

The background features a teal-to-blue gradient with various circular and semi-circular patterns. On the left side, there is a large circular scale with numerical markings from 140 to 260 in increments of 10. Several smaller circles and arcs are scattered across the background, some with arrows indicating direction. The overall aesthetic is clean and modern, suggesting a focus on data, progress, or development.

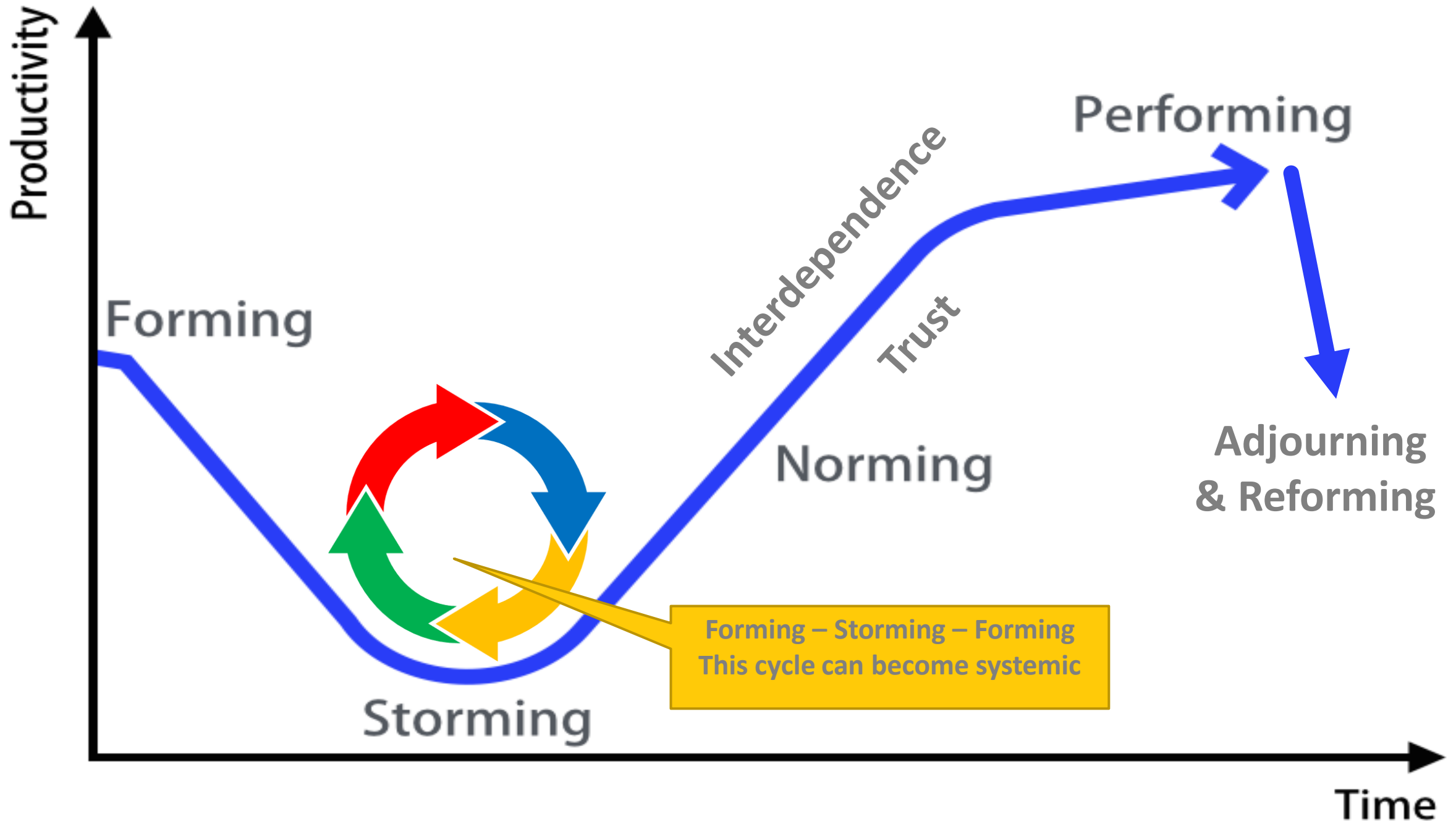
DEVELOPING HEALTHY  
MINISTRY TEAMS  
CHURCH CONSULTANCY TRAINING

TEAM



TOGETHER  
EVERYONE  
ACHIEVES  
MORE





# 3 Types of Teams



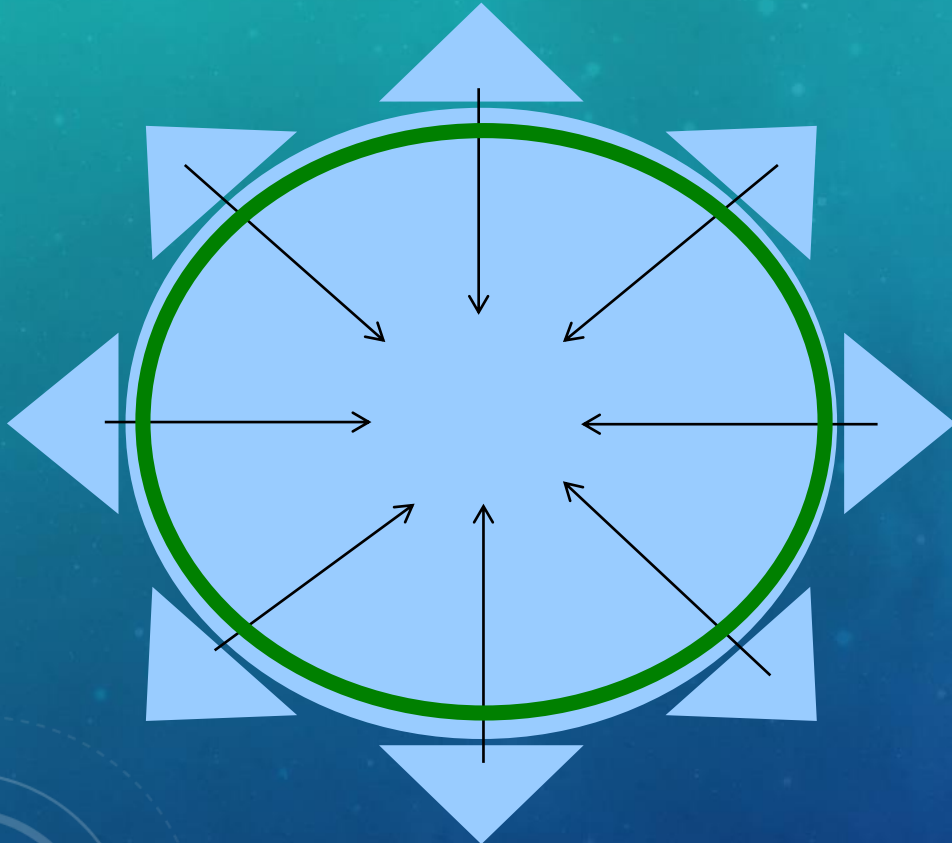
# The Collaborative Team

The primary expression of teamwork in this team is the effective functioning of the group as a whole. They serve together in each other's presence.

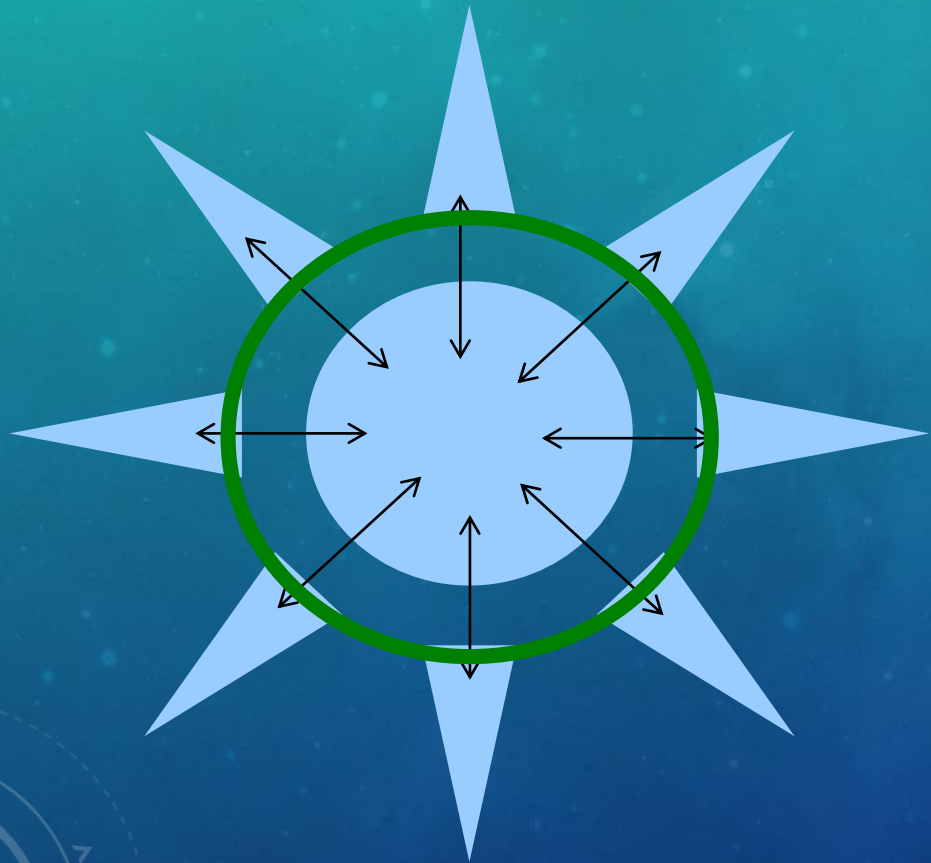
Effective teamwork flows from the quality of their relationships, from valuing the unique contribution of each individual, and from a shared commitment to both completing the task and supporting one another.

This type of team spends a lot of time serving or ministering together.

Eg: Worship team, youth ministry team



# The Co-operative Team



The primary expression of teamwork in this team is planning, preparing and debriefing regularly together, along with a certain amount of ministry that is carried out with others on the team.

Effective teamwork flows from good planning, lots of discussion, efficient decision making, working together, and supporting each person's ministry.

Some of what the team produces comes from work together in ministry itself.

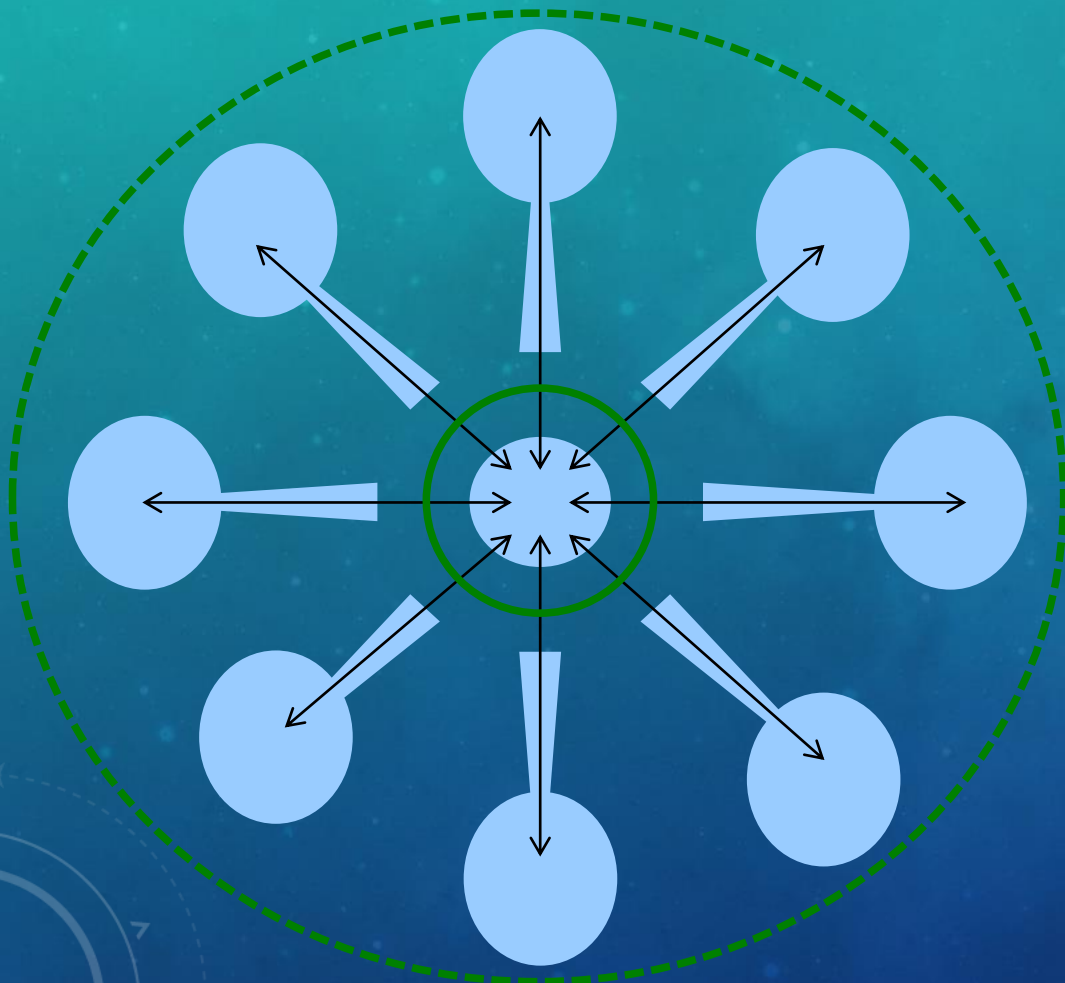
Eg: Children's ministry team

# The Co-ordinative Team

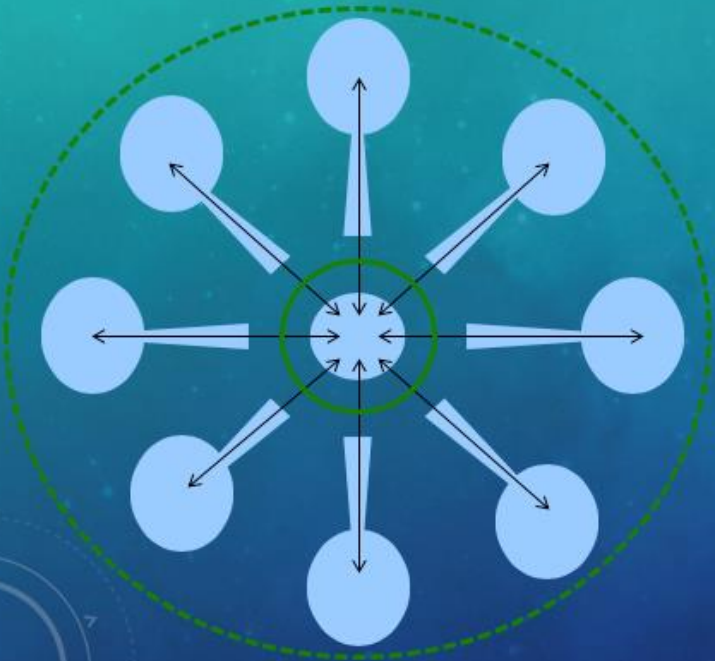
The primary expression of teamwork in this team is regular strategic level meetings to plan, inform, co-ordinate, discern and agree on direction. Most of the actual ministry is outside of the team environment.

Effective teamwork flows from a shared vision, shared values, clear communication, efficient decision making processes, and interpersonal loyalty.

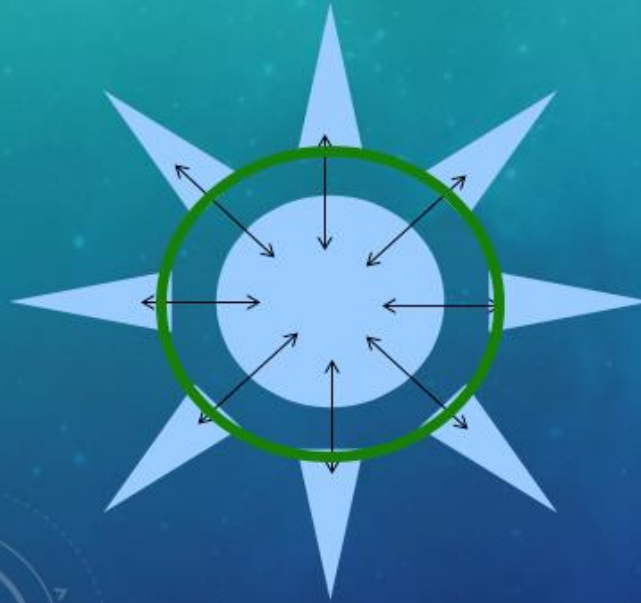
Eg: Senior Staff Team, Ministry Leadership Teams, Church Boards.



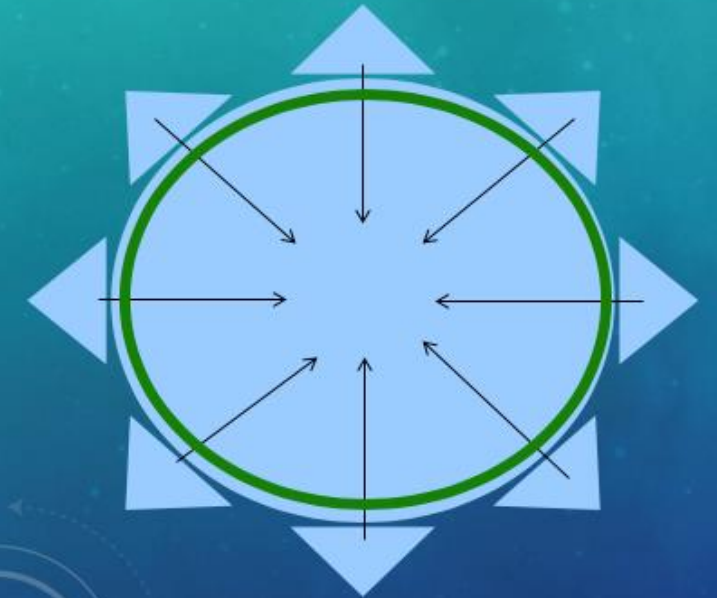
## The Co-ordinative Team



## The Co-operative Team



## The Collaborative Team





# 12 KEY ELEMENTS OF HEALTHY TEAMWORK

The background is a gradient of teal and blue, featuring faint circular patterns and a scale on the right side. The scale is a circular dial with numbers from 0 to 210, and it has several concentric circles and arrows around it. There are also some smaller circular patterns scattered throughout the background.

- *Sharing IN - ‘the sense we are on the same page’*

Healthy teams share a sense of togetherness over vision and values – there is a recognition of both the joint call and joint responsibility of ministering together.

A sense of “sharing in” arises from being “called together” by God to be a team leading the organisation or church. This is given expression by the articulation and affirmation of a collective vision, and the cultivation of culture that is based on shared values.

## ***Sharing OUT – ‘the sense of we all know how this team works’***

The second dimension of teamwork relates to working and serving together. This is the actual of sharing out of the work of the team. Each member of the team will have a different personality, range of skills, ministry gifts, roles and responsibilities. “Sharing out” needs constant attention so that team members are enabled to be clear about their own roles, their communication with other members, their responsibilities and the team processes they are expected to be part of.

## *Sharing OF – ‘Sharing lives with each other’*

Team-life needs to be a concrete expression of agape love and community. It is in this sense a sharing together of life not just the activities of leadership and ministry. “Sharing of” life together involves the extra-curricular activities that build trust in a team.

# 1 AN INSPIRING SHARED VISION

- Healthy teams need an articulated shared sense of vision which inspires commitment. Effective teams are aligned. Everyone is working in the same direction for the same ends.
- In the context of teamwork it is important to periodically revisit this vision and paint the picture in some detail of 'where we are going together'

## 2 A SHARED SET OF VALUES

- Healthy teams develop a clear internal culture, i.e. ‘a way of doing things’, that reflects a clearly articulated set of shared values.
- Like ‘vision’, the values need to be central to the life of the team.
- Shared values promote consistency
- Shared values allow team members to relax and feel at home

### 3 VIBRANT COLLECTIVE SPIRITUALITY

- This feature is unique to Christian ministry teams but is often overlooked.
- Healthy teams need a corporate spirituality.  
There should be opportunities to pray and seek God together, particularly around direction and significant decisions.
- There is an important pastoral element associated with team members praying for each other and it should be encouraged

## 4 CLEAR COMMUNICATION

- Healthy teams spend time ensuring that communication is working effectively.

Communication between team members is the lifeblood of any team.

Teams need clear channels and pathways for this to happen.



## 5 HEALTHY GROUP PROCESS

- Healthy teams have well thought-out decision making processes that encourage efficiency and are inclusive of the various gifts, knowledge and skills that team members possess.  
NB: Healthy processes are especially important within an Australian organisational context.
- Healthy teams have proven conflict resolution processes

## 6 FORMAL ROLE CLARITY

- Possibly the key element of effective work together is role clarity. This includes clarity about what my role is in the team including what I am responsible for, who I am responsible to, and what level of delegated authority I have to make decisions and implement plans?
- The complementary aspect to this is other team members also knowing my role and responsibilities and me knowing and respecting theirs.
- This is usually clarified through role/position descriptions.
- Gaps and overlaps analysis.
- 5 Levels of Delegation.

## 6 INFORMAL ROLE CLARITY

- The study of team dynamics has also revealed that team members play informal roles (These roles were outlined by Meredith Belbin).
- Informal roles include: 'ideas' people, networkers, evaluators, implementers, team shapers, team co-ordinators, team builders, and knowledge / process specialists.
- Recognising and understanding these informal roles is important for healthy, effective, teamwork
- [Belbin's Team Roles](#)

## 7 EFFECTIVE IMPLEMENTATION

- Healthy teams get things done. This is important for the individual as well as the team because the one often depends on the others to complement them in their role.
- Healthy teams share a collective commitment to implementing decisions. Each member must take responsibility for following up any actions that have been delegated to them.
- Healthy teams promote appropriate accountability. The various individuals complete their tasks within a team setting.

## 8 ENCOURAGED CREATIVITY

- Healthy teams create an environment that encourages creativity innovation. The team as a whole is prepared to explore new ideas and to step out in faith.
- Healthy teams share a willingness to take calculated risks. Doing this will keep a team dynamic and encourage both health and growth.

## 9 HIGH RELATIONAL TRUST

- Healthy teams spend time building trust. Trust is created through getting to know one another and developing confidence in the capacity, commitment and character of fellow team members.
- Healthy teams invest in building and maintaining trust through open communication and personal sharing.

# 10 ENABLED GROWTH AND DEVELOPMENT

- Healthy teams provide for the personal and professional development of all team members, and for the development of the team as a whole.
- In a functioning team, each member, including the leader, is conscious of their own need for personal growth and development. The team shares a collective commitment to the wellbeing and development of one another and encourages this both formally as it relates to the team and informally as it benefits the individual.

# 11 MUTUAL SUPPORT

- Healthy teams are mutually supportive communities.
- Healthy teams strike a balance between an awareness of, and care for each person's circumstances, personal journey, family situation and wellbeing, without becoming overly enmeshed or unduly separated.



## 12 RELAXED SOCIAL TIMES

- Healthy teams will occasionally meet to unwind, relax and connect informally without work or ministry being on the agenda.
- Healthy teams find a comfortable level for this depending on the circumstances of their own members.

# FOUR PATHWAYS FOR TEAM DEVELOPMENT

- **Teamwork Covenant**

Shape and refine a covenant that articulates the collective commitments that team members will share

- **Annual Retreat**

This is an opportunity for team building, the integration of new members, exploring different ways of doing things, reflecting and praying together

- Keep individual and team **SHAPE** work alive

Spiritual gifts, Heart passions, Abilities and aptitudes, Personality, life Experience of each member – sharing and understanding

- **Reviews**

A periodic team review is a great investment in healthy team dynamics

# TEAM LEADERSHIP

- Healthy teams do not just happen, rather they are always well led and well facilitated
- Effective team leadership is an add-on skill set to other forms of leadership – there are specific skills involved in fostering high trust environments and managing group dynamics
- Team leadership is a highly dynamic role that requires the flexibility to respond to both the composition of the team and the task at hand
- Team leaders should read up, work with a leadership coach, experiment, and above all listen carefully to their fellow team members