

A LEADER'S GUIDE

A Leaders Guide: Forming a Cohesive Leadership Team



How Jesus chose His team — and how you can choose yours.

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FOUNDATIONS

01 Theological Reflection

Jesus formed a leadership team. Choosing His team was not casual or accidental — it was a deliberate, strategic act preceded by a night of prayer.

SCRIPTURE

One of those days Jesus went out to a mountainside to pray, and spent the night praying to God. When morning came, he called his disciples to him and chose twelve of them, whom he also designated apostles.

Luke 6:12–13 (NIV)

WHY THIS MATTERS

Jesus Didn't Choose His Team Arbitrarily

- ▶ Jesus, our life pattern, had a leadership team to accomplish His purposes.
- ▶ Choosing who is on your team is critical to a healthy organization.
- ▶ The leadership team must be behaviorally unified.
- ▶ If your leadership team is dysfunctional, your church will be dysfunctional.
- ▶ Family analogy — if the parents are dysfunctional, the family will be too.

"Jesus chose unlearned fishermen... They were men of native ability, and they were humble and teachable."

— Ellen G. White, *The Desire of Ages*, p. 250

"In choosing men and women for His service, God does not ask whether they possess worldly wealth, learning, or eloquence. He asks, 'Do they walk in such humility that I can teach them My way? Can I put My words into their lips? Will they represent Me?'"

— Ellen G. White, *The Ministry of Healing*, p. 37

02

DEFINITION

What Is a Leadership Team?

NOT THIS

Golf Team

- Players go out and play on their own.
- They only gather to add up scores.
- Individual performance — parallel play.

THIS

Basketball Team

- Players move simultaneously, in an interactive, mutually dependent way.
- Roles are interchangeable as the game unfolds.
- The team wins or loses together.

"A leadership team is a small group of people who are collectively responsible for achieving a common objective for their organization."

— Patrick Lencioni, *The Advantage* (p. 32)

03

SIZE

How Big Should a Leadership Team Be?

4–8

MEMBERS

Keep it small. Keep it focused.

Teams larger than 8 often face communication breakdowns and a tendency for members to advocate for their own departments rather than engaging in thoughtful inquiry.

Smaller teams ask more questions that foster clarity — and it is that clarity that enables faster, more effective decisions.

04

SELECTION

Who Should Form a Leadership Team?

Being on a leadership team is not a reward. It is a responsibility.

"The only reason that a person should be on a team is that she represents a key part of the organization or brings truly critical talent or insight to the table."

— Patrick Lencioni, *The Advantage* (p. 34)

YOUR LEADERSHIP TEAM IS AN EXTENSION OF YOU

Think of Your Team the Way Jesus Thought of His

- ▶ Jesus called His leadership team because they were going to be an extension of His ministry.
- ▶ Imagine five or six team members who are an extension of your pastorate.
- ▶ You were not called to do God's work alone.
- ▶ A leadership team gives you a greater opportunity to make a greater impact for God's work.
- ▶ The team shares collective responsibility — marked by selflessness and shared sacrifice for the church's best interest. Together they promote and resource the mission: connecting people to an abundant life in Jesus Christ, and preparing them for His soon return.

05

FRAMEWORK

Seven Questions to Identify Who Belongs

Tom Morgan, founder of The Unstuck Group — which has served hundreds of churches across the U.S. and around the world — offers seven questions to identify who should be on the team.

Do they have the leadership gift?

Q01

If they aren't a leader, they shouldn't be on this team. Consider leadership capacity — leaders of tens, fifties, hundreds, thousands. For this team, you ultimately need leaders of hundreds and thousands.

Are they a big-picture thinker?

Q02

This person always prioritizes the church's health over what's happening in their specific ministry area. More concerned with alignment than defending their turf.

Is this person a strategic thinker?

Q03

You need people who can think beyond daily details. Managers belong elsewhere. Find people who think about the future and can propose how to get from here to there.

Can they build teams?

Q04

In ministry, this is primarily about building and equipping volunteer teams. If their instinct is 'I need to do this myself,' you have the wrong person.

Do they share the vision and values?

Q05

This is no team for a 'devil's advocate.' Every leader at this level needs to be 100% on board with the church's vision and values.

Do they reflect the diversity of our ministry?

Q06

Leadership comes in a variety of shapes and sizes — shaped by gift mix, background, personality, and experience. Don't assume every leader is wired like you.

Is this person a lifelong learner?

Q07

Tomorrow's questions will be different. You need people who embrace leadership development — for themselves and for their teams.

06 Who Might Be on Your Team?

A starting point — adapt to your context:

01 Pastor	02 Lead Elder
03 Treasurer	04 Church Clerk / Secretary
05 Head Deacon / Deaconess	06 Key Staff

07 Final Thoughts

"The difference between a team of champions and a championship team isn't in the skill set of the athletes, but rather lies in getting everyone to row in the same direction — that is the quickest way to win gold."

— Cris Marie, Olympic rower (The Table Group)

"If Christians were to act in concert, moving forward as one, under the direction of one Power, for the accomplishment of one purpose, they would move the world."

— Ellen G. White, *Christian Service*, p. 75

THE FIRST STEP

To work as one — to be in alignment — build a cohesive leadership team. And to build it, you must first choose it.

SOURCES

- Patrick Lencioni, *The Advantage: Why Organizational Health Trumps Everything Else in Business* (Jossey-Bass, 2012).
- Tony Morgan, "Senior Leadership Teams: 7 Questions to Identify Who Should Be on the Team," The Unstuck Group.
- Ellen G. White, *The Desire of Ages; The Ministry of Healing*; Christian Service.
- Cris Marie, The Table Group, "Thoughts from the Field," Issue 10.