

7 Steps to Develop a *Ministry Team*.

*The body of Christ must function as a **team**.*

Romans 12:4-5

4 For just as each of us has one body with many members, and these members do not all have the same function, 5 so in Christ we, though many, form one body, and each member belongs to all the others.

*Your ministry team is to help First Christian Church accomplish it's **MISSION** and **VISION!***

“We exist to reconcile people to God.”

“We will make disciples who can make disciples.”

*It must reflect the **VALUES** of First Christian Church.*

“We are Outwardly Focused.”

“We are Biblically Centered.”

“We are Discipleship Driven.”

“We are Relationally Connected.”

Follow these 7 steps in developing your team

Step #1 :

As the leader, do you know where your team fits in First Christian Church's Ministry Framework?

*Your team may serve several functions, but you **must** identify the **main** reason your team exists.*

Functions:

1. *Help people **get in** to saving relationship with God and encourage church membership?*

2. Help members of the congregation **grow up** through exercising spiritual disciplines* and developing Christian relationships? (* Bible Study, prayer & fasting, generosity etc...)
3. Help members **give back** by identifying their ministry abilities and providing opportunities to serve and share?
4. Help members **go out** by training and providing ways to engage in the community and share the love of Jesus?

You will want to say you do all four, but your team must be centered around **one function** in the framework!

Step #2 :

Begin to identify people you believe could help your team succeed. You can also include those you believe could be strong members with some training and experience, but you must be willing to train and give them experience. **TEAMS ACCOMPLISH MORE THAN INDIVIDUALS!!!**

Step #3 :

Define “Critical Success Factors.” Identify a couple of areas that are critical to focus on in order to accomplish your function.

Brainstorm **as a group** of ways to make your function a reality.

Example: “How can our team help people to get in.” (If that is your function)

Do a S.W.O.B. analysis of how the church is doing with your function.

Strengths: What are we doing well?

Weaknesses: What is not effective or efficient?

Opportunities: What are we not taking advantage of?

Barriers: What is distracting or prohibiting us from completing our function?

Step #4 :

Determine how to measure improvement and success. Do this at the beginning, not after.

Visible Data

Examples : Attendance, giving, additions etc....

Life Change

Examples: Personal testimonies, people moving to greater levels of commitment etc....

Step #5 :

Set goals! This is how we will improve this function in this amount of time. Stating the action and the time is important.

What can this ministry do this quarter to help complete our function.

Step #6 :

Assign responsibilities and resources.

Responsibilities: *Look for people who are capable and available. If either is lacking you will not accomplish your goal.*

Resources: *Make your goals the priority in budgeting! Don't just go with last years budget. Justify the amount you ask for according to your yearly goals.*

Step #7 :

Put it all together! How do all the pieces fit?

Like a sports team, if the Mission is to win the Championship, it's current objective is to win the next game. In order to win the next game you need to score the next goal. In order to make the goal parts of the team need to execute plans and plays. In order to make the play specific team members will perform tasks to accomplish the plan.