

do you believe in
your **pastors?**



SIZE
DOES
MATTER

•
MOVING YOUR MINISTRY
FROM MICRO TO MEGA
•

do you **respect** them?

SIZE
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do you **love** them?



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trust their **heart** when
you don't understand
their **head**



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loyalty and integrity



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The 4th C



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character
competence
chemistry



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culture



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the senior pastor
establishes or
reestablishes the
culture



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found~~ing~~ pastors
vis-à-vis ~~transitional~~
pastors



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democracy vis-à-vis
theocracy



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there's **always** a way



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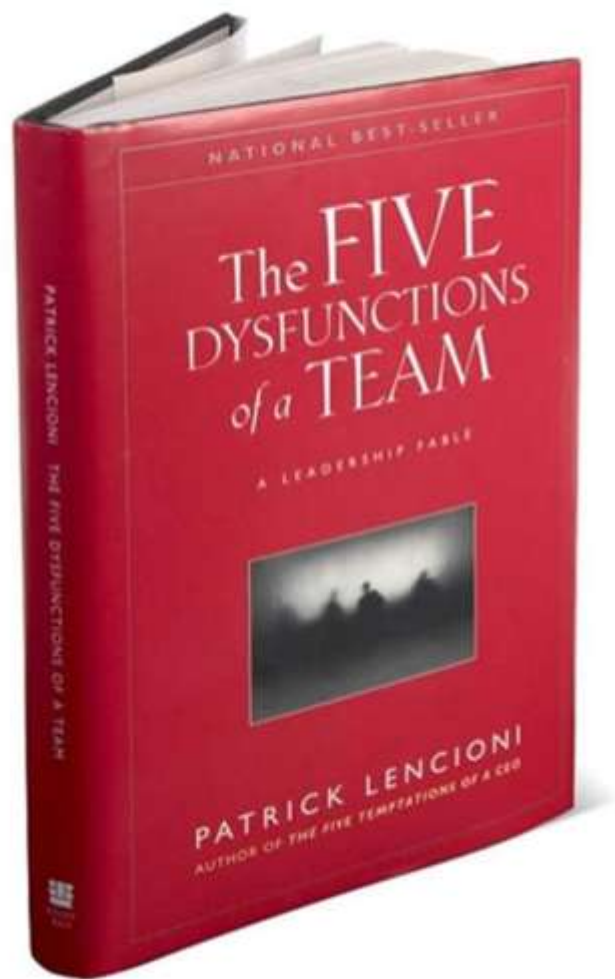
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the answer is always
'yes'



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By Patrick Lencioni

ABSENCE OF TRUST
unwilling to be vulnerable
within the group



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FEAR OF CONFLICT
seeking artificial harmony
over constructive,
passionate debate



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LACK OF COMMITMENT
feigning buy-in for group
decisions, creating ambiguity
throughout the organization



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AVOIDANCE OF ACCOUNTABILITY

ducking the responsibility
to call peers on counter-
productive behavior, setting
low standards



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INATTENTION TO RESULTS

focusing on personal
success, status, and ego
before team success



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