK INPUT

1. Would you be willing to
2. I noticed...and I'm wondering
3. I need your help
4. Help me understand

GIVE BENEFIT OF THE DOUBT

1. Are you aware of the effect
2. You may not realize

TEAMS MAKE MINISTRY EASIER FOR THE PASTOR

1. Don't Dictate - You Better
 2. Do Seek Solutions - How can we resolve this
-
1. Don't Demand - You need to
 2. Do Make Requests- I need you to
-
1. Don't Blame- You never Help
 2. Do Take Ownership- I need your help

DEVELOP A TRUSTING ENVIRONMENT

DEVELOP AN EMPOWERING ENVIRONMENT

DEVELOP AN ENCOURAGING ENVIRONMENT

DEVELOP A SUPPORTIVE ENVIRONMENT

DEVELOP ACCOUNTABILITY

Push your church past Sunday and build relationships daily.

WE MUST REALIZE THAT STRUGGLING OCCURS WHEN WE HAVE failed to properly recruit people to the ministry. When people did volunteer, they were given positions but were not placed on a team.

I believe the ministry is critical for the future of the church, but it will require more preparation and effort on his part to share with people the passion and importance of the ministry. WE need to work with volunteers to develop a team so they can work together with a shared vision to accomplish the ministry.

VII. THE POWER OF AN AGENDA

DO THE BEST YOU CAN WITH WHAT YOU HAVE WHERE YOU'RE ARE AT