

Solving Problems In The Church

Helper's Perspective

“And do not neglect doing good and sharing,
for with such sacrifices God is pleased.” Hebrews 13:16
(In this case, sharing your ideas)

Problems will arise often!
Improvements are always needed!

How to approach a leader with a **problem** or proposed **improvement**:

- 1) Understand that good leaders do want your feedback
- 2) Leaders want you to help them identify problems. However, they want you to help them find solutions, too. When bringing a problem to a leader, take time to think broadly about some possible solutions for this problem before you just dump it on the leader. The leader would like to hear, not just the problem, but would like the helper to add, “Do you think we could adjust this or that?” or, “I am willing to help with this if we can figure out what to do.” That says that the helper is still on the team and willing to do what it takes to make the team better.
- 3) Please remember that leaders have to try and satisfy the goals of the church or department as well as the needs and wishes of the various people involved. When you offer solutions, expect that often they may have to be modified or even rejected due to some conflicting concern in the church. You will be surprised though, how often your suggestions are at least a help. Your ideas at least offer a perspective that the leader may have overlooked, but now he/she is aware of your concerns. Even if an idea is not overtly used, it may have helped fashion something new in the leader's mind.
- 4) Timing can be important. It can be important in addressing a problem and it can be important in attempting a solution. Don't be discouraged if your idea for a fix or improvement is not immediately implemented. You may have to bring it up again at a different time after the problem has matured or after some other solution has been tried. Stay on the team and help with whatever attempt is being made. Your loyalty and participation will make you an increasingly valuable player on the team.
- 5) It is paramount that those helping a leader remain flexible and supportive of the leader as he struggles to make improvement to the system. If helpers “bail out” in frustration, they have just set the leader back in reaching a solution. Now he has to strive for a solution in addition to finding new helpers, training them and teaching them not to “bail out” when problems arise. A leader is nothing until he can get others to help him – others who will stick with him/her through all the problems until souls are saved, taught and developed into helpers and leaders themselves.

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- 6) You give your heart, time and money to the cause of Christ. Your ideas need to be heard and God's calling in your life needs to be fulfilled. It is important that you develop your communication and team skills because the church is a team. God uses this team to win and train the lost. If God is going to use you to win and train the lost, you have to become a functional team player for the duration of your walk with the Lord.

- 7) Your leader will listen to you more carefully:
 - a. If he/she knows that you are a dependable and committed member of the team through "thick and thin."
Be Dependable And Committed

 - b. If you present your well-thought-out or written-out solutions along with a statement of the problem you see.
Be Thorough In Your Presentation

 - c. If he/she knows that you have the whole church at heart and the needs of the people at heart, and are not just focused on your particular area. (Solutions you suggest should consider the effect on the whole church.)
Be Aware Of The "Big Picture"

 - d. If you show a spirit of cooperation with the team and flexibility rather than communicating an attitude of anger, frustration or criticism. That means you need to speak up when you are not angry, making sure the tone of your voice, body language and wording communicate a positive approach to the situation.
Be Positive In Your Approach

 - e. If you pick a non-stressful time to initiate the communication. Leaders are much better able to handle problems if they are not at the moment focused on teaching a class or about ready to preach or visiting with new-comers. Pick a time when you can get the attention you need.
Be Thoughtful Of Your Timing

 - f. If you truly are motivated to serve the Lord and to help your leader.
Be A Servant

 - g. If you are submitted to God and led by the Spirit.
Be In Tune With God