

# NCMFC LEADERSHIP TRAINING

Wednesday,  
September 17, 2025



# THE BEDROCK OF A HEALTHY TEAM

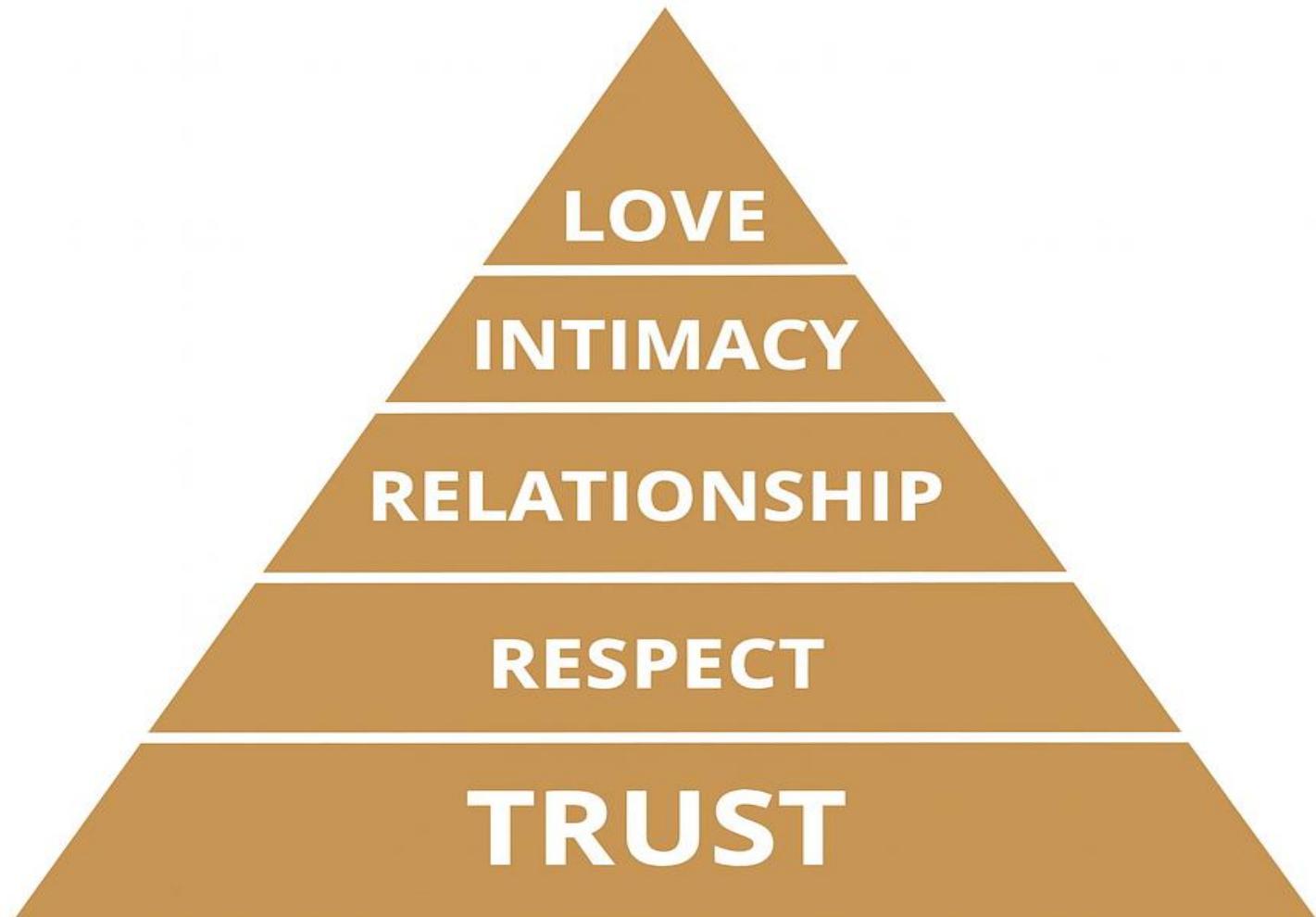
A large, dark brown, textured rock formation, possibly granite, is set against a clear, light blue sky. The rock has a prominent, rounded peak on the left and a rough, layered texture on the right. The lighting suggests a bright, possibly sunny day.

HEALTHY  
TEAM

# The Bedrock of a Healthy Team

Purpose: Equipping Leaders to Build a Safe, Spirit-Filled Church Culture by building spiritually healthy teams rooted in trust.

# **The Bedrock of a Healthy Team**



**Trust is the spiritual foundation of every healthy team.**

# **TRUST**

## **Trust is the Bedrock of Ministry.**

- Trust creates safety and stability.
- Leaders must be trustworthy in speech, follow-through, and confidentiality.
- Trust is built through consistency, not charisma.
- When trust is broken, restoration must be intentional and grace-filled.

➤ Trust in the Lord as our model. (**Proverbs 3:5–6**)

➤ Jesus entrusts His mission to His disciples. (**Matthew 28:18–20**)

➤ Jesus discerned who could be trusted. (**John 2:24–25**)

# Reflection Questions

- Where have I modeled trust well?
- Where do I need to rebuild trust with someone on the team?
- How do I respond when trust is broken—do I withdraw, confront, or restore?

# RESPECT

## Honoring the Image of God.

- Respect is shown in how we speak about others when they're not present.
- Leaders must model respectful disagreement and correction.
- Respect includes honoring boundaries and roles.

➤ Every person bears God's image. (**Genesis 1:27**)

➤ “Honor one another above yourselves.” (**Romans 12:10**)

➤ Consider others above yourself. (**Philippians 2:3–4**)

# Reflection Questions

- Do I treat every team member with equal respect, regardless of their role?
- How do I respond when I feel disrespected?
- What does respectful correction look like in my leadership?

# RELATIONSHIP

## Ministry Is Relational Before It's Functional

- Leaders must prioritize connection over control.
- Relationship means knowing people beyond their ministry role.
- Healthy teams check in emotionally, not just logically.

➤ “Two are better than one...” (Ecclesiastes 4:9–10)

➤ Jesus appointed the Twelve “that they might be with Him.” (Mark 3:14)

➤ The early church was built on fellowship. (Acts 2:42–47)

# Reflection Questions

- Who on my team do I need to know better?
- Do I lead from relationship or from performance?
- How do I cultivate relational depth in my leadership?

# INTIMACY

## Safe Spaces for Vulnerability and Growth.

- Leaders must model vulnerability and emotional honesty.
- Confidentiality is essential to intimacy—what's shared in trust must be protected.
- Intimacy is cultivated through prayer, presence, and shared struggle.

➤ “I have called you friends...” (**John 15:15**)

➤ “Confess your sins to one another...” (**James 5:16**)

➤ “Carry each other’s burdens...” (**Galatians 6:2**)

# Reflection Questions

- Where am I afraid to be known?
- Do I create safe spaces for others to share honestly?
- How do I respond when someone opens up; do I listen or fix?

# LOVE

## **Love is the Highest Call in Leadership.**

- Love must be visible in how we lead, correct, and celebrate.
- Leaders must love people more than programs.
- Love is the atmosphere of a healthy church—it casts out fear and invites belonging.

# Reflection Questions

- Do I lead with love or with control?
- How do I show love in moments of tension or failure?
- What does love look like in my leadership this week?

# CREATING A SAFE CHURCH CULTURE

Safety is the fruit of trust, respect, relationship, intimacy, and love. It's the atmosphere where healing happens. A safe church is one where people can confess, question, grieve, and grow.

- Leaders are the gatekeepers of safety, through their tone, presence, and posture.
- Hospitality teams must greet with warmth and prayerful presence.
- Correction must be restorative, not punitive.
- Prayer ministry must be invitational, not manipulative.

# CREATING A SAFE CHURCH CULTURE

## Pyramid Integration Table:

Layer	It Builds Safety
TRUST	Consistency, confidentiality, honesty
RESPECT	Dignity, listening, grace
RELATIONSHIP	Connection, presence, empathy
INTIMACY	Vulnerability, confidentiality, emotional safety
LOVE	Compassion, restoration, spiritual refuge

# REFLECTION

How can I help make New City a place where the weary find rest?

# *Next Leadership Training*

Wednesday, December 17, 2025 from 7:00 PM to 8:00 PM.

**Training: “Creating a Culture of Honor and Collaboration”**

# Questions

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