

Building an Effective Team

By SS & LS

Choosing Team Members:

- Screening team members is crucial – build relationships then invite them (or not) to your team (e.g. Jesus choosing the 12)
 - If you only can have ten adults, who would you choose?
- Parameters for choosing
 - Prayer for Father's heart (Luke 6:12-13 – Jesus spent the night in prayer prior to choosing the 12)
 - Faithfulness over skillfulness (2 Tim 2:2)
 - *It is easier to teach a faithful man skills than to teach a skillful man faithfulness*
 - 2 mites (Luke 21:1-4)
 - A person willing to give all with great faith and sacrifice will see more fruit in the kingdom than those with great potential but little sacrifice
 - Peter/Simon Principle (John 1:42)
 - *He brought him to Jesus. Jesus looked at him and said, "You are Simon the son of John ; you shall be called Cephas " (which is translated Peter). (John 1:42)*
 - Timothy Principle – Like hearted (Phil 2:20-22)
 - Teachable and already do or are able to share a like heart and vision with you (same values)
 - Build your team slowly
- Yet, even if you do not have the perfect type of team members, you can learn to form a team around those God gives you

The SC/Team Leader must passionately cast vision

- Have the same mind as a team (1 Cor 1:10)
- Passionate vision-casting (1 Cor 2:1-7)
 - Does not have to articulate or use clever words
 - But it must be clear and obviously your passion (e.g. house ch contacts)
 - Be clear on the vision up front, and remind them often (Mark 1:17; 8:31, 9:31, 10:32-33, 14:17ff)
 - Think about how many times Jesus told the disciples about his crucifixion/resurrection before they understood
 - Even after your team understands they need to be reminded often for encouragement (2 Tim 2:14, 2 Pet 1:12)

- When the vision or plan is revised, you keep the team in the loop (including the decision making)

The SC/Team Leader must demonstrate integrity & commitment to the work and team

- Integrity – you are who you are in all honesty before them
 - "So he shepherded them according to the integrity of his heart, And guided them with his skillful hands." (Psalm 78:72)
- Love and commitment to them
 - "Above all, keep fervent in your love for one another, because love covers a multitude of sins." (1 Peter 4:8)
- Model the type of commitment you expect from them (1 Cor 11:1) (e.g. "We Were Soldiers") – Example of Paul
- Servant leadership (like Christ)
 - Lay your life down for them
 - *"I am the good shepherd ; the good shepherd lays down His life for the sheep." (John 10:11)*
 - *"For even the Son of Man did not come to be served , but to serve , and to give His life a ransom for many ." (Mark 10:45)*
 - Teachable

The team covenants together toward the vision and work

- Love deeply (1 Pet 4:8)
- Covenant to work together for the time you are together
- Family atmosphere (1 Tim 3:5, 1 Pet 4:17 – "family of God")
- BE church to PLANT church
 - Something we had to LEARN
 - Do NOT idolize the team
 - Just as you would not worship the church rather than the Lord of the church
- Make big decisions together as a body

Cultivate an atmosphere of transparency and quick reconciliation

- Transparency
 - *Our mouth has spoken freely to you, O Corinthians, our heart is opened wide. You are not restrained by us, but you are restrained in your own affections. Now in a like exchange—I speak as to children—open wide to us also. (2 Cor 6:11-13)*

- Quick Reconciliation
 - Therefore if you are presenting your offering at the altar, and there remember that your brother has something against you, leave your offering there before the altar and go; first be reconciled to your brother, and then come and present your offering. (Matthew 5:23-24)
 - No matter who is at fault, nor your position
 - "Reject a factious man after a first and second warning, knowing that such a man is perverted and is sinning, being self-condemned." (Titus 3:10-11)

Give each team member adequate responsibilities and get them the training they need

- Each has a measure of faith/grace and special gift (Rom 12:3)
 - Each member should feel significant, respected and strategic
- Respect that gift
- Training (2 Tim 2:2)
 - Over and over (continual and life-on-life)
- Keep high expectations (e.g. NX team)
 - Expectations are communicated clearly up front
- Give them the autonomy they need at their particular stage of ministry (e.g. Timothy – from son to co-laborer (Rom 16:21)
 - M.A.W.L.
 - SL2
 - Don't micromanage – that belittles people

Meet together as a team frequently for worship, community and vision-casting

- Get enough mutual encouragement to BE and DO (be the followers of Christ you need to be and to do the work you need to do)
 - "But encourage one another day after day, as long as it is still called "Today," so that none of you will be hardened by the deceitfulness of sin." (Hebrews 3:13)
 - E.g. HN team – 3 x week
 - Sun a.m. church (house church)
 - Mid-week fasting and prayer time
 - Mid-week P&W, personal sharing
- But do not meet so often that you rob the team of ministry time

Address problems & personnel issues quickly & appropriately according to the situation

- We urge you, brethren, admonish the unruly, encourage the fainthearted, help the weak, be patient with everyone. (1 Thessalonians 5:14)
- Always lovingly and non-judgmentally (Matt 7:1-5)
- In extreme cases, do not be afraid to lose team members

Schedule regular times with each member to LISTEN and pray as well as plan together

"This you know, my beloved brethren. But everyone must be quick to hear, slow to speak and slow to anger;" (James 1:19)

- Do you team members feel they are heard and have a voice?
- Know well the condition of your flock
 - Know well the condition of your flocks, And pay attention to your herds; (Proverbs 27:23)
 - Care for them spiritually/emotionally, not just to fulfill your plan
- NEVER have a meeting where you fail to pray together
- Discuss the future with them, as well as goals and how you can hold them accountable/encourage them
 - Do you know what they want/need from you?
- CRUCIAL: do both spouses feel heard and valued?
 - E.g. Laura's investment in the women

Schedule regular team retreats that move your team/work forward so as not to lose momentum

- E.g. HN team – 2 retreats a year, plus AGM team day
- Meet with each team member PRIOR to the retreat (no surprises; people know where they fit in)
- At the retreat, lots of P&W, and prayer
- Review where you have been (see the big picture and momentum)
 - All are on the same page
- Review the plan and values
- Show how each person/part fits into the future plan
- Renew your covenant