



## **Ethical Evaluation of Teamwork and Church Development in the 21<sup>st</sup> Century**

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### ***Abstract***

The aim of this study was to evaluate the effect of team environment on the development of the church in the 21<sup>st</sup> Century. Empirical literature in this study provided the basis for the study gap. The motif that guided the study was that which leans towards dealing or solving practical issues in a real team environment rather than focusing on procedures as Zukauskas submitted in 2018. The researcher adopted the descriptive method of research. This is to best show that, teamwork is good because it increases efficiency and effectiveness by bringing different minds to focus on the same problem in order to encourage mutual support. Many Christian organizations, Universities and colleges rely on teams. They include team-communication and team management in their courses of study to educate their members with the view of achieving the organizational set goals and benefits. The researcher discovered that, for teamwork to achieve benefits, individual members of such teams must work well together. They would need to be able to put the thoughts of their own accomplishments aside in order to work for the benefit of the team and the organization. The building of the tower of Babel in Genesis chapter 11:1-9 was referred to as good example of breakdown of team management and we saw that the goal was not achieved.

It concluded with the recommendation that, since teamwork is regarded as a dynamic process involving two or more people with complementary background and skills, sharing common goals and exercising concerted physical and mental effort in assessing, planning, or evaluating the situation at hand, team work should

be used by church organization with the view of achieving church organizational goals, improving relationship and maximizing productivity.

**Keywords:** Ethical, Evaluation, Teamwork, Church, Development.

## Introduction

Teamwork is good because it increases efficiency (effectiveness) by bringing different minds to focus on the same problem in order to encourage mutual support. Many organizations including Christian organizations, Universities and colleges rely on teams. They include team-communication and team management in their courses of study to educate their members with the view of achieving the organizational set goals and benefits.

However, in order for teamwork to achieve these benefits, individual members of such teams must work well together. They would need to be able to put the thoughts of their own accomplishments aside in order to work for the benefit of the team and the organization. The building of the tower of Babel is a good example of breakdown of team management and we see that the goal was not achieved (Gen. 11:1-9). The history of the Tower of Babel is the classical representation of a frightening nightmare of project management. According to the Bible, the tower of Babel was one of the first major engineering work undertakings of humankind, as well as the first major management failure.

In healthcare for example, teamwork is regarded as a dynamic process involving two or more healthcare professionals with complementary background and skills, sharing common health goals and exercising concerted physical and mental effort in assessing, planning, or evaluating patient care. The application of teamwork has shown a sharp increase since the late 1970s (Catholic 56). Improving organizational teamwork is the goal of most team building activities, and like many other subjects, the Bible provides wisdom about how to achieve it and why it is important.

This research intends to decipher the importance of teamwork and team management using biblical references to buttress the point where necessary. It has recommended steps that could be taken to build and sustain team groups for effective growth of the church.

### Conceptual Clarifications

**Team:** A team is a group of people with a full set of complementary skills required to complete a job, task or project team members are required to operate with high degree of interdependency as shared authority and responsibility for self management are accountable

for collective performance (Catholic 56).

**Work:** Work entails exertion or effort directed to produce or accomplish something, it means labor or toil. Work refers to a productive or operative activity (Christian 45).

**Team Work:** Team Work therefore, means the process of working collaboratively in order to achieve a goal. Team Work a cooperative or coordinated effort on the part of a group of persons acting together as a team or in the interests of a common cause (UN Museum 5).

### **Factors responsible for Team Success**

Teamwork can only succeed if the following factors are put to cognizance:

- i. A team can succeed when the people in the team understand their common purpose.
- ii. A team can succeed when the goals are **Measurable goals**, calculable as achievable within a stipulated period of time.
- iii. A team can succeed when the people have effective leadership that is be efficient and helpful.
- iv. A team can succeed when there is effective communication, when there is unity and solidarity. When there is mutual respect where the ideas and contributions of members are respected and without sticking to ideas or policies that may bring destruction but promote enthusiasm by providing incentives to members.
- v. It can succeed if there the ability to do what is called proper SWOT analysis (Identify areas of Strengths and Weaknesses, Opportunities open to them and the Threats they face (6)).

### **Importance/benefits of Teamwork**

According to Torre, the benefits of teamwork include but not limited to the following:

- i. **Better Results:** Teamwork can lead to better business result because the team can bring more resources to bear against a challenge and reduce the risks of depending on poor contributions. For example, in healthcare teamwork is associated with increased patient safety. When a team works well together as a unit they are able to accomplish more than its individual members can do alone.
- ii. **Efficiency:** When a team is able to work well together they accomplish more than an individual can do alone. This saves an organization form unnecessary expenditure and helps it compete more favourably in the open competitive in their market.
- iii. **Better Ideas:** When members apply different skills they are often able to come up with a more effective solution than one person working on the same

problem. A good team is made up of diverse members. The bible says “As Iron sharpens Iron, so one person sharpens another” (Pro. 27:17).

- iv. **Mutual support:** When team members work well together, they support one another. Mutual support can encourage people to achieve goals they could not have achieved if they were on their own.
- v. **Sense of Accomplishment:** There is high hope to accomplish a task when members of a team work together to achieve specific goals. There is often that greater sense of accomplishment than what one person may when working alone (4).

### **TEAMWORK ACCORDING TO THE HOLY SCRIPTURE**

The scripture contains many references that could be discussed as relating to great teamwork, but this work identifies few that are equally inspiring examples for this topic. It is very clear in the bible that, no one is strong enough in every area. No one has monopoly of knowledge just like it is popularly said; a tree cannot make a forest. That is the reason why people are endowed with different gifts. In the church of God, some people are gifted as preachers but not gifted as counselors, some as teachers, some the gift of healing, while, some are strong leaders but not so good at details, some are good at building relations yet are not good managers (5).

The reason is not farfetched; if one person is good at everything, such a person would not need the rest of the body of Christ. The church of God needs every member to get involved in the ministry of the word not just one person nor only few people. Good teamwork is necessary in all areas of life; be it our families, our businesses, our communities. Paul reminds us in Romans 12 that bodies don't function well unless they work together. The church cannot function well unless the members work together. The congregation needs to work together as a team (Cartans 11). Therefore, improving organizational teamwork is the goal of most team building activities, and like any other subject, the Bible provides wisdom about how to achieve team building and why it is important.

Here are some specific bible passages to support team work and team management:

- i. **Team Work in Two are Better off than one (Ecclesiastes 4:9-12):**  
“Two are better off than one, because together they can work more effectively. If one of them falls down, the other can help him up. But if someone is alone and falls, it's just too bad, because there is no one to help him. If it's cold, two can sleep together and stay warm but how can you keep warm by yourself. Two men can resist an attack that would defeat one man alone. A rope of three cords is hard to break.” Therefore, we are better together than we are on our own (Mehta 6).

- ii. **Team Work Rebuilding the Wall of Jerusalem (Nehemiah 4):** When the Israelites were rebuilding the wall in Jerusalem, the work got tough and they got discouraged and finally, they just gave up. So Nehemiah reorganized the work, he divided the people into teams. Half would stand guard with their spears and swords and protect everyone, while the other half would be at work. Then they exchanged or swap their positions. He posted everyone by groups and families, so they could encourage and support each other. The shift continued until work was accomplished (verses 13&14). “So we built the wall, and the entire wall was joined together up to half its height, for the people had a mind to work” (Nehemiah 4:6).
- iii. **Jesus sent them out Two by Two (Mark 6:7):** When Jesus sent people out in ministry; He did not send one by one but sent them out two by two. This shows that Jesus did not expect them to minister alone but in team.
- iv. **James, John and Simon became partners in fishing for men (Luke 5:10-11):** And so also were James and John, the sons of Zebedee, who were partners with Simon. And Jesus said to Simon, "Do not be afraid. From now on you will catch men." So when they had brought their boats to land, they forsook all and followed Him.
- v. **Keep the Unity (Ephesians 4:3):** Endeavor to keep the unity of the Spirit in the bond of peace.
- vi. **Teamwork is a must (Matthew 12:25):** Jesus said; “Every kingdom divided against itself is brought to desolation, and every city or house divided against itself will not stand.”

## **ETHICAL EVALUATION HINDRANCES TO TEAMWORK AND TEAM MANAGEMENT**

Newell enumerated some of the factors that could lead to failures in team management as summarized below:

- i. **Self-Centeredness:** The spirit of self-centeredness will inhibit teamwork. People who are only interested in themselves and their own obligations and not in those of the other members will inhibit teamwork (Phil. 2-10).
- ii. **Star performer:** People who feel they have to be the “Star performer” will hinder the proper spirit of teamwork (254).
- iii. **Indolence:** Lazy People who will not work and will not carry their part of the load will weaken the team work spirit (66).

- iv. **Critics:** People who possess a critical spirit (finding fault) will hinder teamwork. It doesn't matter what is under consideration, they are against it or find something wrong with it.
- v. **People with the spirit of Diotrephes (3 John 9):** People who seek to be preeminent, will hinder the harmony of teamwork. Diotrephes loves to spread malicious information to people, does not receive us. Good teamwork is not found where the spirit of Diotrephes surfaces.
- vi. **Too many excuses than effort:** Teamwork is further hindered by People who do not care. People who will not show up for the work to be done and people who offer many excuses than effort and do not encourage the efforts of others (PMF 2).

### **EXAMPLES OF POOR TEAMWORK**

Poor teamwork can inhibit the development of Church organization, wastes potential and hurt profitability. For example, instead of working toward a project's goals, employees might waste time fixing mistakes due to poor communication and ineffective organization. Your members or staff and organization as a whole will suffer from poor teamwork and its inefficient results largely due to the following reasons:

- i. **Unclear Roles:** For effective result, roles should be well defined with clear and consistent focus.
- ii. **Poor Organization:** An organized approach to project assignments prevents silly oversights. If there is no proper organization, each member of the team might assume someone else is handling a vital task, but no one is. By the time your employees realize their mistake, it might be too late to repair the error. At the very least, they must waste time backtracking to handle the problem.
- iii. **Redundancy:** Double-check slows down action. In fact doing the same job twice slows a project down. Suppose one member of your team likes to double-check everyone else's work, even when it's unnecessary. Instead of being a productive member of the team, he is slowing the workflow and damaging the morale of the team with his nosiness.
- iv. **Communication Barriers:** Communication Barrier can cause wasted time and resources. It gives a bad impression of an organization, the exact opposite of your intention (Gen:11-10). When the members of a group are not able to talk effectively with each other, they consequently lack in coordinating themselves. This is usually not due to a bad disposition to follow the received directions, but to a misinterpretation of it. This may happen both in the chief-executor relationship, and in the co-workers

relationship. This can deteriorate the relationships, resulting to conflicts and jealousies, with different groups isolating themselves. This reduces further communication opportunities, leading eventually to the teaming complete failure. Such kinds of group dynamics are very common. In a well organized “team”, the leader shall lead the communication process, ensuring its effectiveness, in order so that the overall team performances will be satisfactory.<sup>15</sup>

- v. Cliques: Without an effective leader, your team might degrade into cliques or factions. For example, longtime friends might conspire to reserve favored tasks for themselves, compromising the overall effectiveness of the team and destroy the morale of the other members. A strong leader overcomes cliques and infighting by assigning tasks based on ability and experience, rather than favoritism (Verma 56).

## RECOMMENDATION

The Paper recommends that the followings be taken into account for effective team work and church management:

- i. **Know the strengths and assign roles accordingly:** Everyone has preferences about the key profiles to help teams reach their goals. In order to identify the strengths, the preferences and skills makes it easier to achieve the goals. There are people who are regarded as Implementers, the creative and also those ones we depend upon to improve the work atmosphere. There are functions in which we feel more comfortable in performing them and thus, our performance is more efficient individually and as a team. All this involve good self-evaluation/assessment skill.
- ii. **Discuss more than argue:** Discussion is more interesting because it shows the quality of arguments and the weakness of your interlocutors. The part that proves an advantageous position would win. Nevertheless, a better dialogue is the one that emphasizes the positive points of the other part, it agrees and builds good synthesis and accepts tensions as part of the process.
- iii. **Accept chaos and incorporate creativity:** Go beyond flexibility because a team that lets its creative energy flow may achieve great innovations that others may not.
- iv. **Accept mistake and learn from it:** Learning is more effective when it comes from experience. This takes place when the experience is positive, but, there are instances in which this is not the case. Incorporate learning in a proactive way is important not only for the work of the team but for everyone individually as well.

- v. **Apprehend the mission:** If all the members of a team commit with the objective, actions will come smoothly. Without this basic idea, there is no project that can accomplish in its whole capacity. Besides, the objective must be a challenging one that can pull everyone out of their comfort zone, which is the only way to learn.

## CONCLUSION

This conclusion form part of recommendation. It is often said that if you want to arrive fast, you should walk alone and if the objective is to arrive far, you should do it in a team, even if the team is just of two people. Teamwork is good because it increases efficiency (effectiveness) by bringing different minds to focus on the same problem in order to encourage mutual support. Organizations including Christian organizations, Universities and colleges rely on teams. They include team-communication and team management in their courses of study to educate their members with the view of achieving the organizational set goals and benefits as they work well together. The building of the tower of Babel became a dream fiasco breakdown of team work and team management and we see that the goal was not achieved (Gen. 11:1-9). If the Church and other organizations must thrive, team work must be put at the front burner.

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