

SERVING IN TEAMS



This booklet is designed to help you, a church leader, train others to serve and lead in the local church.

WHY BOTHER WITH TRAINING?

Most churches would love to have a few new leaders. But new leaders don't just magically appear! Leaders need to be identified, trained, and encouraged.

- Even naturally 'gifted' leaders benefit from training. People who are 'gifted' musicians received lessons and training at some point, and they have to practice regularly.
- Timothy was a 'gifted' leader (he received a 'gift from God' for ministry, 2 Timothy 1:6). But Timothy also received training, instruction, encouragement and feedback from Paul, an older and more experienced leader (see 1 and 2 Timothy).

WHO DOES THE TRAINING?

Future leaders can receive training and input from books, helpful websites, conferences, and classes. It makes sense for people with more experience in ministry to help those with less experience.

- Long-serving Sunday School teachers can train newbies. Veteran preachers can mentor newcomers. Skilful Bible study leaders can give input to those still learning how to lead.
- The Bible tells us that Bible-teaching leaders in the church have a responsibility to train and equip others for ministry and service. Ephesians 4:11-12 says that pastors and teachers are to "prepare God's people for works of service".

HOW CAN WE TRAIN?

Many of us are not professional teachers. Many of us wish we had received better training (instead of being ‘thrown in the deep end’!). So how can we train others well?

Planning a training programme is a lot like planning a journey on ‘Google Maps’.

Choose Destination: Where are we going? What is the goal of the training you are planning to offer? It’s good to clearly answer this question: “By the end of this training, what should the trainees know and be able to do?” It’s also worth asking “how can we know that we have arrived?” In other words, how will you assess the trainees to check that they are making good progress?

Choose Starting Point: Where are we starting from? How close, or far away, are the trainees from the final goal? What do they already know? What can they already do?

Choose Travel Mode: On Google Maps you can choose to drive, walk, bike, or take public transport. There are different ways to travel depending on your situation. There are also different ways to train others for ministry. Would it be best for the trainees (and you) to read and discuss a book together, go to a conference together, meet for informal Bible studies, should you run a class in your local church or enrol in online Bible College courses? You may try a number of different options.

Choose Your Route: Sometimes Google Maps will suggest a few ways different ways to get to your destination. You could take the fastest route or the slow and scenic way. What would be best for the people you are trying to train? What points do you need to cover to reach your destination? What themes and passages of the Bible will you need to visit along the way? Will you offer some short training opportunities to get them serving quickly, or would it be wise to take your time and not rush the process?

HOW DO I USE THIS BOOKLET?

These training booklets offer busy church leaders a plan for training people in the local church. They are designed to be:

- Short—each course is usually 5 sessions
- Interactive—a discussion not a lecture
- Flexible—you can use the bits you want and leave the rest
- Manageable—each session might take between an hour and 1.5 hours
- Realistic—they require minimum preparation and resources
- Scalable—you can use these with one trainee or 20

SERVING IN TEAMS: COURSE OVERVIEW

LEARNING OUTCOMES:

By the end of the course learners will be able to describe the benefits of working in a team, and have a plan for recruiting, training, and working effectively in a ministry or leadership team.

ASSESSMENT:

- Trainees will show that they have understood the Bible's teaching on teamwork as they discuss key Bible passages with the trainer.
- Trainees will put together a practical Team Plan for recruiting, training, and encouraging others in a ministry or leadership team at their local church.

COURSE PLAN:

Session	Points to cover
One	Why serve with a team?
Two	Working well as a team
Three	Forming a team
Four	Training a team
Five	Resolving conflict in a team


SERVING IN TEAMS: SESSION ONE

SESSION AIM

By the end of this session, you should be able to:

- Explain from the Bible some benefits of working in a team.
- Identify ministry teams within your church, reflecting on your role in a team.

LEARNING ACTIVITIES

Bible study	<p>When we think of godly leaders in the Bible (like Moses, or David, or Jesus, or Paul) we can imagine them as ‘Lone Rangers’. But very often these godly leaders are working with a team!</p> <p>Discuss the following passages. What do you learn about teamwork from these verses?</p> <p>MOSES: Exodus 18:13-27 DAVID: 1 Chronicles 11:10-19 JESUS: Luke 10:1-24 PAUL: Romans 16:1-16</p> <p><i>If working in a group, you could divide these passages among the group. Come back together to share what you’ve discovered. You could gather the group’s insights on a whiteboard.</i></p> 
Reflection and discussion	<p>The Bible often speaks about teams of leaders in the church. (<i>The following verses assume multiple leaders in a church, not just one—Acts 15:4; Acts 20:17; Philippians 1:1; Titus 1:5; 1 Peter 5:1; James 5:14</i>).</p> <ul style="list-style-type: none">• <i>What leadership or ministry teams exist in your church? (e.g. elders, music teams, welcoming team, etc.)</i>• <i>What teams are you part of in the church? What role do you play in those teams? In what ways is that team working well? What is one thing you’d like to change about that team?</i>• <i>Spend some time praying for the leadership and ministry teams in your church.</i>

Conclusion

At the end of this course trainees should present a Team Plan for a ministry team or leadership team in your church (e.g. the elders, the youth leadership team, the music team, etc.) It would be helpful to focus on a team they currently belong to, or lead, if possible.

For homework, write a few paragraphs on the following:

- What team will you focus on, and what does that team do in your church?
- Who currently belongs to the team and what roles do they play?

SERVING IN TEAMS: SESSION TWO

SESSION AIM

By the end of this session, you should be able to:

- Explain what helps a team to work together well.
- Identify the main goal of your leadership or ministry team.

LEARNING ACTIVITIES

Bible study

Think of your favourite sports team. Each player has a combination of different skills, they play in different positions and perform slightly different tasks during the game. But they all work together to achieve a common goal—winning!

Likewise, ministry teams are made up of different people with different skills, experiences, and a variety of gifts for service. Despite our differences, teams have a common purpose. To work well together we need a shared goal.

Look at the following passages. How do they each describe the goal of Christian ministry?

- Matthew 9:35-38
- Matthew 28:16-20
- Ephesians 4:11-16
- Colossians 1:24-29

If working in a group, you could write your observations down on a whiteboard. Or discuss what you learn in pairs.



<p>Discussion</p>	<p>When a team works well, each member knows what the team is aiming for and how they can personally contribute to the overall goal.</p> <p>Discuss these questions with others from your ministry team.</p> <ul style="list-style-type: none"> • What is the main goal of our team/ministry? What are we trying to achieve together? Can you summarise this in a sentence or two? • Is there a Bible verse or passage that describes our goal? • Does everyone on our team know what we are aiming at? • Does each person know how their individual contribution helps us all reach our main goal?
<p>Conclusion</p>	<p><i>At the end of this course trainees should present a Team Plan for a ministry team or leadership team in your church (e.g. the elders, the youth leadership team, the music team, etc.) It would be helpful to focus on a team they currently belong to, or lead, if possible.</i></p> <p>For homework, write a few paragraphs on the following:</p> <ul style="list-style-type: none"> • What is your team’s ministry goal? (This may have been decided in the past, or you may need to work with others to come up with a new goal). • What Bible verse(s) best describe your goal?

SERVING IN TEAMS: SESSION THREE

SESSION AIM

By the end of this session, you should be able to:

- Explain, from the Bible, the benefits of working with people who are different from you.
- Describe a plan for recruiting new ministry team members.

LEARNING ACTIVITIES

Bible study

Team leaders often ask themselves this question: “Where can I find some more people to help?” Recruiting team members is an ongoing task. So, what should we consider as we form ministry and leadership teams?

Look at the following passages. Note which Bible Truths are taught by each passage on the table below.

BIBLE TRUTHS

TRUTH A: All Christians should be serving in ministry

TRUTH B: God gives each Christian different gifts and abilities

TRUTH C: Christians need one another and need to work together

PASSAGE	BIBLE TRUTH(S) THIS PASSAGE TEACHES
Romans 12:3-8	
1 Corinthians 12:4-14	
1 Corinthians 12:4-14	

If working in a larger group, you might like to copy this table onto a whiteboard and complete together.



<p>Reflection</p>	<p>What should we be looking for as we think about recruiting new team members? Here's an acronym that might be helpful.</p> <p>Looking for volunteers can be like looking for A GHOST!</p> <table border="1" data-bbox="560 322 1418 786"> <tr> <td>A</td> <td><i>Available</i></td> <td>Are they willing and able to invest time into this ministry?</td> </tr> <tr> <td>G</td> <td><i>Gospel centred</i></td> <td>Do they love Jesus and want to serve him most of all?</td> </tr> <tr> <td>H</td> <td><i>Humble</i></td> <td>Will they honour and respect others in the team?</td> </tr> <tr> <td>O</td> <td><i>On board</i></td> <td>Are they committed to our ministry goals?</td> </tr> <tr> <td>S</td> <td><i>Skilled</i></td> <td>Do they have the right knowledge and abilities for this team?</td> </tr> <tr> <td>T</td> <td><i>Teachable</i></td> <td>If they do not have the skills today, are they willing to learn?</td> </tr> </table> <p>Consider each of the six words in A GHOST. Discuss together:</p> <ul style="list-style-type: none"> • Which of these is the most, and least, important qualities in a team member? • Are there any other qualities you would add, or take away, from this list? • As you think about these qualities, do particular people from your church come to mind? 	A	<i>Available</i>	Are they willing and able to invest time into this ministry?	G	<i>Gospel centred</i>	Do they love Jesus and want to serve him most of all?	H	<i>Humble</i>	Will they honour and respect others in the team?	O	<i>On board</i>	Are they committed to our ministry goals?	S	<i>Skilled</i>	Do they have the right knowledge and abilities for this team?	T	<i>Teachable</i>	If they do not have the skills today, are they willing to learn?
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SERVING IN TEAMS: SESSION FOUR

SESSION AIM

By the end of this session, you should be able to:

- Describe some of the different training methods demonstrated in the Bible.
- Outline a training plan for a leadership or ministry team in your church.

LEARNING ACTIVITIES

Discussion

In the Bible we see many different examples of training. Older, more experienced people train others in the skills and attitudes required to serve the Lord.

- Direct teaching and instruction.
- Learning in groups.
- Delegating practical tasks to trainees to grow their experience.
- Older Christians modelling ministry so that younger Christians can learn, etc.

Look at the following verses. What do we learn about ‘training for ministry’ from Jesus and the Apostle Paul?



Mark 6:6-13, 30-31 Luke 5:1-11 John 13:12-17
Acts 16:1-5 & 19:21-22 2 Timothy 2:1-3

You could create a ‘mindmap’ with the word “TRAINING” in the middle. Write up all you learn and observe from these verses.

<p>Reflection</p>	<p>There are two kinds of training for a ministry team.</p> <ol style="list-style-type: none"> 1) Initial training—helping new recruits learn the knowledge, skills, and attitudes necessary to begin serving on the team. 2) Ongoing training—helping existing team members grow in their service and effectiveness. <p>Discuss the following questions with other leaders or members of a ministry team you belong to.</p> <ul style="list-style-type: none"> • When we are looking for new recruits for a ministry team (e.g. a new youth leader), are we usually looking for someone who is ‘ready to go’ or someone who requires training? • What initial training does our church currently offer to help people learn to serve? Are we satisfied with our initial training? • What ongoing training is offered to people in our church who are involved in ministry? Are we satisfied with our ongoing training?
<p>Conclusion</p>	<p><i>At the end of this course trainees should present a Team Plan for a ministry team or leadership team in your church (e.g. the elders, the youth leadership team, the music team, etc.) It would be helpful to focus on a team they currently belong to, or lead, if possible.</i></p> <p>For homework, write a few paragraphs on the following:</p> <ul style="list-style-type: none"> • What training would be most useful to this team over the next 12 months? What knowledge or skills training would benefit the whole group? • Prepare a short plan to offer team training in the coming year. This could involve reading an applicable book together, short courses online, attending an upcoming conference, asking someone in your church to offer coaching or feedback, or asking an outside trainer to present a workshop. Research what is available and helpful.

SERVING IN TEAMS: SESSION FIVE

SESSION AIM

By the end of this session, you should be able to:

- Describe some biblical principles for dealing with conflict.
- Apply the principles of conflict resolution to your ministry team.

LEARNING ACTIVITIES

Bible study

We lead and serve in a world, and a church, damaged by ‘the fall’. As Christian people we are imperfect, we don’t know everything, and we can still be tripped up by our own sin and selfishness. It’s no wonder that we sometimes have conflict in our ministry teams!

Read the following verses which describe a conflict between Paul, Barnabas, and John-Mark.

Meeting the Characters:

Barnabas—Acts 4:36—37

Saul/Paul—Acts 9:23—30

John-Mark—Acts 12:25 and 13:4—5

The Conflict:

Acts 13:13, Acts 15:36—41

The Aftermath:

Colossians 4:10, 2 Timothy 4:11

- Do you think this conflict, and ‘parting of ways’, was the result of sin or a difference of opinion?
- Overall, do you think this situation hindered Paul’s ministry, helped Paul’s ministry, or neither?
- What lessons can we learn from this conflict for today?

If working in a group, discuss what you have observed with others. Have you experienced disagreement, and even a ‘parting of ways’ in a ministry team?

<p>Reflection and discussion</p>	<p>When conflict and disagreement happen, what are some biblical principles for peace and reconciliation? Ken Sande and Kevin Johnson, in their book <i>Resolving Everyday Conflict</i> outline four Gs:</p> <p>Go Higher</p> <p>We need to think about how God can be glorified in the situation (1 Corinthians 10:31). Instead of focussing on what we want, or how wrong other people are, we should focus on trusting God, obeying God, and trying to be like Jesus.</p> <p>Get Real</p> <p>When we are involved in conflict it is good to consider how we have contributed—even in a small way. We need to get the ‘log out of our own eye’ (Matthew 7:3-5), own our part of the mess, and seek forgiveness from God and others.</p> <p>Gently Engage</p> <p>There are times when we need to address other people’s sin and shortcomings. We need to do this in a gentle way, always aiming for forgiveness and mended relationships as a result (Galatians 6:1).</p> <p>Get Together</p> <p>Finally, we want to come back together as a team, forgiving one another as God has forgiven us (Ephesians 4:32). We aim to continue working together in gospel ministry where possible.</p> <p>Discuss this scenario:</p> <ul style="list-style-type: none"> – <i>Two Sunday School teachers disagree about which curriculum is best to use next year. They end up having a short argument about it after church, and one says they don’t want to be part of the team anymore. Describe how you might help them work through the four Gs above?</i>
<p>Conclusion</p>	<p><i>At the end of this course trainees should present a Team Plan for a ministry team or leadership team in your church (e.g. the elders, the youth leadership team, the music team, etc.) It would be helpful to focus on a team they currently belong to, or lead, if possible.</i></p> <p>For homework, write a few paragraphs on the following:</p> <ul style="list-style-type: none"> • Briefly outline the steps you will take when conflict and disagreement arise in your ministry team. List the Bible verses and passages that have been helpful to you.