

The Team Dynamic

Cultivating a Team Mentality

It will **always be a struggle** to think team rather than personal ingenuity. You will need to self-consciously plan to think team and plan ways to work a project through a team.

Benefits of the team approach:

- More people involved means more gifts
- Not only more gifts but gifts used appropriately: no Christian is a foot and an eye, etc.
- It only seems more efficient in the short term. Teams do lighten the load once roles are defined.

Problems when you avoid a team approach:

- We tend to think of our own strengths and weaknesses (missing out on solutions that are clear to others)
- Fewer gifts are involved in the project
- It becomes much harder to transfer leadership

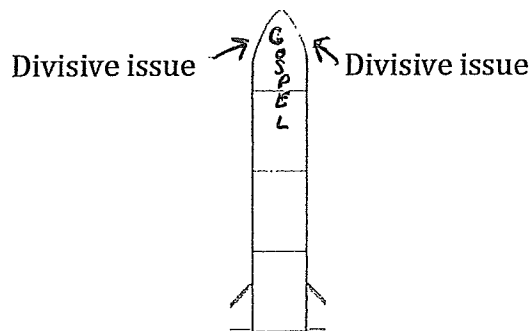
Working with teams is a biblical non-negotiable. Every part of serving at CPC involves a team. Ministry Teams (worship administration, nursery, café, décor, etc.) report to the Servant Leader Board (SLB); teachers, small groups, youth and adult ministries report to session. Session works with Presbytery which works with General Assembly which works with the Church universal.

Issues in Leading Teams

1. Keeping it Focused

A healthy church is focused upon the gospel. All teams no matter what their function ultimately serve a gospel purpose, whether it is direct discipleship or supporting and facilitating gospel ministry.

We need to guard against polarizing issues that can divide the teams and undermine gospel ministry. RUF uses the model of a rocket ship. The nose of the rocket is the gospel mission and the divisive issues push it off course.



2. Dealing with Antagonism

Without a doubt, one of the greatest obstacles to biblical leadership is mishandling antagonism. "Antagonists are individuals who, on the basis of substantive evidence, go out of their way to make insatiable demands, usually attacking the person or performance of others." (Kenneth Houck, *Antagonists in the Church*)

Dangers:

- To fall into a 'persecution complex'
- To allow a few dissenting voices to color your perception
 - Leading to discouragement of your mission
 - Or, cause you to be suspicious about everyone
- To lose confidence in your calling

Dealing with antagonism:

- You need good friends that you trust and that believe in your calling
- You need "cover" from solid church leadership
- You will need to plan

Plan to Respond to an Antagonist (from Houck)

- a. Meet in a place of your choosing (not in your home or over lunch).
- b. Meet at a time of your choosing. If the antagonist asks, 'Can I come over right now? Answer, "This is not a good time."
- c. Begin on time. If they arrive early wait until the scheduled time.
- d. Greet them with a simple "Hello." Ask, "How can I help you?" or "What is it that you want to talk with me about?"
- e. Take notes
- f. Avoid challenging an antagonist. Do not use public meetings to confront an antagonist

3. Good Arguments supported by Biblical Wisdom

Good leadership will need to make many decisions that might seem like "subjective" calls. Yet, leaders must rely on biblical wisdom and check that they use sound arguments. We must be careful that our decisions are not based on selfish desires or problematic logic (like the slippery-slope argument).

4. Measuring Success

"Whether you realize it or not, you have a specific definition of personal success. And that definition of success greatly affects your life. It affects what you worry about, your stress levels and your sense of personal fulfillment. False views of success are usually quantitative not qualitative and built around things like career achievement and professional recognition." Steve Childers

What is the most common criteria for success in ministry?

False Views of Success:

1. Popularity
2. Money
3. Numbers
4. Other?

Biblical view of Success:

Acts 16:15 [15] *And after she was baptized, and her household as well, she urged us, saying, "If you have judged me to be faithful to the Lord, come to my house and stay." And she prevailed upon us.*

1 Corinthians 4:17 [17] *That is why I sent you Timothy, my beloved and faithful child in the Lord, to remind you of my ways in Christ, as I teach them everywhere in every church.*

Ephesians 6:21 [21] *So that you also may know how I am and what I am doing, Tychicus the beloved brother and faithful minister in the Lord will tell you everything.*

Colossians 1:7-8 [7] *just as you learned it from Epaphras our beloved fellow servant. He is a faithful minister of Christ on your behalf [8] and has made known to us your love in the Spirit.*

Colossians 4:7-8 [7] *Tychicus will tell you all about my activities. He is a beloved brother and faithful minister and fellow servant in the Lord. [8] I have sent him to you for this very purpose, that you may know how we are and that he may encourage your hearts,*

Revelation 2:10 *Do not fear what you are about to suffer. Behold, the devil is about to throw some of you into prison, that you may be tested, and for ten days you will have tribulation. Be faithful unto death, and I will give you the crown of life.*

Definition of Success for a Spiritual Leader: Faithfully pleasing God with the resources and responsibilities that He has given you in conformity to the teachings and practices of Christ as related to a particular vocation/service for the ultimate good of Christ and his church.

Principles that Lead to a Faulty View of Success:

1. Primitivism: Successful Christianity is a return to the past
2. Modernism: Newer is truer or better
3. Populism: Popularity is confused with truth or best practice
4. Pragmatism: "What Works" is confused with "What is Right"
5. Isolationism: Personal interest pushes the agenda regardless of the whole community