

NOW WHAT?

(Good to Great by Jim Collins)

- 1) Getting the right people on the _____.
- 2) Getting them in the right _____.
- 3) And getting the _____ off the bus.

 How to know if it is time to transition someone from your ministry?

- You have lost trust in them.
- They have lost faith in you.
- They cannot or will not perform to agreed expectations.
- Their only reason they are still around is because you like them.
- They do not agree with your direction or vision.
- They are not loyal.
- They would rather be somewhere else.
- You avoid being around them or giving them any new work.
- Other team members wonder why they are still in the ministry.

(While this is not an exhaustive list, they are good indicators of someone who is not in the right position or the right fit for the ministry. In my experience, prolonging someone's departure hurts the ministry and the entire team. It is important to always share this information with the pastor responsible for your ministry.)

 "Speaking the truth in love, we will grow to be the mature body of Christ."
Ephesians 4:15

"Let every person be quick to hear, slow to speak, slow to anger."
James 1:19

"See to it that no one fails to obtain the grace of God; that no 'root of bitterness' springs up and causes trouble, and by it many become defiled." Hebrews 12:15

"Do nothing out of selfish ambition or vain conceit, but in humility consider others better than yourself. Each of you should look not only to your own interests, but also to the interests of others." Phil 2:3-4

"Bearing with one another and, if one has a complaint against another, forgiving each other; as the Lord has forgiven you, so you also must forgive." Colossians 3:13

CATHEDRAL OF FAITH MINISTRY DIRECTORS



January 29, 2013

Dr. J. Wayne Mancari



"Christ gave leaders to equip His people for works of ministry, so that the body of Christ may be built up . . . and fully mature, fully developed within and without, fully like Christ."
Ephesians 4:11-13



Purpose of Ministry Director Meetings:

To increase our effectiveness as leaders at Cathedral of Faith, so we can bring God glory by serving Him responsibly, diligently and enthusiastically.

CHARACTERISTICS OF A LEADER





DEALING WITH CONFLICT

"I have told you these things, so that in me you may have peace. In this world you will have trouble. But take heart! I have overcome the world," John 16:33.

"It is impossible not to have offenses come up," Luke 17:1.

"If you are offering your gift at the altar and there remember that your brother has something against you, first go and be reconciled to your brother, then come and offer your gift," Matthew 5:23.

We are all being made like Christ. _____ and _____ are the ministry. People will project their issues on you.

Know God's _____

"to prosper you and not to harm you, plans to give you hope and a future" Jeremiah 29:11. Jesus shows us the heart of the Father when He teaches us to pray, "Your kingdom come, your will be done, here on earth, as it is in heaven," Matthew 6:10.

We are not just filling ministry positions, we are helping people become more like Christ and releasing them in ministry. They are in your ministry for a reason.

Determine the enemy's _____

"so that you can take your stand against the devil's schemes." Ephesians 5:11

Remember "our struggle is not against flesh and blood, but against the rulers, against the authorities, against the powers of this dark world and against spiritual forces of evil in the heavenly realms," Ephesians 5:12.

Respond in the _____.

Jesus turned the world upside down by doing the opposite of what was expected. Light overcomes darkness, truth overcomes lies and deception, and life overcomes death.

"Bless those who curse you," Matthew 5:44.

"Pray for those who use us," Matthew 5:44.

"Perfect love casts out all fear," 1 John 4:18.

"A soft answer turns away wrath," Proverbs 15:1.

"Don't be afraid, have faith," Mark 4:40.

Study these passages: Romans 12:14-21, 1 Peter 3:9

If you can't figure out what the enemy is doing:

Choose acts of _____, _____ and _____.

IT'S POSSIBLE TO RESOLVE CONFLICT

Focus on the _____ rather than the person.

Concentrate on _____ issue, and not many issues.

Be as _____ as possible, avoid generalizations.

Target _____ mutual understanding, and not winning/losing.

Speak with _____ statements, and not "you" statements.

Address _____ and not character.

Do your best to _____ at facts and don't judge motives.

Learn to _____ feelings and don't judge character.

STEPS TO RESOLVING CONFLICT

1. Pray for the situation, for the people involved, and for God's wisdom.
2. Define the problem - Be specific. Identify any lies that may be at work.
3. List the ways that each person contributes to the problem.
4. List the past unsuccessful attempts to resolve the issue.
5. Are there any Scriptures that apply to this situation?
6. Brainstorm new ideas and try to list 10 possible solutions to the problem.
7. Evaluate each of these possible solutions.
8. Choose one solution to try.
9. Decide how each person will work toward this solution. (Be as specific as possible.)
10. Evaluate the progress and reward positive contributions others make toward the solution.