

What is it Like to be Led by YOU?

Concordia Seminary

The Power of Self-Awareness

Colors Exercise: Understanding Yourself and Others Personality Profile

(*Based on Materials from Anita Reed Seminars www.AnitaReed.com)

My Colors: Red ____ Yellow ____ Blue ____ Green ____

Relationship Oriented

Indirect	BLUE <i>Empathizer</i>	YELLOW <i>Energizer</i>	Direct
	GREEN <i>Organizer</i>	RED <i>Action/Task</i>	

Task Oriented

What we love about being our color...

What is hard about being our color...

The way we tend to get ourselves in trouble being our color...

What we wish others knew about being our color...

	<u>Communication</u>	<u>Conflict</u>	<u>Teams</u>	<u>All of Life</u>
Red				
Yellow				
Blue				
Green				

Working with Teams

Fitness Center-Model versus Fine Dining

In some churches, the members expect that the pastors and staff do all the work of the “ministry” and the member simply needs to show up and be “served.” The staff act as waiters and waitresses, meeting the needs of the members as ordered. This is the “**Fine Dining**” model of ministry.

Another model is one where members are encouraged and expected to exercise their spiritual gifts among the body of believers, and participate in the work of the ministry. They need to be coached, supported, and trained in how to stay spiritually fit and active so they can serve others in their lives. The pastors and staff of a church are the “trainers,” who are there to support and coach the members to develop and exercise their spiritual gifts so they can be strong, vibrant, and active in faith. This is the “**Fitness Center**” model of ministry.

- **1 Corinthians 12:12-26**
- **1 Peter 2:9**

The Right Fit

It doesn't serve people well to have just anyone participate on a team. The goal is to find people for whom the task or project will be a “**right fit.**” When people are in their “sweet spot,” they can exercise and use their gifts, and find joy in serving. When it isn't a right fit for someone, that person suffers, as well as the whole team and the ministry. Part of forming a team is asking what kind of people does the project call for, and who would make a good fit for this team. Who would be a good co-chair or apprentice? Who is passionate about this ministry? Who has a servant's heart? Who is good with details? There needs to be a variety of gifts and personalities, tailored to the needs of the project.

- **Accomplish more** because “many hands make light work.” When you spend energy on teams and you have the right people in the right spot, you can do the work of 5 or 7 people, which you could never do alone. Ministry gets multiplied when more people are involved.
- **Get more creative ideas.** The people you bring to your team will think of things you never dreamed up. Why limit the creative energy to only one brain? With the experiences and insights of multiple people, you will find a more well-rounded concept that may appeal to a broader group.

Teams Bring People Together

One way that we implement the “Fitness Center” model is through teams. Rather than expecting the staff to create, plan, and execute every ministry program, teams of members are formed so that they can share their gifts with the whole body. Teams invite others to experience the fellowship of working together and to share in the joy of serving the Lord.

As coaches, a staff person serves as a point person for each team, giving counsel, guidance, and support. They are also the link to the church office, and handle the office and financial support, as well as keep the ministry connected to the entire congregation.

- **Help people be connected.** While every team needs to have a core group of all-stars, there is also the opportunity to have someone who is new to the church or who doesn't yet have a place to fit in--join your team. This allows them to rub shoulders with godly men and women with whom they are serving. You never know what Christian friendships will be formed and how people will be cared for by the people on their planning team. Although you are there to do “work,” it's also about caring for people on your team.
- **Build relationships** with whom you serve. Your team becomes a bonding experience with people of your congregation. Just as in a mission trip or service project, the people you serve with become bonded to you through that experience. You get to know people personally and about their personality. Especially in a large church, asking people to serve on a team with you may be the best chance to spend some quality time with that person.

The Benefits of Teams

Working with teams at first can seem like more work for the staff person. Many of us are simply accustomed to doing things ourselves, rolling up our sleeves and just getting it done. To organize a team, meet with them, and work with people may seem like a lot of wasted effort. However, that is an illusion that can be easily unmasked by considering the following benefits of working with teams.

- **Find help when things get tough.** If you are working on a project all alone, and something goes wrong (which it inevitably will), you are the only one who can work to solve the problem. It's an awful feeling when something goes wrong at the last minute and you have to frantically work to salvage your project. If you have a team, however, you can call for help, and your team is there to help bail you out.
- **Have built in promotion.** If you plan an event for families, and you plan it yourself, you have one family that is guaranteed to show up – yours. If you have a planning team of 7 people, including yourself, you now have 8 families to come, which could automatically mean 30 people or more. These people are also your promoters, on the whisper campaign, ready to invite friends with enthusiasm to the event they are helping to plan and organize.

- **Have more people to celebrate with** when your event is over. If you put in all the work, then only one person knows what it really took to pull the event off – you. If you have a team, however, then the whole team can celebrate the accomplishment with you, and can join in the satisfaction of a job well done. There is increased joy.
- **Set up the event to be repeated.** The following year, you automatically have people with experience in planning the event, and people who can give you very good feedback. If you have developed an apprentice for the team, you also potentially have a group of people who could carry out the event with less involvement from you, allowing you to focus on new projects.
- **Encourage Leadership Development.** During team meetings you have the opportunity to coach and encourage leadership development. This starts with creating a safe place for members to grow in their own way and own time. It might begin with praying out loud in a team meeting or it could be giving the opportunity to speak to a room full of people during the event or project. Teams are also a great place to share, practice, and model Holy Manners.

Leadership Development and Apprentice

Taken from *Exponential* by Dave Ferguson & Jon Ferguson

- The Leadership Path
 - Individual ➤ Apprentice ➤ Leader ➤ Coach ➤ Director
- What is an apprentice?

Matthew 4:19

- Jesus called twelve men into an apprenticeship and then taught them the basics of his message and his ministry so that they could do the same things he had done.

Apprentices don't just learn; they do what they have been taught and aspire to lead themselves.

Five Steps to Apprenticeship Leadership Development

- I do. You watch. We talk.
- I do. You help. We talk.
- You do. I help. We talk.
- You do. I watch. We talk.
- You do. Someone else watches.

Starting with the Why

- Great video for you to check out about leading a team.

http://www.ted.com/talks/simon_sinek_how_great_leaders_inspire_action

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