

Leadership Lesson - Recruiting & Team Building

I know of someone named Greg. He and his wife Tammie have 4 children and one on the way or is it 5 children and one on the way. I don't remember. Either way, they have a big family.

Sometimes I wonder how people manage large families? Today we get stressed out with one or two kids at home. So how do Greg and Tammie make it with so many kids? They make it by using the secret of team building. Their older kids help with the younger ones.

It is amazing to watch their family in action. Everyone has a job to do, from the youngest ones to the oldest, even if it is just putting the plates on the table for dinner or taking out the trash or emptying out the dishwasher. The secret is that everyone helps Mom and Dad and everyone has a job to do.

Team building is a wonderful thing and as we, as a church, continue to grow, it is going to be a necessity.

I have heard of churches where the minister has had to do everything, from preaching and teaching to leading the choir, cleaning the bathrooms, to mowing the yard.

Exodus 18: 1-26

Now, many of you are leaders in the church or in companies or in the community and you may be involved in most every aspect of the work, but if you don't recruit and train others you, like Moses, are going to get burned out in the process.

Boyle's law says, "If uncontrolled, work always flows to the most competent person until he... **submerges**."

That's why in this lesson today on Moses, the prince of leadership, we are going to talk about recruiting and team building.

Now Moses made a common mistake. He mistook **busyness** for accomplishment.

He mistook activity for success. We think busyness is a status symbol. We think the more successful we are the busier we should be.

What happened to Moses happens to leaders at every level. They try to do it all.

One historian says that Jimmy Carter was so detailed oriented at first that when he took office he was involved in things like this... scheduling people who would play tennis on the White House courts. Surprising?

A leader who doesn't **share** leadership not only can bog himself down but the entire organization.

Serving the Lord is meant to joyful. But as a leader when you don't share your leadership, your service can become harder, stressful, and it is no longer fun, because you are not serving out of gladness. That is why we must spread the load. When we do, we are effective leaders. Can I accomplish more by myself or with 2 or 3 others?

Effective leaders acknowledge **limitations**. Now that's hard for ambitious, young people to do. That's a hard pill for some older people to swallow as well.

You say, "I'm high energy and my time will come later." I like the T-shirt that says this, "I know 2 things for sure. 1: There is a God and 2. You are not Him." Unless you recognize that you can't do everything, you will soon be over extended.

Effective leaders keeps **ego** out of the way. This is hard to do. Moses had to decide, do I want everyone needing me? Do I want to be the Big Cheese? Or do I want to do God's will and make sure that all the people's needs are met?

The fact of the matter is that we cannot be everywhere and do everything.

I mean it is a great feeling to be needed and wanted and be appreciated but if we are to go forward as a church, we must spread the load and let others lead also.

Effective leaders accept **responsibility**. Jethro did not say to Moses, recruit some help so you can go fishing for the next few years. A good leader maintains a balance between trust and accountability with the leaders under him/her or serving along side of him/her.

As leaders, a good question to ask yourself about the ministry you serve in is this: How much do you hold and how much do you let go? There should be a balance, because as a leader there will always be things that only you can do and should do and be responsible for.

Harry Truman had a plaque that read, "The Buck Stops Here." It's important that a leader takes responsibility for what happens under him, but also shares the credit.

I definitely didn't grow up on a farm but I know of who owned a dairy farm and he gave some wise advice when he said this:

He said, "do you know the hardest thing about milking cows? They never stay milked! And I'll tell you something about people, they never stay led. Follow up is important.

We all need constant **accountability** if we are to stay the course. We need encouragement and prayer and challenge.

Do you know someone who did this well? Jesus. He took 12 men who were unlikely leaders but He saw something in each one of them. He trained them and then he released them to work. He set up a system of accountability and now its 2000 years later and we are the successors. He now has delegated the work to us.

This principle of recruitment and team building is encouraged throughout the Bible. Such as In Acts, the Apostles selected 7 men to help with certain things so they could focus more on other things. They spread the load. They shared the leadership.

Today, all work is done by **teams**. Unless you run a shoe shine stand, you are dependant upon many other people for the quality and quantity of your work, and many other people are depending upon you.

Read 1 Cor. 12:14-21; 27-31.

As we learn in 1 Corinthians 12, God has designed the church so that we depend upon one another and need one another. No one person is to take on all of the work for the ministry.

Many times it may seem easier to simply complete the task yourself, but in doing so, you are failing to develop and **use** the rest of the body of Christ as it is designed to function.

Even when I am able to complete a task myself and am gifted to do it, I must ask myself these kinds of questions.

Is it something that only I can do or is it something that I can give away to someone else to do?

Often, the answer determines that I should spend time finding the right person to do the job instead of taking it on myself. I have discovered that in the long run it is a better investment of my time to recruit a leader.

There is a second consideration.

By doing it myself, I may be failing to help other people **grow** in their leadership skills.

My job as the leader of the ministry is to equip the body of Christ to do ministry (Eph. 4:11-12). I am to develop others to become leaders and to encourage them to serve with the gifts that God has given them, even if I have those same gifts.

So how do I do it?

When Recruiting leaders to serve with you or under you, you should...

1. Ask! You will never get help until you **ask**!

- Never say “**no**” for them. Don’t “X” people off their list before you ask them.
- Give people time to think (but not too much time – maybe 1 week).

2. Promise and provide training (fear keeps people from saying “yes”)

- Tell and **show** them what they are supposed to do.
That way there is no question about what I am asking the person to do.

One complaint that I have heard often from those who have taken on tasks in churches is that they were not told everything involved and therefore felt deceived.

Create a **buddy** system for each new person. Assign another capable person to work with this person.

This friend can show the new person around and answer any of his or her questions.

3. However, there is one thing you must remember to do first. **Pray**

Follow Jesus' pattern. Luke writes, "*And it came to pass in those days, that he went out into a mountain to pray, and continued all night in prayer to God. . And when it was day, he called unto him his disciples: and of them he chose twelve, whom also he named apostles;*" *Therefore said he unto them, **The harvest truly is great, but the labourers are few: pray ye therefore the Lord of the harvest, that he would send forth labourers into his harvest.***

(Luke 6:12, 13; 10:2).

(my testimony – I have always tried to practice this pattern that I have shared with you today, even as a volunteer before I came on staff. . Pray first, then Ask, then Tell and show...

When you start people off **right**, they will be far more positive, motivated, and committed. The first day or two, the first week or two, are really, really important in creating the proper attitudes in the mind of the new person.

At the same time, provide lots of opportunity for feedback and discussion about the work. When people have ample opportunity to talk and ask questions about the job, they integrate themselves into the position much more rapidly.

As soon as the person begins, you should find an opportunity to catch him or her doing something **right**. Meet with the person, talk to him/her, and give him/her praise and encouragement at every opportunity. People are hyper-sensitive during the first days and weeks of a new place of service and are open to positive influence at this time.

Make sure that these are bright, shining moments for them.

People need to know, on a regular basis, how well they are doing. If they are making a mistake, they need this pointed out to them. If they are doing it right, they need to have this affirmed and recognized.

If you want to recruit great leaders, it is very important to give away not only the responsibility for the work but also the **authority** to carry it out.

It can be very frustrating for someone to be in a position of leadership but not have any authority to make decisions.

I supervise and oversee but do not micromanage the people under my leadership. I let them make their own decisions and come to me only when they need my help.

President Eisenhower told President Kennedy at his inauguration, “You’ll find no easy problems will come to the President of the United States. If they are easy, someone else will have already solved it.” And that should be true of all leaders, and this allowance of authority empowers and encourages those who are serving and working with you.

Recruiting leadership frees you to focus on the areas where God has uniquely gifted and called you; it offers others the joy of serving God and His people; and it allows them a place to realize their significance in the body of Christ.

I encourage you to prioritize recruiting and growing a team of leaders for your own ministry.

Use practical example of ushers for instance... 3 hours that we need ushers. If Bill is head of our ushers ministry – he shouldn’t be the one that should be physically overseeing all 3 hours. That is where recruiting comes in..

This principle works across the board – regardless of the ministry... Welcome Tent, Welcome Center, Refreshment Center, Nursery, Parking, Children’s, Teens , Audio/Visual, (list more here based on who is represented.)

You are a leader over a ministry that just lasts for an hour here on campus.. like a life group.. yes, you are the leader but that doesn’t mean that you have to or should do everything... Ask others to help... do what... plan activities, pray, take attendance, plan periodic service projects. Developing leaders around you!

End with team building activity..

This lesson was not given to you today so you could say.. “I’m doing too much and I need to step down.” That’s not the answer.

This lesson was given to you today to show you how you can spread the load, how you, as an ambassador for Christ, can recruit and build a team or be on a team that will serve the Lord **together**.

A team that can do greater things for God than we could ever do by ourselves!

If you are a leader, lead effectively. If you are not a leader, be a leader or at the very least, be an **active** team member. Offer yourself and your service. (Go up to a team leader and say I’ll help you in this area or that area if you can use me).

Effective leaders train other leaders. A good manager gathers followers but a good leader gathers leaders. He trains, empowers and trusts those leaders. And when you train leaders there is no limit to what can be done.

Alone, I can make a dent, together we can make a difference.