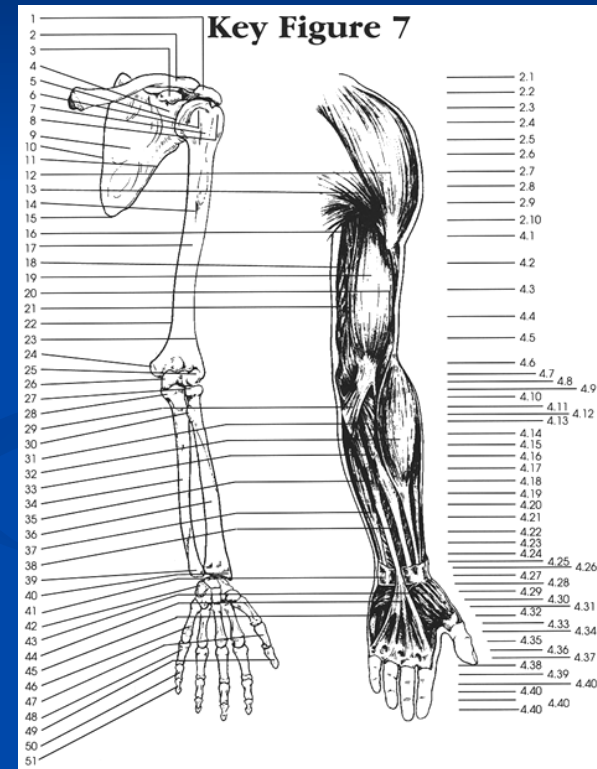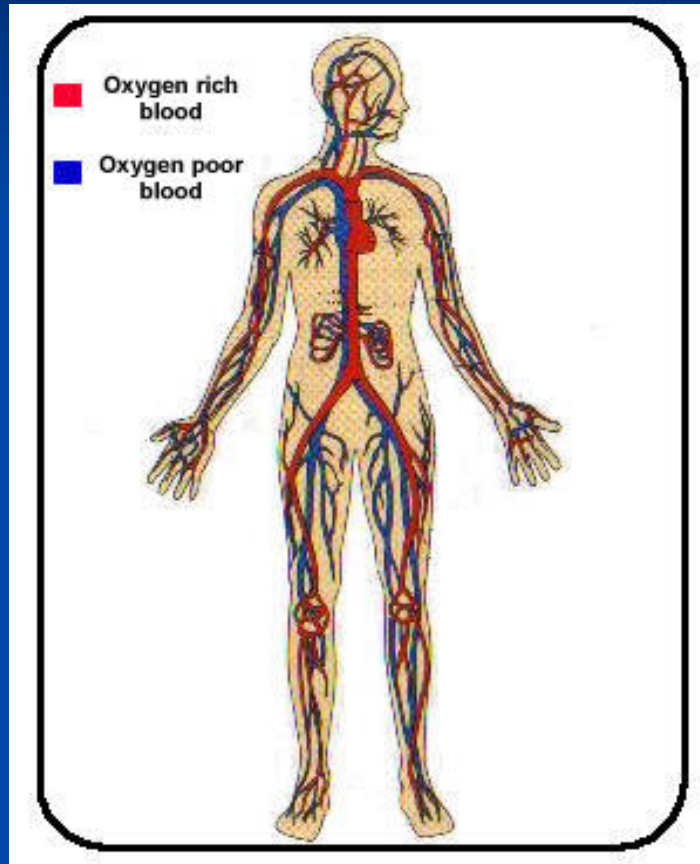# Organizing Ministry Teams That Multiply

Empowering Everyone
In Meaningful Ministry

Multiplying Ministry Teams

- Principle: The church must develop **team mentality** in serving.

- Principle: Doing church as a team can be very simple when a **multiplying team model** is used.

Lessons From The Body

Lessons From Plants

Typical
Ministry Development Approach

- Ministry Need Arises:

WRONG NEXT STEPS

- Emergency Request: Will you do it?

- Response: "Well, I love Jesus...so yes."

- Reaction: "What do you want me to do?"

- Response: "Just go do your best"

CORRECT NEXT STEPS
Don't Do Ministry Yet !

BEGIN TO DESIGN A TEAM

- Build a Team of **4** leaders….plus you
- Total Team = **5** People

This system helps maintain an appropriate
SPAN OF CARE

Six Simple Steps
to Team Development

- 1. Define Ministry **Scope**
- 2. Define Ministry **Purpose**
- 3. Define Key **Functions**
- 4. Identify Leadership **Qualifications**
- 5. Select **Candidates**
- 6. Recruit **Leaders**

Benefits of Teams Approach

1. Growth and new involvement is **continuous**.

2. Ministries grow **broader** because teams **multiply**.

3. Every person is **included** and has a **specific, meaningful** role to fulfill in ministry.

4. Creates a "blueprint" for ministry opportunities that helps **attract** new people into service.

5. The larger the ministry grows the **deeper** the leadership goes. Expansion is always supported by adequate leadership.

Benefits of Teams Approach

6. The team ministry approach helps prevent **burn-out**!

7. Easy to turn these natural groupings into **"Small Groups"**

- Participants in these Serving Groups are selected based on natural relational affinity, similar passions, talents, interests…

- People are accountable to a leader and each leader is accountable to another leader and each person is training and being trained!

Step 1. Define <u>Scope</u> of Ministry

- Draw a Circle: This represents the scope and responsibilities of the ministry

- Visual brain storm session - example: Youth Ministry

worship

Bible studies

Admin   weekly events

camps

Phone calls

local missions

web site   recreation equipment

media

Home groups

Step 2. Define the __Purpose__

- Draw "cross-hairs" that define what you are aiming at—what's the PURPOSE of the ministry ?
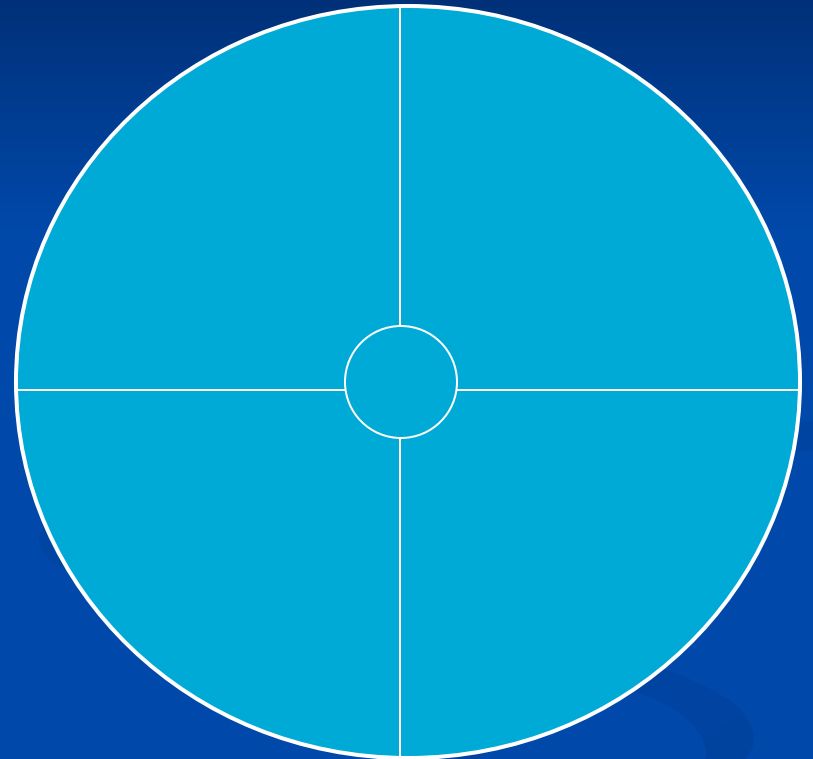
Step 3. Define Four Key Functions

- Ask three important questions:

  1. Look at your brainstorm circle, if all potential activities of this ministry were grouped into four functions of related activity, what would they be?

  2. What would we call each function/team?

  3. Test: If these four functions happen will the ministry purpose be accomplished?

Step 4. Identify Qualifications Needed For Each Team Leader

- Determine ideal spiritual gifts, passions, abilities, personality, experience and spiritual maturity desired

- Qualifications Desired:
  - Gifts: Leadership, teaching
  - Passions: Teens, fun, sports
  - Abilities: Organization, Communication
  - Personality: Gregarious (High O)
  - Experience: Student activities
  - Maturity: Guiding believer (M3)

Teaching
Qualifications:
-
-

Events
Qualifications:
-
-

L

Admin
Qualifications:
-

-

Groups
Qualifications:
-

-

Step 5. Select <u>Candidates</u>

- Select the best people for the position out of all possible candidates.
  - Ask yourself who would be best?
  - Interview others who have served with them or seen them in action.
  - Work hard to match the names with the SHAPE needed and spiritual maturity necessary for the position or task.

<u>Teaching</u>
Names:
-
-

<u>Events</u>
Names:
-
-

L

<u>Admin</u>
Names:
-
-

<u>Groups</u>
Names:
-
-

Step 6. <u>Recruit</u> the Leaders

- **Make the ask!**
  - Don't wait for the right person to volunteer or magically appear.
  - Challenge the ones you've identified. **(Matt 7:7)**
  - Pray and let God handle their response!
  - Keep "Asking" until your team is complete!

<u>Teaching</u>
Ask:
✓

<u>Events</u>
Ask:
✓

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<u>Admin.</u>
Ask:
✓

<u>Groups</u>
Ask:
✓

Characteristics of Powerful Ministry Teams

COMMON PURPOSE

Reason for Cooperation

Strategy for Cooperation

CLEAR ROLES

Means of Cooperation

EXCELLENT COMMUNICATION

ACCEPTED LEADERSHIP

Structure for Cooperation

SOLID RELATIONSHIPS

Climate for Cooperation

EFFECTIVE PROCESSES

Method of Cooperation