

BUILDING AND KEEPING A COMMITTED TEAM

INTRODUCTION

I. PRACTICAL POINTERS ON SECURING A COMMITTED TEAM

- A. Pray them in!
- B. If possible, use people from your church district.
- C. Write out a detailed ministry description.
- D. Examining a potential team member
 - 1. *Look for:*
 - 2. *Consider volunteers from the local church.*
 - 3. *Consider existing team members who may be maturing to the point where they could assume greater responsibilities*
 - 4. *If they are unknown to you, CHECK:*
 - 5. *Are their children school age?*
 - 6. *What is his wife's attitude about this ministry?*
 - 7. *Can they handle the academics of that particular position, leading higher level CBLT courses, doing administrative work, working with the computer, or possibly handling more travel?*
 - 8. *Do they have the quality of life you want reproduced in the students?*

II. PRACTICAL POINTERS ON BUILDING (AND KEEPING) A COMMITTED TEAM

- A. Remember: A Director will only be as success-ful as is his Administrator. The Administrator will only be as successful as is the Course Coach.
- B. Remember: Your team will be as dedicated and committed to the ministry as you are to them as their authority.
- C. Clearly establish and maintain the chain of command.
- D. Pay them. Volunteer team members also have financial needs that should be of concern to you, so that they are not hindered by financial bondage.
- E. Remember special times such as birthdays, anniversaries, Christmas, Easter, summer needs.
- F. Spend time every day praying for them by name.
- G. Promote a "love covenant" at the beginning of the academic year and in team meetings during the year:
 - 1. *To always "stick together."*
 - 2. *To always give only a "good report."*
 - 3. *To forbear and forgive.*
 - 4. *To have Biblical confrontation when prob-lems arise, one on one (Matt. 18:15-17)*
- H. Conduct team devotions each time you meet.
- I. Maintain twice monthly course coach team meetings:
 - 1. *Meet spiritual needs*
 - 2. *Review everything*
 - 3. *Plan together.*
- J. Maintain a high communication level.
- K. Be available! Be open!
- L. Handle problems openly but with great love.

- M. Guard clear, transparent communications both vertically and horizontally.
- N. Establish clear-cut responsibilities.
- O. Demand the best.
- P. Train them — help them grow!
- Q. Director and Administrator MEET BEFORE TEAM MEETING TO DISCUSS MAIN ITEMS.
- R. Director and Administrator MEET FOR ONE HOUR WEEKLY Regularly.
- S. Remember the power of praise.
- T. LOVE THEM! Be a real friend—help them. (Have team fellowships.)
- U. Support and protect them in husband/wife relationships.
- V. Admit your own mistakes.
- W. Share the glory.

CONCLUSION