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Adventist[®] Church
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Developing an Effective Team

Dr. Paulo Macena



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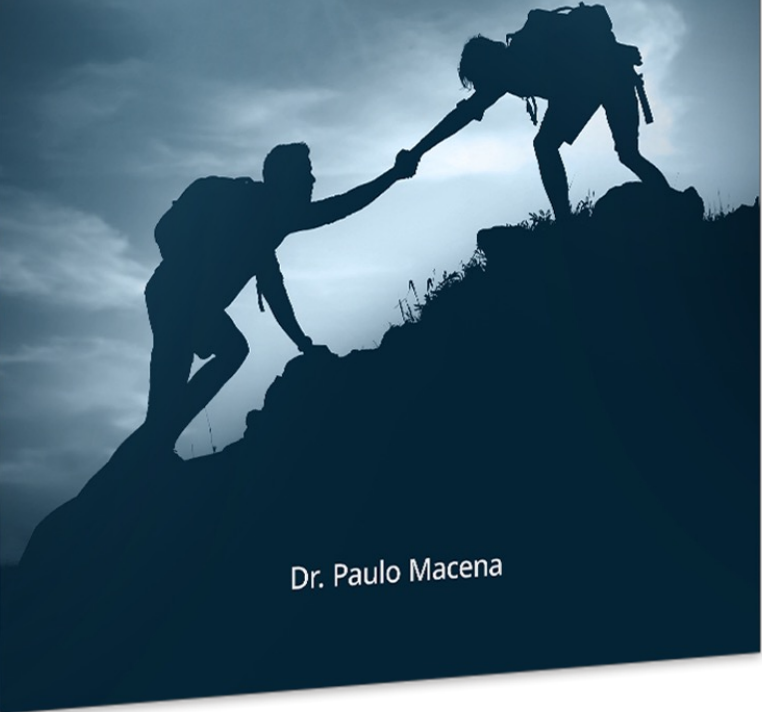
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The Mentorship Guide

The Mentorship Guide

Dr. Paulo Macena



Dr. Paulo Macena

Shaquille O'Neal

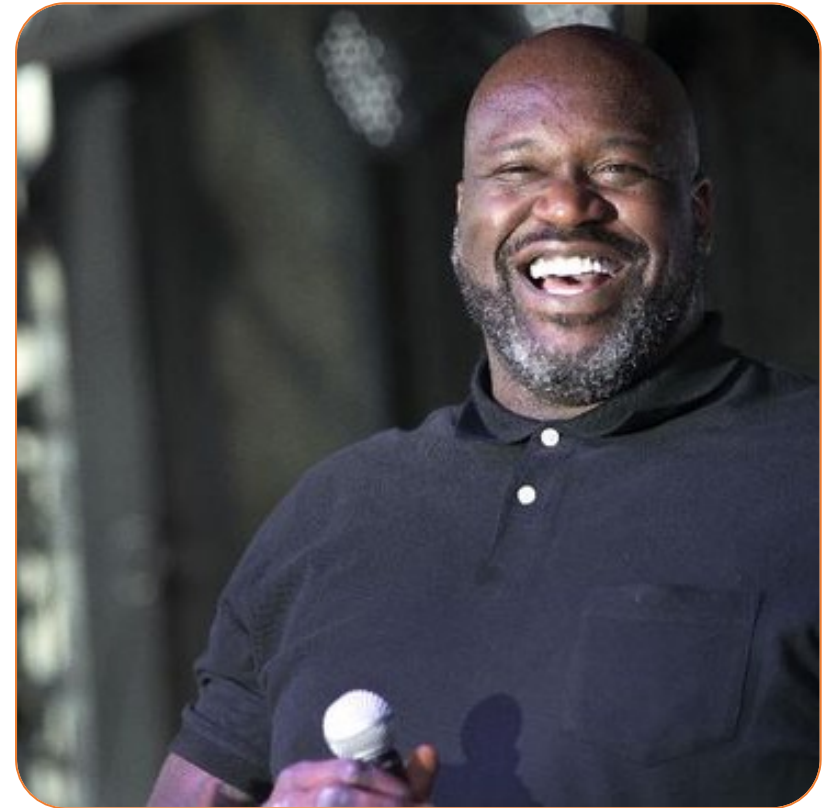


Image source: Detik Sports



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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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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

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

- “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

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



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John 6:38

- “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

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

“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



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



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...

(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.

(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.

(Rodin, 2010, p. 9)



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

(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

Meetings

Trainings

Sermons

Seminars

Vigil

40 Days
of Prayer

Planning Session
Part I: S.W.O.T.

Planning Session
Part I and II

Core Group
meetings

Final vision
proposal



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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





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

1 YEAR ANNIVERSARY
Celebrate and celebrate with us! August 28, 2019
Urban Life Center Juice Bar
We believe in celebrating life with the most vibrant ingredients

OPEN

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

URBAN LIFE
CENTER



Pitch In!
Put Trash
In Its Place

Life Center
3223

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

MANCHESTER VALLEY
CLASS





URBAN LIFE CENTER

3223

3231

America's Tax & Title
3231
443-867-1111

PARKING
FREE LOADING ZONE
8AM - 6PM

URBAN LIFE CENTER



NOVEMBER 23ND
@3:30PM

JUICING FOR BEGINNERS

REGISTER AT:
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

URBAN LIFE CENTER

Transition to a **PLANT-BASED** Diet

REGISTER NOW

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

REGISTER AT 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

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

REGISTER AT
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

“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

“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

“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

“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



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Delegate

“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

“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

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

Empowerment vs position



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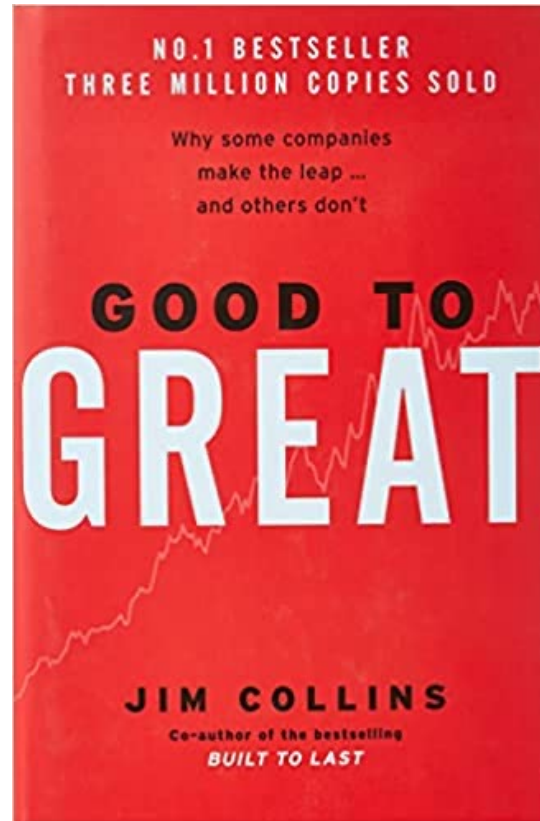
4. Accountability



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Accountability

“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

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

“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

“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

“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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4 Characteristics of Effective Teams

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