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Montreat Professional Concerns Class Notes Worship and Music Conference 2007, Week I

TOPICS FOR THE WEEK

Building Energized Worship Planning Teams: *Building and Sustaining Creative Energy*

Recruiting, Assimilating and Retaining Volunteers: *How to Get 'em and Keep 'em!*

Minister and Musician Planning Worship Together: *Can You Top This?*

Building Healthy Staff Relationships: *Solving and Preventing Conflict*

Promoting Musical Events: *Ways to "Pack 'em In!"*

Questions to Be Addressed During the Week

Program

How to build intergenerational music program

Consistent choir attendance

Team

How to have more input in planning

Whose responsibility is this?

How to be heard by pastor on worship ideas

How to work with Sr. Pastor?

Some new ideas for recruiting and retaining volunteers

How to recruit and retain volunteers

How can we encourage better communications?

How to promote teamwork

How to develop a strong music/worship team with 1 weak link

Leadership

How to present ideas positively that require change

How to stimulate creativity

How to recruit new members for small church choir?

How can I bring about change without conflict?

How to balance our traditional training with a transformational mindset

How to begin preparing the congregation for a new hymnal

Overcoming resistance to change

How can we engage our local Presbytery to assist church staff in building healthy staff relations?

Working with difficult team leaders

How to install a sense of commitment in volunteers?

Dealing with conflict due to pastoral staff having to resign

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Building Energized Worship Planning Teams: *Building and Sustaining Creative Energy*

OBSERVATIONS FOLLOWING A CONSENSUS EXERCISE

How We Reached Consensus

Listened to each other
Conversation
Questioning/Observing
Keep asking questions
One Leader
Process of elimination
Asked many questions
Began with the obvious
Asked questions/Listened
Consensus
Informing
We discussed it
Process of elimination
Asked questions of each other
Brainstormed on ideas
Involved everyone in mutual conversation
Took turns answering
Introductions

LEADING TEAMS REQUIRES THE FOLLOWING PROCESS

People (Empowerment)

- **Build Connections**
- **Lead the vision**
- **Show interest**
- **Be ethical**
- **Mentor**

Context (For Open and Honest Conversation)

- **Plan for success**
- **Communicate**
- **Covenant**
- **Level of authority**
- **Value of individual**

Systems (Effectiveness)

- **Record thinking**
- **Plan for success**
- **Big picture vision**
- **Commit**
- **Self & group**

Content (Provided by the Team)

- **All participate**
- **All commit**
- **Value of each**
- **Brainstorming**
- **Team consensus**

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TRANSFORMATIONAL LEADERSHIP TRAITS:

- **Let them do it**
- **Encourage**
- **Define goals**
- **Delegate**
- **Coach**
- **Give affirmation**
- **Share knowledge**
- **Value the person**
- **Support**
- **Model**

LIST CHALLENGES FACING TEAMS (Partial List – make your own list)

Roles are not defined

It takes longer to make a decision

Parameters need to be defined for decision-making

There must be a leader

The purpose and task must be clearly defined

More ideas can be generated than can be used – catalogue ideas for use later

There is territoriality

LIST BENEFITS IN USING TEAMS (Partial List – make your own list)

Ability to look at situations from different angles

Expansion of possibilities

The responsibilities are shared

Individual opinions provide variety

Recruiting, Assimilating and Retaining Volunteers: *How to Get 'em and Keep 'em!*

Download articles from <http://www.hughballou.com/PAM.html>

Conducting Power-Packed Meetings

Building Effective Team

SITUATION ANALYSIS

Solving the problem of a weak team member

Parts of the Problem

Person lacks specific skills

Person has been offered training

Person has not taken training

No follow-up on training request

Potential Solutions

Get extra person to fill gap

Require training

Replace the person

Final Decisions

TBD

Minister and Musician Planning Worship Together: *Can You Top This?*

Forms for Group Process

SITUATION ANALYSIS

Parts of the Problem

Potential Solutions

Final Decisions

OR

Option 'A'

Option 'B'

Option 'C'

(this model will help us sort problems or options)

ACTION PLAN

Tasks

Responsible Person

Deadline

SITUATION ANALYSIS

Situation

Parts of the Problem

Potential Solutions

COMMUNICATION PLAN

Specific Messages

Who Needs to Know?

How to Tell Them

Responsible Person

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.

RESOURCES

Spiritual

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Finding a Way Through Conflict, By Dennis L. Burton and M. Wayne Oakes, 2002 Baptist State Convention of North Carolina

Planned Renegotiation: A Norm-Setting OD Intervention, 1971, John J. Sherwood and John C. Glidewell.

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