

# Communicating Excellence: Correcting Ministry Performance



**Session/Week 3  
Using the Tools**

# Clarification of Terms

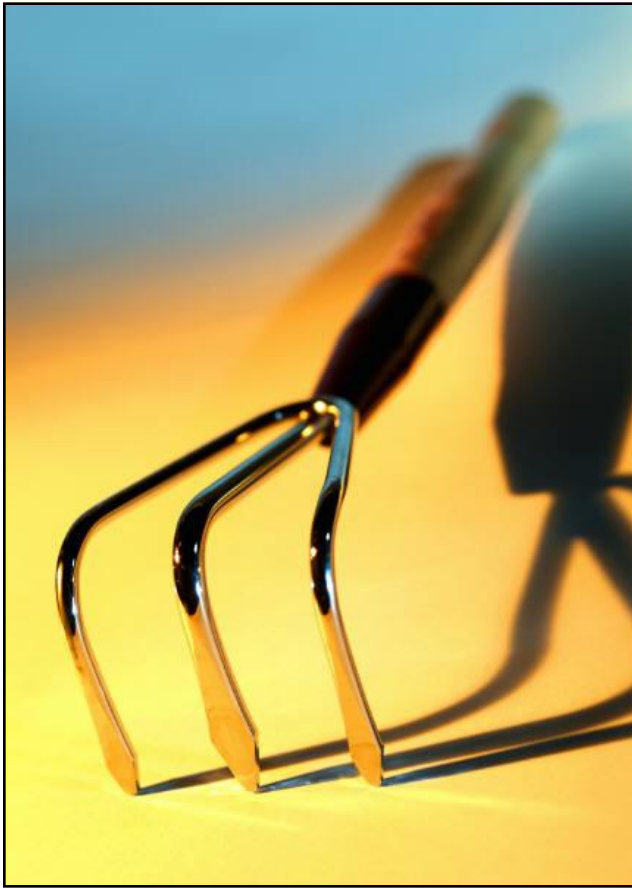
- Correcting – The overall process of getting a team member's performance back on track.
- Correction – A form of correcting-comes after encouragement
- Encouragement – The first step in the correcting process
- Encouraging, encourage and encourager – What we do build people up.

# Encouragement



- What does the “fertilizer” of encouragement look and feel like. (You have to be careful of the source! It can be insincere)
- Demonstrate and example
- What happens when we don't get encouragement?
- How are you doing in encouraging your teams?

# Exhortation/Spur



- What does exhortation/spur sound like? Give an example.
- List some circumstances as examples in ministry warranting an exhortation.
- Characteristics of an exhortation:
  - Specific
  - A reminder of your authority/responsibility to speak into their life
  - Positive tone. Speak to their potential
  - Offer to meet again.

# Correction



- What are some reasons we won't/don't correct a team member?
- What is the usual result if we do? If we don't?
- Who are you doing the pruning for?
- Give some examples of what actions would require a correction.
- Tell a story of when a correction turned out well.

# Conviction



- What actions or behaviors of a ministry team member would require a “severe prune?”
- What would a conviction meeting sound like? What would be some of the conditions you would want to put in place?

# Rebuke



- Why do we resist rebuke?
- What is our concern for the rebuked person?
- What could happen if we don't rebuke?
- Is a rebuke a sign of a ministry's failure?
- What is the role of the shepherd to the sheep?

# Reflection

- Encouragement – Acts 15:1-35
- Exhortation/spur – 1 Thess. 2
- Correction – 1 Corin. 3, 4
- Conviction – Acts 18:18-27
- Rebuke – 1 Corin. 5