



**Creating a Winning Team CEAM8304**  
**A Professional Doctoral Seminar**  
New Orleans Baptist Theological Seminary  
Church Ministry Division  
**Fall Semester, October 21-23, 2024**

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**Mission Statement**

*New Orleans Baptist Theological Seminary and Leavell College prepare servants to walk with Christ, proclaim His truth, and fulfill His mission.*

**Course Description**

This seminar will focus on identifying characteristics of successful teams in local churches and other ministry situations. Students will address critical components, necessary leadership styles, communication and other team building strategies, and barriers to effective teamwork in ministry situations. Students will utilize an assessment instrument to analyze the dynamics of their own ministry teams.

**Student Learning Outcomes**

By completion of the course, each student will have had an opportunity to:

1. Identify the stages of team development as well as the significant issues at each stage.
2. Conduct an assessment of the strengths and weaknesses of their present ministry team.
3. Apply the strategies of transitioning a staff to a team within a personal ministry situation.
4. Survey the characteristics of winning teams within the context of the athletics and the military and contrast these approaches to biblical mandates and principles.
5. Identify the barriers to effective team building and develop solutions for these barriers in a ministry context.
6. Survey a variety of formats for staff ministry teams within the context of local church or other ministry situations.

**Course Teaching Methodology**

The course will involve the following methodologies: Individual and group presentations, discussions, Socratic questioning, lecture, case studies, and organizational analysis.

**Textbooks**

Students will utilize textbooks from three areas: (1) Required Textbooks—all students will read

both books, (2) Additional Textbooks-students will be assigned one book to read, and (3) Round Table Discussion Textbooks-students will be assigned one book to read. This is a total of four textbooks.

### **(1) Required Textbooks**

Hartwig, Tom and Warren Byrd. *Teams that Thrive: Five Disciplines of Collaboration*. Downers Grove, IL: Intervarsity Press, 2015.

Witt, Lance. *High Impact Team: Where Healthy Meets High Performance*. Grand Rapids: Baker Books, 2018.

### **(2) Additional Textbooks (Student will be assigned one)**

Lencioni, Patrick. *The Five Dysfunctions of a Team: A Leadership Fable*. San Francisco: Jossey-Bass, 2002.

Lencioni, Patrick. *Silos, Politics and Turf Wars: A Leadership Fable about Destroying the Barriers that Turn Colleagues into Competitors*. San Francisco: Jossey-Bass, 2006.

Lencioni, Patrick. *The Advantage: Why Organizational Health Trumps Everything Else in Business*. San Francisco: Jossey-Bass, 2012.

Lencioni, Patrick. *The Ideal Team Player: How to Recognize and Cultivate Three Essential Virtues*. San Francisco: Jossey-Bass, 2016.

### **(3) Round Table Discussion Textbooks (Student will be assigned one)**

Cladis, George. *Leading the Team-Based Church*. San Francisco: Jossey-Bass Publishers, 1999.

Cordeiro, Wayne. *Doing Church as a Team: The Miracle of Teamwork and How it Transforms Churches*. (Revised and expanded ed.) Ventura, CA: Regal/Gospel Light, 2004.

Easum, Bill and Bill Tenny-Brittian. *Effective Staffing for Vital Churches*. Grand Rapids, MI: Baker Books. 2012.

Fagerstrom, Douglas. *The Ministry Staff Member: A Contemporary, Practical Handbook to Equip, Encourage, and Empower*. Grand Rapids: Zondervan, 2006.

Gladis, Steve and Kimberly Gladis. *Leading Teams: Understanding the Team Leadership Pyramid*. Fairfax, VA: Steve Gladis Leadership Partners, 2020.

McIntosh, Gary I. *Staff Your Church for Growth: Building Team Ministry in the 21<sup>st</sup> Century*. Grand Rapids: Baker, 2000.

Martin, Jeff. *Empower: The 4 Keys to Leading a Volunteer Movement*. Nashville: B&H Publishing, 2021.

Ott, E. Stanley. *Transform Your Church with Ministry Teams*. Grand Rapids: William B. Eerdmans, 2004.

Osborne, Larry. *Sticky Teams: Keeping Your Church Leadership Team and Staff on the Same Page*. Grand Rapids: Zondervan, 2010.

Rath, Tom and Barry Conchie. *Strengths Based Leadership: Great Leaders, Teams and Why People Follow*. New York: Gallup Press 2008.

Rainer, Thom S. *The Post Quarantine Church: Six Urgent Challenges & Opportunities That Will Determine the Future of Your Congregation*. Carol Stream, IL: Tyndale Momentum, 2020.

## Course Requirements

- 1. Biblical and Theological Assessment of Team Building Principles:** Choose a current, popular book on team building from a business, sports, or military standpoint. Note: This is a student choice book. It may have been previously read, but it should be a popular book rather than an academic or ministry book. From the book identify five team building principles highlighted by the author. For each of the principles contrast and compare with biblical and theological foundations. You may determine some popular principles are compatible with biblical and theological concepts, while you may determine that some are not compatible. Summarize the five principles and your research with a five-page report. Please write with an academic writing approach using Turabian style. **Due: October 14, 2024.** Submit to the professor in the assignment area of Canvas.
- 2. Textbook Synthesis Report:** Read and synthesize the two required textbooks in an eight (8) page paper. The paper construction should include four parts: (1) a one-page introduction with an annotated bibliography, (2) section one detailing principles, themes, and ideas shared or complementary in each text (3 pages), (3) a second section identifying weaknesses, gaps or unanswered questions based on the reading (3 pages), and (4) conclusions summarized in one final page. The Textbook Synthesis Report is due one week prior to the first session of the seminar (**Due Date: October 14, 2024**). Submit in the assignment area and post in the discussion board on Canvas.
- 3. Seminar Presentation and Participation:** You will be assigned portions of the textbooks for presentations during the seminar. Presentations should represent the perspective of a practitioner in a ministry setting: local church, denomination, campus ministry, etc. Involve seminar participants in a discussion of the assigned material. **Due Date: The presentations will be scheduled during the seminar.**
- 4. Executive Summary:** Complete a 4-page summary and review of an assigned Lencioni text using the **template** supplied by the professor. Copies are to be made available to all seminar participants via Canvas (discussion board). You will submit the assignment to

the professor through Canvas on the Assignment Tab. You are expected to lead a class discussion regarding the contents of the assigned text. During the discussion give specific attention to how Lencioni's principles are in alignment with biblical principles or how they disagree with biblical principles. Book assignments will be made by **September 1, 2024**. **Assignment Due October 20, 2024**.

**Note:** Your Executive Summary should include a brief description of the book's content, key ideas and principles, strengths and weaknesses of the author's position, points of agreement and disagreement. Five potential application points related to the student's personal ministry context and should be identified and explained. You will be expected to present your summary during the seminar.

5. **Round Table Book Discussion:** Read the assigned book from the *Round Table Book Discussion* list. While you may request a book via email to the professor, the professor will assign books by **September 1, 2024**. While a formal book critique is not required for these books, you should be prepared to lead a discussion of the contents and application points for ministry of the assignment book. In addition, a **one-page, single-spaced summary** (with talking points) of the book should be distributed to all seminar participants, including the professor.
6. **Team Ministry Analysis:** Analyze your current ministry situation in light of the principles and practices of team ministry discovered in the pre-seminar reading. Write a brief report of your personal situation and the evidence of team based ministry principles practices or deficiencies in both staff and lay church leaders. The analysis should be approximately six pages in length with a balance between staff and lay aspects. **Due Date: October 20, 2024**.
7. **Integration and Application Paper:** Prepare and write an integration paper based on the characteristics of team based ministry derived from a class exercise introduced during the seminar. Include a team ministry action plan. The 10-12 page paper should reflect current research and practice in the field of team leadership and development. Students should reference a minimum of 10 to 15 sources in the final paper. **Due Date: November 30, 2024**.

### Evaluation of Grade

Although it should go without saying, students are expected to exercise the highest of ethics and integrity in keeping with the character of Christ when completing all assignments. The grading scale and attendance requirements will be according to those outlined in the current Academic Catalogue. The value of assignments will be as follows:

Assignment 1	Biblical & Theological Assessment of Team Building	10%
Assignment 2	Textbook Synthesis Report	20%
Assignment 3	Class Presentations	10%
Assignment 4	Executive Summary	10%
Assignment 5	Round Table Book Discussion	10%

Assignment 6	Team Ministry Analysis	20%
Assignment 7	Integration and Application Paper	20%

Note: Late work is penalized at the rate of 4 points per day. A student must complete ALL above assignments in order to pass the class.

### Technical Assistance

For assistance regarding technology, consult ITC (504-816-8180) or the following websites:

1. [Selfserve@nobts.edu](mailto:Selfserve@nobts.edu) - Email for technical questions/support requests with the [Selfserve.nobts.edu](http://Selfserve.nobts.edu) site (Access to online registration, financial account, online transcript, etc.)
2. [Canvas.NOBTS.com](http://Canvas.NOBTS.com) - Click on the "Help" button for technical questions/support requests regarding the NOBTS Canvas System. You can also email questions to [Canvas@nobts.edu](mailto:Canvas@nobts.edu).
3. [ITCSupport@nobts.edu](mailto:ITCSupport@nobts.edu) - Email for general technical questions/support requests.
4. [www.NOBTS.edu/itc/](http://www.NOBTS.edu/itc/) - General NOBTS technical help information is provided on this website.

### Help for Writing Papers at "The Write Stuff"

NOBTS maintains a Writing Center designed to improve English writing at the graduate level. Students can receive writing guides, tips, and valuable information to help in becoming a better writer.

### Plagiarism on Written Assignments

NOBTS has a no tolerance policy for plagiarism. Plagiarism in certain cases may result in expulsion from the seminary. See the NOBTS Student Handbook for definition, penalties, and policies associated with plagiarism.

### Course Schedule

Monday – 1:00-7:00 p.m. (Central Time)

Tuesday & Wednesday — 8:00 a.m. – noon & 1:00-4:00 p.m. (Central Time)

### Selected Bibliography

Berkley, James D. *Leadership Handbook of Management and Administration*. Grand Rapids: BakerBook House, 2008.

Easum, Bill. *The Complete Church Ministry Audit*. Nashville, TN: Abingdon Press, 2006.

Gangel, Kenneth O. *Feeding and Leading: A practical handbook on administration in church and Christian organizations*. Grand Rapids: Baker Book House, 2000.

Getz, Gene A. and Charles R. Swindoll. *The Walk: Growing into the Fullness of Christ*. Nashville: Broadman and Holman, 2000.

- Hawkins, Greg, and Cally Parkinson. *Reveal: Where Are You?* Barrington, IL: Willow Creek Association, 2007.
- Hellelbein, Frances, Marshall Goldsmith, and Richard Beckhard. eds. *The Leader of the Future: New Visions, Strategies, and Practices for the Next Era*. San Francisco: Jossey-Bass, 1996.
- Mallory, Sue. *The Equipping Church: Serving Together to Transform Lives*. Grand Rapids, MI: Zondervan, 2001..
- Malphurs, Aubrey. *Advanced Strategic Planning: A New Model for Church and Ministry Leaders*, 2nd ed. Grand Rapids, MI: Baker, 2005.
- \_\_\_\_\_. *Developing a Vision for Ministry in the Twenty-first Century*. Grand Rapids: Baker, 1992.
- McIntosh, Gary. *Make Room for the Boom...or Bust: Six Models for Reaching Three Generations*. Tarrytown, NY: Revell, 1997.
- Mims, Gene. *The Kingdom Focused Church*. Nashville, TN: Broadman and Holman, 2003.
- Osborne, Larry. *Sticky Church*. Grand Rapids: Zondervan, 2008.
- Powers, Bruce (ed). *Church Administration Handbook*. Nashville: Broadman & Holman Press, 2008.
- Stetzer, Ed and Thom Rainer. *Transformational Church: Creating a New Scorecard for Congregations*. Nashville: Broadman and Holman, 2010.
- Stevens, Tim and Tony Morgan. *Simple Strategic Stuff: Help for leaders drowning in the details of running a church*. Loveland CO: Group Publishing, 2004.
- Southern, Richard and Robert Norton. *Cracking Your Congregation's Code*. San Francisco Jossey-Bass, 2001.
- Stanley, Andy and Ed Young. *Can We Do That: 24 Innovative Practices that Will Change the Way You Do Church*. Howard Publishing, 2002.
- VerStraten, Charles A. *A Caring Church: Through Shepherding Ministries*. Grand Rapids: Baker Book House, 1988.
- Warren, Rick. *The Purpose-Driven Church: Growth without Compromising Your Message and Mission*. Grand Rapids: Zondervan, 1995.
- White, James Emery. *Rethinking the Church: A Challenge to Creative Redesign in an Age of Transition*. Grand Rapids: Baker, 1997.

Witt, Lance. *High Impact Team: Where Healthy Meets High Performance*. Grand Rapids: Baker Books 2018.