

MINISTRY TEAM PHILOSOPHY
OF
NEWLIFE
ASSEMBLIES OF GOD



We believe that God did not call us to be bench warmers, in fact we actually believe that He called us to get in the game! So our philosophy is simple, if this is your church, then there is a ministry team that needs your investment. Scripture tells us we were not created to go to church, but that we were created to BE the church. The way we are the church is by being actively involved in the ministries that make the church what it is. Everybody needs to be active in what God is doing here!

Here at NewLife Assemblies of God we believe God has equipped the Church for
“every good work”
by
“...arranging the parts in the body, every one of them,
just as he wanted them to be.”
(1 Corinthians 12:18)

This “arranging” of “the parts” we call “Team Ministry.”

Each team is directed by a Team Leader and an Assistant.

Each team is supported by a Spiritual Leadership Team Representative

Each Team Leader is a seated member of the Team of Leaders

The foundation of the NewLife’s Team Ministry Philosophy is defined in our Ministry Teams Core Values. **Each member of the team is expected to understand that no one player is bigger than the team.** The members are parts to what makes up the team as a whole. No member should allow themselves to become the weak link in the team chain. The age old adage that says- “A chain is only as strong as its weakest link.” is very true. **Our championship mentality expects nothing less.**

NewLife Ministry Teams Core Values

- The team is always most important.
- No one is greater than the team.
- I will never be the weak link on the team.
- I will always prepare so that I will be at the highest level.
- Hard, intelligent, and relentless work is the way to winning.
- Pressure is never the enemy; it is the motivation to be my best.
- I will always keep a positive attitude.

CHRISTIAN MINISTRY AS TEAMWORK

1. People need one another, derive identify from one another, and benefit from working together. Teamwork isn't a luxury; it's a necessity!
2. Managers must not only do the right things, they must do things in the right way. How people work together is extremely significant in Christian ministry.
3. Training and equipping others to perform for the team yields far more ministry fruit over the long run than efforts by the team leader to work harder and longer. Delegation pays irreplaceable dividends.
4. Unilateral decisions are quick to make but slow to implement. Decisions derived from team participation and consensus take longer to make but are backed up by greater cooperation and commitment.
5. Most creative ideas are "hatched" in a group environment as the result of spontaneous brainstorming and freedom from bureaucratic constraints (chain of command, rules, paperwork etc.). Isolation and routine are poor incubators of creativity.
6. People can work well together even when they have differences of opinion. They can "agree to disagree agreeably."
7. Individual accountability is a catalyst for team productivity.
8. Open, loving confrontation is always preferable to hidden agendas and bottled up frustrations.
9. Forgiveness is the oil and grease of interpersonal relations.
10. Teams need good followers just as much as they need good leaders.

CHRISTIAN TEAMWORK MAKES A DIFFERENCE

Christian ministry with teamwork will make a difference. This is because Christians are different in the goals they pursue and in the way they pursue them. God intends for His family members to work together in unified cooperation, the very essence of teamwork.

Christian ministry is teamwork with a difference because of the pervasive **sense of family**. Members of the team are valued not only for their work contributions but also for who they are as members of Christ's body--their spiritual equality enables them to relate to one another in an authentic, loving manner.

Christian ministry is teamwork with a difference because **personal sacrifice** is elevated above rugged individualism and self-serving competitiveness. Team members thrive on serving others and in putting their needs first. **Mutual sacrifice** becomes a way of life as team members willingly give of themselves for the good of the ministry and the people it serves.

Christian ministry is teamwork with a difference because followers are just as important as leaders. God uses the efforts of each team member in equally important ways, **all unique and special**. A collective vision is shared, born of the team members' collective wisdom, submission, and accountability. "We" triumphs over "me."

Above all, Christian ministry is teamwork with a difference because God is in the driver's seat. He charts the ultimate course. Only through the team's keen sense of **obedience** and **dependence** can the ministry ever succeed. **Christian teamwork is God-focused**.

Christian ministry is also teamwork that makes a difference--a difference in what is produced and in how people feel about their work. Christians are called to be **hard workers**, **optimistic workers**, and **fruitful workers**. They are to labor because they want to, not because they have to. They are to work together cooperatively, enthusiastically, and positively. When they faithfully do these things, it makes a big difference in what the team is able to accomplish--in what God is able to accomplish.

The perspective of Christian ministry is founded on six foundational principles of teamwork. The leader who recognizes and follows these principles will be able to generate teamwork that truly makes a difference.

1.The niche principle: People who occupy a special place on the team feel special and perform in a special way. Team niches humanize teamwork.

2.The ownership principle: The more team members participate in running the team (decision-making, planning, coordinating, and so on), the more they will own the team's goals and mission. Ownership breeds personal and interpersonal accountability.

3.The trust principle: People who share a common vision, who personalize the work process, and who accept one another in agape love come to trust one another. Trust is the glue that binds the team together through thick and thin.

4.The interaction principle: The more people interact, the more they bond. Bonded people share with one another and bear with one another.

5.The submission principle: People who submit to one another elevate the team above the individual. This puts the ministry's vision in the forefront, where it can capture the team's attention and energy.

6.The spirituality principle: Teams engaged in Christian ministry are supernaturally empowered, generating a rare kind of fruitfulness nurtured by team member unity, vision, and sacrifice. God lovingly shepherds His teams, helping them succeed despite human fallibility and frailty.

Spirituality is the true essence of Christian teamwork--people working together for God and with God. The wise team leader will take this divine partnership seriously, giving prominent attention to team prayer, devotionals, and fellowship. Team members who grow spiritually together will surely grow professionally together. This is teamwork with a difference, teamwork that makes a difference! "But seek first His kingdom and His righteousness; and all these things shall be added to you" (Matthew 6:33)

Newlife Team's – What Does It Look Like

- The Team Leader will lead “The Team”
- The “Team” will lead the ministry
- Team Leaders are to organize and facilitate meetings.
- Team Leaders are responsible for schedules of the ministry
- Ministry Leadership Teams should have a minimum of 3 members and maximum of 6.
- Team Leaders do not run the ministry, they lead the Leadership Team

Each Team should develop a purpose, vision and mission statement for the ministry.

Team meetings must meet once every month and give report to the supporting Spiritual Leadership Team Member. These meeting should be on a regularly scheduled day where all Team Members can meet. The Spiritual Leadership Team Member is not required at these meetings but can be a part of these meetings as a support and a resource. The Spiritual Leadership Team Member is not to be a facilitator of the meeting.

Team of Leaders

The Team of Leaders is the collection of “Ministry Team Leaders” from the Ministry Teams. This Team of Leaders will meet on a quarterly basis for the purpose of keeping all ministries on track with where the church’s Vision, Mission, Purpose and Plan is going.

Administrative Leadership Team

- The Administrative Leadership Team shall act in an advisory capacity to the Pastor in all matters pertaining to the administration and legal matters of the Church.
- The Administrative Leadership Team with the Pastor, shall be the executive body in the conduct of the functions and privileges of the Church, both as a Church and a legal entity. They shall serve as directors of the corporation.
- The Administrative Leadership Team, with the Pastor, shall be the trustees of the Church property and finances, and shall be responsible for care of the same.
- The Administrative Leadership Team shall have portfolios of special responsibility as assigned by the Pastor.

The Administrative Leadership Team will oversee the Administration of the church and the business of the church. This Team will fulfill its duties and responsibilities described in the NewLife Bylaws. The members of this team will be selected according to the Bylaws.

Spiritual Leadership Team

The Spiritual Leadership Team member shall act in an advisory capacity to the Pastor in all matters pertaining to the spiritual life of the church.

- The Spiritual Leadership Team member, with the Pastor, shall act in the examination of applicants for membership, and in the discipline of members.
- The Spiritual Leadership Team member shall have portfolios of special responsibility in the supporting of the Leadership Teams. This support is to keep the focus of the Vision, Mission and Purpose of NewLife in the Leadership teams and in the ministries of the church. The support is to be support and not function.
- The Spiritual Leadership Team members will be responsible for collecting and delivering the “Monthly Ministry Team Meeting Report” to the Spiritual Leadership Team Meeting.

The Spiritual Leadership Team will oversee the Spiritual functioning of the church life. The Team will fulfill its duties and responsibilities described in the NewLife Bylaws. The members of this team will be selected according to the bylaws.

Strategic Development Team

- The Strategic Development Team will work together to create, develop, evaluate, and implement the Vision, Mission, and Purpose of the church.
- The Strategic Development Team will, regularly look through the functioning of the church and make suggestion, changes and evaluations of the functioning of the church as a whole and in parts.
- The Vision, Mission and Purposes of the Ministry Leadership Teams will be evaluated by this team.

The Strategic Development Team will develop a strategy and oversee the strategy of the church. The team members will be selected by the Senior Pastor.

Staff Leadership Team

- The Staff Leadership Team will be responsible for the day to day operations of the church.
- Staff Leadership Teams will be, by the Pastors direction, direct overseers of appointed Ministry Leadership Team.

The Staff Leadership Team will oversee the day to day ministries and fulfill duties assigned by the Senior Pastor. The Staff Leadership Team will be selected in accordance with the NewLife Bylaws.

What Is The Plan Of Implementation Of The Ministry Team Philosophy?

The implementation will be from the top down. Organizing and functioning in the Administrative, Strategic Development, Spiritual and Staff Teams, Ministry Leadership Teams will be developed slowly and paced, depending on how organized the ministries.

NewLife Assembly of God Canyon Country

Organization Flow Chart

2/1/2016

