

GROWING YOUR TEAM FOR THE GLORY OF GOD

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I. Growing Your Gratefulness (Phil. 1:3-6)

- A. Cultivate a Divine perspective of your team
 - 1. They are saved sinners first, serving musicians second.
 - 2. They are partners in the work of the gospel.
 - 3. God is at work in their lives and hearts, and through their service.
- B. Communicate your gratefulness to your team
 - 1. Personal gratefulness: “I don’t deserve for you to follow my leadership.”
 - 2. Corporate acknowledgment: “Your partnership is making a difference for God’s glory in this church.”
 - 3. Individual commendations: “Thank you for growing in this particular area—God is at work in you!”

II. Growing a Humble Team (Phil. 1:17-18; 2:5-8; 2:3; 2:19-22)

- A. Model Humility
 - 1. In private, cultivate a low opinion of yourself in light of God’s holiness and grace and your weakness and sin.
 - 2. Confess your sins to the team, asking their forgiveness for any ways you have sinned against them.
 - 3. Welcome correction, accountability, and input on your private life and your leadership—from anyone, but especially from your pastor.
 - 4. Cultivate a readiness to be replaced and emphasize your gratefulness for the gifts of others on the team.
 - 5. Ask for help in areas like musical ideas, administration, rehearsals, and new song research.
 - 6. Consider you and your team useful, but not essential to the corporate worship of God in your church.
 - 7. Model dependence on God by praying often with your team.

B. Teach Humility

1. Encourage the team to read books or chapters that will cultivate humility in them. (*Humility: True Greatness* by CJ Mahaney, *Humility* by Andrew Murray, *The Joy of Fearing God* by Jerry Bridges)
2. Help your team see how loving the gospel and the glory of God should produce the fruit of humility in our lives.
3. Make “preparing to be replaced” a regular and non-threatening topic of team discussion.

C. Require Humility

1. Make humility a part of any initial conversation with a new team member.
2. Give specific and clear directions to musicians on the team—giving them the opportunity to respond humbly and eagerly.
3. Follow up with anyone who refuses to accept your direction, insists on his/her own ideas, or puts down other team members.
4. Make sure conflicts on the team are resolved.
5. Ask unresponsive team members to step down from the team to evaluate their heart. Involve a pastor prior to this point.

D. Honor Humility

1. Specifically encourage humility as often as you can (e.g. members encouraging others, members responding to correction, members willing to try new ideas, members promoting new musicians.)
2. Take a special moment at a Christmas party or yearly event to honor evidences of humility in all of the team and in particularly humble team members.
3. Reflect the priority of humility in your scheduling of musicians—skillful, but blatantly arrogant musicians should not be highlighted through regular scheduling.

III. Growing a Serving Team (Phil. 1:12-13; 2:4-7; 2:29-30)

A. Model Servanthood

1. Administrate your team diligently. E.g., scheduling, coordinating practices, updating song sheets or song notebooks
2. Grow in your own musical ability.
3. Resist (and repent of!) grumbling and complaining.
4. Regularly express joy and gratefulness for the privilege of leading the team and the church in corporate worship.
5. Tell your pastor that you’re “prepared to be replaced.”

B. Teach Servanthood

1. Regularly refer to the role of the team as *serv*ing the church.
2. Talk about musical excellence and skill in terms of what will serve the church, not simply about what is creative.
3. Encourage diligent practice, punctuality, and being prepared as ways to serve the church, not simply make life easier for you.
4. Encourage serving in other, less-prominent ministry areas.
5. Release members from the team graciously when they express a desire to step down or serve in another area of the church.

C. Require Servanthood

1. Communicate the expectations of team membership to the team.
2. Don't add people to the team who haven't demonstrated a serving commitment to Sunday or small group meetings.
3. Follow up with anyone who consistently fails to meet the team requirements, and gently remove anyone who doesn't respond. Involve a pastor before this point.
4. Promote listening as a high value for the team. Make sure that the band can hear each other.
5. Use musical styles or techniques that serve the church even if they aren't the preference of the team or particular team members.
6. Make sure the terms and length of team commitment are clear.

D. Honor Servanthood

1. Thank and encourage your sound team regularly.
2. Thank and encourage musicians at every opportunity.
3. At a yearly party or event, take time to honor servanthood.

IV. Growing a Passionate Team (Phil. 3:8-10; 3:2-3; 3:14-16; 4:17-18)

A. Model Passion for the Savior

1. Practice regular times of Scripture meditation and prayer.
2. Meditate on the gospel both privately and during corporate worship until your heart is moved to worship God.
3. Ask a spouse or close friend what they believe is your greatest passion based on your level of enthusiasm and dedication.
4. Be expressive in corporate worship in biblical ways that edify the church.
5. In your leadership, be more excited about recounting God's greatness in Christ than your new arrangement.

B. Teach Passion for the Savior

1. Use songs that expound on the glory of God and the gospel.
2. On Sunday mornings, meditate with your team on the theme for the morning.
3. Explain the biblical value of meditation, emotion, and expressiveness in the worship of God.
4. Lead studies and discussions during a rehearsal to magnify their view of God and the gospel.
5. Exhort the worship team to model passion for the Savior internally and externally before the church during the meeting.

C. Require Passion for the Savior

1. Regularly ask team members what they're learning about God or how he is working in their lives.
2. Ask members to share how they encountered God in a meeting.
3. Include private and public passion for the Savior as a requirement for worship team membership.

D. Honor Passion for the Savior

1. Encourage public expressiveness by members of the team.
2. Encourage evidences of personal godliness (confession of sin, private devotions, sacrificial service.)
3. At an annual or yearly event, take time to highlight passion for the Savior in members of the team or ask the fellow team members to share where they have perceived this passion.

V. Embarking on an Adventure of Grace (Phil. 1:6)

- A. God is at work to accomplish his purpose in you.
- B. God is at work in to accomplish his purpose in your team members.
- C. God is at work to magnify the Savior through your efforts at your local church.