



BUILDING RESILIENT TEAMS

Building Resilient Teams Online Workshops

Church Health & Capacity Building Team

Baptist Union Victoria

This series on *Building Resilient Teams* is a three-part online workshops.

These sessions are designed to support your professional development at a click of a button. You will not only access three short engaging videos, you will notice a handout attached to these videos that will support your reflection and contextualisation of your learning.

To get the most out of these sessions, we encourage you to pause and reflect on the questions that will be displayed on the video screen. Whenever you see reflective questions on your screen, please hit the pause button, refer to this PDF handout and document your thoughts and ideas in the space provided. This will assist you to evaluate your experiences, process your learning and design an action plan for the future.

Resilience is a deeply spiritual matter. Throughout the scripture, we see an example after another of God's people encountering insurmountable challenges yet remaining steadfast and tenacious. The life of Jesus was manifested in them regardless of internal weaknesses and external pressures. And this is our prayer for you as you engage with us in these workshops. We trust that by God's Spirit, we can adopt Paul's triumphant anthem:

We've been surrounded and battered by troubles, but we're not demoralized; we're not sure what to do, but we know that God knows what to do; we've been spiritually terrorized, but God hasn't left our side; we've been thrown down, but we haven't broken. What they did to Jesus, they do to us—trial and torture, mockery and murder; what Jesus did among them, he does in us—he lives! Our lives are at constant risk for Jesus' sake, which makes Jesus' life all the more evident in us. (2 Corinthians 4:8-12 The Message Paraphrase)

Purpose:

This Building Resilient Teams series aims to support your professional development by providing online workshops that are informative, interactive, and easily accessible. The workshops will help you consider how to live out your calling and lead your team.

Learning Outcomes:

By the end of this series, you will be able to:

- Adopt a heavenly perspective in times of crisis,
- Reflect upon and be aware of your own resilience (emotional well-being),
- Take personal responsibility to build your and your team's resilience.

SESSION 1: A HEAVENLY PERSPECTIVE

Activity 1: Read Philippians 4

Read the following passage 2-3 times slowly, allowing yourself to consider each word.

Phil 4:4-9

⁴ Rejoice in the Lord always. I will say it again: Rejoice! ⁵ Let your gentleness be evident to all. The Lord is near. ⁶ Do not be anxious about anything, but in every situation, by prayer and petition, with thanksgiving, present your requests to God. ⁷ And the peace of God, which transcends all understanding, will guard your hearts and your minds in Christ Jesus.

⁸ Finally, brothers and sisters, whatever is true, whatever is noble, whatever is right, whatever is pure, whatever is lovely, whatever is admirable—if anything is excellent or praiseworthy—think about such things. ⁹ Whatever you have learned or received or heard from me, or seen in me—put it into practice. And the God of peace will be with you.

Activity 2: Emotional Load

What is your emotional load?

Reflection on the list of emotions below.

A List of Emotions

Go beyond the obvious to identify exactly what you're feeling.

Angry	Sad	Anxious	Hurt	Embarrassed	Happy
Grumpy	Disappointed	Afraid	Jealous	Isolated	Thankful
Frustrated	Mournful	Stressed	Betrayed	Self-conscious	Trusting
Annoyed	Regretful	Vulnerable	Isolated	Lonely	Comfortable
Defensive	Depressed	Confused	Shocked	Inferior	Content
Spiteful	Paralyzed	Bewildered	Deprived	Guilty	Excited
Impatient	Pessimistic	Skeptical	Victimized	Ashamed	Relaxed
Disgusted	Tearful	Worried	Aggrieved	Repugnant	Relieved
Offended	Dismayed	Cautious	Tormented	Pathetic	Elated
Irritated	Disillusioned	Nervous	Abandoned	Confused	Confident

Over the last 2-4 weeks what are the predominant feelings you have been experiencing?

As you consider these emotions, consider what things or events have impacted your life that has impacted you emotionally.

Try not to judge your emotions as good or bad but rather invite God to reveal any deeper issues with your emotions. These might include:

- Unexpressed feelings of hurt towards others.
- Unresolved anger about situations
- Regret about not taking an opportunity, making a mistake or for losing a relationship
- Grief about the loss of someone close.
- Finding it hard to forgive someone.

EMOTIONS	THINGS OR EVENTS

Note:

If there are persistent or particularly strong emotions, identify someone you can talk with to help you process these. This might include a counsellor.

Activity 3: Thankful

1. What are you thankful for? Speak out loud the things that you are thankful for as a prayer
“Lord I am thankful for...”

2. Invite God to be present with you in a deeper way. Quiet your mind and become aware of His presence with you.

3. Spend some time in worship and prayer, being reminded of God’s character, His faithfulness with us. Bring your burdens and lay them at the foot of the cross.

SESSION 2: AWARENESS OF YOUR RESILIENCE

Activity 1: You are Called

What does it mean for you to “watch yourself” before “you watch over the flock”?

- Does it seem selfish in any way?
- How could you practically respond to Paul’s instruction?

How do you reflect on the idea that “Jesus has called you to himself first”?

- How does this concept impact upon your sense of identity?
- Make sure you thank Jesus afresh for his grace in your life!

Activity 2: Luke 10

Read Jesus encounter with Mary & Martha in Luke 10:38-42.

- Are you more naturally a ‘Mary’ who loves to sit at the feet of Jesus; or a ‘Martha’ who loves to serve and do things for others?
- How can you develop the weaker side of your character?

Activity 3: Encourage Others

How can you intentionally seek to encourage other people in your team this week?

- Ask God to show you who you should seek to connect to...
- What is the best way to connect with them? What would mean the most to them?

Activity 4: Mission of the Church

Is there clarity over the sense of mission for your church at the moment? If not, what can you do to address that with your team?

SESSION 3: TAKING RESPONSIBILITY

Activity 1: Emotional Health

How do you innately respond (think, feel or do) when you are first confronted with an 'out-of-your-control' situation?

Reflect on a recent experience where you felt emotionally triggered and troubled. This may have associated physical symptoms- e.g. a racing heartbeat, sweaty palms, clench fists, etc.

- What were you thinking or feeling? (Table: Incident 1)

- When did you experience similar emotions/symptoms? (Table: Incident 2-3)

- Can you identify any patterns- consistent triggers? (Table: Trigger/s 1-3)

	Incident 1	Incident 2	Incident 3
Approximate date			
Thoughts/Emotions			
Trigger			
Pattern?			

- What incidents or people do you think caused you to be vulnerable to those triggers?
(That's your narrative)

- What strategy do you need to implement in order to deal with your triggers?

- Pick the narrative that is underlying your emotional trigger- and re-write it... How can you put the God-spin on it... How can you rewire your thinking pattern to think of it as a *divine training* rather than *humanly traumatising* experience?

Incident	My interpretation	God's interpretation	Lesson learnt

Activity 2: Spiritual Health

Reflect on your experiences in the last 3 months:

- What colour do think describes your relationship with God at the moment and why?

Colour	Rationale

- What are your experiences about hearing clearly and personally from God's Word during this time?

- Spend a few minutes with God and document a few spiritual goals that you can pursue over the next 8 weeks (please see examples below of how to structure SMART goals that are specific and measurable).

Goal 1: _____

Goal 2: _____

Goal 3: _____

Examples of SMART goals:

Goal 1 - Intimacy with God: 'I will spend at least 15 minutes with God (SOAP) three times a week.'

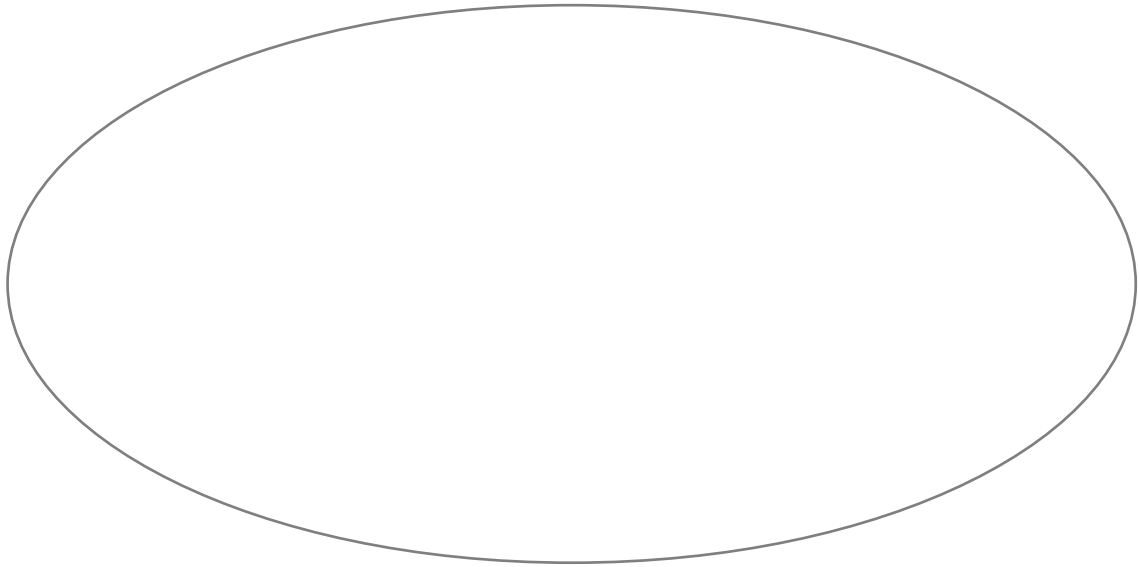
Goal 2 - Integrity in my Inner Life: 'I will meet with a group of trusted friends once a month and open up about what's happening in my life. I will be open to encouraging and challenging feedback.'

Goal 3 - Influence in the World: 'I will intentionally build relationships with [include names here] my neighbours, co-workers or others who don't know Jesus for the purpose of modelling and sharing my faith. I will Care, Pray and Respond to God's promptings.'

Activity 3: Relational Health

Reflect on your relational network in the past 3 months, consider the following questions:

- Draw a metaphor that depicts an experience where your vulnerability or transparent sharing resulted in a positive or a negative outcome.



- What do your experiences tell YOU about connecting transparently with others?

- Make a list of the people you connect with regularly. Identify their scope of connections: associates, friends and confidants (Table below: Names of friends).
- Document two or three expectations that you have for each category of your connection (Table below: Your expectations)
- What can you do to better engage more effectively with these groups of friends? Emphasis should be placed on how you can connect vulnerably and transparently with trusted few friends over the next 3 months? (Table below: Your engagement)

Friendship circles:

Friendship category	Names of friends	Your expectations	Your engagement
Associates			
Friends			
Confidants			

Activity 4: Reflection

- Create an action plan: What can you *practically* do in the next 12 months to improve your resilience and build emotional, spiritual and relational strength?

#	Area	Goal	Activities	Date
1	Emotional		A.	
			B.	
			C.	
2	Spiritual		A.	
			B.	
			C.	
3	Relational		A.	
			B.	
			C.	

Prayerfully consider some action points. Respond to the following questions:

- What stood out to me from these three sessions?

- What might God be saying to me, as I reflect on my learning?

- What will I do about it?
