



LEADING
SECOND

EPISODE GUIDE

Episode 226

Building Your Personal Team ft. Dillon & Leydanis Ritchie

In this episode, Brandon Stewart, along with Dillon and Leydanis Ritchie (CoastLife Church, Venice, FL), discusses the importance of having a personal team. We are all invited to ask the hard question for each of us: Are there people in our lives who have the ability to keep us accountable?

BUILDING A PERSONAL TEAM.

Leaders fall because no one was close enough to catch what was happening before it was too late.

Safety in leadership isn't by accident; it's by design. It's something you build around yourself through people.

A personal team is people who are standing around you, arms linked, to protect you, to provide accountability to you, and to have your back.

Collectively, this entire group knows everything about you.

The goal of a personal team is that you have no secrets; that there's no part of your life that can't be questioned.

Accountability: the ability to be questioned.

We have a real enemy with real schemes, real plans. We have to accept that fact.

God has not only given us His Spirit, but He's also given us each other to walk together in ministry.

Proverbs 13:20 (NIV) "Walk with the wise and become wise, for a companion of fools suffers harm."

Proverbs 15:22 (NIV) "Plans fail for lack of counsel, but with many advisers they succeed."

Ecclesiastes 4:9 (NIV) "Two are better than one, because they have a good return for their labor."

Ecclesiastes 4:12 (NIV) "Though one may be overpowered, two can defend themselves. A cord of three strands is not quickly broken."

In ministry, our morality and our employment are directly connected in a way that doesn't exist anywhere else in any other career.

WHAT IS A PERSONAL TEAM?

A group of people who are involved in your life in a way that they know the other side.

We have two sides of our ministry. The personal side and the professional side.

A lot of times if your personal side is unhealthy, it bleeds into the professional side.

These are people who have access and the ability to care for you personally.

Every leader needs somewhere to bleed. We can't bleed on the people we lead.

THE DANGER OF BLEEDING ON THOSE WE LEAD.

There are going to be seasons in ministry where your team needs your strength.

But if you're in a season of hurt, offense, or you are walking through something, your strength can start to be compromised.

Ecclesiastes 4:10 (NIV) "If either of them falls down, one can help the other up. But pity anyone who falls and has no one to help them up."

ROLES ON A PERSONAL TEAM.

1. Spouse

- Our spouses are the greatest point of accountability for us.
- Marriage isn't just to make us happy; it's to make us holy.
- Assessing is different than healing.
- Sometimes it's tough to talk to your spouse about something without causing secondhand offense, and that's where the rest of your personal team comes in.
- You can assess with someone else, but you won't be able to move forward without your spouse being on the same page.

2. Pastor

- This is our covering and our authority in ministry.
- It can be complicated since they employ us.
- But pastors want to be fair and show up for their team.
- It helps keep them from being surprised later.

3. Counselor

- A Godly, Spirit-filled, pro-ministry counselor.
- Trained in dealing with matters of the heart and soul.
- The place you can be the most unmasked in your life.
- [Leading Second Care](#)

4. Coach

- Someone who is going to deal with matters of competency, performance, and how you're showing up on the team.
- You will start in ministry as a new player, and every new player needs a coach.
- They can help you develop your strengths, call out your goals, and show you a path to help you grow.
- Ministry isn't just job performance. It's also about character development. A coach can help.

5. Friend

- You need some people cheering you on.
- They will give you the space to vent, then will push you forward.

Who will do the will of the Father? Those are the people you want in your life. They will have the right perspective, the right vision for your life, and encourage you in the season.

FINAL THOUGHTS.

Your team doesn't get built all at once.

Don't feel you have to find all five right now.

Join the Leading Second Tribe.

There are other leaders who have walked through the season that you're walking in.

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Dig Deeper

1. The episode emphasizes that leaders rarely fall all at once but rather through a slow accumulation of small, unaddressed moments -- as you reflect honestly on your current season, what small patterns or tendencies do you need to name and bring into the light before they compound?

2. Dillon pointed to Jesus's words in the Gospels about who constitutes true family -- those who do the will of the Father -- as the most important criterion for choosing your personal team; how does this reframe the way you think about who belongs in your innermost circle?

3. Which relationship (spouse, pastor, counselor, coach, or friend) could you begin to start strengthening?

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