



WEEKLY COLUMN in TORONTO  
CANADA

Melvin University with Me



## Team Ministry

Two things come to my mind about team ministry. One is "whether it is helpful?" or rather "damaging when gathered as a team?"

Once we talk about a team, it's common to talk about things like, "It's better if we work each other," "we can't do it alone," "we have to form a team to go in the long run," and so on.

Marlene Wilson, an American Volunteering Expert, wrote in her book, "How to Mobilize Church Volunteers," there she talked three things about that happen when we get together as a team: one is Synergistic, the other two are Symbiotic and Parasitic. In other words, Synergy is  $1+1=4$ ; Symbiotic is  $1+1=2$ ; Parasitic is  $1+1=-4$ . Isn't it meaningful? and the team leader has to think of this phenomenon.

Another one is Dr. Patrick Lencioni, an expert on the team's "dysfunctions." He emphasized that we have to be careful of the team's dysfunction and overcome it. He made this progress: [Trust > Conflict > Commitment > Responsibility > Results]

If we have weak trust, there is conflict. If the conflict is unresolved, the commitment is insignificant, and the responsibility is weakened, and the consequences are fatal, so we have to keep these five things in mind at all times.

There must be a proper reason why our team is here. In my case, our team was formed early on to serve. I didn't think of anything systematic of it, but I always emphasized two things: First, take care of ourselves each other. It means that each person is responsible for each one's growth. That is, care and growth

together. The second was achieving the goal. The focus should not be missed on the results. In the case of gathering at the level of fellowship or friendship, there may not be such a goal, but a group gathered for ministry or special purpose is an inevitable task to achieve its goal. So I've always tried to achieve both here "care and growth;" and there "achieve goals."

By doing this, the concept of family ("We are family") and the pursuit of meaningful and worthwhile ministry were in place. When these two things coexist well, the team members feel satisfied and happy in the present. It is to continue to feel meaningful and rewarding with expectations for the future.

When the first one is insignificant, the warm atmosphere is weak, and the level of commitment decreases. On the other hand, when the pursuit of results is weak, there is no personal burden, so they cannot grow, so they are prepared to leave as complaints arise. It's uncomfortable to feel the burden of being not removed, but otherwise, personal spiritual growth is not possible, and we don't feel a sense of accomplishment in the ministry, so we'll be ready to leave soon.