

Building Teams

Why do we not do teams well? ***Discuss (3mins)***

What are the benefits of teams? ***Discuss (3mins)***

What do 'teams' look like in a church plant?

Before you start:

One united church planting team, "were all in this together", Vision setting, excited, hopeful, expectant... you are actively involved in everything

Once you've begun:

Some teams, some rotas, some responsible people, you picking up the pieces, you are still involved in everything, people excited by what is happening, but people getting a little overwhelmed.

A few years in:

Too much to do, struggling teams, tired members, people pulling out, key people leaving, you still picking up the pieces.

Ideal:

Functional teams and deacons serving the church and each other and enabling the preaching of God's word and prayer to remain a priority.

What teams are needed?

- Eldership (ministry team)
 - Potentially broader ministry team under this?
 - Staff Team
- Deacons
- Members on Teams with Ministry leads

Elders

- Serve by leading¹

¹ Jeramie Rinne, Church Elders: How to Shepherd God's People Like Jesus (Wheaton, Illinois: Crossway, 2014).

- Priority of preaching the word, prayer

Deacons

Acts 6:1-4

"In those days when the number of disciples was increasing, the Hellenistic Jews among them complained against the Hebraic Jews because their widows were being overlooked in the daily distribution of food. ² So the Twelve gathered all the disciples together and said, 'It would not be right for us to neglect the ministry of the word of God in order to wait on tables. ³ Brothers and sisters, choose seven men from among you who are known to be full of the Spirit and wisdom. We will turn this responsibility over to them ⁴ and will give our attention to prayer and the ministry of the word.'"

What do we notice in this passage?

Do the widows matter? Does this issue matter?

Not because these things don't matter **but because they do matter!**

Deacons

- If elders serve by leading, deacons lead by serving²
- Support the elders - "The purpose of deacons is inseparably tied to the priority of elders".³
- - o "If the elders say, "Let's drive to Pittsburgh," it's not up to the deacons to come back and say, "No, let's drive to Philadelphia instead." They can legitimately come back and say, "Our engine won't get us to Pittsburgh. Perhaps we should reconsider." That's very helpful. But in general their job is to support the destination set by the elders"⁴

What are they?

- Unity Preservers
- Gospel Protectors (Body Guards and Shock absorbers)

² H.B Charles, quoted in Matt Smethurst, Deacons: How the Serve and Strengthen the Church (Wheaton, Illinois: Crossway, 2021), 84.

³ Matt Smethurst, Deacons: How the Serve and Strengthen the Church (Wheaton, Illinois: Crossway, 2021), 83.

⁴ Matt Smethurst, Deacons: How the Serve and Strengthen the Church (Wheaton, Illinois: Crossway, 2021), 83.

- Problem Solvers
- Jesus reflectors

Team of Deacons

Or role specific deacons

Discuss the benefits/problems of both.

- Deacons will be both reactive and proactive
- Write their own job description (with guidelines/boundaries/vision)
- No committee/deacon meetings
- Instead deacons might meet in smaller groups to discuss an issue/ministry/event etc.
- Every deacon accountable to an elder who checks in regularly
- Deacons might have teams that they look after

Discuss - Question to ask - Who are our 'widows' and what are our 'tables'?

Teams

- Teams have ministry leads (sometimes/ideally deacons)
- Teams have briefs

Discuss - What teams do you need? What kind of people do you need? Draw a plan?

Who should be on what teams?

- Trials ("give this a go" but *you* must be willing to be honest if it's not working)
- Members only? Christians only? Depends on teams? Danger of non-believers serving, benefits of non-believers serving.
- Gifting, needs, availability, willingness
- Let the members be part of this (who do you think would serve well in this role).

Some of the difficulties -

- Peoples Christian identity becomes tied to their service.
 - o We need to be willing to *stop* ministries for the sake of members
 - Do your people think their ministry (or the ministry) is more important to you then they are. I beg you not to make people feel this way
- Different cultures in teams
- When people fail

Keeping teams going

- Encourage them (pop in to ministries, little stars, girls club, football - voice notes when walking between visits, meetings etc.)
- If you see links between their ministry and other fruit get excited and tell them (they probably haven't seen them!)
- Say thank you lots on Sundays (organic, natural but intentional - lunch is a great time for this)
- Honour those serving (publically and privately)
- Check in regularly - ministry leaders and members - "How's the ministry, are you encouraged, discouraged, why?"
- Pray for your teams - as elders, at prayer meetings, fast and pray
- Let people step away without any pressure (freedom in Christ, Grace)
- Reset the vision regularly
- Members weekend away
- Meals with teams - honouring them

Matthew 28

JESUS CHRIST

ALL MEMBERS

- FOOTBALL MINISTRY TEAM
- KIDS TEAM
- GIRLS CLUB TEAM
- FOODBANK/HOPE CAFÉ TEAM
- LUNCH CLUB TEAM
- BOYS CLUB TEAM

- MUSIC TEAM
- DOOR TO DOOR TEAM
- COOKING TEAM
- TECH TEAM
- HARDSHIP FUND TEAM

MUSIC DEACON

COMMUNITY DEACON

FOOD DEACON

TECH DEACON

FINANCE DEACON

MISSIONS DEACON

DEACONS

ELDERS TEAM

JESUS CHRIST