

REFORMATION CONVOCATION 2026

ONE MAT. FOUR CORNERS.

Five habits of healthy teams.

SESSION

Saturday, September 5, 2026
Memphis, Tennessee

PRESENTED BY

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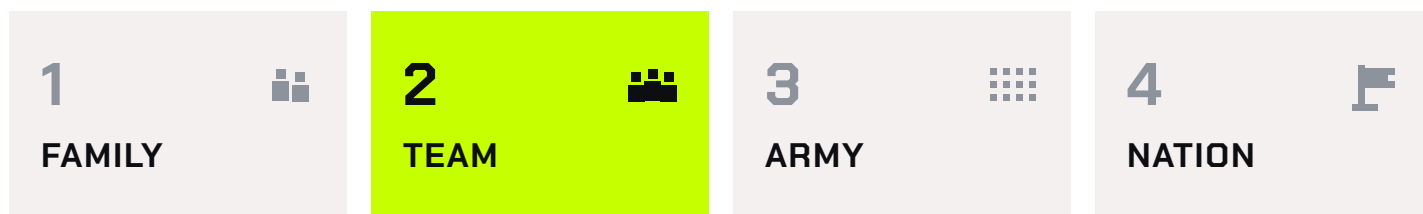
Four men arrived carrying a paralyzed man on a mat. They couldn't bring him to Jesus because of the crowd, so they dug a hole through the roof above his head. Then they lowered the man on his mat, right down in front of Jesus.

MARK 2:3-4 · NLT

FROM FAMILY TO TEAM.

Every organization moves through four stages. The trouble is that most churches try to skip the second one.

EVERY ORGANIZATION MOVES THROUGH FOUR STAGES



YOU CANNOT BUILD AN ARMY ON A WEAK TEAM.



THE FAMILY STAGE

- Everybody knows everybody.
- “We do whatever it takes.”
- Personality driven.
- Loyalty to community.
- The pastor is the father.



THE TEAM STAGE

- Roles specialize.
- Somebody owns something.
- Leadership by competency.
- New voices in the room.
- The pastor leads leaders.

COUNT ON YOUR FINGERS

ARE YOU STILL RUNNING LIKE A FAMILY?

Check the ones that are true of your ministry right now. Three or more and you haven't built a team yet.

- ☐ Everything runs through one person.
- ☐ No org chart. Everybody does a bit of everything.
- ☐ Real decisions happen in hallways and group texts.
- ☐ “Whatever it takes” is a point of pride.
- ☐ Nobody is being developed. People just pitch in.

FIVE HABITS OF **HEALTHY TEAMS.**

1 THEY NAME THE OWNER.

ACTS 6:3 · CHARACTER, COMPETENCE, CHEMISTRY

Ask one question of every part of Sunday: who owns it?

- The room ready before doors open.
- The guest greeted and walked in.
- The team knowing the plan.
- The service starting on time.

“SOMEBODY SHOULD HAVE CAUGHT THAT” IS A FAMILY SENTENCE. TEAMS SAY A NAME.

2 THEY KNOW WHO'S NEXT.

EPHESIANS 4:11–12

ACTIVITY IS NOT DEVELOPMENT.

Every role needs a second person who can step up.

- If your absence creates a crisis, that is not a sign of your value. It is a signal that you're not developing.

3 THEY TRUST THE PIECE WE CAN'T SEE.

1 PETER 4:10

GOD PUT A GIFT IN THE OTHER ROOM THAT HE DID NOT PUT IN YOU.

■ The front door cannot see what the kids wing sees.

■ The platform cannot feel what the lobby feels.

So we stop carrying somebody else's corner. Not their territory. Their calling.

4 THEY DEMAND MUCH AND RESOURCE MORE.

PROVERBS 27:17

EXCELLENCE IS CLARITY, PREPARATION, AND REPETITION.

■ Nobody hits a standard that was never named out loud.

■ Culture begins at confrontation.

■ Whatever you celebrate, you reproduce. Whatever you tolerate, you sanction.

5 THEY SERVE A MISSION BIGGER THAN OUR DEPARTMENT.

PHILIPPIANS 2:2 · PSALM 133

WHAT IS THE WIN ON SUNDAY?

THE WIN IS A PERSON WHO WALKED IN CARRYING SOMETHING AND WALKED OUT HAVING MET JESUS.

A mature leader would rather be united around the wrong thing than divided around the right thing.

THE FIVE HABITS

1. WE NAME THE OWNER.
2. WE KNOW WHO'S NEXT.
3. WE TRUST THE CORNER WE CAN'T SEE.
4. WE DEMAND MUCH AND RESOURCE MORE.
5. WE SERVE A MISSION BIGGER THAN OUR DEPARTMENT.

START HERE **THIS WEEK.**

1 One planning document, finalized before Sunday.

2 One joint huddle on Sundays, every team, ten minutes max.

3 One debrief question, every Sunday: “What should we improve next week?”

NOTES

PICK UP YOUR **CORNER** OF THE MAT.

The man in Mark 2 didn't reach Jesus because one person tried harder. Four people picked up four corners of one mat and carried him together.

THE BOOK · RELEASES SEPTEMBER 15

SUNDAY BY DESIGN

Seven habits that separate churches that grow from churches that stall. Hardback, paperback, and Kindle.



KEEP GOING

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