



LEAD

BUILDING YOUR TEAM



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LEAD

FOREWORD

I was nine years old when my dad died suddenly of a massive heart attack. In the months and years after that event, I had the blessing of many incredible, Spirit-filled men stepping into my life to mentor, teach, and support me. One meaningful result of that was that I never felt or experienced any of the negative things normally associated with growing up in a single parent home.

Our church, in particular the men, served as an extension of the family. They blessed us and supported us in many ways that my dad would have. Looking back, I'm very grateful for how those men responded to me and my family in our moment of crisis and how they stuck with us for the long haul. I've asked myself many times, *How was that possible?*

And you know what? I really think it was because those men wanted to be Spirit empowered. They understood godly manhood, strength, and honor. They were leaders. Without those men, I don't know what would have happened to me or my family. I don't know if I would be in ministry today. I don't know if I'd be the same Doug. What I do know is that I experienced firsthand, and I am the product of, what it means to have great men in the church!

As the general superintendent of the Assemblies of God, I make it a point to become familiar with the resources being produced by our Fellowship. Some of the most incredible resources that continue to produce godly men come from National Men's Ministries.

I'm thrilled about Men's Ministries and resources like **LEAD**. Through this resource, I am confident that many men in your church will learn to become stronger in Christ and the same kind of strong, helping hands that surrounded me in the days after my father's death and through my growing up years.

Doug Clay
General Superintendent
The General Council of the Assemblies of God





LEAD

STEP 1

THE POWER OF TEAM

Teams that work in agreement accomplish their agenda and hit their target. The ultimate representation of a team working in agreement can be witnessed through the relationship between the Father, Son, and Holy Spirit. The Godhead exemplifies how healthy relationships allow unique individuals to work together and still operate with perfect unity. As a believer, if you can function in your uniqueness and work in unity with a team, you can accomplish more through that team than you ever could on your own.

Jesus began His public ministry by gathering a team. He spent three years preparing them to work as the team that would eventually launch the New Testament church. One of the keys of Jesus' ministry was that He made sure His team understood His actions and statements. By ensuring the team understood, He prepared them to have courage to lead others.

Jesus' success in team building was evidenced by the success of the Early Church. The Early Church was led by a team of apostles and key leaders. Oversight of feeding widows was given to a team of dedicated servants called deacons. Teams of missionaries spread the gospel to what we now know as Europe, Asia, and even Africa.

As much as solo achievement is admired, no lone individual ever achieved greatness without the aid of others. Albert Einstein, the scientist who revolutionized the physics world with his theory of relativity, did not work in a vacuum. He once remarked, "Many times a day I realize how much my own outer and inner life is built upon the labors of my fellow men."¹

¹ Albert Einstein, "Thoughts on the Business of Life," ForbesQuotes, 2015, <https://www.forbes.com/quotes/183/> (Accessed July 8, 2019).



STEP 2

DEFINITION OF TEAM

Several years ago, Harvard Business review gave this compact yet comprehensive definition of a team: “A team is a small number of people with complementary **skills** who are committed to a common **purpose**, performance **goals** and approach for which they hold themselves mutually **accountable**.”⁵ This definition can be used to help you as a leader define where it is you would like to go with your team. Outline the group’s skills, purpose, goals, and means of accountability in order to define the group clearly.

In order to provide proper definition in a Christian group like this, a leader must work in unison with God to understand the definition He has for that group. Much like a musical conductor makes sure every musician plays the provided music together, the leader is to conduct the activity of the group according to God’s direction. This conducting takes place best through relationships. By definition, a leader’s role is to lead. Similarly, a worker’s role is to do the work of the ministry. It’s through relationship that leaders and workers connect in a healthy way. The New Testament demonstrates leading through relationship as well. Though Jesus led twelve disciples, there are numerous times He connected with them personally. Paul had a mentor relationship with Timothy, but the epistles to Timothy also show Paul’s relational care for the young minister.

As a final part of defining the group, you should also determine guidelines to assist in developing healthy leaders who in turn will help you build a healthy team. **When proper guidelines are established, it makes it much easier to build the right team.**

⁵ Jon R. Katzenbach and Douglas K. Smith, “The Discipline of Teams,” *Harvard Business Review*, March–April 1993, <https://hbr.org/1993/03/the-discipline-of-teams-2> (Accessed July 8, 2019).

Along with prayer, using a profile could assist you to discover God's leading for your team member search. The following profile lists characteristics to help you identify the type of men who typically are best to approach and empower to lead. You'll find that these men will come alongside you to ensure you successfully launch and lead a healthy Men's Ministries group. Regularly reference this profile as you prayerfully search for healthy team members:

- **Passionate:** He has a fervent desire to see men disciplined for Jesus.
- **Loyal:** He will faithfully support his pastor's ministry and direction.
- **Leader:** He is a mature believer, able to teach, direct, and keep the Bible at the center of every lesson or event.
- **Integrity:** He is uncompromising regardless of life's circumstances or challenges.
- **Teachable:** He is willing to receive feedback and direction from his pastor or leader.
- **Generous:** He is openhanded with his resources, skills, and time.
- **Family oriented:** He protects and provides for his household as well as his church family.
- **Influencer:** He has the ability to recruit and greatly impact the lives of men.
- **Mentor:** He guides and develops men as disciples of Christ.

Along with using a profile, a gift assessment could be beneficial as you search for team members. Gift assessments help identify a man's strengths and passions. Knowing those can help him be placed to serve in his sweet spot. When you downloaded **LEAD**, you also received a bonus, the Acts Assessment from *Acts Grow Track*. This helpful tool will allow the user to pinpoint a man's unique abilities, calling, spiritual gifts, and temperament. In addition, the Appendix contains links to other optional assessments for further personal discovery.

A word of caution: Do not allow a profile guide or assessment to validate or invalidate your team. Not everyone will have all these traits. Profiles and assessments can be used to help recruit team members who align with your vision path or vision reality, but they do not limit the kinds of men God can use.





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STEP 5

LEADER AWARENESS

As you continue to grow, develop, and lead your team, you should evaluate the health of the team. An annual physical helps a doctor keep an accurate benchmark of a man's health. Each year, the doctor can detect if further tests and adjustments are needed in a man's physical life based on previous assessments. The same can be said for evaluating the leaders of the team. Ensure your leaders are growing in a healthy way through evaluating and comparing to previous years. Your leaders' effectiveness is vital to a healthy Men's Ministries group.

EVALUATE LEADERSHIP

The following may provide a good benchmark checklist as you evaluate each leader and the team:

Attitude Increaser

As you help your pastor positively affect the attitude of the church, it will provide energy and excitement. **Your attitude can either be gasoline or water on a fire.** As a leader, you have to make a personal decision that you will be a person who helps to increase the positive attitude of those you influence.

Values Supporter

If you're going to grow personally and help your organization, **you will have to choose to live out the values of the organization.** One pastor used to teach his staff, "if you're going to work at McDonald's, you have to wear the hat." McDonald's previously required employees to wear hats. If you did not like the hat and were not going to wear it, your only recourse was to quit. You have to determine that you will live out the non-negotiable values of your church.



Lifelong Learner

You must determine to never stop learning. It's tempting to stop growing once you can accomplish your goal. But being a lifelong learner is important because new ideas can break old, unhelpful belief patterns. **Your goal should be to often learn and apply something new in areas where you need to grow.**

Develop Leaders

You should become a person who builds and reproduces teams. Learn to delight in the success of your team more than your own success. Establish plans to develop leaders. If you become a silo leader, someone who only takes in and never gives out, the ministry will die when you're no longer leading. Instead, invest in other leaders. Move from being a player to a coach. Transform from someone who *does* to someone who *empowers others to do*.

As a leader you should be constantly working at four levels. The first level is **being**, the second is **doing**, the third is **knowledge**, and the fourth is **reflection**. As you journey down the road to growth, you cannot neglect any of these levels. Growing in these four levels will develop you into a healthy leader.

God designed you to be successful through dependence on Him. That doesn't mean always waiting on Him to reveal blind spots though. You should also use wisdom and the tools available. For example, assessments can be used to help you properly align your being and your doing. Because you may not be aware of your strengths and blind spots, assessments reveal what you may be blind to. They are not used to define our abilities but to gain insight into who we are. **If properly utilized, assessments provide a snapshot of who you are and information you can begin to utilize to develop a growth plan.**

You could take the ten traits listed above and rate yourself on a scale of one to four, with one being the best and four being the worst. Then write out an action plan to grow in two of your lowest scoring areas. If you're serious about leadership growth, you could have a few close people complete the assessment with you in mind. You could also have each potential new leader complete the above assignment. This will give you and the team a baseline to know where everybody on the team is in their development.





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STEP 6

ACCOUNTABILITY

PERSONAL

Accountability begins with oneself. When you learn to hold yourself accountable for both your strengths and weaknesses, your leadership level begins to increase. Regularly evaluate yourself with questions like:

- What is my behavior like when no one is looking?
- Have I set personal goals for my personal spiritual development, my family relationships, my personal relationship development, my ministry opportunities, and my lifestyle choices?
- How well am I fulfilling my personal goals?
- Am I giving all my energies to help meet the team's goals?

PASTORAL

Beyond personal accountability, God always places you under authority and leadership. Your pastor is someone whom God has chosen to have authority and leadership in your life. **As you submit yourself to pastoral leadership, you are able to grow into the type of leader who can work with your pastor to facilitate life and godliness in your church.** When you're accountable and can be trusted with authority, God will anoint and release you to serve the church in a powerful way.

TEAM

The final group of people you need to be accountable to is the team. In today's individualistic society, it takes courage and strength to walk in concert





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STEP 7

DEVELOPMENT

As you have discovered, accountability is a foundational building block. Development is the next leadership piece. **As you develop your leadership, you'll begin to see the positive impact on your life, family, church, and sphere of influence.** You can begin to forecast the path you're going to walk five or ten years from today. Just remember to be flexible and resilient as life events or the Holy Spirit's leading impacts your forecast.

When a man begins to lift weights consistently, he begins to develop strength. **It takes strength from God in order to look at your life and begin to try to walk the path God desires for you as a man, in your marriage, in your ministry, and on your mission.** When thinking about strength, some think of being able to lift heavy things or endure a lot of emotional pain. However, Jesus has a different meaning when He talks about strength. Jesus said, "And you shall love the Lord your God with all your heart and with all your soul and with all your mind and with all your **strength**" (Mark 12:30). Jesus is quoting part of one of the most important sayings in the Hebrew world—Deuteronomy 6:5. In the Hebrew version of this verse, the word translated as *strength* (or *might*) doesn't mean strength in the way we would typically think of it. It carries the idea of exceeding, more, muchness, or abundance. Essentially what is being asked of you is to love God with your heart, soul, and your everything beyond that. So, as you begin to forecast your development, **allow God's strength to help you go where He desires and give back to Him exceedingly!**

FORECAST

Man

A man's life should be growing constantly. As you continue to develop into the leader God desires for you to be, consider the following attributes as you forecast what kind of man you'll be five to ten years from now:



Marriage and Family

For those who are married, the home has been described as a man's castle. One of the reasons a castle was built was for defense. **Men are uniquely created and equipped by God to be protectors and defenders.** As a man grows as a leader, he can better defend and lead his heart, his body, his home, his wife, and his children. Now, he can more accurately forecast where he desires to be in the future. Here is a table you can use to help you as you forecast the health of your marriage and family for the next five to ten years.

Marriage

The wife feels unconditionally loved and accepted by her husband.

The husband chooses to act and react lovingly even when he does not feel the emotion of love at that moment.

The husband expresses love to his wife in a way that is particularly meaningful to her.

The husband demonstrates patience and gentleness rather than frustration and anger.

The husband portrays his wife to others in a positive, gracious light.

The husband is a good listener and sounding board for his wife.

The husband places his wife's personal needs above his own.

The husband helps his wife succeed in her roles and responsibilities within the marriage.

Family

Jesus is the focus of the home.

The Scriptures are taught and lived out in the home.

Expectations for behavior and conduct are clearly described and maintained in the home.

A man loves his wife and children and puts them before himself.

A man learns to say these phrases: I'm sorry. I was wrong. What can I do to make it right?

A man learns to say these words regularly: I love you.



Once you can determine and forecast where you are headed, you can begin to serve in the mission that God has designed for your life.

Mission

Jesus takes all your life baggage and He asks you to be about His mission within the context of your ministry. What is the mission of Jesus? He made it clear when He said, “For the Son of Man came to seek and to save the lost” (Luke 19:10). **Never stop working to seek and find lost people.** A clear strategy will help you focus your energy to a future of fulfillment in the mission that God has for your life. The following could be used as your strategy:

- Identify four men in your sphere of influence (where you live, work, and play).
- Begin to build an intentional, active, relationship with each one.
- Spend time daily in prayer for your friends, colleagues, and neighbors—especially these four men.
- Meet a need in each man’s life.
- Be sensitive to the Holy Spirit, and be intentional about leading them to Christ or to a place where the gospel is clearly presented.
- Continue to invest in their life or to disciple them so they can reproduce spiritually.

MEASURABLES

Biblical Knowledge

For men desiring to pursue God’s plan in their life, the Bible provides the correct prescribed path of life to follow. **Most men desire to engage with the Bible more, but can be distracted from Bible knowledge by the business of life.** The following questions may be helpful to discover if you need to increase your biblical engagement:

- How often do you interact with the Bible?
- How much of the Bible influences your choices?
- How much of the Bible influences your relationships?

Once you’ve honestly answered these questions, you can begin to develop a biblical growth plan for your life. **Remember, the amount of Scripture you read is not as important as how much you engage with Scriptures.** A good



toward proficiency in the area of ministry you are serving. Don't be afraid to try something new. Transformation occurs at the crossroads of new knowledge points and fresh ways to serve.

Finally, keep growing personally. You can only invest in the others up to the level of your growth. Knowledge by itself is not the goal. The goal is effective service and spiritual reproduction.

Personal Replication

A goal for a man's life is not just to receive information. **You need to replicate the good things you've learned into another person's life.** A diligent study of the Scriptures reveals that Jesus spent the vast majority of His time with the small group of disciples He chose. Recognizing that all believers are called to make disciples, the pattern to follow would be the one Jesus modeled. Jesus did not transform the twelve disciples exclusively with His powerful teachings on the hillsides. The disciples' lives were often transformed when Jesus explained to them what He meant by His teachings in private.

One way of determining if you are passing on your legacy is to ask yourself the question, *Who is carrying my spiritual DNA?* You want to make sure you are passing on healthy spiritual DNA to those you are called to lead.

Health

The final measurable is health. Every car runs better when it is properly aligned and maintained. **As a leader, you should set a healthy standard for those who are following you in at least five areas: physical, financial, relational, mental, and spiritual.** When you continually inspect, grow, and readjust in these areas, you will discover a more fruitful life.

FIRST, healthy goals for your physical person are needed. Set quarterly goals for yourself in areas like weight management, exercise, and getting more sleep. Making sure your body is running at an optimum level will help you perform your God-given assignment. God has given you a ministry assignment, and you should aim to be physically capable to complete that assignment.

SECOND, healthy finances need healthy goals. Some great goals are to tithe consistently, give to missions, and begin to create an emergency fund. As you begin to work toward financial health, using wisdom in your spending and giving is essential. **Set healthy financial goals for you and your family, and it will enable you to serve your ministry with a greater freedom.**



Expanded Leadership Team

Men want to be involved in something that is productive and meaningful.

As you continue to invest in the men God sends you, a healthy by-product will be more men who will desire to be on your leadership team. As that team grows, you'll develop a deep bench of men who are able to respond to the unique pressures of ministry with their unique skill sets.

Strengthen the Home

An unfortunate phenomenon has taken place in the home. Younger generations of men are not returning to the church. Men born before 1980 would typically come back to church after they married and had children. Sometime after 1980, men started sending their kids to church and did not join them. Today, children are most often allowed to be taken to church by someone else.⁹

An intentional outcome for a healthy Men's Ministries group is for the home to be strengthened spiritually, relationally, emotionally, and intellectually. This holistic approach will result in a home continuing in the faith that they own. If the home is healthy and strong, a by-product will be a healthy and strong church. If these two are in place, a healthy and strong community will follow.

Next Generation Involvement

Lastly, a desired outcome for a man whose leadership is developing properly is that he empowers the next generation to be fully engaged in a relationship with Jesus and the church. **When a man understands his role, he will become a spiritual father to those around him and will help them to grow and mature spiritually.** He will help the next generation discover their spiritual identity and develop a deep spiritual foundation in their life. This will empower that generation to stand on their own faith where they live, work, and play, and deploy themselves into a lifestyle of spiritual reproduction.

⁹ Chuck Stecker, "Anchor Points," Seminar, Northside Church, August 2006.





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STEP 9

WHAT IS NEXT?

Now that you've gone through **LEAD**, we have three additional resources as you seek to increase the levels of spiritual health, community, service, and missions in your Men's Ministries group. National Men's Ministries also has developed the **LAUNCH**, **LEARN**, and **LIVE** tools for you and your men to go through.

The first resource is **LAUNCH**. It focuses on the incremental process of starting or strengthening a men's group that will radically change men's homes, your church, and your community. A good foundation is necessary for any type of construction. If you desire to lay a good foundation, **this resource will provide either a good template for you to build a healthy Men's Ministries group in your local church or assist you as you evaluate your current group.**

The third resource is **LEARN**. This resource is a pathway to help men learn valuable discipleship patterns. **LEARN** gives the resources needed to inform the group on how to minister and serve in their home, church, and marketplace. **The application tools allow men to process how to minister in their home, understand the dynamics of serving in the church, approach men in their world who need to know Christ, answer difficult questions, and find their place of ministry in the occupational world.** The practical resources in **LEARN** will assist men as they develop disciplines such as a personal prayer time, personal devotions, and how to serve Communion to their family. **LEARN** focuses on practical skills to help steward the influence you have been given.

