

MSC 2009 Sessions 2 & 3 - Building the Dream Team -

Dave Patterson - The Father's House - Vacaville, CA

"If I had it to do all over again, ... I'd get help"

-John Ghegan

*"We should not only use all the brains we have,
but all that we can borrow"*

-Woodrow Wilson

*"When the team you have doesn't match up to the team of
your dreams, then you have only two choices; Give up your
dream or grow up your team"*

-John Maxwell

Ephesians 4:16 (NLT)

He makes the whole body fit together perfectly. As each part does its own special work, it helps the other parts grow, so that the whole body is healthy and growing and full of love.

"Lord, grant that I may always desire more than I can accomplish"

-Michelangelo

Exodus 18:13-18, 21

13 The next day Moses took his seat to serve as judge for the people, and they stood around him from morning till evening. 14 When his father-in-law saw all that Moses was doing for the people, he said, "What is this you are doing for the people?.... Why do you alone sit as judge, while all these people stand around you from morning till evening?"

15 Moses answered him, "Because the people come to me 16 Whenever they have a dispute, it is brought to me, and I decide between the parties and inform them of God's decrees and laws." 17 Moses' father-in-law replied, "What you are doing is not good." 18 You and these people who come to you will only wear yourselves out. The work is too heavy for you; you cannot handle it alone.

“Spinning more plates doesn’t increase your talent – it increases your likelihood of dropping a plate” so the question is not whether you can do everything by yourself: it’s how soon you’re going to realize that you can’t!”

-Kerry Walls

21 But select capable men from all the people - men who fear God, trustworthy men who hate dishonest gain - and appoint them as officials over:

1. **Thousands** = _____ see the vision, set direction, equip, teach, preach, mobilize
2. **Hundreds** = _____ and Deacons, ministry leaders
3. **Fifties** = _____ = Small group leaders – part time staff.
4. **And tens.** = _____ They are as important as the rest!

23 “If you do this and God so commands, you will be able to stand the strain, and all these people will go home satisfied.”

(Verse 23 Message)

*If you handle the work this way, **you’ll have the strength to carry out whatever God commands you, and the people in their settings will flourish also.***

How to Build the Dream Team -10 Keys

1. Commit to your Dream: = _____ your dream:

“If you are going to assemble a “dream team” the first thing you are going to need is a God-inspired dream!”

“People will not rally around a need; they will rally around a vision!”

2. _____ with your current team, in order to see beyond where you are, or have previously gone

a. Get out of _____

Genesis 15:5

He took him outside and said, "Look up at the heavens and count the stars - if indeed you can count them." Then he said to him, "So shall your offspring be."

b. _____ - Lift up your eyes!

Genesis 13:14, 15, 18

The LORD said to Abram ... "Lift up your eyes from where you are and look north and south, east and west. 15 All the land that you see I will give to you and your offspring forever. 18 So Abram moved..."

"Our problems are not essentially staff problems, but vision problems"

3. _____: Invest time and energy in this process;

"You are today where your thoughts have brought you. You will be tomorrow where your thoughts take you"

-James Allen

"Nothing limits achievement like small thinking; Nothing expands possibilities like unleashed thinking"

-William Arthur Ward

"Now to Him who is able to do exceedingly abundantly above all that we ask or think"

-Apostle Paul

a. Be intentional in gathering the _____ and setting aside the appropriate time for thinking

b. Explore and expand the corporate _____ = team thinking or team dreaming

"There is energy and supernatural connection when we release our imaginations"

"I know that if I keep improving my thinking, it will impact my beliefs, which change my expectations, which affect my attitude, which changes my behavior, which improves my performance. And that will change my life"

-John Maxwell

4. Build the team in _____ with "the dream," not the current situation!
 - a. Proper alignment requires _____ DNA transfer and consistent realignment and course adjustments
 - b. Develop a healthy _____ for maintenance mode
 - c. Building in alignment with the dream requires faith, resources and being _____!

"Vision is looking at life through the lens of God's perspective"

5. Start building the dream-team with the _____ and _____ you have right now.

Exodus 4:1-2

*Moses answered, "What if they do not believe me or listen to me and say, 'The LORD did not appear to you'?" Then the LORD said to him, **"What is that in your hand?"***

"A Good plan vigorously executed right now is far better than a perfect plan executed next week!"

-General George S. Patton

"At the Day of Judgment, we shall not be asked what we have read, but what we have done"

-Thomas Kempis. German Monk

6. _____ on the ultimate end or goal of the team and the "house," then recruit and build accordingly.

“Always develop volunteer ministry and assimilation strategy as if your church was 3 times the size it is now”

-Ed Young

- a. Take the _____ to clarify the purpose of each team-member and how they influence the “big picture” or “Team vision”
- b. Consistently focus on and prioritize the vision. This will force us to develop _____.

“A vision without the ability to execute it is a hallucination”

-Time Warner CEO Steven Case

7. Look for and _____ “Dream-Teamers”

“Dream-teamers are people who have a vision for their acre of the ranch”

- a. Dream-Teamers must be able to receive and carry the “spirit” that is on you! (Numbers 11:25)
- b. Dream-teamers will usually be far more qualified and capable of doing the job than you are – so release them!
- c. Dream-teamers “lift” and energize those around them.

8. Raise up from _____ and recruit from _____

- a. There is NO substitution for a process of ongoing leadership development – _____ is not an option!
- b. Get networked! = Different streams, places for divine connections
- c. _____ into other ministries! Be generous with people and resources
- d. Follow proper _____ when recruiting people who are currently serving another ministry

9. Build the team with people you _____

Bill Hybells – 3 C's for Hiring staff.

C - _____

C- _____

C- _____

10. Stay true to the “heavenly vision.” This enables us to move forward with God’s _____ and _____

Acts 26:19

So then, King Agrippa, I was not disobedient to the vision from heaven.

Hebrews 12:1-3 (The Message)

Do you see what this means—all these pioneers who blazed the way, all these veterans cheering us on? It means we'd better get on with it. Strip down, start running—and never quit! No extra spiritual fat, no parasitic sins. Keep your eyes on Jesus, who both began and finished this race we're in. Study how he did it. Because he never lost sight of where he was headed—that exhilarating finish in and with God—he could put up with anything along the way: Cross, shame, whatever. And now he's there, in the place of honor, right alongside God. When you find yourselves flagging in your faith, go over that story again, item by item, that long litany of hostility he plowed through. That will shoot adrenaline into your souls!

Answer Key:

1. Pastors-elders 2. Full time staff 3. Lay leadership 4. Volunteers

How to Build a Dream Team:

1. Define and articulate
2. Gain elevation 2a. the tent 2b. intentionally
3. Think bigger 3a. right people 3b. imagination
4. alignment 4a. intentional 4b. hatred 4c. pro active
5. People and resources
6. Focus 6a. time and energy 6b. strategy
7. Gather
8. Within outside
- 8a. reproduction
- 8c. sow
- 8d. protocol
9. like
 - Character
 - Competence
 - Chemistry
10. Endorsement, anointing