



This workshop is devoted to helping you and your team think through each of the 7 Practices in the context of your church. Some of the best ideas and game changing thinking comes from team collaboration so we encourage your team to sit down together and walk through this workshop after watching the video.

Print off a copy of the workshop for each person in your meeting, have them watch the video, and then facilitate the discussion questions below. Make sure to apply the questions to all areas of ministry in your church and see how you can apply them. Write down your specific action steps and any due dates to the right.

## Team Discussion Questions

### Practice #1: Clarify The Win

For each area of ministry, what does a “win” on the weekend look like?

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

Have each area share what their last “win” was. What percentage of people (staff and volunteers) in that ministry know about that “win”?

_____
_____

What avenues are you currently using in order to clarify a “win” in your area of ministry?

_____
_____
_____
_____

How do sharing “wins” affect the attitudes of your teams?

_____
_____
_____

## ACTION STEPS

*Notes don't change anything.  
Don't take notes, take action!*

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List 3 new ways that you can communicate “wins” to your team?

What 3 areas of your church could dramatically improve if the “win” for that area was clarified and communicated?

Practice #2: Think Steps, Not Programs

Programs ask the question, “What is the need?” and then “How do we meet that need?”

Steps ask “Who do we want our people to become?” and “How do we get them there?”

What are the differences in mindset between the questions above?

There are three things that should characterize every step in your church. They should be:

- Easy
- Obvious
- Strategic

What are some spiritual steps that are not obvious to people who might not have grown up in church?

What can you do to communicate these steps clearer and make them easier to take?

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What does it look like in your church for someone to be a fully engaged, growing, follower of Jesus?

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

What "steps" are in place that are not taking people to this end goal?  
What needs to happen? (Replace, Revamp)?

**Steps**

**Action**

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

How is each ministry communicating next steps to your people?

_____
_____
_____

**Practice #3: Narrow Your Focus**

Take some time to list out all of your church programs.

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

What programs do you have that are working to accomplish the same thing?

_____	_____
_____	_____
_____	_____
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_____	_____

How could you either combine these programs or eliminate one of them in order to keep it simple and have more resources on hand?

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Week 5: \_\_\_\_\_

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## Practice #5: Listen To Outsiders


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Brainstorm some small first impressions that can make a big impressions when outsiders come.

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What insider language is being used that outsiders would not understand? (Examine your teaching, your worship music, your program names etc.) What can you change it to?

Insider language	Change to
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Related Videos: [Unwelcome](#), [First Impressions](#)

**Practice #6: Replace Yourself**

Challenge your team to begin writing down all of their processes for their area of ministry. Yes, this will be time consuming, but you will gain all that time back when you need to train someone new.

What percentage of your staff have someone who could take over their role if they were to get hit by a bus?

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Who are you personally investing in and training to take over your role?

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Make a short list of the reasons you are nervous/afraid to delegate and train others for your role? Take some time to share these fears with your team.

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What is the biggest barrier that will keep you from delegating things to others?

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What do you need to do in order to overcome this barrier? (Example: coaching, learn more, self-discipline)

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What tasks are on your list this week that you can delegate to someone else?

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Related Videos: [Leveraged Leadership](#), [One Minute Manager](#), [Effective Staffing For Vital Churches](#)

### Practice #7: Work On It

What current practices are in place in order to evaluate your ministries, staff, effectiveness, and programs?

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Spend some time evaluating last weekend's service. List out what was Good, Bad, and Needing Improvement.

**Good**

**Bad**

**Improve**

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Spend time celebrating the wins, but spend the majority of the time on the bad and improve so that you can fix it before next weekend. Make sure to assign each task to a person who is responsible for seeing the task out.

How much of your time do you spend weekly working on what's happening for that weekly versus discussing overall strategies, growth barriers, and vision?

Identify a specific win that you could celebrate with your team.

How could you celebrate?

Now organize it and DO IT!!

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