

MESSAGE TITLE

GATHERING OF THE SHEPHERDS

MESSAGE DATE

SESSION 4 – THURSDAY SEP 22, 2011 (AFTERNOON)

Let's start with praise and worship for about 5 or 10 minutes.

Pastors tomorrow, we'll be discussing preaching, and discussing spiritual/theological stuff. Since your leaders won't be with us tomorrow I thought I would spend this afternoon continuing where we left off before lunch.

SCREENS> Do you believe in your pastors?

SCREENS> Do you respect them?

SCREENS> Do you love them?

SCREENS> Trust their heart when you don't understand their head

Look for leaders that have:

SCREENS> Loyalty and integrity

Really the two are synonymous. I don't mind you disagreeing, but stay loyal. How do we create an environment of honest feedback that doesn't breed dishonor?

That's where the:

SCREENS> the 4th C

Comes in!

SCREENS> character, competence, chemistry

SCREENS> culture

No one dishonors us here because that's the not the culture.

Every one stands when my wife or I come to the stage.

(Work)

SCREENS> the senior pastor establishes or reestablishes the culture

SCREENS> founding pastors vis-à-vis transitional pastors

SCREENS> democracy vis-à-vis theocracy

You need staff people who understand:

SCREENS> there's always a way

SCREENS> the answer is always yes

SCREENS> **The five dysfunctions of a team**

Show the cover and make each dysfunction its own slide

SCREENS> Absence of trust—unwilling to be vulnerable within the group

SCREENS> Fear of conflict—seeking artificial harmony over constructive passionate debate

SCREENS> Lack of commitment—feigning buy-in for group decisions, creating ambiguity throughout the organization

SCREENS> Avoidance of accountability—ducking the responsibility to call peers on counterproductive behavior, setting low standards

SCREENS> Inattention to results—focusing on personal success, status, and ego before team success

Your pastors brought you here because you cannot go after what you have not been exposed to.

AJ, get second video ready!!!!