



Developing a Five Star Ministry – Part IV

February 18, 2018

Reverend Tyrone McGowan, Pastor

Chapter 5: DEVELOPING QUALITY TEAMS

- Quality improvement causes us to become perpetual students
- As soon as you have mastered something, the market changes & competition increases
- If you let your guard down, you are in danger of becoming mediocre

I. The Process of Developing Teams

Luke 6:13; Acts 6:3

- One person's absence should not stop an organization.
- Quality improvement will not happen without teamwork.
- People develop a sense of ownership with a team concept
- Two heads are better than one.
- When people are involved in a process, better ideas are generated.

II. The Problem with Committees

Acts 1:23-26

- Committee chairpersons are often the main planners.
- Committees tend to be more passive; teams more active.
- Committee members tend to be selective via election/selection.
- Committees meet periodically, with or without new information.
- Committees tend to defer action to others.
- Committees tend toward maintaining and making incremental changes.

III. The Power of Teams/Teamwork

Eccles. 4:9-10; Acts 17:6

- Team members are selected for their involvement
- Teams meet as needed & only exist so long as there is a task to perform.
- Teams tend to deploy the actions they develop.
- Teams tend to be leadership oriented and can perform significant changes, if needed.
- Allow people to become a part of the solution.
- When people participate ideas are more likely to be implemented.
- Teamwork gives people ownership.
- People are looking for fulfillment and personal satisfaction.
- People in the church are not afraid of being fired or demoted.



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IV. The Principles for Motivation

Acts 16:17-23

- Vision and teaching must be present.
- Loyalty tends to run deeper in the church than it does in the corporate world.
- Committees are necessary for fiduciary responsibilities.
- Don't meet for the sake of meeting.
- Inflexibility is one of the worst of human failings.
- Times have changed.
- As people and times change, so do the organizations that naturally reflect them.
- Antiquated methods cannot keep pace with drastic social changes.

V. The Preference of Teams vs. Committees

Numbers 13:1-2

- Teams make quicker decisions.
- Teams are less bureaucratic.
- Teams thrive on tasks, not meetings.
- Teams meet less and usually for shorter periods.
- Teams focus more on participatory problem solving.
- Teams invest time in building relationships.
- Teams allow people to pray together.
- Committees can be stiff and too businesslike.

Chapter 6: DEVELOPING TEAM MEMBERS AND LEADERS

“Leadership is the ability to organize the spiritual gifts and limitations of others.” - J. Oswald Sanders

I. The Demand for Developing Team Members and Leaders 1 Cor. 12:8-12; Eph. 4:11

- It is a crucial part in building a five star church.
- Quality suffers when you have the right people in the wrong positions.
- Developing quality teams has a lot to do with who is on the team to being with and most importantly, who is the team leader.
- There is no such thing as a wrong person, only a wrong job.
- It's the leader's job to match a person to the right position.



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II. The Description of Team Members and Leaders

1 Cor. 12:8-12; Eph. 4:11

- The attitude of a person should be determined for their role in ministry.

A. The High Attitude Quotient(AQ) Person

1. The AQ person is very positive.
2. The AQ person is a joy to be around.
3. The AQ person is not intimidated by circumstances or negative people.
4. The AQ person works well under pressure.

B. The Low Attitude Quotient Person

1. The Low AQ person is easily intimidated by circumstances or negative people.
2. The Low AQ person will sour the team.

*****NEVER ASK A LOW AQ PERSON TO SERVE IN A ROLE OF INFLUENCE.*****

C. The Resource Quotient Person

1. Resources can include time, talent and treasure.
2. Talent has to do with a person's gifts.
3. Treasure has to do with a person's ability.
4. Time has to do with a person availability.

D. The Energy Quotient Person

1. This is a high capacity person.
2. The low capacity person can be overwhelmed with more than a single ministry role.

E. The Motivation Quotient Person

1. This person is a highly motivated person.
2. These people are willing to involve their other talents, resources, and abilities.

Jesus put a lot of stock in the High Motivation Quotient Person

Matthew 16:24-26 - Then Jesus said to His disciples, "If anyone will come after Me, let him deny himself, and take up his cross, and follow Me.



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²⁵ For whoever would save his life will lose it, and whoever loses his life for My sake will find it.

²⁶ For what will it profit a man if he gains the whole world and loses his own soul? Or what shall a man give in exchange for his soul?

Matthew 19:21 - Jesus said to him, “If you would be perfect, go and sell what you have, and give to the poor, and you will have treasure in heaven. And come, follow Me.”

Luke 9:60-62 - Jesus said to him, “Leave the dead to bury their own dead. But you go and preach the kingdom of God.”

⁶¹ Yet another said, “Lord, I will follow You, but let me first go bid farewell to those at my house.”

⁶² Jesus said to him, “No one who puts his hand to the plow and looks back at things is fit for the kingdom of God.”

F. The Spiritually Quotient Person

1 Tim. 3:6; Eph. 4:11

1. Leaders must be spiritually mature in the faith.
2. We must consider people’s SQ before inviting them to serve in ministry roles.

III. The Development of Team Leaders

John 20:19-23; Acts 1:8

John Maxwell said, “everything rises and falls on leadership.”

- Teams are catalyzed by team leaders.
- If you are having a team motivation problem, 9 times out of 10 it’s really just a leadership problem.
- No position is more crucial than the team leader.
- Leaders need to be evenly balanced between getting things done and building relationships.
- Leaders need to be spiritually mature people.
- Leader should have had previous leadership roles.
- We should have co-leaders in every ministry area.
- The leader should develop other leaders.