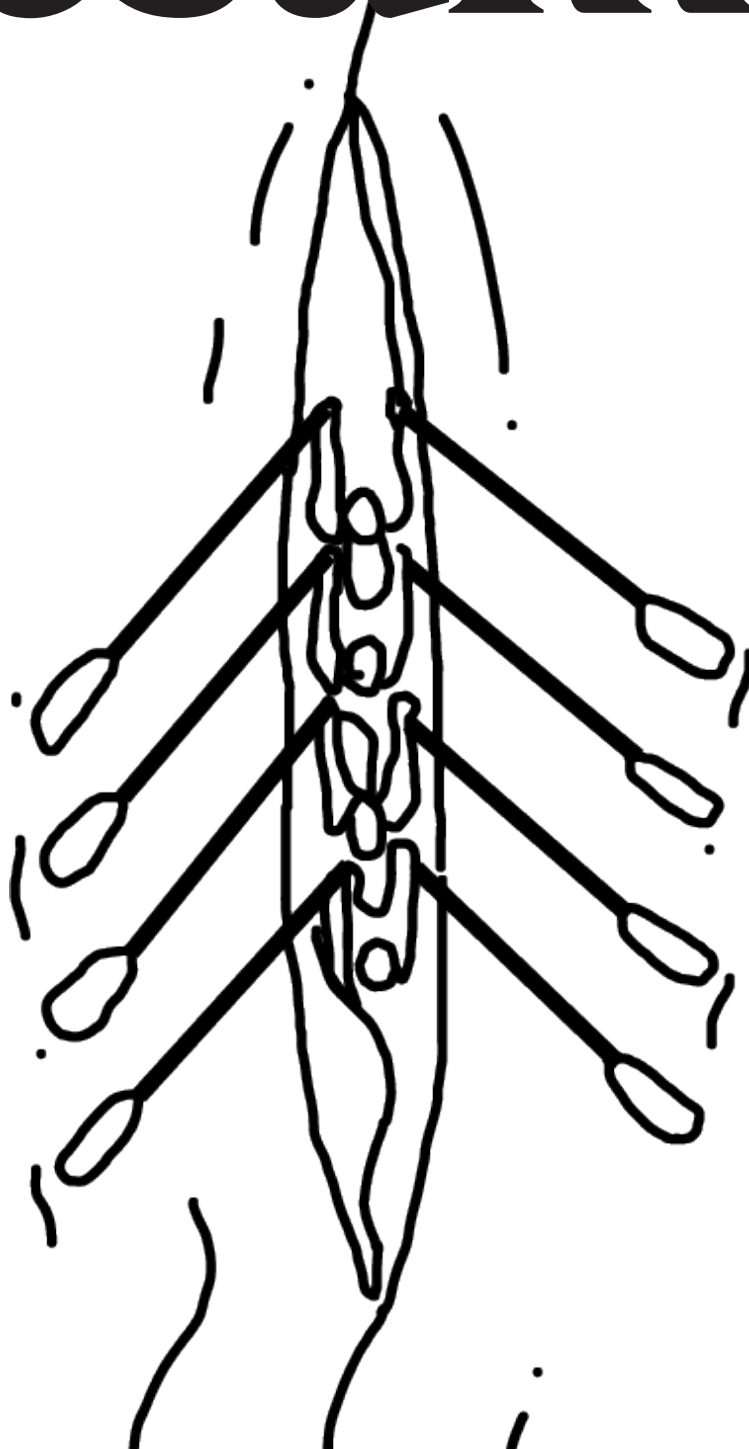
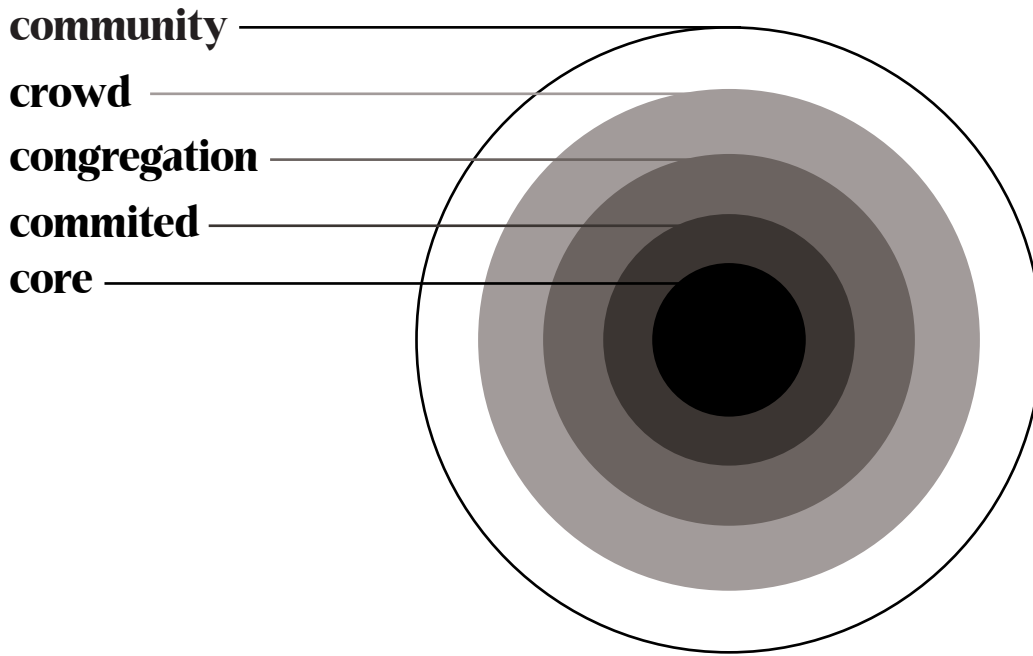


THE MAKING OF A **team**





GENESIS 41:46–49, 53-57 NLT

A **Storehouse** CHURCH IS:

Strategic

God wants His church to be ready! There are so many spiritually starving people in the world, so a Storehouse Church knows that they need to be intentional about how they train people, how they use money, and how they make decisions. Joseph heard from God– this was the key to His wisdom and it’s the key to ours! We want to be sensitive and obedient to God’s voice. This is the key to the strategy that will make an eternal difference.

Abundant

God wants His church to be abundant. A Storehouse Church does not spend all they have as soon as they get it.

They wisely gather, invest, and put it to work so it grows. As we are able, we will gather many people and prepare them well. Many new leaders and teams will be sent from our church to strengthen other churches, start other churches, go to other nations, and address the spiritual famine – but we’ll remember that there is still a need here so we won’t deplete our resources by sending too soon. We will always be generous and, as often as possible, we will give from prepared abundance.

Compassionate

God wants the abundance to be shared! A Storehouse Church doesn’t keep their people or money or ideas or blessings forever! Joseph stored grain in multiple cities, and the grain came from the fields nearby each city – IT STARTED LOCAL – then went global! Those cities weren’t selfish with their locally-grown grain. They were compassionate and people from all over the world were blessed. Our “local harvest” will be used for a global blessing.

We will gather Great Falls, then reach the world.

Life-Giving

Think of how many people would have starved to death if Joseph hadn’t been strategic, abundant, and compassionate!

God wants to use a Storehouse Church in the same way! In fact, what we are called to is even more important, because we are giving away spiritual food – and people’s lives are saved for eternity! You are part of a church that is being blessed by God – for the purpose of bringing life to our neighbors, our city, our region, and our world!

4 FACTORS THAT DETERMINE YOUR BEST MINISTRY FIT:

GIFTING

CHARACTER

MATURITY

RELATIONSHIP

WHAT REVEALS THESE?

NOT A TEST, NOT A RESUME, NOT AN INTERVIEW. SOME THINGS JUST TAKE TIME.

GENESIS 39:20–21 NIV

...while Joseph was there in the prison, the LORD was with him.

THE MAKING OF A **team**

**"The vision God has given you is far greater
than what you can accomplish by yourself..."**

- MARK CROMER -

WHY BUILD A TEAM?

Building A Team = Building The Kingdom

MATTHEW 28:19

...go and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit...

ISAIAH 9:6-7

"...His name will be called Wonderful, Counselor, Mighty God, Everlasting Father, Prince of Peace. Of the increase of His government and peace there will be no end ..."

EXODUS 18:23

"...If you do this, God will direct you, you will be able to endure, and all these people also will go to their place in peace."

EPHESIANS 4:11-16

...these are the gifts Christ gave to the church: the apostles, the prophets, the evangelists, and the pastors and teachers. Their responsibility is to equip God's people to do his work and build up the church, the body of Christ...He makes the whole body fit together perfectly. As each part does its own special work, it helps the other parts grow, so that the whole body is healthy and growing and full of love.

2 TIMOTHY 2:2

...what you have heard from me in the presence of many witnesses entrust to faithful men, who will be able to teach others also....

**"IF YOU HAD FIVE PEOPLE VOLUNTEER TODAY,
WHAT WOULD YOU HAVE THEM DO?"**

JOHN 15:5

I am the vine; you are the branches. If you remain in me and I in you, you will bear much fruit; apart from me you can do nothing.

STRUCTURE FOR *success*

1

step one:

List *everything* your ministry does. EV-ER-EY-THING!
Don't forget to include the things you would *want* your ministry to accomplish if you had more people, time, money, or ability; you want to include any vision you have for the future. Think big!

2

step two:

Find common themes in the list and group them together.
Try to find 3-4 groups of responsibilities and move them into the quadrant shape on the following page.
Try to avoid adding more than four groups – you're not delegating tasks, you're delegating responsibilities or areas or oversight.

3

step three:

Round out role responsibilities of each group. What else could a group like that accomplish? What roles could be created within those groups?
For example, if you have an "administration" team as one of your quadrant sections that handles scheduling, could they also handle purchasing and budget tracking for the rest of the team? Could they also track attendance? Could they create helpful forms for your team? Expand on the vision for each grouping and think through how the vision for that team could expand with more people, more growth, more time, etc.

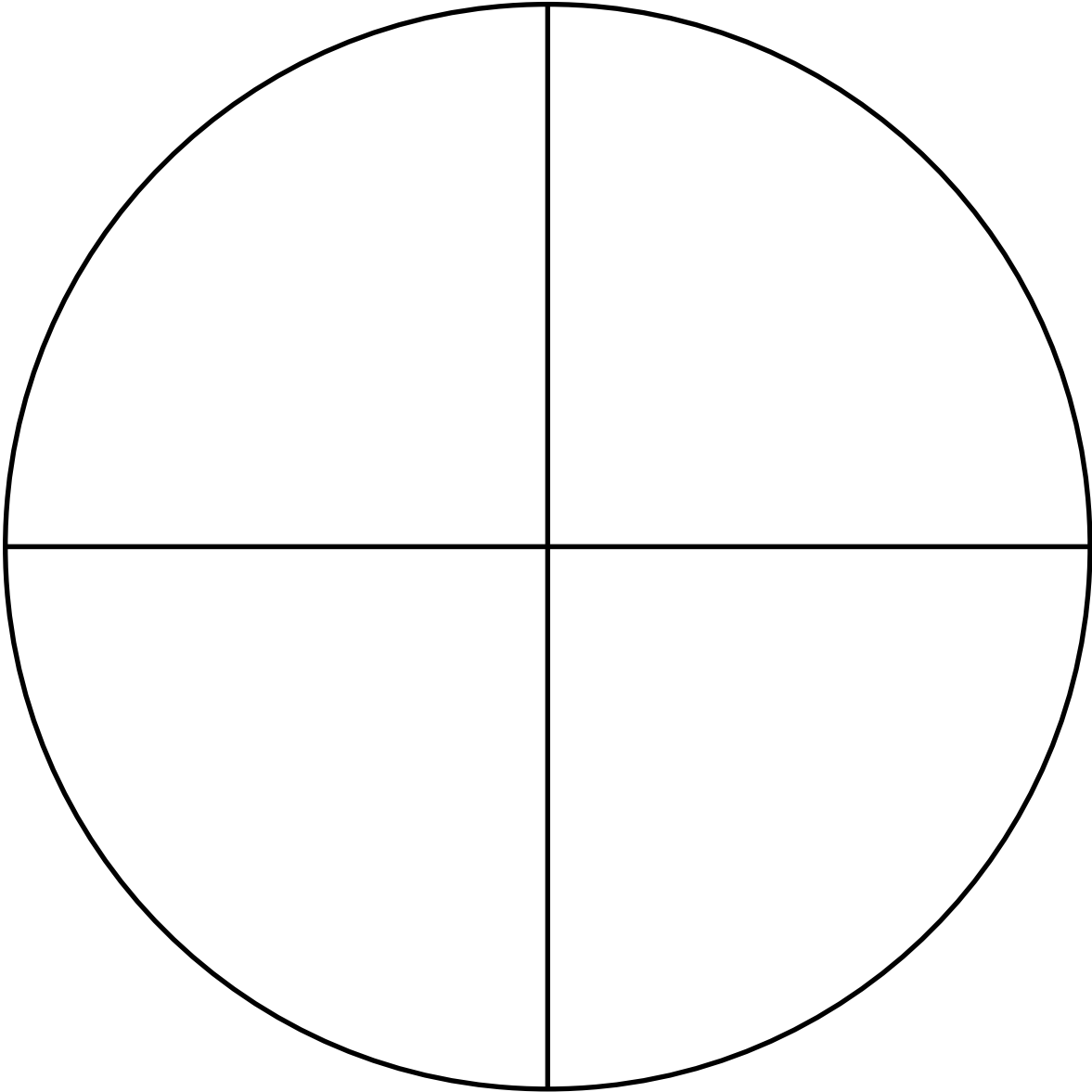
Create a job description for the sections and roles you've identified.

4

step four:

Gather the right people to lead each part of the quadrant.
These leaders will help you build or restructure the rest of the team.
Congratulations - you're no longer doing this alone!

STRUCTURE FOR *Success*



DISCUSS AT YOUR TABLE!

- If you had five more people join your team tomorrow, do you already know where you would put them? What about someone that wants to grow as a leader?
- How does your team's structure allow you to make disciples and how does it hinder it? Does your structure need to change?



JESUS *called:*

**video
notes*

- 1. BY NAME**
- 2. AUTHORITY**
- 3. DETAILS**
- 4. BAD NEWS**
- 5. GOOD NEWS**

DISCUSS AT YOUR TABLE!

- How intentional are you about meeting new people for the purpose of helping them step into the body? How would you train your teams to have that same vision?
- How have you seen prayer make the difference in your team building and invitation process?
- How do you maintain the right heart and perspective on WHY you are gathering people to your team?

FURTHER READING ON YOUR OWN:

HOW DO WE GATHER?

FIRST: **analyze**

Where are we strong as a team?
What are we lacking as a team?
What quality, flavor or skill do we need to add to our mix?

THEN: **visualize**

What types of people do we need to gather in order to strengthen our team?
What kind of talents should they have?
What spiritual background is necessary for the role we need to fill?
What level of commitment is necessary?
How much availability is necessary in their schedule?

NEXT: **personalize**

Personally approach specific people to ask them to get involved.
Know enough about the person so you have some confidence that they would be a good fit.
Know enough about the role of ministry so they have an idea of what you're asking them to do.

NEXT: **standardize**

Before they commit to join, do people know what I expect of them? Do I know?
Are they required to read their Bible? Tithe? Attend weekly? Shower?
Can I bring more clarity to the process by putting some things in writing?

NEXT: **publicize**

Find skills & gifting you don't expect by asking those around you who they would suggest.

BUT ALSO: **customize**

Anyone can respond to a public invitation to join a team. So what if they do?
Creates roles on your team that allow a broad range of availability, spiritual maturity, and gifting.
Serving in ministry is an on-ramp to another step of discipleship. Be careful who you exclude!

"Has anyone not heard of coke? So why do they still advertise?!"

- HORST SCHULZE -

YOUR TEAM SHOULD KNOW:

How their service benefits **Themselves**... *When we give, we receive. This was God's idea, not ours.*

LUKE 6:38

"...Give, and it will be given to you..."

How their service blesses **You**... *This isn't the main concern but it's reality. And they love you!*

ROMANS 16:4

...Not only I but all the churches of the Gentiles are grateful to them...

How their service builds their **Church**... *The purpose of the gifts is to build the church. So do they?*

1 CORINTHIANS 12:22

"...those parts of the body that seem to be weaker are indispensable..."

How their service advances the **Gospel**... *If it doesn't then why are we doing it?*

PHILIPPIANS 1:4

"...I always pray with joy because of your partnership in the gospel..."

How their service honors **Jesus**... *It all comes back to HIM! He's the One we are always, ultimately, serving.*

HEBREWS 6:10

"God is not unjust; he will not forget your work and the love you have shown him as you have helped his people and continue to help them."



HOW TO RE-FILL THE MOTIVATION BUCKET:

Care

Coach

Cultivate

**"You're not responsible to fill anyone up.
But you are responsible to pour yourself out."**

- ANDY STANLEY -

Care

focused on the individual; being close enough to have a vantage point for what's going

JOHN 15:12-13 NLT

This is my commandment: Love each other in the same way I have loved you. There is no greater love than to lay down one's life for one's friends.

PHILIPPIANS 2:4 ESV

Let each of you look not only to his own interests, but also to the interests of others.

- Pray for them daily (not limited to prayer requests but praying with expectation to speak into their life)
- Check-in consistently (text, phone call, small group visit, etc.)
- Being aware of their practical needs (sicknesses, marriage counseling, date night, family challenges, job changes, finances, etc.)
- Periodic get-togethers (individually or together with all those under your care)

Coach

focused on their role within your ministry; equipping them to do their job better

MATTHEW 28:19-20 ESV

"Go therefore and make disciples... teaching them to observe all that I have commanded you."

2 TIMOTHY 2:2 NLT

You have heard me teach things that have been confirmed by many reliable witnesses.

Now teach these truths to other trustworthy people who will be able to pass them on to others.

- Consistently helping team members take 'Next Steps' in their ministry role/environment
- Ministry training (team-specific, recruiting, leadership development, reproducing themselves, etc.)
- Sharing resources (RightNow Media, Planning Center, relevant books, online, etc.)
- Encouragement in their devotional life (Bible reading, prayer, church attendance, personal growth, tithing, etc.)

Cultivate

seeing a bigger picture for their life than where they fit on your team

2 KINGS 6:16-17 ESV

He said, "Do not be afraid, for those who are with us are more than those who are with them."

Then Elisha prayed and said, "O LORD, please open his eyes that he may see." So the LORD opened the eyes of the young man, and he saw, and behold, the mountain was full of horses and chariots of fire all around Elisha.

PROVERBS 29:18 ESV

Where there is no prophetic vision the people cast off restraint, but blessed is he who keeps the law.

- Speaking vision into their life beyond your team (as a wife/husband, employee, disciple, leader, etc.)
- Recognizing gifting/anointing and 'calling it out'
- Willingness/excitement to see them move beyond your team and into greater responsibility, influence and position

21 REASONS **I am excited to serve** MY CHURCH FAMILY

MATT 6:21 SERVING INVESTS MY HEART INTO THE KINGDOM OF GOD

LUKE 6:38 SERVING ALLOWS ME TO EXPERIENCE RECEIVING WHILE GIVING

1 COR 15:58 SERVING CONFRONTS MY WEAKNESS SO I CAN MATURE IN CHRIST

1 THESS 1:3 SERVING FAITHFULLY ALLOWS ME TO PARTICIPATE IN FAITH, HOPE AND LOVE

1 TIM 1:12-16 SERVING IS A PRIVILEGE FROM A GRACIOUS GOD THAT SEES ME WITH VISION

2 COR 1:9 SERVING LEADS ME TO MY LIMITS SO I CAN LEARN TO RELY ON JESUS

ISA 2:2 SERVING ALLOWS ME TO BE AN INVESTOR IN THE GREATEST THING ON EARTH

PHIL 2:22 SERVING ALLOWS ME TO DEEPEN RELATIONSHIPS LIKE NOTHING ELSE CAN

EPH 2:10 SERVING IS PART OF THE FULFILLMENT OF GOD'S ETERNAL PLANS FOR MY LIFE

EPH 4:11 SERVING SHOWS MY LEADERS THAT I'M OPEN TO THEIR COACHING

EPH 4:16 SERVING ALLOWS ME TO USE MY GIFTS TO MAKE THE CHURCH STRONGER

1 TIM 3:13 SERVING WELL IS GROUNDS FOR HONOR & ASSURANCE OF MY FAITH IN CHRIST

HEB 6:10 SERVING ALLOWS ME TO SHOW MY LOVE FOR GOD IN PRACTICAL WAYS

1 PETER 4:10 SERVING BENEFITS OTHERS & DEMONSTRATES GOD'S GENEROSITY

COL 1:10 SERVING PLEASES GOD AND MAKES A DIFFERENCE

COL 3:23 SERVING PROVES THE FOCUS OF MY LOVE AND ATTENTION

1 COR 12:21 SERVING ALLOWS ME TO SEE MY UNIQUE GIFTS

1 COR 12:21 SERVING ALLOWS ME TO SEE UNIQUE GIFTING IN OTHERS

1 THESS 5:13 SERVING WELL INVITES HONOR FROM MY CHURCH FAMILY

MARK 9:35 SERVING IS THE ROUTE OF BIBLICAL PROMOTION

MARK 10:35 SERVING ALLOWS ME TO LOVE OTHERS JUST LIKE JESUS



"Unspoken expectations are delayed frustrations."

- BRANDON STEWART -

Do I have the right **Vantage Point** to see what I need to see?

Am I close enough to see what is really happening?

Am I so close that my presence is creating insecurity and skewing what I see?

Would an additional layer of leadership help provide better attention?

Is an overcomplicated structure hindering freedom?

Can I give them a better **Vantage Point** to see what they need to see?

To what meetings could they be invited?

What podcasts could they be following?

What conference could they attend with me?

What church could I send them to visit?

What study could I lead them through?

What connection should I help them establish?

Excellence = **Thoughtfulness** for the intended audience

Competency What do they know? What can they do?

Character Who are they becoming?

Chemistry How are they connecting to the team?

Culture Are they serving with our flavor?

OUR CULTURE:

We value **connecting**, so we're a church of **grace**—where no one walks alone. We value **growing**, so we're a church of **truth**—anchored in God's Word and Spirit. We value **giving**, so we're a church of **generosity**—pouring out what God has given us to see lives changed. And we do all of this with **passion**, because Jesus is worthy of our whole lives.

OUR DREAM TEAM VALUES:

1. LET'S MAKE IT **ALL ABOUT JESUS**
2. LET'S MAKE IT **POSITIVE**
3. LET'S MAKE IT **BETTER**
4. LET'S MAKE IT **FUN**
5. LET'S MAKE IT **WARM**
6. LET'S MAKE IT **HAPPEN**
7. LET'S TAKE IT **PERSONAL**

"No one wants feedback. We all want attention."

- MARCUS BUCKINGHAM -

COACHING is ongoing training.

It's not about giving all the answers—it's about guiding growth through meaningful conversation.

Use open-ended questions to help others reflect, learn, and take ownership:

What happened with...? Did you notice...? Do you see how...? What would you have done differently?

DISCUSS AT YOUR TABLE!

How are your team meetings structured for discipleship?

How are they structured for excellence?

**"When we delegate tasks we create followers.
When we delegate responsibilities we create leaders."**

- CRAIG GROESCHEL -

*video
notes

1. GIVE REAL **RESPONSIBILITY**
2. STAY ENGAGED AND **SUPPORTIVE**
3. DON'T SOLVE THEIR **PROBLEMS** FOR THEM
4. STOP GOSSIPS AND ADDRESS **CONCERNS**
5. BE **SPECIFIC** IN GRATITUDE AND **PUBLIC** WITH PRAISE
6. DON'T LET THEM **ESCAPE** TOO SOON

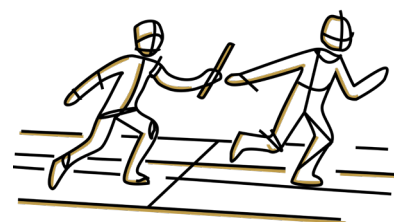
HOW'S YOUR **vision**?

You will never release leadership well if you're **ONLY** near-sighted.

Near-sighted leaders ask, "What **NOW**?" Far-sighted leaders say, "What **IF**?"

Far-sighted leaders are willing to **RELEASE** when it's more controllable, comfortable, and convenient to **RETAIN**.

"I'd rather have to **SLOW YOU DOWN** than **GET YOU MOVING!**"



failing FORWARD?

Sometimes the only way to learn to release ministry is to put enough weight on someone that their strength is proven in the process. Sometimes, in this same process, they also discover weaknesses.

WHEN THEY FAIL...

Did they fail with our _____ in mind?

Did they show humility and take ownership?

Did they also take ownership of the resolution process?

Did they learn more about their strengths and weaknesses?

Did I care enough about them through the process?

RELEASING **more**.

WHAT ARE YOU DOING THAT COULD BE TAKEN BY SOMEONE ELSE?

WHO IS FAITHFULLY SERVING THAT COULD BE LEADING?

WHO COULD HANDLE MORE WEIGHT IN ONE ARENA INSTEAD OF SMALL AMOUNTS IN MANY ARENAS?

WHAT IS CAUSING YOU TO TAKE YOUR TIME IN RELEASING CAPABLE LEADERS?

NEW CITY