

# CONTENTS

Preface .....	11
Acknowledgements.....	13
A Cry for Help.....	15
Everyone Needs a Team.....	29
New Paradigms, Old Purpose.....	49
Philosophies, Principles, and a King .....	63
Value-Driven Leadership .....	79
Building Teams .....	95
Developing Teams .....	111
Working with Teams .....	131
Empowering Teams.....	153
Epilog .....	171
Bibliography .....	173
Endnotes .....	185



# Preface

Jacques Barzun, in *From Dawn to Decadence*, argues that the first step in creating cultural change is the gathering of creative and gifted people. Cultural movement is not the result of a single person who has extraordinary charisma or high intelligence. Rather, cultural movement begins as a clustering of a group of highly creative and gifted people.

Pulitzer Prize winning author Joseph Ellis maintains in *Founding Brothers: The Revolutionary Generation* that the catalytic agent that shaped the new American republic was the personal relationships between George Washington, Alexander Hamilton, Thomas Jefferson, James Madison, and Benjamin Franklin. He states, “Though the American republic became a nation of laws, during the initial phase it also had to be a nation of men.”

History shows the revolution was a success because of this cluster of men, not because of one great man. That is not to say that Washington, Hamilton, Jefferson, Madison, and Franklin were not great men. However, the revolution was a collective enterprise that succeeded because of the diversity of personalities and ideologies in the mix. Their interactions and juxtapositions generated a dynamic form of balance and equilibrium, not because any of them was perfect or infallible, but because of their mutual imperfections and fallibilities.

Likewise, the men Jesus assembled to form His team were men of imperfections and fallibilities. Together, however, they helped launch a cultural movement that swept across the entire world.

We live in challenging times. Religion, in general, is not faring well in North America. It is time for a cultural movement to

arise. If it should happen, and I believe it will, it will not be the product of an individual. Rather it will be the result of a clustering of a group of people.

This book is about the clustering of a group of people. We call them teams. It is about church leaders recognizing the importance of teams as well as developing and equipping teams. Additionally, it addresses the steps leaders must take and paradigm shifts leaders must make if teams are to function as God intended.

When speaking of teams this book does so in a general sense, and yet at the same time it recognizes that committees, councils, and project groups are not necessarily teams. Groups are not teams just because they consist of more than one person. Likewise, teams consist of more than a group of people. Effective teams share a common purpose and are aligned with it. This is the type of team this book addresses.

I believe the Holy Spirit is leading the church to begin a cultural movement that will shake our world. Will you join with me in this endeavor? Will you consider being a part of a cluster of people that develops teams?

Join with me as we look at Scripture as well as modern day examples in how teams enhance church growth. We will discover that everyone needs a team. Moreover, we will learn how teams transform churches, and transformed churches transform the world.

# ACKNOWLEDGEMENTS

Only a fool would think a man could stand alone. Even if no one were with him, he is still not by himself. Others stand beside him even though they are not seen. For you see, a man is a sum of everything he has experienced. He is a product of others, people from yesterday as well as the present. Of this I am certain.

The journey I have traveled and the paths of others that have intersected mine have brought me to where I am today. I am thankful for the journey. I am thankful for those I have met along the way as well as those who have purposefully invested in me. Each one has helped to shape the man I am. Above all, I am thankful for a God who never ceases to amaze me. He guides my every step. Lastly, I am thankful for my wife and children; you bless me. In many ways, this is your book too. You helped to make it what it is. We are a team.



CHAPTER ONE:

# A CRY FOR HELP

*Take my life!*

*1 Kings 19:4*

I was surprised when I heard the news. We were not close, but we were friends. For a few years, we communicated on a weekly basis, mostly through the Internet and occasionally by phone. On a few occasions, while attending some meetings, we were able to spend time together. We connected well; we had something in common—we were both ministers.

The last I heard, he had launched a new church plant targeting generation Y, a generation of whom many are disenfranchised with traditional religion. He had also opened a coffee shop, probably to help offset church expenses as well as to provide a place to connect with people, predominantly those of generation Y.

His methods of ministry were different than mine. He wore dreadlocks and a clergy shirt. Yet in spite of our differences we shared many similarities in our biblical views.

He must have been under enormous pressure. I have experienced it, and you have too. The weight, the stress, trying to fulfill unrealistic expectations—it is not easy. Many quit, just

walk away from it. Many have been broken—financially, mentally, emotionally, and spiritually. Sadly, homes have crumbled because of it. And some, like my friend, have committed suicide.

## ***The Problem***

What is the problem with church leaders? Why are so many of them under so much pressure? Research suggests a poor understanding of leadership may be a contributing factor. George Barna, in *The Power of Team Leadership*, states,

We have been taught that leadership is about one individual's performing all of an organization's critical tasks—motivating, mobilizing, directing, and resourcing people to fulfill a vision—at a level of excellence and influence that separates him or her from the bulk of humanity.<sup>1</sup>

The concept of one man being all things to all people is flawed. However, this is generally what people think of when they think of leadership.

People expect extraordinary things of leaders. For example:<sup>2</sup>

- 87 percent expect leaders to motivate people to get involved in meaningful causes and activity.
- 78 percent believe leaders should negotiate compromises and resolve conflicts when they arise.
- 77 percent look to leaders to determine and convey the course of action that



people should take in order to produce desirable conditions and outcomes.

- 76 percent rely on leaders to identify and implement courses of action that are in the best interests of society, even if some of those choices are unpopular.
- 75 percent expect leaders to invest their time and energy in training more leaders who will help bring the vision to reality.
- 63 percent want leaders to communicate vision so that they know where things are headed and what it will take to get there.
- 61 percent say leaders are responsible for the direction and production of employees associated with the leader's organization or cause.
- 61 percent think leaders should analyze situations and create the strategies and plans that direct the resources of those who follow them.
- 56 percent hold leaders responsible for managing the day-to-day details of the operation.

These statistics prove it is impossible for any one leader to fulfill all of the expectations of others. "Clearly we have developed an unreasonable notion of what a leader should do."<sup>3</sup>