Managing a Team

Matt Stinton & Paul McClure

**“We want to talk through the structure of Bethel Church.”**

**Brian and Jenn -**At the top
**General overseers** - Create the vision

**Paul and Matt -**“Arms and Legs” of the ministry

o **Day to day processes**
 - Scheduling
 - Team communication

- Section Leaders

**Oversee each group of musicians**
 - Example: Mike Pope is the guitar section leader
 - He discusses tone, pedals, amps etc.
 - He is the expert so higher tiers don’t have to be
 - Oversee musician growth

**A good leader knows how to delegate**
This allows for your team to buy into the vision (Paul)

**Pastors that are trusted** (Matt)
Can be called upon to help love the team members. We need these people to help grow our community. Having a team around you is part of being a good leader.

Paul states,“In my smaller churches there were stretches where I lead for a year. It wasn’t a “poor me" moment, it was a moment where I wasn’t investing in others.”

**Co-Leaders**
At Bethel, this is the position we use to grow leaders.
- Pour into and build up the next
- If you are leading every week, build someone up and have then start to lead.

**If you aren’t able to have section leaders, bring someone in from the outside (Matt)**

- Bring in a solid musician that you can bring in to help grow your team
- Create opportunities to bring everyone together to learn something practical (sectionals)
- Record these moments to reference later
- Get lessons and grow in your craft
- If the only time they are playing is on stage,that is not a good way to grow.
- Set standards (ex: playing with a click) and bringing the team alongside

**Standards are really important in small churches** (Paul)
- Sometimes the tendency is to put people on stage to fill a positing

- Set a standard, set a mark, and go after it!

- It doesn’t happen overnight but work towards it!

**Growing your team before the main stage** (Matt)

· Worship Rooms
· Youth Groups

*Put musicians into these groups to let them grow.
Check on them and be sure to create growth plans*.

**Growth Plans**
Great way to have a touch point to every member on the team

- We create a meeting to talk through goals musically
- It is an easy way to stop stagnation in your team
- A great way to stay in touch
- Great way to encourage people in growing in their desires
- Some people are really vocal about their desires but some people are more timid. A lot of times, as leaders, we might not know the hearts of your team.

**Debriefs**
We have them after every set

· Be positive and encouraging during these meetings because right after a set there is a lot of vulnerability.

· If you need to talk to any musician individually (difficult feedback) talk in private because that will protect your team members)

· Create markers for progress in your team.

**Those difficult conversations that you have in private can help to pastor and uncover issues** (Matt)

**Planning Center** (Paul)

Any system that connects your musicians and team:
· Helps to create organization
· Allows for people to plan their lives

**Be intentional and set a schedule**
I schedule Sunday nights and our other campus and Matt schedules the rest.
We do schedule a month in advance.

Love people and care about them.
Keep pastoring.
“We so appreciate what you are all doing as leaders.”

“What you do is really important. Some are seen by ten, some are seen by ten-thousand, but we are all seen by the Lord. What you do is important. You are impacting lives. You are leading them into an encounter, even for just one person it is important.” (Matt)

**Q & A**

**Question 1**:How can you promote organization if you are not the person leading?

**Matt:**

Communication. Sit down with that leader and outline the difficulties. “We want to support your vision but it is difficult if things change so late.” Some people need to know how their decisions and processes affect others.

**Question 2:**

We have quite a few leaders that request musicians?

**Paul:**

Sometimes, we like to know requests. Sometimes it works and sometimes it doesn’t. Do what you can, we’re not oppose to the idea.

**Question 3:**

Whenever you are a leader of a worship team and you have a job or school, how do you balance your time while expecting things of others that you may be too busy to maintain? (example: I expect my team to be on time but I am late because of work)

**Matt:**

What are your priorities? If you have too many things going on it might make sense to remove some things from your schedule. Also delegate, get things off your plate.

**Paul:**

Be honest with your team.

**Question 4:**

I have a lot of seasoned people on my team that are in totally different walks of life then me. What do I do with issues I have no experience in and how do I lead people who have lead for way longer than me when I’m the new young guy?

**Matt:**

Don’t under estimate yourself. God put you there. Don’t be afraid to say you don’t know. Saying I don’t know is very important. Send people to pastors and other individuals. Direct people to the right places. As far as leading in music and style, they need to know they are valued by you and they need to know where you are taking them. Communicate your vision. “I value you all and I see you have great things to bring to the table, this is where we are going.”

**Question 5:**

How do you promote certain individuals even if they are new and there are other people who have been around longer?

**Matt:**

Case by case. Favor is not fair. Again communication is the most important thing you can do. When people are doing well they will naturally get promoted. Their path is not the same as the next guy. Don’t worry about others, worry about your heart. Comparison is our favorite thing to do but we have to constantly remind ourselves what God is doing something in me. There is no harm in promoting someone that deserves it, but valuing the people involved.