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Adventist® Church  
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# Developing an Effective Team

Dr. Paulo Macena



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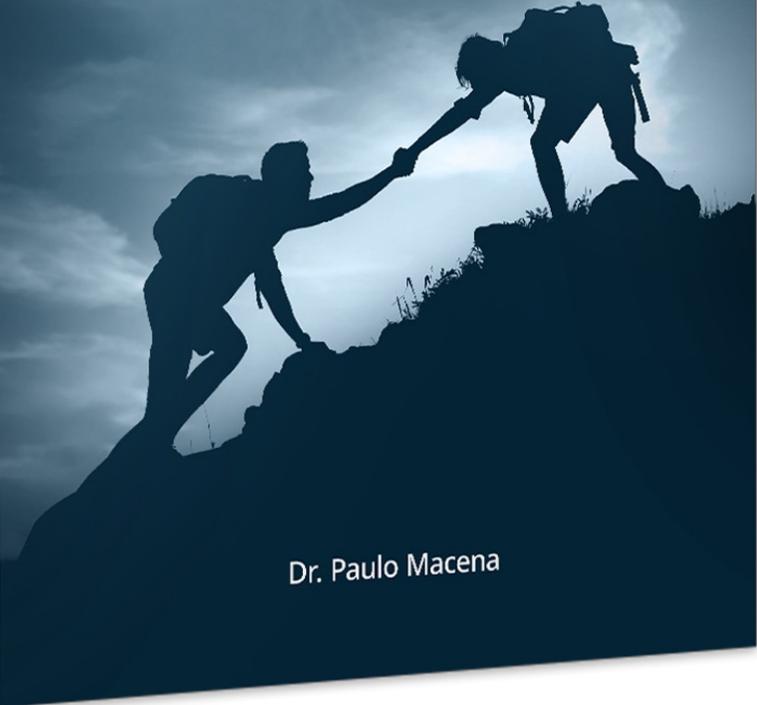
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The Mentorship Guide

# The Mentorship Guide

Dr. Paulo Macena



Dr. Paulo Macena

# Shaquille O'Neal

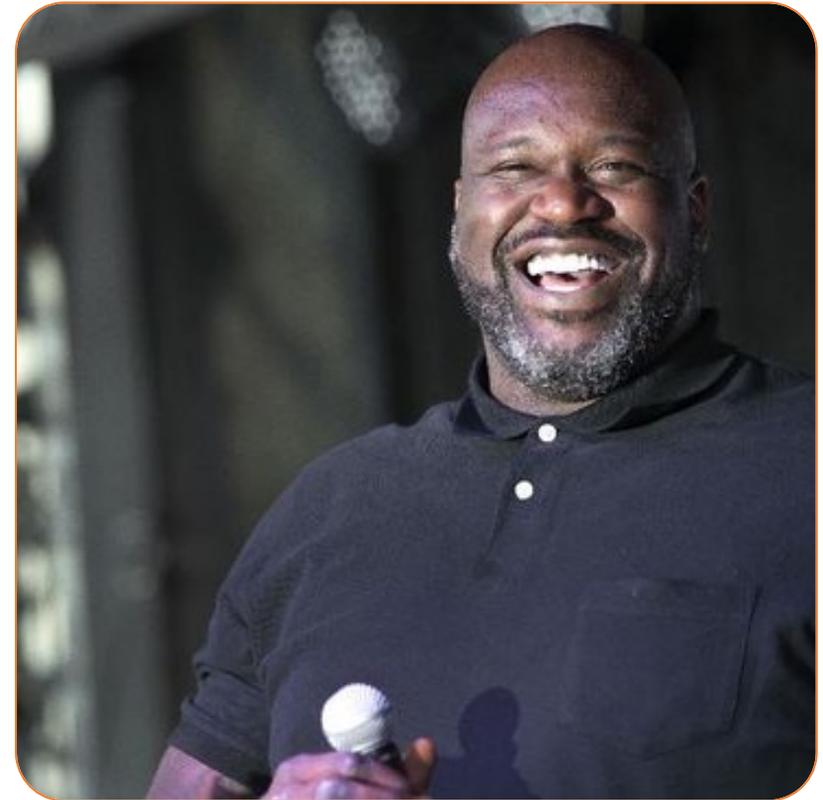


Image source: Detik Sports



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# How Elon Musk's companies are taking on ... everything

COMPANIES AND INITIATIVES CONNECTED TO ELON MUSK

— CEO & founder

▤ Founder, inventor, or adviser

— Acquisitions



Image source: CBINSIGHTS



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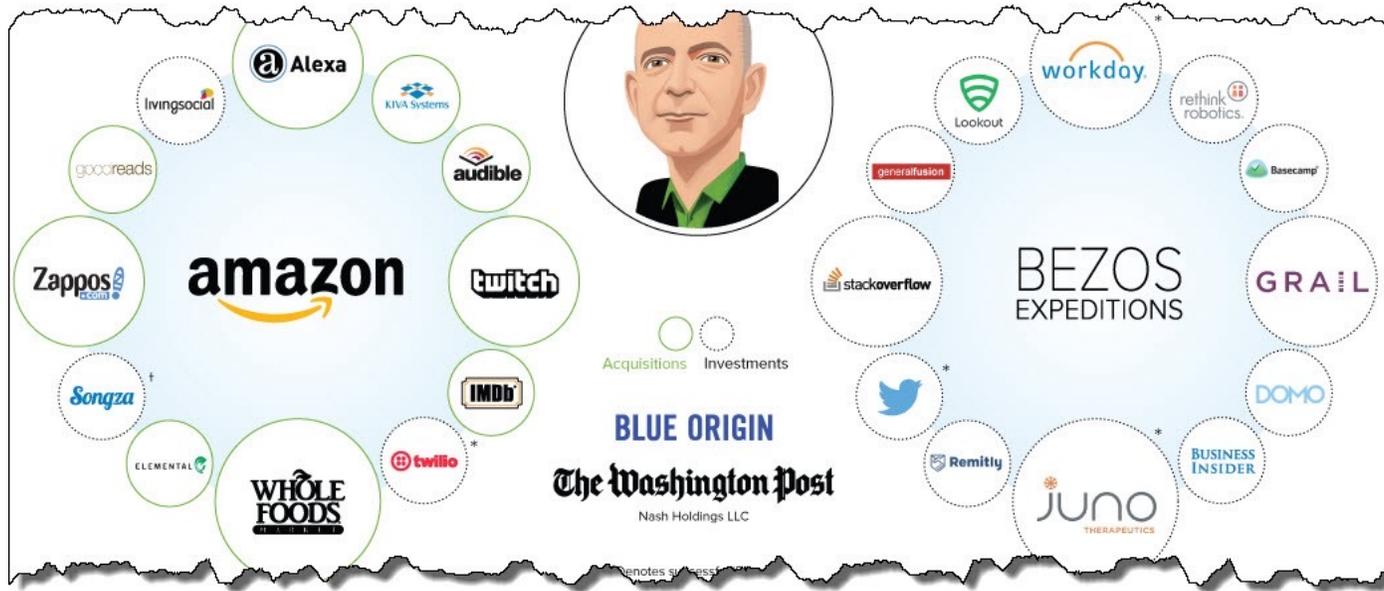


Image source: [visualcapitalist.com/jeff-bezos-empire-chart/](https://visualcapitalist.com/jeff-bezos-empire-chart/)



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Gets 8000 applicants per year,  
and selects only 130.

Main quality - Effective Team-  
Building



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Rigorous interview process.  
Whole day spending time with  
different team members.



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# APEST - ministry assessment

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**Apostolic** - Thinking about the future, bridging barriers, creative.

**Prophetic** - They insist that the community obey what God has commanded.

**Evangelist** - They call for a personal response to God's redemption in Christ

**Shepherd** - They focus on the protection and spiritual maturity of God's flock

**Teacher** - they help others remain biblically grounded to better discern God's will



“If you want to go fast, go alone, if you want to go far, go together.” African Proverb



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# 4 Characteristics of Effective Teams



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# 4 Characteristics of Effective Teams

1. Shared vision
2. Delegate
3. Accountability



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# 1. Shared Vision



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# Jesus's vision



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# John 4:34

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- “Jesus said to them, “My **food** is to do the **will** of Him who sent Me, and to finish His work.”



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# John 5:30

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- “I do not seek My own will but **the will** of the Father who sent Me”



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# John 6:38

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- “For I have come down from heaven, not to do My own will, but **the will** of Him who sent Me”



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# *Thélēma*

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thélēma (from 2309 /thélō, "to desire, wish") – properly, a desire(wish), often referring to God's "preferred-will," i.e. His "best-offer" to people which can be accepted or rejected.



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# Colosians 1:9

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“For this reason we also, since the day we heard it, do not cease to pray for you, and to ask that you may be filled with the knowledge of His **will** in all wisdom and spiritual understanding.”



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# Shared-Vision

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Shared vision is the result of a collaborative effort between the pastor, church leaders, and church members to find, through closeness with the Lord, His vision for the future of His church.



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# Shared-Vision

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It is not creating something from the leaders' heart, but rather find out what is in God's heart for the future of His church.



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“Everywhere we go, God is at work. This is his redeemed world, and we are his redeemed people in this redeemed world...

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(Rodin, 2010, p. 9)



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As such, we are all on this journey together. We are all moving from the old to the new, the broken to the restored, the lost to the found.

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(Rodin, 2010, p. 9)



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It is a process based not in our action but on the work that has been completed for us in Jesus Christ.

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(Rodin, 2010, p. 9)



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Therefore, our calling is one of participation in his work, already inaugurated and commenced.”

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(Rodin, 2010, p. 9)



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I don't want to dream dreams for God.  
I want to find out God's dream for the community



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# Vision process

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# Vision process



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# Praxis of Team Building



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# Praxis of Team Building



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# Baltimore Center of Influence



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# JUICE IT UP









## JUICE FAST

52 days without solid food

Why: I have a history with cancer and cancer treatments.

Juice fast for the following reasons:

- Large amounts of nutrients in a short period of time



URBAN LIFE





1st YEAR ANNIVERSARY  
Celebrate and celebrate with us! August 28, 2018  
Urban Life Center Juice Bar  
We believe in fresh ingredients and good to have celebrations

OPEN

URBAN LIFE CENTER  
ONE YEAR ANNIVERSARY  
www.urbanlifecenter.org/1st  
AUGUST 28  
from 3:00pm to 9:00pm  
COME & CELEBRATE  
WITH US!  
WE WILL HAVE AN iPad  
GIVEAWAY  
COME INSIDE FOR MORE  
INFORMATION  
LIVE MUSIC & MORE

The goodness  
of nature.  
Each sip is  
healthy.  
URBAN LYFE

URBAN LYFE  
CENTER



Pitch In!  
Put Trash  
In Its Place

Life Center  
Life Bar

**HAITIAN MIXED WITH**  
tybl, tassot, pikliz, legume, diri ak  
on, epis, sos pwa, macaroni au  
soup, joumou, paté, fritay,  
barbancourt, konpa, tekou  
indépendance, strength  
heart, self-  
respect, grit,  
humble

**MANCHESTER VALLEY**  
**CLASS**





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Services  
443-867-1111

3231

America's  
Tax & Title

PARKING  
FREE LOADING ZONE  
8AM - 6PM

R.D.C.

URBAN  
LIFE  
CENTER

3223

URBAN LIFE CENTER



NOVEMBER 23ND  
@3:30PM

# JUICING FOR BEGINNERS

REGISTER AT:  
[WWW.URBANLIFECENTER.ORG](http://WWW.URBANLIFECENTER.ORG)



3223 EASTERN AVE,  
BALTIMORE, MD

In simple, practical steps, you'll learn the ins and outs of detoxes, cleanses, and healthy smoothies, along with profiles on the revitalizing properties of key juicing ingredients.

URBAN LIFE CENTER

REGISTRATION IS OPEN

# HEALTHY HABITS FOR LIFE

MOMMY & ME GROUP FOR 0-3 YR. OLDS

HERE'S A FUN-FILLED, HANDS-ON GROUP TO HELP YOU AND YOUR KIDDOS FIND WAYS TO GET MOVING AND MAKE HEALTHY FOOD CHOICES!

**STARTING ON JANUARY 12, 2022**

3223 EASTERN AVE. BALTIMORE MD

[WWW.URBANLIFECENTER.ORG](http://WWW.URBANLIFECENTER.ORG)

URBAN LIFE CENTER

Transition to a **PLANT-BASED** Diet

REGISTER NOW

NOVEMBER 30TH @1PM  
3223 Eastern Ave, Baltimore MD

REGISTER AT [WWW.URBANLIFECENTER.ORG](http://WWW.URBANLIFECENTER.ORG)

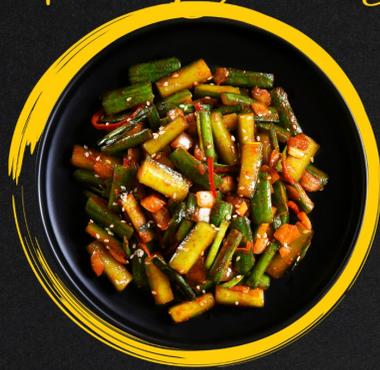


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# How to Survive the Holidays on a Plant-Based Diet



WORKSHOP  
NOVEMBER 18, 2021  
FROM 4PM-5PM

DON'T MISS IT!  
**REGISTER NOW**

REGISTER AT: [www.urbanlifecenter.org](http://www.urbanlifecenter.org)

Coming up!

# Natural Lifestyle Cooking Class

Natural Lifestyle Cooking Class provides a low-cost, training course filled with cooking demos, up-to-date information on diet crazes, and much more. Improving your health through simple, natural cooking is the emphasis of this dynamic educational experience.

**REGISTER NOW**

Starting on  
**January 6th, 2022**  
3223 Eastern Ave, Baltimore



November 24th, 2021

# LUNCH & LEARN

## PREVENTING TYPE 2 DIABETES- A HEALTHIER YOU

with Dr. Uva Shakes

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[WWW.URBANLIFECENTER.ORG](http://WWW.URBANLIFECENTER.ORG)



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# Juice Bar

- 100% Natural
- No fillers (no sugar, no protein powders)
- Fruit to the cup



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# The Leaders involvement in the developing of the vision

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**1**

**Inspiring  
Others About  
the Future**

**2**

**Developing  
a Culture of  
Vision for the  
Local Church**

**3**

**Developing  
a Sense of  
Urgency**

**4**

**Developing  
a Team**

**5**

**Create a  
shared-vision**



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# 3. Delegate



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# Delegate

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“Delegating is a gift. You get more time back, and someone else gains valuable experience.” *The Rise of the Agile Leader: Can You Make the Shift?* p. 99



# Delegate

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“The leader delegates tasks as a means of **developing** followers. Delegated tasks are monitored to see if the followers need additional direction or support and to assess progress; ideally, followers do not feel they are being checked on.”

Transformational Leadership, p. 19 Kindle Edition



# Delegate

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“Leading men should place responsibilities upon others, and allow them to plan and devise and execute, so that they may obtain an experience. Give them a word of counsel when necessary, but do not take away the work because you think the brethren are making mistakes.” ChL 43.1



# Delegate

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“I think I have laid out this matter many times before you, but I see no change in your actions. We want every responsible man to drop responsibilities upon others.” ChL 43



# Delegate

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“I feel deeply over your constant wearing labor. Please make others work and you do very much less. God does not want you or Elder Haskell sacrificed. He wants you to lay off work and be more a planner, a manager.” ChL 44



# Delegate Leadership

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“In laboring where there are already some in the faith, the minister should at first seek not so much to convert unbelievers, as to train the church members for acceptable co-operation.



# Delegate Leadership

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Let him labor for them individually, endeavoring to arouse them to seek for a deeper experience themselves, and to work for others. When they are prepared to sustain the minister by their prayers and labors, greater success will attend his efforts.” —Gospel Workers, 196



# Values

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Empowerment vs position



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# 4. Accountability

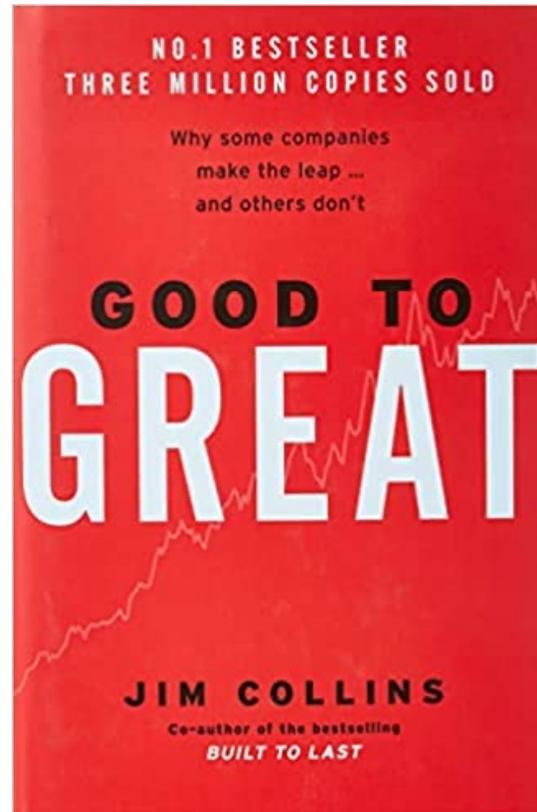


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# Accountability

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# Accountability

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“Abbott (an American multinational medical devices and health care company) recruited entrepreneurial leaders and gave them freedom to determine the best path to achieving their objectives...”



# Accountability

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On the other hand, individuals had to commit fully to the Abbott system and were held *rigorously accountable* for their objectives.” Good to Great , p. 123



# Accountability

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“As a leader, your role is to hold each team member accountable for pulling their weight and *meeting their performance objectives*. If you don’t, the rest of the team will disengage and check out and not fulfill their objectives.”

The Rise of the Agile Leader: Can You Make the Shift? p. 211



# Accountability

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“All should be interested in doing their utmost, not boastingly, but with earnestness and a fervent spirit. Teach the people to sense their accountability to God.” AUGleaner June 8, 1910, par. 7



# Accountability

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“In a thriving, healthy culture, senior leaders, department heads and managers hold their people accountable for the individual’s faithfulness to do what he or she said they were going to do.” Greg Hawkins, Oak Hills Church



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