

# WHAT SHOULD YOU FOCUS ON AS A LEADER WHO IS BI-VOCATIONAL?


**ICC LEADERS MEETING**

25 AUGUST 2020

# Our goal is to grow our local church

## Ministry is a calling, not a job

- ▶ We need to understand the value and the importance & potential of everything we do.
- ▶ We are here to grow the church, whether we are full-time or doing in our spare time.
- ▶ Our lives are ministry. God has called us to ministry.



**If you have 4 hours a week,  
what do you spend your time doing?**

**Hour #1: Team & Leadership**

**Hour #2: Program**

**Hour #3: Pastoral**

**Hour #4: Prayer & Communication**

# Hour #1: Team & Leadership

## Focus:

- ▶ Getting to know the people you are serving with
- ▶ Developing the people who are called to the ministry.
  - ❖ Relationship Building
  - ❖ Serving others
  - ❖ One on one meetings
  - ❖ Raising up others

# Hour #1: Team & Leadership

- ▶ Ephesians 4:12 – Equip the saints for the work of the ministry
- ▶ It is a blessing to serve, not a burden
- ❖ We are not called to do ministry on our own.
- ❖ Mindset Shift:
  - I am giving these people the opportunity to build into others, to serve, to be a part of something bigger than themselves
- ❖ Have a **Key Team**.

# Hour #1: Team & Leadership

## Key Team

- Who are the people in your team who are the biggest influencers?
- Who are the people who are going to help you get things done?
- The bulls-eye is the key team
- Put your effort into building the key team
- You are trying to change the culture with the people in the key team

# Hour #1: Team & Leadership

## What does the team leader do?

- **Building the vision** – carry the vision of that service, carry the things you want to see happen, carry the atmosphere of the team
- **Communicating** – follow-up the team, invite their team to the services
- **Make a big team small** – create levels where the people can step up to, grow the leadership, give opportunities for people to lead people
- ▶ Tip: Don't rush to give job titles to volunteers
  - It's easier to give a job title than to take it away.

# Hour #1: Team & Leadership

## How do we lead the key team?

1. Key team meetings
2. One-on-one meetings
3. Communication



# Hour #1: Team & Leadership

## How do we lead the key team?

### 1. Key team meeting

- ▶ Focus: Gather the team and invest in them, so they can do the same to their team.
  - Do life with them.
  - 1 to 4 times a month, meeting time can vary
  - Make it regular
  - Make it informal
  - Work around your team

# Hour #1: Team & Leadership

## How do we lead the key team?

### 2. One-on-one meetings

- Be deliberate to sow into each of your team individually
- 3 John 1:2 – The key team is the soul of your ministry
- Can be just a 5-minute chat with them

# Hour #1: Team & Leadership

## How do we lead the key team?

### 3. Communication

- You are the chief communicator
- No excuse for somebody not to be informed – get rid of all the excuses
- Make information available 24/7 (online), no excuse
- Need a place (more than email) to get the information to the team

# Hour #1: Team & Leadership

## How do we lead the key team?

### 3. Communication - Examples

- ✓ Weekend booklets for every team leader – who is doing what, curriculum, announcement, etc
  - Cut out the need for people to come to you for information
- ✓ Facebook – Closed group, just for the team
  - Put everything on the fb group

# Hour #1: Team & Leadership

## How do we lead the key team?

1. **Key team meetings**
2. **One-on-one meetings**
3. **Communication**
  - ▶ Always make it worth their time
  - ▶ Have a purpose and plan – be purposeful when you have your key team meetings.

# Hour #1: Team & Leadership

## Key Team Meeting Structure: 1 hour

0 – 10	Connect Catch Up
10 – 15	Coming up
15 – 30	Coaching
30 – 35	Cast (Vision)
35 – 55	Create
55 – 60	Conclude (Thanks)

# Hour #1: Team & Leadership

## Key Team Meeting Structure: 1 hour

### **Connect (10 min)**

- Social - Do life together

### **Coming Up (5 min)**

- What's coming up in church, in the ministry, in the calendar
- 3 months away, if possible

# Hour #1: Team & Leadership

## Key Team Meeting Structure: 1 hour

### Coaching (15 min)

#### – Be purposeful in what you want to build

- Share something the Senior pastor has shared in the staff meeting
- Talk about something you want to bring forward
- Talk about a culture you want to continue to build
- How to do some of the things you want to do



# Hour #1: Team & Leadership

## Key Team Meeting Structure: 1 hour

### **Cast (Vision) (5 min)**

- Use words like 'imagine'
- Imagine if we do this (what you have coached them to do) ...
- Engage their hearts and minds
  - let them see the outcome of what you want to do

# Hour #1: Team & Leadership

## Key Team Meeting Structure: 1 hour

### **Create (20 min)**

- Brainstorming – get everyone involved by sharing ideas
- What is the problem you want to solve?
- How do we achieve the goals?
- When they are involved, they are buying into the group outcome

# Hour #1: Team & Leadership

## Key Team Meeting Structure: 1 hour

### **Conclude (5 min)**

- Thank them for being there, for what they do
- Make sure you conclude on time – honour the people's time
  
- ▶ Always have a structure
- ▶ God wants to take you somewhere - Plan for it
- ▶ Know what you've got now and grow it.

# Hour #1: Team & Leadership

## Key Team – The WHO

- ▶ What are you looking for?
- ▶ How many small group leaders do you need?
- ▶ What sort of people do you need in your team?
  
- ▶ Write it down so you start looking for it.

# Hour #1: Team & Leadership

## Key Team – The WHO

- ▶ Don't think **what**, think **WHO**
- ▶ When you have a challenge or something you want to do, think -
  - ▶ Who would love to do that?
  - ▶ Think of who can help you achieve this and move forward
- ▶ Ensure everything gets done, but not do everything

# Hour #2: Program

## What do you do on the weekend?

- ▶ The team that makes things happen on the weekend
  - Pastoral and Creative team – have a person to oversee each team
- ▶ What do you do with them?
  - Simplify – make it as simple as possible
  - Make it as effective as possible – cut out stuff that is not helping
  - Everything needs to have a purpose

# Hour #2: Program

## What do you do on the weekend?

- ▶ Branding
  - What is the emotional response your kids have when they think about church?
  - This comes out of your program
- ▶ Plan what you need to do for the weekend
  - The program is there to serve you, not you serve the program

# Hour #3: Pastoral

## It's the unseen of ministry

- Calling the family
- Calling the new people
- Call the family who comes for the first time
  - ✓ Get feedback from them
  - ✓ Invite them back for the following week
  - ✓ Go to the next step – find a church, etc



# Hour #3: Pastoral

## It's the unseen of ministry

- Pastorally connect with the people
  - ✓ Kids who are sick – go and pray for them
  - ✓ Kids who don't connect with anyone
  - ✓ Visit someone in the hospital
  - ✓ Visit kids in their school
  - ✓ Get into schools if you can – do classes in school

# Hour #4: Prayer and Communication

Bring the mind of Christ into the centre of your team

This goes across the whole week

## **Prayer:**

- ▶ Pray for the services
- ▶ Pray with the team
- ▶ Put the team in the right mind and right heart
  - The reason they are there is to grow the church

# Hour #4: Prayer & Communication

## **Communication:**

- Make sure information is always available to the team
- Your program and all the details of what is going on.
- Be the king/queen of your communication – don't delegate this

▶ **Communicate to your leaders up**

▶ **Communicate down to your team**

# Hour #4: Prayer and Communication

## **Communicate to your leaders up**

- Know the style that your senior leadership wants to hear the information in
  - What you want to do
  - What you think will work best
- Send out weekly reports to your senior leadership
  - All the information about what is going on
  - So that they are informed of:
    - team movements,
    - big picture things going on
    - what you are doing to proactively build the church
    - how you are doing it

# Hour #4: Prayer and Communication

Bring the mind of Christ into the centre of your team

## **Communicate down to your team**

- Personalised text messages or emails to your team
- Communicate effectively to your team
- Communicate honestly. Show the team your world
- Communicate highlights to the church – for the sake of growth

# Final Note

## ▶ **Do what only you can do**

- Don't need to do things you don't need to do – empower someone else to do it
- Be passionate about what you do

## ▶ **Keep the main thing, the main thing – leading people to Jesus**

- The main thing is Jesus
- Salvation – give opportunity to come to Jesus in every meeting