

IMPACT – Education

Part 1 – Developing Teamwork

John Maxwell - “The road to the next level is always uphill and if a team isn’t intentionally fighting to move up, then the team will inevitably slide down.”

First, develop ministries before you develop teamwork.

A thriving church will have many facets of ministries; *seniors, prayer groups, follow-up/visitation teams, hospitality/decor, greeters, hospital/nursing home visitation teams, maintenance, women’s, men’s, children, youth, young adult, single, choir, kids/youth choir, bus ministry etc.*

Then the pastor decides through prayerful consideration who should lead these teams.

Also, a qualification & duty list needs to be in written form for leaders to understand the role they are leading.

Your goal is to develop strength and depth in your leadership.

- **Things** you must practice as a leader:
 - **Encouragement is vital!** Set goals for the year, or each quarter. If you meet that goal at any given time, make another goal that is

attainable, and keep pursuing the best you can. Laugh with your team members!

- **Share your goal!** It is important to communicate clear, and simple the goal(s) to your team. Present the bigger picture with enthusiasm using simple steps, motivate to work together, and teach your team to do whatever it takes for the team to succeed! Be creative in sharing your goal. Give rewards, and compliments to your team members. **To emphasize your goal: meet somewhere for coffee, or plan a meeting at the church in a separate room and the team can plan goals together.*
- **Cultivate clear communication and good listening skills** . Therefore it is important to have meetings, group texts or other means of communicating. Be informative, be detailed, be consistent, be clear, be courteous, and always be a good listener, ask for feedback. Do not be afraid to rearrange parts of the program or even change the program.
- **Delegate tasks**. Involving the whole team in differing responsibilities so the team leader is not overloaded. Ecc. 9:10(a) “Whatever

your hand findeth to do, do it with thy might; “ Don’t overstep your bounds but be willing to assist and help. Each team member must be given a task but be willing to help each team member if the occasion arises.

- **Compatibility in your team is essential.** Team members, who like each other are more likely to work together, help each other when it’s time to perform. It is important to have your team unified and to stay connected. Each team member must be willing to complement each other, instead of competing against each other. You may have an idea, or a better suggestion, but always speak humbly not disrespectful when suggesting it.
- **Handle issues appropriately.** Any issues need to be discussed in confidence with the Pastor immediately. Make a file of the incident for further reference and what was done to solve incidents and if additional followup is necessary.

Part 2 - Leadership Training

1. Planning

- Organization is the key to your success in this ministry.
- Team planning and organizing means you need to have quarterly meetings and even monthly or weekly meetings to plan and meet your goals.
- You need to meet for planning out your quarter, and year. Each quarter can be a designated theme that will go with the year theme. Meet a few weeks prior to organize, brainstorm, and then delegate each team member responsibilities, and duties.
 - Such as, decorating the room for that theme; putting phrases on the wall that will enhance your theme. (There needs to rules of order and conduct on the wall to refer the children to, which will be a repeat and constant reminder).
- How many children are you anticipating having each Sunday? Then, you need to plan to have one adult per 5 children. This

will be for order, control, and security purposes.

- Have a file that will consist of your monthly notes, and themes, ideas good or bad. This is to keep a record of your performances, events, and programs.
- Have a storage room. This is to store your props, costumes, anything that is in relations to your department. Label each box or container. You will reuse this later. You will begin investing in props, decorations that will be vital to your development of creativity and organizations skills.

2. Practice

- Practice, practice, and more practice- it is imperative that your group/workers/staff/ team members practice before performing. Most times it improves your song, skit, story. The more you practice, the more your workers become secure and confident. There will be times that an impulsive skit or song can be used, and it will be funny for the Children.

3. Performance

- Not only planning for structure, organization skills, but you need a leader who is not afraid to think outside the box, nor afraid to refocus your team members, not afraid to revamp, change team members up in order for the performance be about the team not an individual. No matter if your team is qualified or experienced, everyone must be trained, and trained together, practice together.
- Organize your program for each Sunday. Rotate the program. (Ex: welcome, action song, offering, puppet song, game, memory verse, memory verse game, puppet song, and Bible story time). Instead of a puppet song, bring in a quartet (dressed in costume, lip synching).
- Your performance will reflect your unity or disunity.
- It's Show Time! It's time to have fun but **SMILE! SMILE! SMILE!** A lot of times we can get caught in the moment of working and forget to smile. (I'm guilty, too). This is a time for the Children have a fun time, laughing and enjoying to time to be a kid. Have your moments of fun, and then have

your moments of sincerity, and devotion towards God.

- Take your Ministry serious, let your abilities and talents be used for the Glory of God, and watch God bring in Children from your community and see your Church grow.