

NCMFC LEADERSHIP TRAINING

Wednesday,
September 17, 2025

CONNECT

GROW



SERVE

THE BEDROCK OF A HEALTHY TEAM

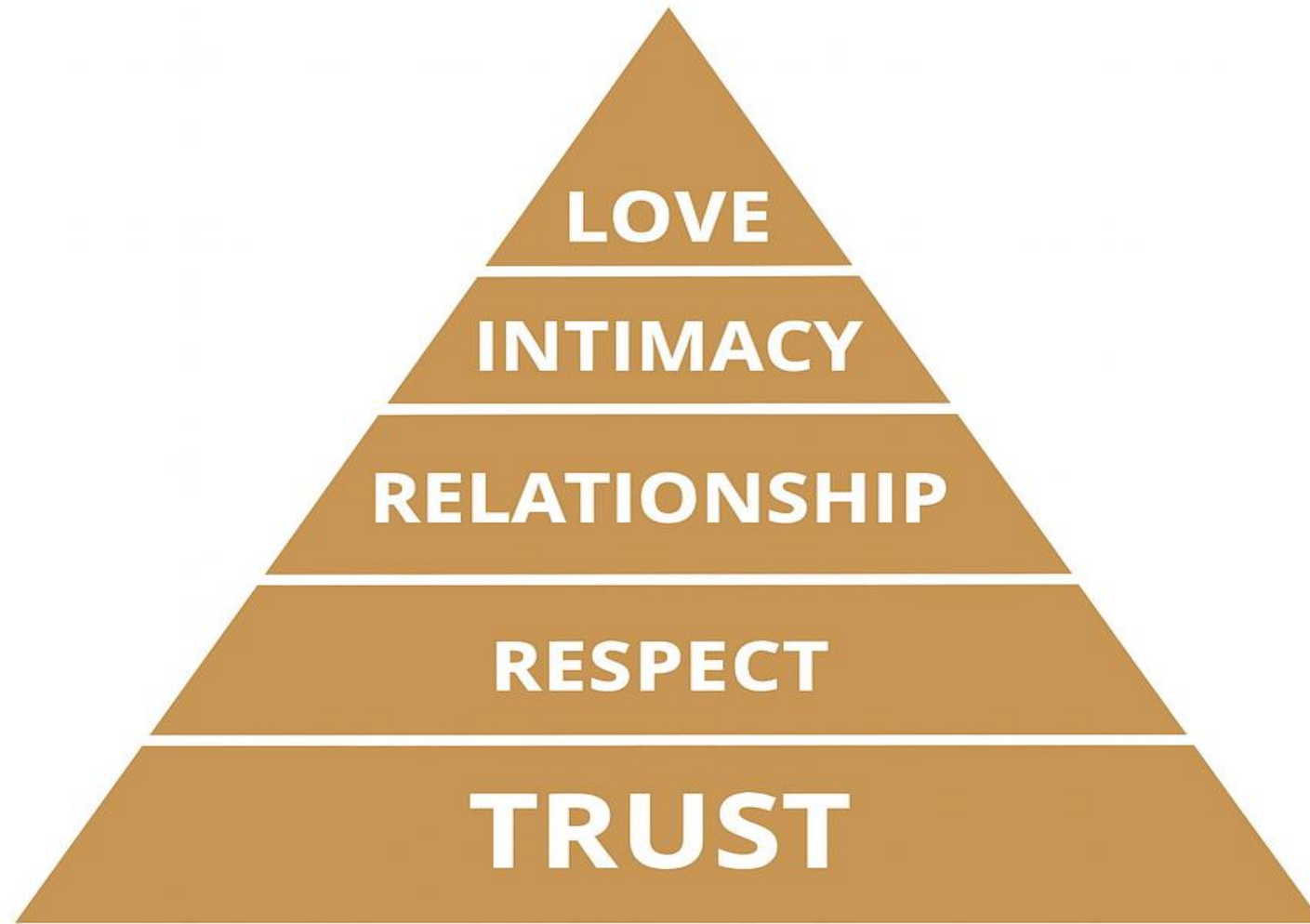


**HEALTHY
TEAM**

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 logistically.
- “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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