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

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

Volunteers

How do we keep the momentum of exciting worship, good volunteer base, good spirit GOING?

How do we maintain a good process?

How do I improve the commitment and attendance for my choir?

Proven ideas on recruiting volunteers

How to build in small church?

How do you work with volunteer schedules?

Motivating church volunteers

Recruiting & retaining volunteers

How to involve more volunteers in leadership

Minister & Musician Relationship

How do you keep a healthy pastor/musician relationship healthy?

How do I (a musician & worship leader) get my pastor to be creative (get out of his rut) in worship planning?

How can I prepare for a new minister?

How to upgrade contract tactfully to PAM/AGO standards?

How can musicians and ministers help each other do a better job of planning worship?

Conflict

How can we minimize congregation polarization around staff?

How to avoid fragmentation in ministry

How can we diffuse conflict in a loving moment?

How to create a progressive growing music program in a church environment that favors tradition?

How to handle problems with Christian love?

How to deal with office staff effectiveness as personnel chairman?

How to get more done in less time?

How to help traditional worshipers accept fact there is a second contemporary service?

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

OBSERVATIONS FOLLOWING A CONSENSUS EXERCISE

How We Reached Consensus

Introducing
Personal preference
Free association
Asked questions (X3)
We refined questions
We encouraged answers
Listened & agreed
Intentional listening
We listened to each other
Listened
Observation
We smiled a lot
Told stories (experiences)
Volunteer information
Freely volunteered ideas
Volunteering information fast
Brainstorming
Start with the obvious
Looked for the obvious
Search for commonality
Compromise
Moved on to consensus
Common goal
Consensus

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**

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Content (Provided by the Team)

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

TRANSFORMATIONAL LEADERSHIP TRAITS:

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

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 Teams

SITUATION ANALYSIS

Solving the problem of a weak and ineffective team

Parts of the Problem

Pastor not in charge of meeting
 Pastor is newcomer
 We gave not defined purpose of group
 Committee has different agenda from pastor
 Lack of communication before meeting
 They are not productive
 Not working to expected outcome
 NO Openness to review the process
 No rotation of membership
 Nobody's asking questions

Potential Solutions

Have lunch and talk (pastor & Chair)
 Discover what is disfunction
 Initiate rotating classes
 Pastor communicate w/chair before meeting
 Develop Vision/Mission for team
 BOO could be used to define roles
 Excise the Dysfunction
 Be patient and calm

Final Decisions

TBD

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

Forms for Group Process

SITUATION ANALYSIS

Parts of the Problem

OR

Option 'A'

(this model will help us sort problems or options)

Potential Solutions

Option 'B'

Final Decisions

Option 'C'

ACTION PLAN

<u>Tasks</u>	<u>Responsible Person</u>	<u>Deadline</u>
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SITUATION ANALYSIS

<u>Situation</u>	<u>Parts of the Problem</u>	<u>Potential Solutions</u>
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COMMUNICATION PLAN

<u>Specific Messages</u>	<u>Who Needs to Know?</u>	<u>How to Tell Them</u>	<u>Responsible Person</u>
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- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.

RESOURCES

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