

Connect

Equip

Encourage

March 2010

Leadership Community: 2009-2010

Leadership Community
March 15, 2010
Program and Notes

Bring key leaders from your team

6:55 PM Worship

7:15 PM Large Group Teaching,
News Items, and Exercises.

8:05 PM YOUR Team

Childcare will not be provided @ CTV, but we will reimburse participants for babysitting, up to \$25.00, if paying for childcare is a hardship.

News Items

- Board Membership Update
- FMP Update
- Finance Update
- Holy Week Reminders

Systems Review

Biblical Grounding

1. God makes _____
2. If we are the _____...

“Just as our bodies have many parts and each part has a special function, so it is with Christ’s body. We are all parts of his one body, and each of us has different work to do. And since we are all one body in Christ, we belong to each other, and each of us needs all the others.” (Romans 12:4-5 NLT)

Definition: The System is how we get things
_____.

The System is shaped by

1. _____
2. _____—Punishment—Neglect: What is rewarded is repeated
3. _____and lack there of
4. _____style and content
5. Behavioral _____of the people in charge

The System determines _____

1. It's the rhythm that motivates action
2. The direction of your organization is determined by what's happening in the _____, not by what's hanging on the _____

Systems and Problem Solving

_____problems are Systems problems.

“_____” is a Systems problem.

What happens when you don't approach problem solving from a Systems perspective?

- 1 You will _____ people, human nature, and you will be perpetually frustrated
2. Nothing _____

Biblical Guidelines for Systems

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____

Always Remember

- People are doing what we've led them / rewarded / allowed them to do
- There are Systems that make ministry easy and Systems that impede ministry
- There are Systems that free leaders to lead, and Systems that obstruct leaders

Make sure your System...

1. Makes it possible for you to involve and hire the _____ for the job
2. Gives you the _____ you need to get the right people to the table
3. Allows you to make complex decisions among a _____ group of empowered people
4. Has only one person who reports to " _____ "

Changing a System

- Change _____ and _____
- You must _____ *the change* you want to see in the world.
Mahatma Gandhi

Systems Work

Key Questions for any Leader

- What are we doing to create the kind of behaviors we want?
- What are we doing that is creating the kind of behaviors we don't want?

A suggested exercise for your team

- List 3 behaviors you wish characterized your group?
 - And then list 1 thing you can do to encourage these behaviors.
 - List the things that you are doing to encourage the opposite.

3 Questions

1. How could you improve your ministry team System to better include new people?

Think about what would you want if you were new to a ministry.

2. How could you improve your ministry team System to better be the front-line in pastoral care?

Think about what would you want if you were going through a crisis.

3. What is one System improvement you want to make that is aimed at your official ministry results.

The CTV System

Review the following “on the wall” statements of direction for our church. Identify one behavior you could do better to build a System that lives for this purpose and by these values. Identify one behavior you see that actually hinders our desired behaviors.

Mission: To bring joy and honor to God by

- growing as a community where all are invited to pursue and experience the fullness of life found only in Jesus Christ
- serving our neighbors and the world in a way that demonstrates the love of God and draws them to a life-changing relationship with Him.

Values: *Values are principles and qualities that guide our decisions, plan, and actions while implementing our strategy.*

“In everything we do, we will...”

“If we don’t do it this way, we won’t do it.”

1. **Faith-driven:** Everything we do will require us to count on the direction and power of God. We’ll be good stewards, but take God-sized risks.
2. **Aligned:** Everything we do will connect and contribute to the mission and strategy of CTV.
3. **Excellent:** We will do the best we can with the resources we have. We will always look for ways to improve what we do, but not demand perfection.
4. **Relevant:** Everything we do will be appealing, engaging, and helpful to reach people where they are.
5. **Relational:** We will encourage relationships in everything we do, moving from friendly large groups to intimate small groups.
6. **Promote Responsibility:** We will equip people to make their own decisions on their journey of faith without pressure or manipulation. We will foster personal initiative for our spiritual growth.

Team Meeting Locations

AMPED: The Playground Room 3

4KIDZ: The Shed

Care: Community Room 1

Finance Team: Church Office

GO Team: Auditorium (Back)

Host Team: Café

Small Group Leaders: Community Room 2

Worship Team: Auditorium (Front)

As a Leader @ CTV

You should be investing in the following five relationships:

- 1. Relationship with God**
- 2. Relationship with yourself**
- 3. Relationship To Your Team**
 - This means initiation circle emails weekly
 - This means sharing the vision for your minsitry team monthly.
- 4. Relationship To Those You Serve**
- 5. Relationship to CTV Leadership**