

Divine Alignment

8 Ingredients of a healthy ministry.

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Clear Vision and Values

Vision is all about the direction where the Lord is taking the ministry. Seek the Lord for His vision for the ministry. Remember that God is not withholding any good thing from you. He doesn't desire to withhold vision from you because He requires us to have it.

Values are the things you celebrate and encourage. Who you want your team to be and how you want them to behave.

From a worship Pastor/Leader Perspective:

You can't lead the team without a clear vision. You will need to see where you guys are going and then be able to share that Vision clearly with your team in a way they can digest.

From a Worship Member Perspective:

How do you align with the vision that God has set for the team. Please note that any vision outside of THE VISION is Division. Many teams today operating in disfunction because they have created a vision of what they want the team to be that is outside of what has been set by God for the team.

Remember: Vision is what you see and need, and values are what you celebrate and encourage.

Vision will keep you in alignment and Values will keep you from compromising.

Practical Steps:

1.) Get away for a day

Here are some questions that to ask during your retreat:

- What does the ministry look like
- Who is there with you ?
- What are you guys doing for your current sets ?
- What kind of gear do you have and need ?
- What does the corporate worship experience look like ?
- How is the congregations receiving our current worship experience
- If someone came from another church to observe our team what words would we want them to say?

2.) When God gives you vision and values which becomes your culture you want to post it everyone. Repeat them often

3.) Celebrate when you see a team member exemplify the shared values.

4.) Hold team members accountable when they aren't holding up the values.

Healthy Culture and Relationships

As a leader you are responsible for shaping the team's culture.

Your culture is created by what you celebrate and what you tolerate...

Culture is how people interact with each other. It is made up with all the micro-interactions with one another.

Every team member adds or subtract to the culture just because you aren't the leader doesn't mean that you don't have the responsibility support, build, and embrace the culture of the team.

Practical Steps:

1.) Look at yourself - How are you interacting with your team.

- 1.) Be positive and celebrate others
- 2.) Speak value and Believe in people
- 3.) Create a family environment where people can feel like they belong.

2.) Be honest and straight forward

- Honesty will build trust within your team. Do not leave your team guessing what you mean or how you feel. There is power in directness.

3.) Show Care - Let your team members know that you care about them more than their gift.

Spiritual Hunger and Passion

Are you currently dealing with a team that is not spiritually hungry well guess what you are partially responsible for that. Worship ministry has not been about making music, but to make disciples.

Worship ministry is an excuse to be in folks lives and do life with each other. It

is the platform for discipleship. God wants us to hunger and thirst for righteousness

Practical:

- 1.) Consistent private worship (
- 2.) Cultivate a praying team
- 3.) Do bible studies throughout the week
- 4.) Encourage purity in our lives
- 5.) Make sure worship leaders are present in the church
- 6.) Night of worship in a living room with current team

Clear Communication

You can't have a thriving ministry if you do not have clear communication. A good leader is a good communicator. The More you communicate the more your team is aligned, and they will be able to get along.

Practical:

- 1.) Pick one or two modes of communication (Band App, email etc)
- 2.) Define expectations - Being a part of the team what is the expectation... Respond to band app invites etc.
- 3,) Be clear in your communication
- 4.) Be present in your communication (Let your team hear from you often) - Over communicate

Strong Administrative Systems

Behind any healthy ministry has strong administrative systems that brings ORDER, STABILITY, REALIABILITY, and EFFECIENCY to your team.

When things are stable then you will be able to move beyond trying to survive.

Practical:

- 1.) Schedules - Set up a regular schedule for things that are routine.
 - Schedule songs on Monday
 - Meet with worship leaders on Tuesday
 - Load songs into PC on Wednesday
- 2.) Use good resources
 - Have good chord charts
 - Have good YouTube links that they can practice to
 - Find tutorials that the teams can rehearse. Even record harmonies to send out to your worship leaders
- 3.) Have a way of doing everything - build a SOP

- Have a rehearsal flow
- Have a place where everything goes. Storage for equipment
- Onboarding and off boarding / Team member expectations etc.

Development Journey's

If you want the ministry to thrive you need to create places for them to blossom. All-star volunteers don't just drop from the sky. Musically excellent, Spiritually mature, Strong leader people aren't born that way someone has invested the hard work in building them to that place. If you want strong leaders in the ministry, you must create opportunities for where they can blossom.

You can have these coaching moments before rehearsal, in another day. Whenever you need to have intentional pathways for development.

Practical:

- 1.) Make it a normal part of culture - When a member onboard let them know that you will provide feedback for the things that they are doing great and where they can continue to grow. (Sunday Debrief)
- 2.) Create other venues or outlets for those who may not be ready to serve in a weekly rotation. i.e. start a choir with those who are grow their musical ear with harmonies. The point is you don't say NO you find and develop pathways for them.
- 3.) Offer regular development moments (Worship 101)

Solid Platform Leadership

Our job as worship leaders is not to execute songs, but to steward the presence of the Lord well. We are facilitators and Shepards. It is not about your awesome music skills. My brother Edwin said the other day that your gift can turn heads, but it won't break yokes.

- 1.) Your presence on the platform
 - Be welcoming
 - Be Warm Be Authentic ... BE Genuine
 - Be confident If you look awkward on stage, then the room will be awkward
- 2.) Remind people why we are there
- 3.) Give vocal cues. (This is not a concert it's church) Tell people to sing it out
- 4.) DON'T IMPRESS THEM INVITE THEM
- 5.) Create space for the congregation voice

The Gift of Excellence

A healthy ministry should have music excellence.

- 1.)** Grow yourself - Set the bar and the pace. Show your team that you are progressing.
- 2.)** Learn and know the basics of music theory
- 3.)** Know each instrument role so that you can communicate what is it that you want to hear
- 4.)** Understand Vocal harmony direction
- 5.)** Don't be afraid to make suggestions for what you are hearing